

**Pierce County  
Developmental Disabilities  
Plan For  
2005 - 2009**



**Pierce County  
Human Services  
3580 Pacific Avenue  
Tacoma, WA 98418-7915**

**[www.co.pierce.wa.us/pc/services/health/devdis/ddhusvc.htm](http://www.co.pierce.wa.us/pc/services/health/devdis/ddhusvc.htm)**

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## **ACKNOWLEDGEMENTS**

### **Pierce County Executive**

John Ladenburg

### **2004 Pierce County Council**

Shawn Bunney – District 1    Calvin Goings – District 2  
Roger Bush – District 3    Tim Farrell – District 4  
Barbara Gelman – District 5    Dick Muri – District 6  
Terry Lee – District 7

### **2004 Pierce County Developmental Disabilities Advisory Board**

Michel Raymond- Chair    Linda Smith- Co Chair  
Helen Arnestad    Alan Gill  
Sandra Oliver    Pat O'Malley  
Darrell Powell    Samira Shukri

### **Pierce County Human Services**

Fran Lewis, Director

Denise Rothleutner, Developmental Disabilities Manager

## **THOSE CONTRIBUTING TO THE PLANNING PROCESS OF THE 2005-2009 PIERCE COUNTY DEVELOPMENTAL DISABILITIES FIVE YEAR PLAN**

Chris Steele – Facilitator	Developmental Disabilities Advisory Board
Individuals with developmental disabilities	Developmental Disabilities Program Staff
Family members of individuals with developmental disabilities	School Districts
Service Providers	

## Introduction

The role of the Pierce County Developmental Disabilities program and its Advisory Board is to help improve the quality of life for people with developmental disabilities and their family members who reside in Pierce County.

The program:

- coordinates and provides local services to people with developmental disabilities and their families,
- serves as an informational and referral agency within the community, and
- prepares comprehensive plans for present and future development of services.

The Advisory Board:

This Advisory Board serves as an advocacy body to promote the interest of persons with developmental disabilities residing in Pierce County

The mission statement for the Developmental Disabilities Program as well as the vision are guiding values for services in Pierce County. These statements paired with the County Guidelines from the Department of Social and Health Services, Division of Developmental Disabilities are the foundation for the program.

### **MISSION:**

It is the Mission of the Pierce County Developmental Disabilities Advisory Board to influence the quality of supports to individuals with developmental disabilities; to respect personal choice and diversity; ensure fundamental human rights; and optimize individual strengths across all communities.

### **VISION**

**We envision a future where individuals with developmental disabilities have:**

- Power and choice in making decisions and directing their lives;
- Relationships with people whom they love and care about and who love and care about them;
- Recognition for what they can contribute to our community;
- Active involvement in the communities where they live;
- Opportunities to use all of their strengths and support for their areas of need; and
- Opportunities to live healthy, safe, and enjoyable lives.

## **GUIDING VALUES**

We believe that:

- Every person must be treated with respect, compassion, and dignity;
- Every person in the community can make a contribution;
- Each person's unique cultural, spiritual, and developmental needs must be honored;
- Responsibility is shared in partnership with the community;
- Diversity enriches our community, and we must build upon this strength;
- An attitude of cooperation and collaboration must be demonstrated;
- Ideas, priorities, and solutions must be developed at the community level;
- Holistic approach to supports and services is vital;
- Services must be barrier-free and accessible;
- Services must be responsive, flexible, and tailored to meet changing needs throughout an individual's life;
- Services must be efficiently operated and proven effective for those served; and
- We are advocates for needed change.

## THE PLANNING PROCESS

The Pierce County Developmental Disabilities Program is charged with developing a comprehensive plan for the present and future development of services. It is the role of the County to assess needs, develop plans and services, and contract for and monitor services to assure quality.

The planning process included:

- An Advisory Board retreat
- A Staff retreat
- Gathering public input
- Holding community forums
- Compiling survey data from:
  1. Families of children age birth to three
  2. Adults with developmental disabilities
  3. Family members of adults with disabilities
  4. Service Providers, and
  5. School Districts
- Collecting current statistical data

## THE SERVICE SYSTEM

### A SHARED ROLE

Currently the developmental disabilities system represents a shared responsibility by both the state and the county. The State Department of Social and Health Services, Division of Developmental Disabilities (DDD) is mandated to provide or fund through Counties services for eligible children and adults with developmental disabilities. Services are provided to the degree that funding is available through state legislative appropriations and local designated dollars.

The *State* provides:

- responsibility for determining eligibility case management services,
- state institution services,
- managing residential services, and
- family support services.

The *County* provides:

- early intervention services,
- family resources coordination services,
- employment and pathways to employment services,
- community access,
- information and education,
- social and recreational services, and
- plan for the development of future services.

## **Early Intervention Services**

### WHO DO WE SUPPORT?

Children who demonstrate a developmental delay, of at least 25% of his or her chronological age, in one or more of the following five areas as measured by qualified personnel: *physical* (including vision, hearing, and gross motor), *cognitive, communication, social or emotional, or adaptive*. A child shall also be eligible if he or she has a diagnosed physical or mental condition that has a high probability of resulting in a developmental delay.

### WHAT IS AVAILABLE?

The term ‘Early Intervention Services’ means developmental services that are:

- (a) provided under public supervision;
- (b) provided at no cost; and
- (c) designed to meet the developmental needs of an infant or toddler.

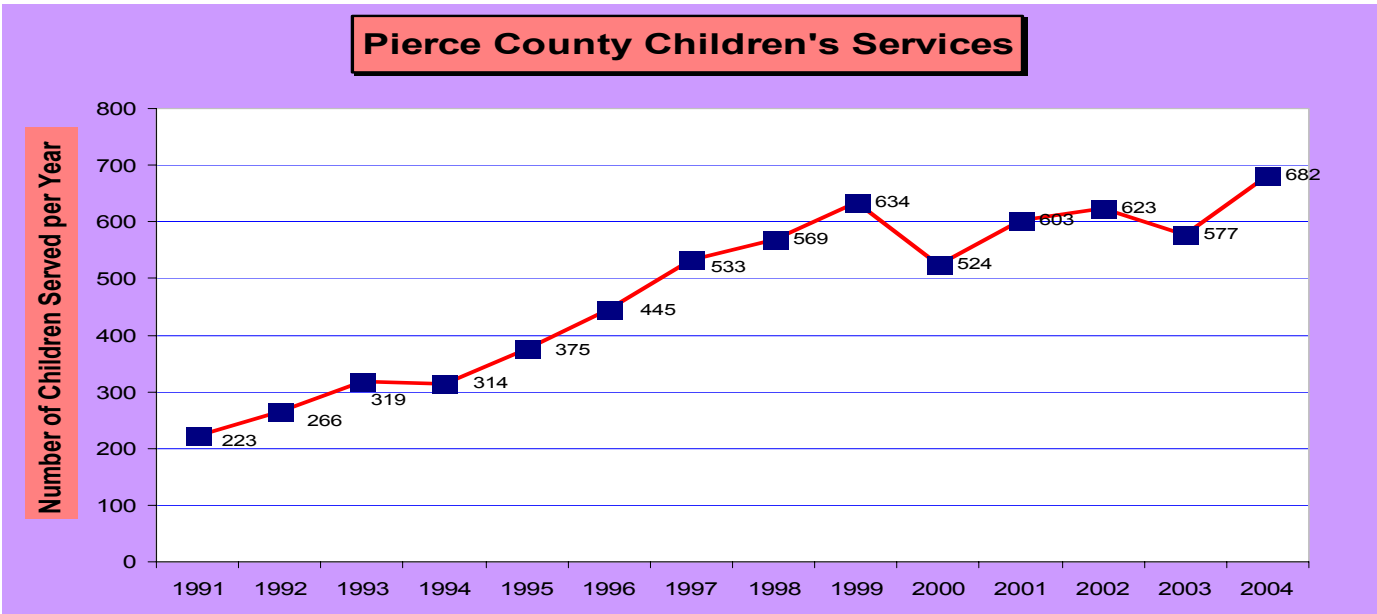
Early Intervention Services are most often provided as part of the child and family’s daily routines, which can include the home or community settings where families live, work and play. Services are individualized for each child and family based on documented need and determined necessary by the team. The team, which includes the parents and their Family Resources Coordinator (FRC), documents the services and supports the child and family will receive in the Individualized Family Service Plan (IFSP).

Pierce County supports the rights of all children, regardless of their diverse abilities to participate actively in natural environments within their community. The philosophy of natural environments is more than just a “place” for early intervention services. It is a process that maximizes teaching and learning throughout the day using routines, materials and people common to the child and family. Providing services in the child and family’s natural environments and incorporating services into the family’s natural and normal routines supports team members to move beyond “ownership” of the goals and instructional methodology. Service delivery in natural environments supports the family by assisting them in the ownership of priorities and uses strategies compatible with the family’s beliefs and increases the likelihood that the family will experience typical and regular participation in the activities of everyday life rather than developing a separate and special program outside of their family and community.

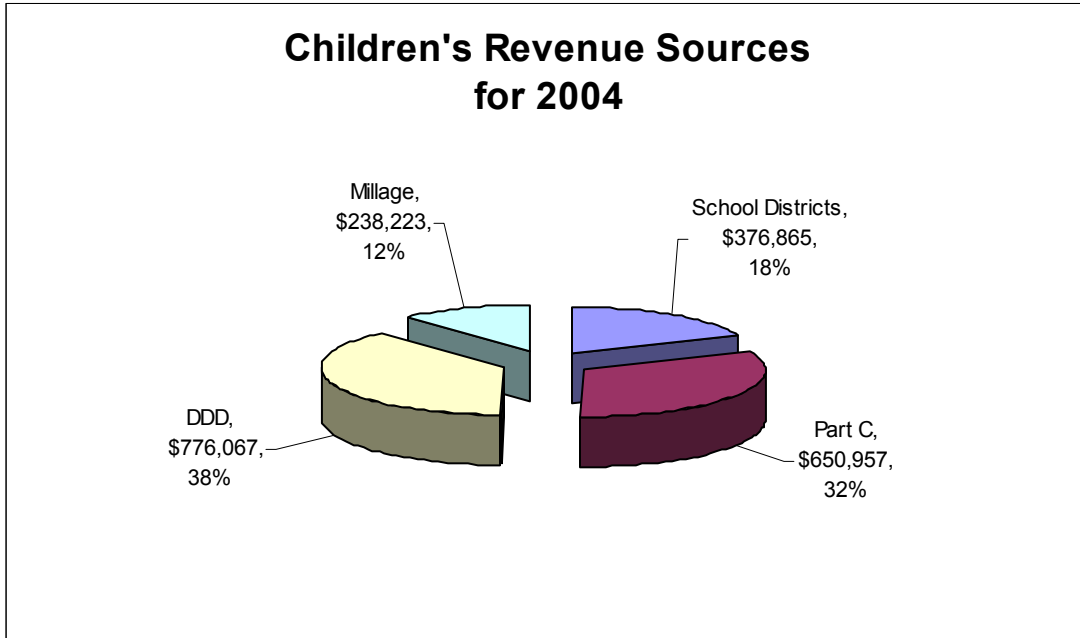
Child development programs are designed to support and maximize skill development of children and their families. Whenever possible, providers work with families in their chosen environment and community. Meeting the developmental needs of children means working with families in a holistic manner - families must be supported in order for the family to support the child. Services to families can include parent education, support groups, information and referral, case management and service coordination.

Each family may choose a Family Resources Coordinator. The FRC assists the family and team with the IFSP. Based on the needs outlined in the IFSP, the following 16 services can be accessed to assist the child and family in meeting the child's developmental needs:

- ▶ Assistive technology devices and assistive technology services
- ▶ Audiology (hearing)
- ▶ Early identification, screening, and assessment services
- ▶ Family training, counseling, and home visits
- ▶ Health Services
- ▶ Medical Services only for diagnostic or evaluation purposes
- ▶ Nursing Services
- ▶ Nutrition Services
- ▶ Occupational Therapy
- ▶ Physical Therapy
- ▶ Psychological Services
- ▶ Social Work Services
- ▶ Special Instruction
- ▶ Speech-language pathology
- ▶ Transportation and related costs necessary to enable a child and family to receive Early Intervention Services
- ▶ Vision Services

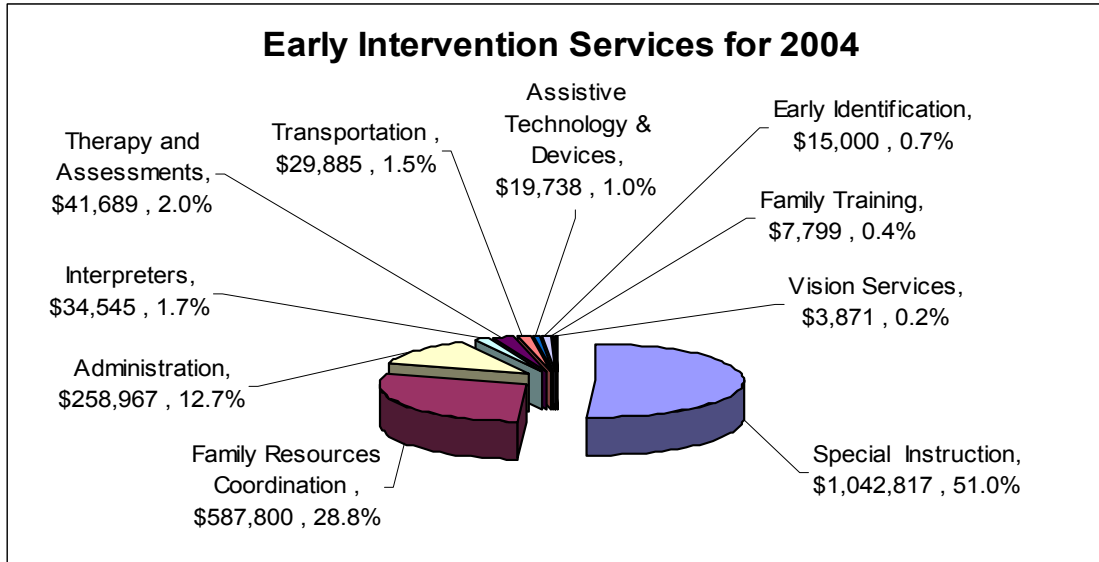


# Revenues



School Districts	\$	376,865	18%
Part C		650,957	32%
DDD		776,067	38%
Millage		238,223	12%
<b>Total</b>	<b>\$</b>	<b>2,042,111</b>	<b>100%</b>

# Expenditures



Special Instruction	\$	1,042,817	51.0%
Family Resources Coordination		587,800	28.8%
Administration		258,967	12.7%
Interpreters		34,545	1.7%
Therapy and Assessments		41,689	2.0%
Transportation		29,885	1.5%
Assistive Technology & Devices		19,738	1.0%
Early Identification		15,000	0.7%
Family Training		7,799	0.4%
Vision Services		3,871	0.2%
<b>Total</b>	<b>\$</b>	<b>2,042,111</b>	<b>100.0%</b>

**Our Goals:**

1. Early Intervention Services will be easy for families to find.
2. Families will be satisfied with the initial time needed to implement services as well as ongoing review of needs and services.
3. The Early Intervention Service system will establish the necessary revenues to sustain services.
4. The Early Intervention Service system will achieve a 45:1 active caseload for Family Resources Coordinators.
5. The Early Intervention Service system will provide families with services that have an overall satisfaction rating of 90%.

**Planned Activities and Outcomes:**

1. Increase outreach activities to improve from an 84% satisfactory rate as reported in the 2003 ITEIP Parent /Family Survey.
2. Improve the timely completion percentage of initial IFSP's, six month reviews and annual reviews.
3. Continue to provide information and work in partnership with school districts to provide early intervention services to birth to three-year-olds.
4. Continue to seek alternative revenue sources such as Federal Impact Aid and School District participation.
5. Establish a quality assurance feedback system that measures a family's overall satisfaction with the services they received.

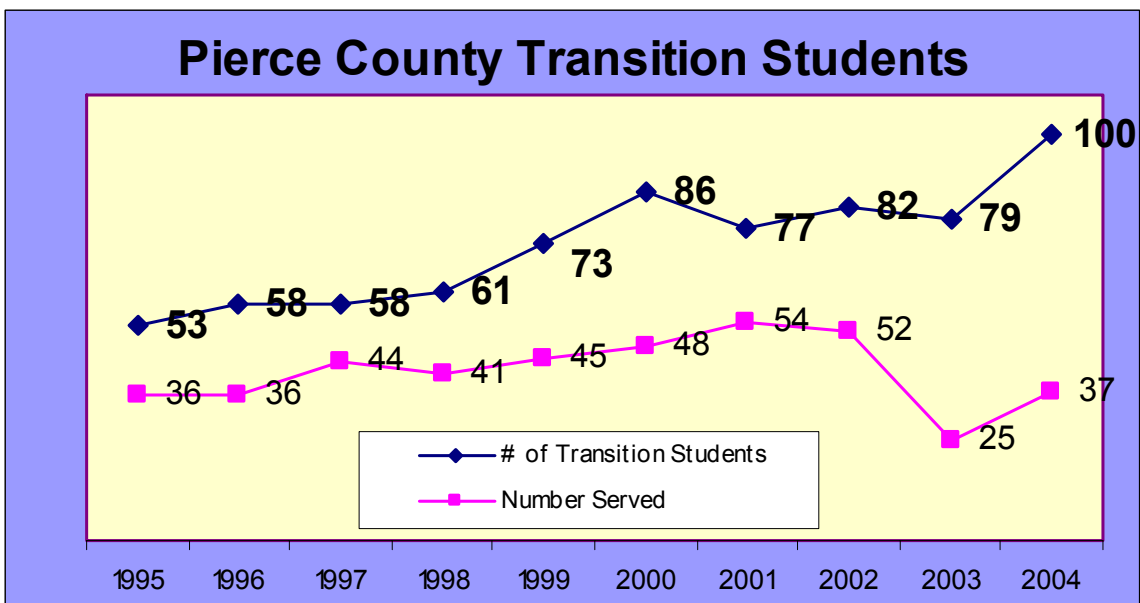
For further information on Early Intervention Services in Pierce County, please refer to [The Pierce County Early Intervention Plan for Children Birth to Three, October 2003 through September 2006.](#)

## Adult Service System

### WHO DO WE SUPPORT?

Individuals who are eligible with the Division of Developmental Disabilities and have finished high school and who are age 21 and older.

Each year young adults leave high school and are in need of supports to either maintain or begin their career path. Pierce County has not historically had sufficient funding to serve those who graduate each year and need supports.



Other individuals who are of working age and waiting for services may be referred by their DDD case manager to services, as funding is available.

## WHAT IS AVAILABLE?

Supports to pursue and maintain employment in integrated settings in the community is the primary service option for working age adults. Working age adults are those individuals between the ages of 21 and 62.

The type of services available to assist and support an individual may vary upon need. At present there are several types of services available to working age adults:

**Person Centered Planning** services are used to determine an individual's interests and skills specific to employment. A trained facilitator assists the individual and his/her support team in this process. A person centered plan may determine a direction for job development and a pathway to employment.

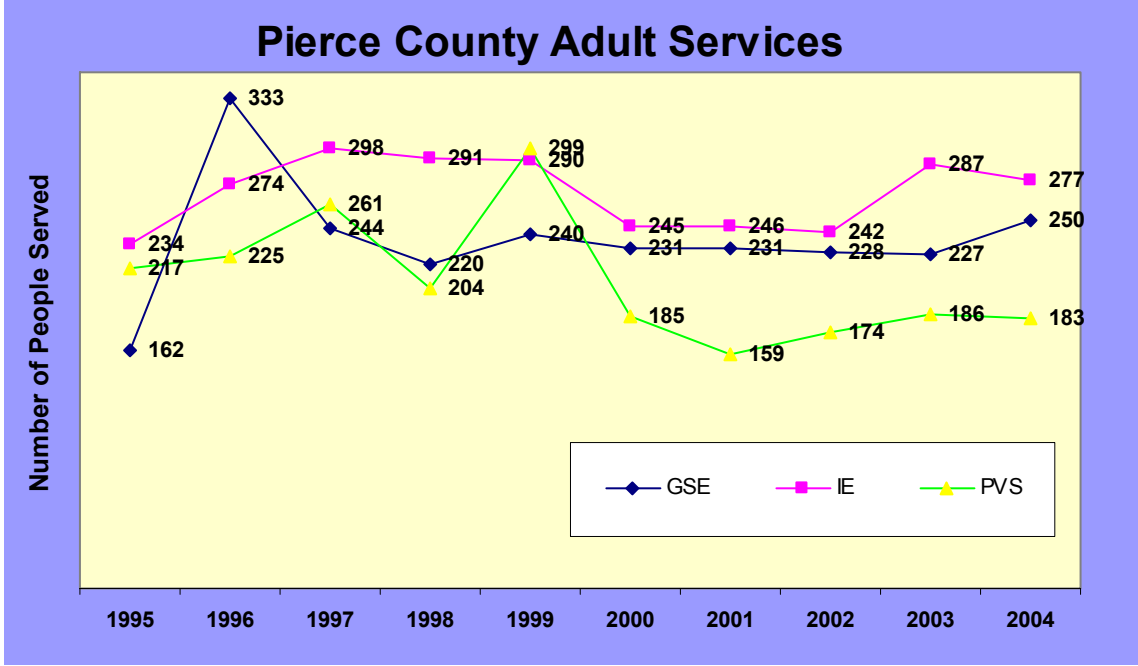
**Pathways to Employment** are designed so that each individual will be supported to pursue his or her own unique path to work, a career, or his or her contribution to participate in community life. All individuals, regardless of the challenge of their disability, will be afforded an opportunity to pursue competitive employment.

**Social Security Benefit Analysis** services assist individuals to better understand their Social Security benefits as they relate to employment. Benefit analysis may also lead to individuals developing plans through Social Security Work Incentive programs.

**Individual Supported Employment** services are designed to help an individual obtain and continue employment in individual jobs in business or industry. These services may include counseling to assist in the job selection process, initial placement and training at the employment site, working with employers and other employees, or assisting the worker to obtain other services necessary for continued employment. The majority of those employed in individual jobs experience significantly higher wages and integration at work compared to other employment options.

**Group Supported Employment** services provide supervised, paid training opportunities, performed at business sites in groups of eight or fewer employees with disabilities. Employees working in these programs presently have a need for ongoing supervision and support to maintain employment. Group Supported Employment can be an enclave, groups of individuals placed in a business or industrial site, or a mobile crew.

**Prevocational Services** (also referred to as Specialized Industries or Sheltered Workshop) are provided by businesses which are organized and designed primarily to provide paid training opportunities for adults with disabilities. Prevocational Services differ from Group Supported Employment in that larger groups of people with disabilities are employed in the same setting. This category of employment is utilized within the County to provide support and training for individuals with behavioral or other disabilities that have been barriers to employment in community settings.



GSE-Group Supported Employment

IE-Individual Employment

PVS-Prevocational Services

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## Community Access

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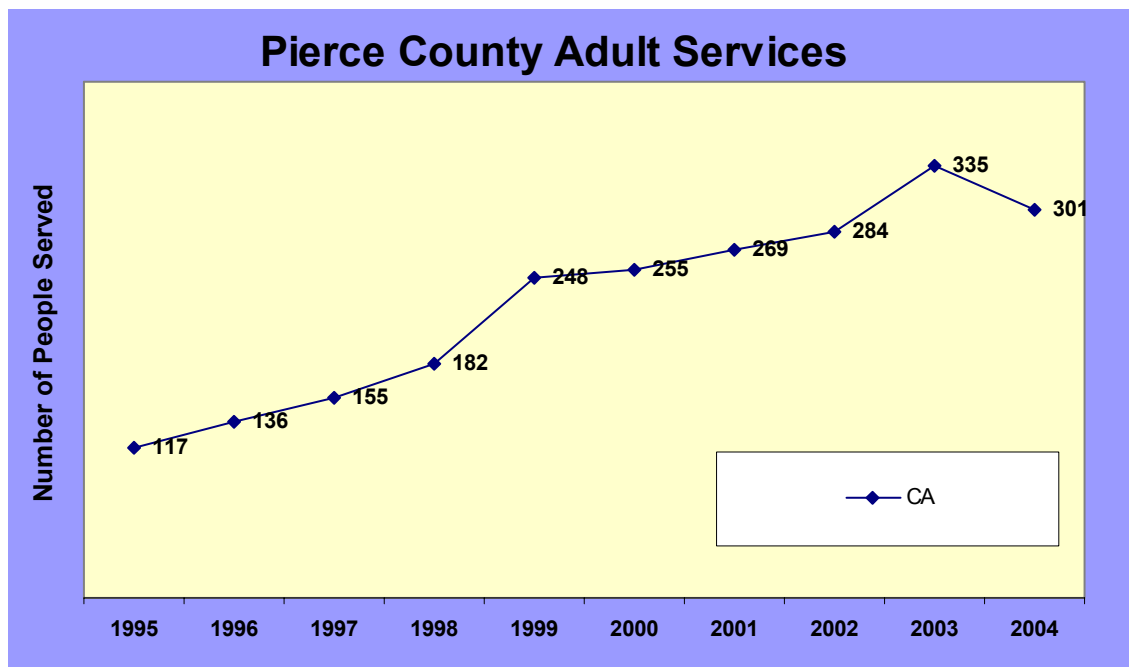
### WHO DO WE SUPPORT?

Individuals who are eligible with the Division of Developmental Disabilities and are of 62 years of age or older.

### WHAT IS AVAILABLE?

Community Access provides assistance, advocacy, and education individualized to increase a person's abilities to utilize the resources of the community and to exercise choice in leisure activities.

This service helps people to creatively use leisure time; develop natural networks with people who do not have identified disabilities through family, friends, and community groups; and increase their self-reliance and relationships, which reduces the time spent with, and dependence on, paid caregivers.



CA-Community Access

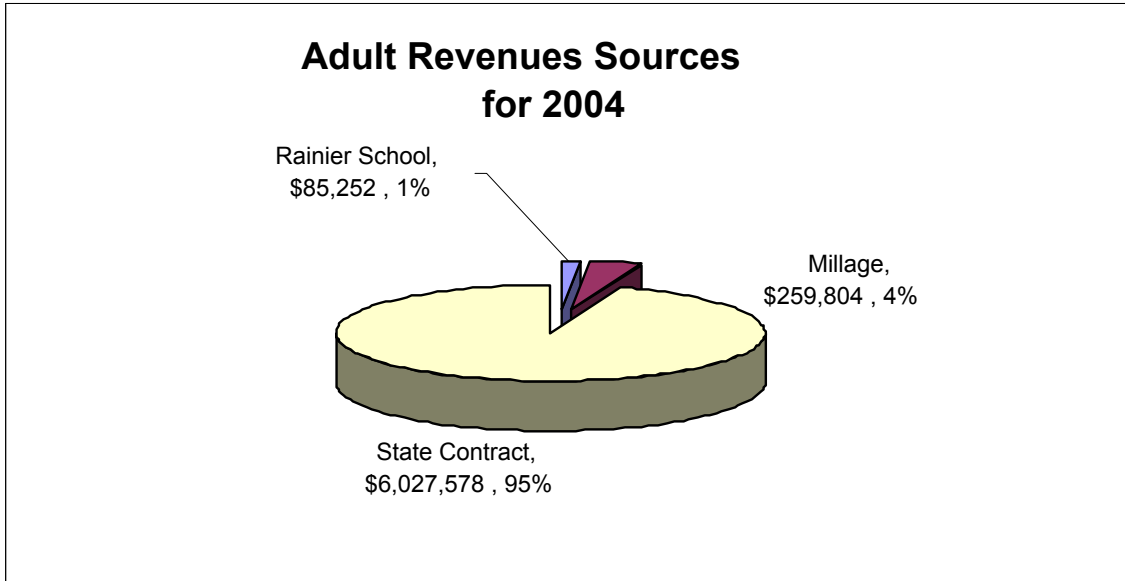
**Our Goals:**

1. Assure all individuals in community access are of 62 years of age or older.
2. Increase the level of independence for individuals: “Less paid support and more time in the community”.

**Planned Activities and Outcomes:**

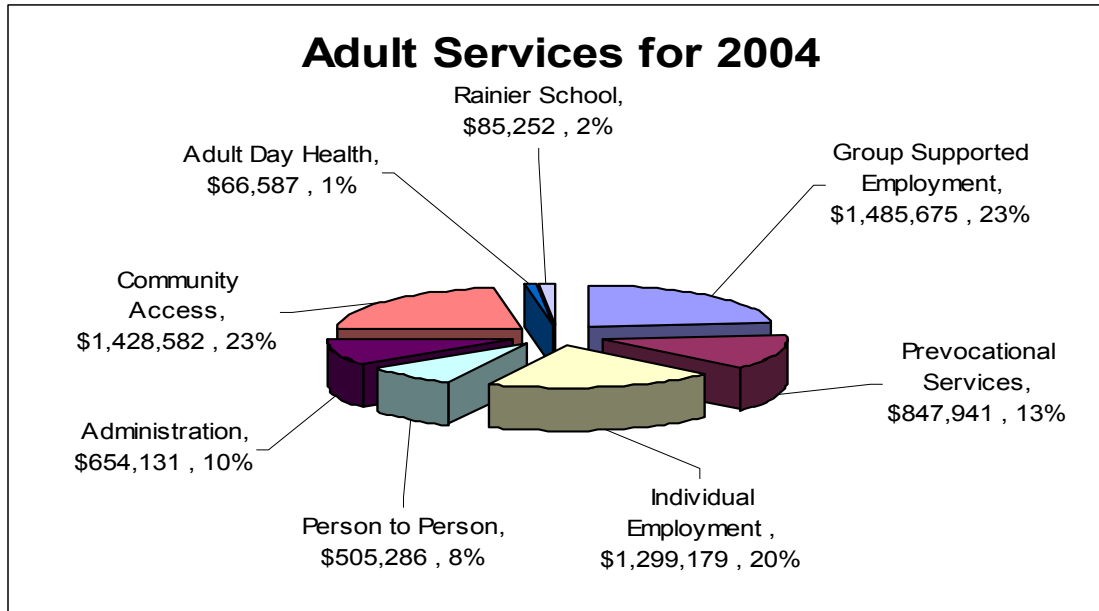
1. Begin implementation of the County Services for Working Age Adults Policy and track the number of individuals in community access services who are not 62 years of age and older each year.
2. Decrease the number of individuals supported in community access which was 277 in December 2004.
3. Assure providers have the training and technical assistance necessary to develop and support individual plans for pathways to employment.

## Revenues



Rainier School	\$	85,252	1%
Millage		259,804	4%
State Contract		6,027,578	95%
Total	\$	6,372,633	100%

## Expenditures



Group Supported Employment	\$ 1,485,675	23%
Prevocational Services	847,941	13%
Individual Employment	1,299,179	20%
Person to Person	505,286	8%
Administration	654,131	10%
Community Access	1,428,582	23%
Adult Day Health	66,587	1%
Rainier School	85,252	2%
<b>Total</b>	<b>\$ 6,372,633</b>	<b>100%</b>

**Our Goals:**

- Assure implementation of the DDD County Services for Working age Adults by June 30, 2006.
- Improve system capacity for choice in service providers and type of job.
- Improve the ability of individuals and/or families to have oversight in the quality of services received.

**Planned Activities and Outcomes:**

- Assure a pathway to employment is established for each person by June 30, 2006.
- Improve consumer satisfaction from an 80% rate as reported in the 2004 Participant and Family Survey.
- Increase the capacity in services through new and existing providers and independent contractors for increased choice and job type.
- Implement a data system which will provide individuals and/or family members with ongoing reports of services paid for on their behalf.

Maximize individual benefits which will expand individual options for support in employment.

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## Informational & Educational Activities

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### WHO DO WE SUPPORT?

Informational and educational activities are designed to inform and/or educate individuals with developmental disabilities, their families and the general public about developmental disabilities and related services. They may include information and referral services; activities aimed at promoting public awareness; and involvement in community consultation, capacity building and organization activities.

### WHAT IS AVAILABLE?

**Community Training/Conferences:** Pierce County may fund stipends and/or registration fees for people with disabilities, their families and community volunteers to attend training and conferences.

**Parent Leadership Training:** This training series is designed to empower and educate parents of children with a disability and self advocates. The goal of the training is to provide information and leadership skill development enabling participants to become involved in their community to affect change at the local, state, and federal level.

**Parent to Parent:** A program that provides emotional supports, training and information to parents who have a child with a disability or chronic health needs. These supports include matching parents of children with similar disabilities.

**Pierce County Coalition for Developmental Disabilities:** "Empowering individuals with developmental disabilities and their families, with respect for all perspectives" is the mission of the coalition. The coalition produces bi-monthly newsletters with notices of upcoming events, along with relevant local and national news; holds informational meetings on a variety of topics related to developmental disabilities, provides a referral/connections service to help families and individuals find the resources they need, publishes a comprehensive resource guide, works to educate the general community about disability issues, facilitates individuals and parents legislative visits and hosts an annual legislative forum to advocate for the needs of individuals with Developmental Disabilities in Pierce County.

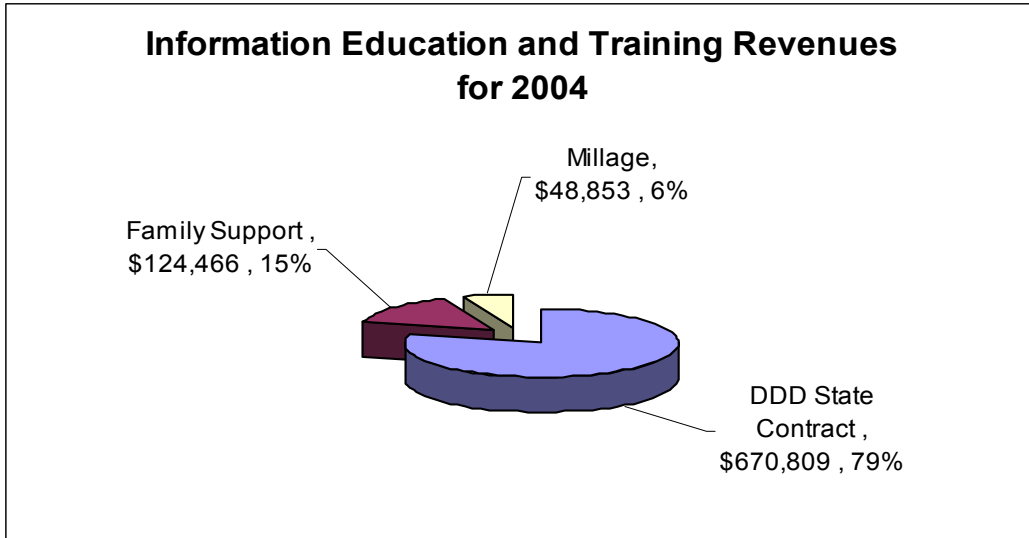
**Self-Advocacy training and support:** A program focused on increasing empowerment and advocacy skills of adults with developmental disabilities.

**Person Centered Planning:** Provides parent to parent support and person centered planning for individuals with a disability, their families and community members for ongoing support, information, education, and community connections which will increase relationships, problem solving, informed choice and life long planning in partnership with schools, children and adult agencies.

**Community Inclusion Project:** Works to empower participants to access community resources and assist them in becoming effective advocates and works in partnership with families, self advocates, school districts and community members.

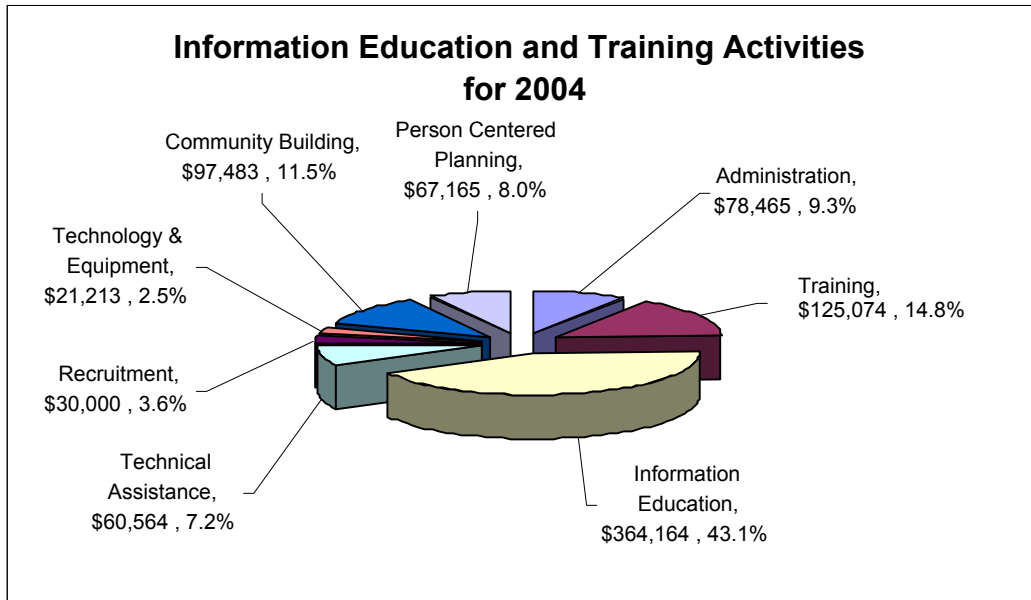
**Companionship Program:** Provides recreational and leisure opportunities where natural friendships can occur and provides training, information and planning meetings for school districts and recreation providers to increase community awareness and sensitivity to families with children/youth with disabilities to facilitate attitudinal change and inclusive service orientations.

## Revenues



DDD State Contract	\$	670,809	79%
Family Support		124,466	15%
Millage		48,853	6%
<u>Total</u>	\$	<u>844,128</u>	<u>100%</u>

## Expenditures



Administration	\$ 78,465	9.3%
Training	125,074	14.8%
Information Education	364,164	43.1%
Technical Assistance	60,564	7.2%
Recruitment	30,000	3.6%
Technology & Equipment	21,213	2.5%
Community Building	97,483	11.5%
Person Centered Planning	67,165	8.0%
<b>Total</b>	<b>\$ 844,128</b>	<b>100.0%</b>

**Our Goals:**

1. Increase knowledge for individuals with disabilities and/or their family regarding available services and supports.
2. Assure individuals and families, regardless of support needs have access to information and education services.
3. Increase community involvement in policy setting.

**Planned Activities and Outcomes:**

1. Survey the community regarding current access to services and support.
2. Develop a plan to increase access to support and services for implementation by January 2007.
3. Assure a County wide information and education phone line is available.
4. Increase the number of individuals with developmental disabilities and their families on community boards, advocacy groups and in other leadership efforts.

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## Quality Assurance Plan

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### WHO WILL REVIEW THIS PLAN AND ASSURE COMPLIANCE?

The Pierce County Developmental Disability Advisory Board, which includes individuals with developmental disabilities and parents of children or adults with developmental disabilities, will be responsible for the oversight, review and recommendations to this plan.

Recommendations will be given to The Pierce County Developmental Disabilities Program staff who will be responsible to assure compliance to this plan.

**Our Goals:**

- Assure compliance with this plan.
- Broaden community involvement on the Developmental Disabilities Advisory Board.

**Planned Activities and Outcomes:**

- Review the goals and prepare an annual update of the 5 Year Plan. Progress made or areas of concern should be noted and shared with the community, vendors, families and people with disabilities.
- The Pierce County Developmental Disability Advisory Board will hold a minimum of nine Board meetings per year designed to review current practices and to also allow a means for ongoing community input.
- Prioritize the active inclusion of people with developmental disabilities on the Advisory Board.
- The Pierce County Developmental Disabilities Program will conduct biannual reviews of contracted service providers, monitoring against contract outcomes and service delivery.