Gameplan

Resource team - Beth Sykes, Salvador Costancio, Tamara Barn

Next steps - DH creates movie - waiting for approval then will use to educate
- transition videos more utilized throughout 2 counties
- video resume training for eH providers, participants, school districts, tracks, schools, parents
- field trained planning for schools, train, mentor, mentor
- Jane future
- iPad support locally sub-contract
- partnership agreement with schools, counties
- training on app - not user friendly
- December training, Jennifer & Beth
- Ask Trisha if Beth can handle sub for December Dec's
- next year if kids have to move forward
- iPad tracking who has them, who used list
- much clearer expectations of Able Ops & Schools, who is doing what

Primary objectives - clear expectations who is responsible for what, other have Adam do plan around project

Create an issue

Strengths - team up best interest of students & project & the front understanding what next steps
- flexibility & willingness to achieve successful outcomes
- relationships, strong - people are motivated
Example Plan cont.

New teachers

PVK involved new PVK supervision - P-ETS experience

Challenges - not clear expectations

- Not clear funding source

Who pays for technology if individual needs it?

- Sabotage of progress due to personal fixed mind set

- Not willing to accept change

- Conference with follow up of Joellen

- Consultants only have 1x month

- Provience not being implemented as practice 1 training a year is not enough.

- 4 trainings per year keep it fresh and current

- Wages not appropriate for the work being required
Name: Malcom

CHALLENGES
- Limited resources
- Late implementation
- Limited community awareness
- Limited community involvement

TASKS
Q1: Identify current business/organization structures and processes
Q2: Develop business/organization structures and processes for success
Q3: Business/organization structures and processes for success
Q4: Development of specialized resources for success

TARGET
- Increased participation on goals
- Increased participation on goals

PRIMARY OBJECTIVES
- Personal growth
- Special Ed Training
- Lerner
- Other objectives

SUCCESS FACTORS
- Increased family involvement
- Increased community involvement
- Increased awareness
- Increased participation

KEEPING UP WITH ONGOING SYSTEMS CHANGES.
Name: Clark County

**TARGET**
A job, friends, and a place in the community.

**MISSION**
Clark County will assist all people with developmental disabilities to have the opportunity to achieve full, active, integrated, and productive lives.

**PRIMARY OBJECTIVES**
- Families and connections
- Young families create vision and expectation

**SECONDARY OBJECTIVES**
- Tell the story, data, and personal from the person, employer, provider, and county perspectives
- Medical Community is informed about the vision, possibilities, and disabilities

**SUCCESS FACTORS**
- Getting families connecting
- Application process is ongoing
- Lack of understanding of #9 business needs
- Too much to do
- Limited hours for people with high acute
- Administrative burden

**OTHER OBJECTIVES**
- Medical Community is informed about the vision, possibilities, and disabilities

**CHALLENGES**
- Relationships with schools: ESD #12
- How to tap into the family network
- Support for self-advocacy is minimal
- There is no self-advocacy group that meets

**FAMILY**
- Individualized
- Technical assistance
- We like workshops
- Family leaders

**TASKS**

Q1
- Share source worksheet
- Schedule WG meetings
- Give a copy of the video on a flash drive
- Other

Q2
- Have videos posted in one spot
- Kristin, Emily, Ryan
- Talk to the PIO about the issue of communicating with younger families
- How to get other media involved

Q3
- Collection of pichiochart content:
  - Stories to have photos/videos w/county or separately

Q4
- Integrate pizza and peers into training

**COMPANY**
- Kevin Perkey, Dave Cole, Leihka Fernandes

**EMPLOYEES**
- Emily Harris
- Kristin Wade
- Mary Strehlow
- Lisa Oldham
- Bianca Kolle
- Norm Goldman

**November 1, 2018 - October 31, 2019**
Employment First Game Plan

Target/What Success Looks Like

Primary Objectives

Increase Employment Participation to a minimum of 85 individuals by June 30, 2020

Other Objectives

Mission

Increase Employment Participation

Resources/Team
- Providers
  - Community
  - Schools
  - DDA, DUR
- Driven to Opportunity

Strenghts/Success Factors
- Getting Jobs
- Passionate People
- Strong Leadership
- Employers
- Cross Collaboration

Next Steps
- Share Employment First Game Plan at Provider Networking Meeting and Keep Agenda to Keep Working Towards Goal
- Community Informational Session at School T.E.P/SOS Meetings to Meet and Build Relationships with Parents and Individuals to Assist with All Stages of Transition
- Develop a Library of Stories to Share with Individuals
- Celebrate Stories of Success
- Community Members on County Website

Challenges
- Obtaining Information What Our County/Program System are Doing Changes to System
- Social Security Cap Raised
- Funding Overall in Developmental Disabilities Administration
- Bigger Investment with Parents Start earlier
Name: Jefferson Co.

**TASKS**

- Q1: Research Curriculum, Participants
- Q2: Pilot Program in 1 District
- Q3: 1/2 month
- Q4: Show case story with video

**MISSION**
- Jefferson Co. will support all people with developmental disabilities to have the opp. to achieve active, meaningful and productive lives in the community.

**OBJECTIVES**
- Start a self-advocacy training in school year
- Train the Trainer
- Provide training
- Provide employment services
- Increase rate of students here, graduating & job
- Assistive Technology for Providers
- Engage families/transition services

**CHALLENGES**
- Developing jobs in city, county government, creating social norms
- Aligning the message and presenting the message (hub & spoke) - "unified messaging"
- Consistent, effective Transition services across all districts
- Smaller county without access to Millage.

**SUCCESS FACTORS**
- We have increased collaboration, connectivity, and government involvement.
- PSP students for middle school services.
Name: Kitsap County

Resources/Teams:
- DDA
- DVR
- Employment providers
- Families
- County
- Local leadership
- Millage
- DDA + info ed
- KCC
- OESD
- KEDA
- WSHRM
- Rotary Clubs
- SSI
- Newspapers

Tasks:
- Q1: New Businesses that currently employ DD people to continue to speak
- Q2: Encourage new transition employers/industries/non-traditional jobs
- Q3: Benefits planning (Families)
- Q4: Identify barriers/why people are declining transition services

Primary Objectives:
- Establish Business Advisory Committee
- Collaborate w/ ASB in school to integrate DD students into clubs for work
- Develop transition material for families at schools
- Build KEDA project
- Create "Plant the Seed" video

Mission:
Kitsap County with KEDA is an inclusive community, dedicated to helping people with disabilities into others and their families into others.

Target:
- For Businesses: Continuing education pertaining to employment of people w/ DD use "business" oriented language.
- Continue promoting strong collaboration
- Improve outreach outcomes by planting the seed earlier with families and schools.

Strengths:
- Quality & stability of team & leadership
- Small community, positive relationships, diversity of knowledge base
- Good foundation of current employers

Challenges:
- Inconsistencies within transition programs in schools
- Personal turnover in employment agencies/programs
- Multicultural barriers (linguistic, familial, etc.)
- Community at large still needs to be educated about inclusion
- Transportation issues
- Keeping up with ongoing systems changes

Success Factors:
- Team follows through on plans
- Inclusion into transition programs in schools
- Continue making inroads with federal employers
- Whole-life planning concerns (families)
Every student exiting school with an IDD will be connected with appropriate services post-school services leading towards community and jobs.
Name: OKANOGAN COUNTY

TARGET

Increase participation of developmentally disabled students that are not enrolled in DDA.

TASKS

Q1. Research and create a plan to identify partners, stakeholders, students, families, and/or organizations to begin relationship-building.

Q2. Create information materials and distribute via email/phone/mail and/or in person.

Q3. Host a DDA 101 information event, hand out enrollment packets (open to DDA participants and DD student families).

Q4. Host a transition workshop series to Spokane ARC.

MISSION

To create program access and participation awareness for all DD students in Okanogan County.

PRIMARY OBJECTIVES

- Increased awareness among DD students.
- Growth in current DDA enrollment/participation.

OTHER OBJECTIVES

- Ongoing collaboration and relationship building.

SUCCESS FACTORS

- Response/reciprocal contact from families.
- Attendance at DDA 101 transition workshops.
- Increased enrollment in DDA participation in the future.

OUTCOMES/MEASURES

- Overload/new info/families.
- Sensitivity to being approached (parents) building trust.

CHALLENGES

- Students are unidentified.
- Homeschool students.
- Access to information (ppi).
- Sensitivity to being approached (parents) creating collaborative relationships with teachers and other ed. leaders.

Involvement of:

- DDA
- WISE
- Spokane ARC
- Other partners

- Special Education
- Community at large
- Mental Health (SBHC)
- Mental Health Cares
- CIVC Groups: Rotary
- CIVC Wonders
- Local Community College ITA Providers
- Key Club
- PCP specialist
- AEP: Vendors
- Employers
- Friends & Family
- Student/Advocate
- Public Health
- Chamber of Commerce
- DSB
- DVR
- IL Centers
- Self Advocates
- Economic Dev.
- RCI Group
- Local community college ITA providers

(C) 1996 The Grove Consultants International
Employment First Game Plan

**TARGET/WHAT SUCCESS LOOKS LIKE**

- Seamless transitions w/ uninterrupted services
- Increased post-school engagement & readiness
- Improved transitional & employment support

**PRIMARY OBJECTIVES**
- OSPI integrated w/ SEAC
- Improved OSPI rep & SEAC trans lead
- Increased OSPI rep & SEAC trans lead

**MISSION**
- Increase employment service delivery
- Increase employment service delivery
- Increase individual goal setting & achievement

** OTHER OBJECTIVES**
- Improved youth outcomes
- Improved youth outcomes
- Improved youth outcomes

**STRENGTHS/SUCCESS FACTORS**
- New Asst Sup focused on outcomes
- Deep content knowledge on IDEA
- Strong SEAC
- Strong OSPI rep & SEAC trans lead

**NEXT STEPS**
- Increase side-by-side training
- Increase coordination & how TA resources are developed
- Increase opportunities for joint data points about agencies

**RESOURCES/TEAM**
- OSPI Specl
- DVR
- WSRC
- ESDs

**CHALLENGES**
- Lack of understanding/information of rep's/services in other agencies
- Increased post-school outcomes
- Staff turnover leads to knowledge gaps
- Families feel overwhelmed & undermined

©1996 The Grove Consultants International
Name: Diverse County

**Tasks**

- Q1: Develop level of planning leadership diversity and who is not at the table?
  - Get them in self-advocates?
- Q2: Do advisory board outreach
  - Hire consultant to examine hiring practices
  - Invest in diverse leaders reworking barriers not working
- Q3: Consult diverse leaders
  - Conduct next steps: what now?
- Q4: Planning

**Primary Objectives**
- Recruiting
- Engaging
- Supporting
- Diverse Leadership
- “Leadership Liberation”

**Other Objectives**
- East/West Spanish speaking parent groups
- Info Ed Contract - Focus: Translating OERS into 6 languages

**Challenges**
- White faces and voices at table
- Voices heard weighted - not diverse

**Success Factors**
- Translating materials and sharing information

©1996 The Grove Consultants International
**Name:** SKAGIT

**MISSION**

**PRIMARY OBJECTIVES**
- More students graduating with a high school diploma
- More support for targeted schools
- Develop and implement plans to support educational outcomes
- Develop consistent model
- Support for providers
- Assess and recommend

**OTHER OBJECTIVES**
- Evaluation and assessment
- Establish partnerships

**SUCCESS FACTORS**
- Establish and engage providers
- Strengthen engagement and support

**CHALLENGES**
- Program inconsistencies
- School district variations
- Lack of engagement
- Lack of clarity on the system: state → local → schools → providers
- Parent coalition

**TASKS**

**Q1**
- Start bridges
- Recruit schools
- Provide support
- Identify high needs

**Q2**
- Skill assessment
- Workshops
- Escalates
- Provide support
- Occupational

**Q3**
- Evaluate CF plan
- Uplevel asymptote
- Q4

**Q4**
- Employment awareness
- Campaign
- Strengthen pipeline

**TARGET**

©1996 The Grove Consultants International
Snohomish County 2018

Employment Forum

Inclusive Employer Finder?
- Utilizing parents as job coaches/community partners more strategically?
- Create Sole APS?

TARGET

STATE GOALS

- statewide data
- data, share, etc.
- Marketing strategy
- Review data footprint

Primary Objectives

Leave no one behind?
- Create leadership team (mentors)
- Develop new staff-training model
- Increase training model dissemination for new staff
- Conduct online employment simulation
- Increase employment opportunities
- Develop new employment-related partnerships
- Improve statewide digital platform for accessing, interagency into existing strategy,
- Create a statewide marketing strategy
- Utilize more electronic documentation
- Reduce paper!
- Maintain/build on 2017 objectives

Success Factors

Mission:
Focus county every on unemployed, underemployed population

Employment Treatment

- Increased Partnerships
- Spontaneous support

Challenges

- Team time availability too many obstacles (inter-agency)
- How to set actionable goals, achievable outcomes?
- Staff incentives vs. benefits
- Recruiting & hiring staff (how to keep them)?
- Marketing... how/who?
Name: Spokane County

Resources/Team:
- Kathrin Turlik
- Charity Walters
- Stephin Eyman
- Amy Kells
- Melissa McDaniel
- Nany Crago
- Shawn Nichols
- Nicole Luppens
- Bethany Johnson

Tasks:
- Q1: EF group meet quarterly organize and host (invite Carin & Lorna) a "FUN-raiser" event
- Q2: Survey for EP focus group
- Q3: Continue HAS efforts, list of ITA, host another provider's event day and examples of ITA
- Q4: Develop EP, continued

Primary Objectives:
- Raising wages, hours, people working, interagency collaboration
- Develop EP, continue building capacity/collaboration ITA
- Partnering w/ DWR

Other Objectives:
- Success factors
- FTA requested jobs/goals on plans

Challenges:
- Creating shared vision
- Recruiting, training, and supporting job developers/coaches
- Discouragement/morale

©1996 The Grove Consultants International
"...the little counties that could..."

**Name:** Stevens/Tiny/Lincoln

**Tasks:**
- Q1: Connect
  - Network
  - Set dates
  - Research
  - Market venues

- Q2: Community
  - Resource Fair
  - Pair w/ Pairs
  - People 1st

- Q3: Collaborate
  - Application Night
  - SSA
  - FCS
  - DVR
  - DDA
  - Provider

- Q4: Carve
  - Employer Outreach
  - Chamber
  - Rotary
  - TEDx

**Challenges:**
- Location: accessibility
- Family attendance
- Large service area
- Rural (no internet; cell services)

**Target:**
- Schools
- Advisory Board
- WMC
- Resource
- Rump Resources
- DSIS CSO

**Success Factors:**
- Diversity
- Inclusive
- Accepting
- Respect
- Partnership
- Local
- Authentic
- Transparent
- Outside Box
- Training
- Leadership

**Primary Objectives:**
- Community Outreach
- Meaningful Service
- Include Mentorship
- Peer to Peer
- Jobs!
- Consistent Communication
- Message

**Other Objectives:**
- MISSION
  - LIVE
  - WORK
  - LOVE
  - PLAY
  - Within our Community

©1996 The Grove Consultants International
Name: Wally Walla

**TASKS**

- Q1: Increasing community awareness of how ready and hardworking our individuals can be (presentations)
- Q2: Networking (number of contacts and distribution, unity team into a group of 91 job seekers)
- Q3: Simplifying (contact with ready and hardworking employees, one on one, and distribution through visits)
- Q4: Job for Cooper (aim at getting applications for DVR, DDA, etc.)

**PRIMARY OBJECTIVES**

- MISSION
  - Have individuals who are leading their own way
  - Collaborate with other agencies
  - Using Buddy Program on an ongoing basis

- PRIMARY OBJECTIVES
  - Focus on creating the foundation for success with temporary jobs
  - Help job seekers work towards/catch better than entry level jobs

**CHALLENGES**

- Limited job market
- Limited providers
- Minimum wage rising
- Surplus of volunteers
- Limited scope of employment opportunities (move elsewhere to gain new skills)

**SUCCESS FACTORS**

- Job developers educate/advocate for job seekers to work towards higher goals
- Setting higher goals for job seekers to work towards

**STRENGTHS/SUCCESS FACTORS**

- Access to training
- Collaboration with other agencies
- Partnership with other agencies
- DDA, DVR, Schools
- Using Buddy Program on an ongoing basis

**OTHER OBJECTIVES**

- -
Name: Whatcom 2018

Tasks:

Q1: Gather a list of clients who have been in volunteer positions for 5 years. Meet with DDA provider to discuss changes for a paid job.

Q2: CRM with high quality clients who cannot get jobs. Make every effort to attend the vendor employment planning meeting.

Q3: Explore options for more transportation in rural communities.

Q4: Explore opportunities for workshops/training for families (especially transition folks).

Challenges:
- Messaging
- Turnover
- Outlying schools have no set transition curriculum
- High quality clients that are working are working minimal hours
- Transportation barriers (especially rural communities)
- Language barriers/multicultural families

Success factors:
- Majority of people working
- Majority minimum wage or better
- Collaborative
- Implementation of smaller school districts
- Commitment to values

Primary objectives:
- 100% students eligible for 52W make an informed choice
- Improve outcomes, retain staff
- Celebrate success!
- More workshops & trainings around Whatcom County for families (social security benefits, building career)
- Look at needs of rural communities
- Streamline communications & expectations for all during 52W process & clients currently in supported employment

Other objectives:
- Build a working relationship with local parents, families.
- DVR to streamline communications & expectations for all during 52W process & clients currently in supported employment
Name: Yakima County

Tasks

Q1: Training
- Centralize and share resources of employment
- More inclusive, first-hand knowledge with existing transition teams
- Wrap around service
- Enroll community groups

Q2: Transition Start Early
- Convene agency groups to transform how to utilize community groups
- Specifically business and employers

Q3: Community Engagement
- Convene agency groups to transform with key players in Yakima County
- Help all people with developmental disabilities to have the opportunity to achieve integrated and productive life

Q4: Community Engagement
- Collaborate with key players in Yakima County
- Will assist all people with developmental disabilities to have the opportunity to achieve integrated and productive life

Challenges

- How to tap into family networks
- Getting families and service providers involved
- Relationships with schools and ESD

Success Factors

- Passionate people
- Strong relationship with DVR/ESD
- Full array of services
- Community expectation to work
- Strong leadership

Target

- Improve employment outcomes by planting the seed earlier with families and school
- Get people competitive jobs
- Match service to individual goals
- Hold each other accountable
- Build stronger more cohesive and collaborative partnerships

Primary Objectives

Mission

Other Objectives

C1: SESE transition passer

©1996 The Grove Consultants International