

Shared Vision for Developmental Disability Services

**MAKING
IT REAL**

**COMMUNITY
INPUT**

CONTEXT

**FY19
PLANNING**

**NEXT
STEPS**

Trust
Alaska Mental Health
Trust Authority

The Setting ...



- Lack of state fiscal plan
- Unfunded mandates
- Medicaid Redesign

The "Final" Rule



- Employment First
- Independent Living
- Increased Autonomy

Systemwide impact that resulted in



Frustrated beneficiaries

Unstable service providers

Fragmented and
overburdened service system

"To create a new paradigm, change needs to occur as a systems approach versus a collection of initiatives focused on support planning/assessment of individual or localized at the provider level."

- Steve Lutzky, HCBS Strategies





Shared Vision

Alaskans share a vision of a flexible system in which each person directs their own supports, based on their strengths and abilities, toward a meaningful life in their home, their job and their community.

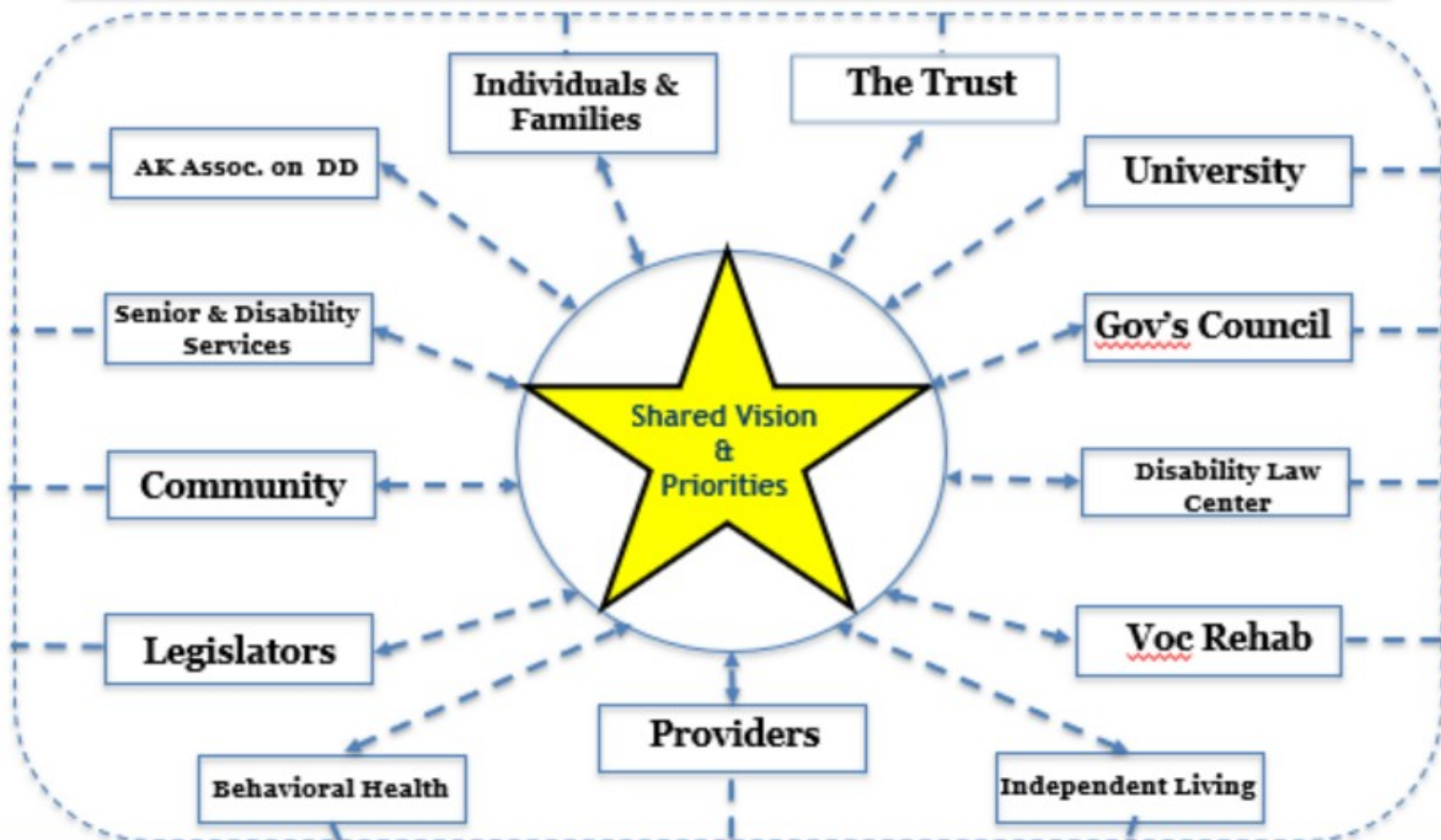
Our vision includes supported families, professional staff and services available throughout the state now and into the future.

A REVOLUTION

“a fundamental change in the way of thinking about or visualizing something: a change of paradigm”



Vision at the Center



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PROJECT TEAMS

- Person-Directed Culture Change
- DSP Workforce Development
- Community Awareness
- Legislative Engagement
- Measuring Success

Culture

Workforce

Community

Legislative

Success



Culture

**How can we ensure
people of all abilities
are in control of the
services they are
receiving?**

**KEY
RESULTS**

ACCOMPLISHMENTS

- Defined Person-Directed
- Developed "Talking Points" for specific groups
- Inspired Community Conversations

I live the life I choose with the support I direct.

Workforce

How do we create a workforce with the skills needed to support the Vision?

**KEY
RESULTS**



ACCOMPLISHMENTS

- Presented a formal request to AADD to adopt the NADSP Code of Ethics
- Surveyed DSPs attending the Full Lives conference
- Mapped out the “DSP Journey”

Community

**How will we
change the way
people with
disabilities are
perceived?**



**KEY
RESULTS**

ACCOMPLISHMENTS

- First Annual Disability Pride Alaska Celebration – July 21, 2018
- Welcome Video that promotes the Shared Vision (IN PROGRESS)



Legislative

**Who will champion our
Vision with Alaska
Leaders?**

**KEY
RESULTS**

ACCOMPLISHMENTS

- Updated and distributed DD infographic
- Priority of the Key Campaign
- Successful passage of Shared Vision into state statute!
- Related achievement: Supported Decision-Making statute



Success

**How will we know we
are succeeding?**

**KEY
RESULTS**

ACCOMPLISHMENTS

- Contract with Effective Health Design– assess current practices and assist with recommendations
- SDS renewed exploration of feasibility of National Core Indicators' participation

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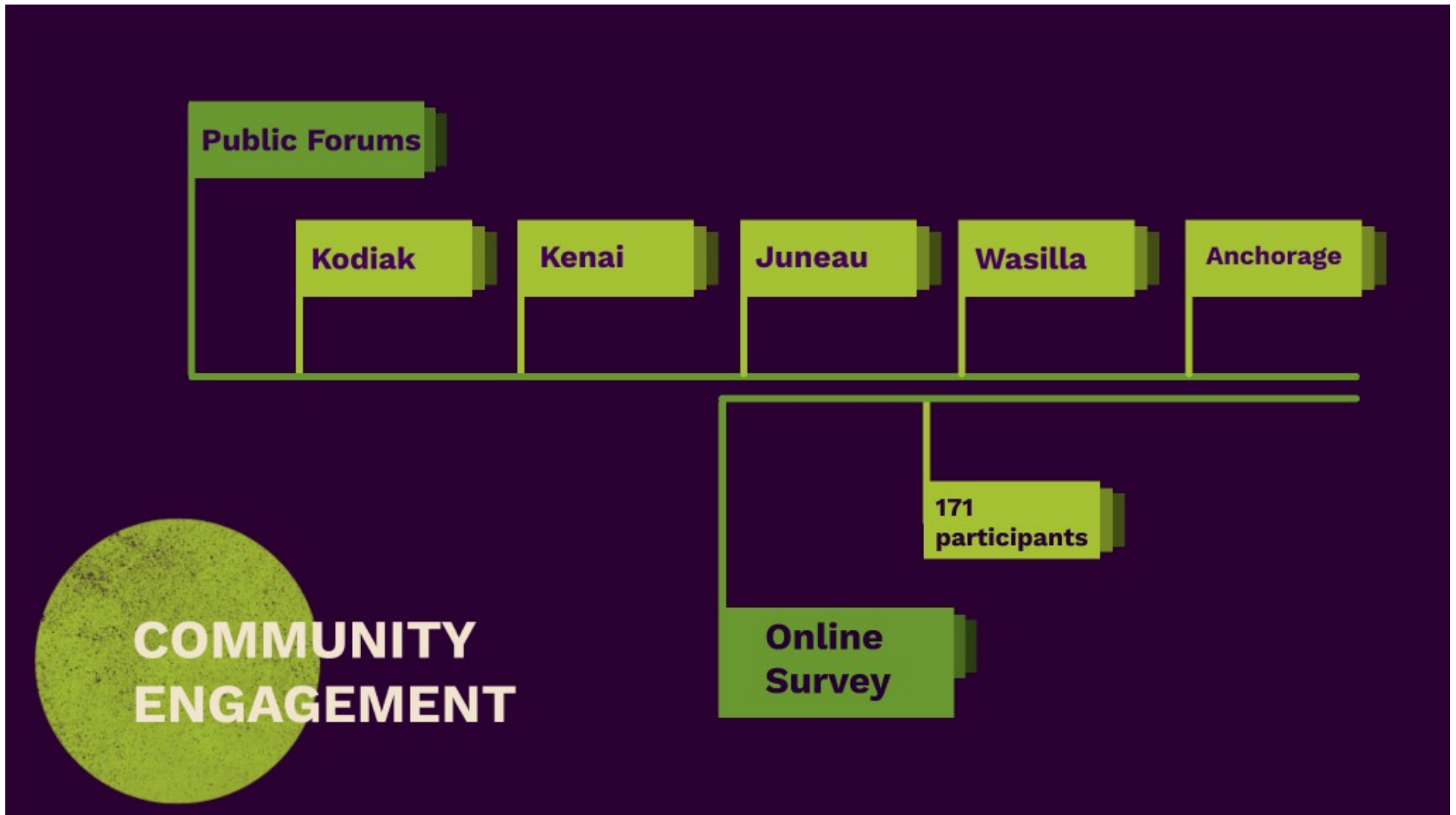
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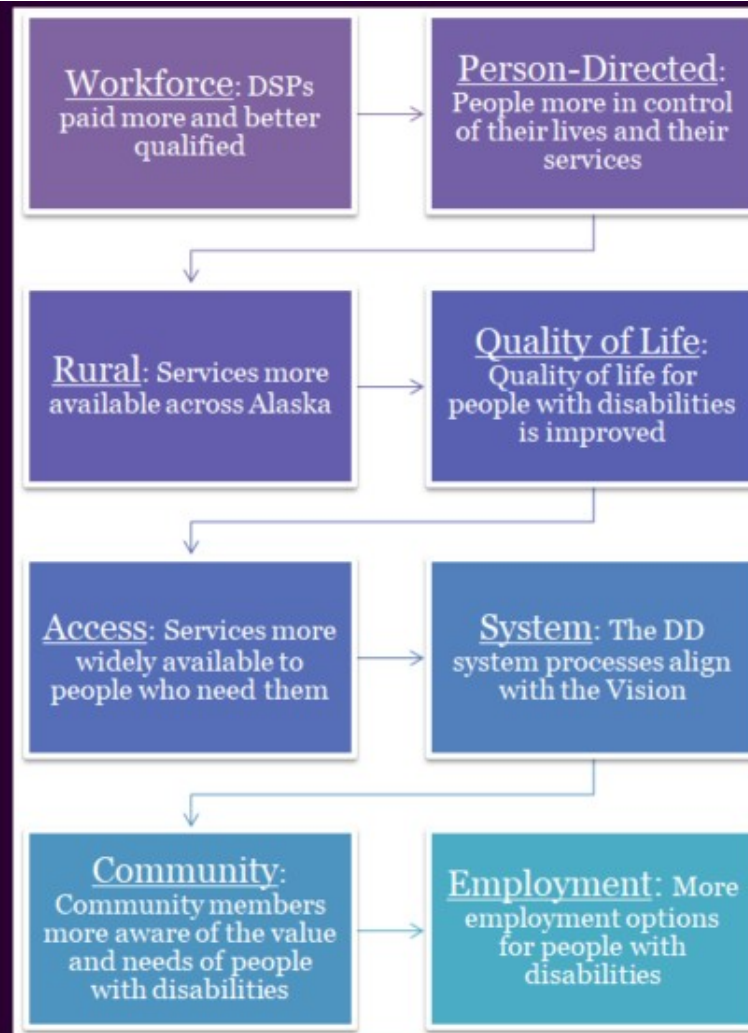
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**If we are
successful in
making the
Shared
Vision a
reality, what
would
change?**



TEACHING about advocacy to people with disabilities is going to be essential for this to fully take hold. Especially when looking at older people with disabilities....there is a "culture" embedded that is a barrier to the Vision. Changing that Culture will take time and continual work within our community.

I applaud the effort, and hope it can be implemented effectively so it's not just lip service.

Until funding and hours are available to give DSPs a consistent schedule, a true living wage and benefits, the people needing services will continue to struggle with unacceptable turnover rates. You can't professionalize a workforce if you can't keep the DSPs in a position long enough to further their education and training.

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DD Systems Collaborative

- All day planning session on May 23
- 28 participants - every key partner represented
- Reviewed past year and community input, reflected on intent of Vision, brainstormed next steps

**'Pre-Mortem'
Discussion**

**Theme of
the Day**



We will fail if ...

1

2

3

4

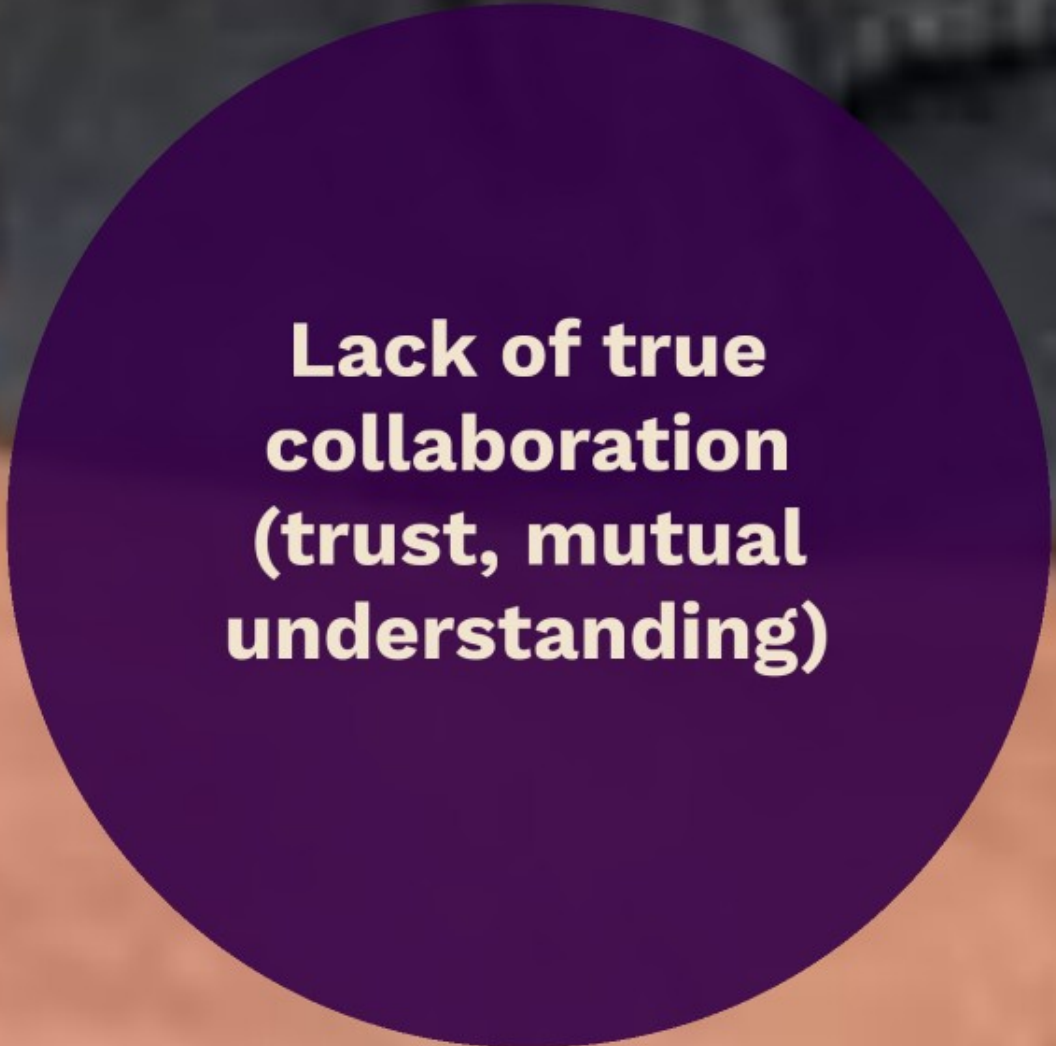
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**Lack of true
collaboration
(trust, mutual
understanding)**



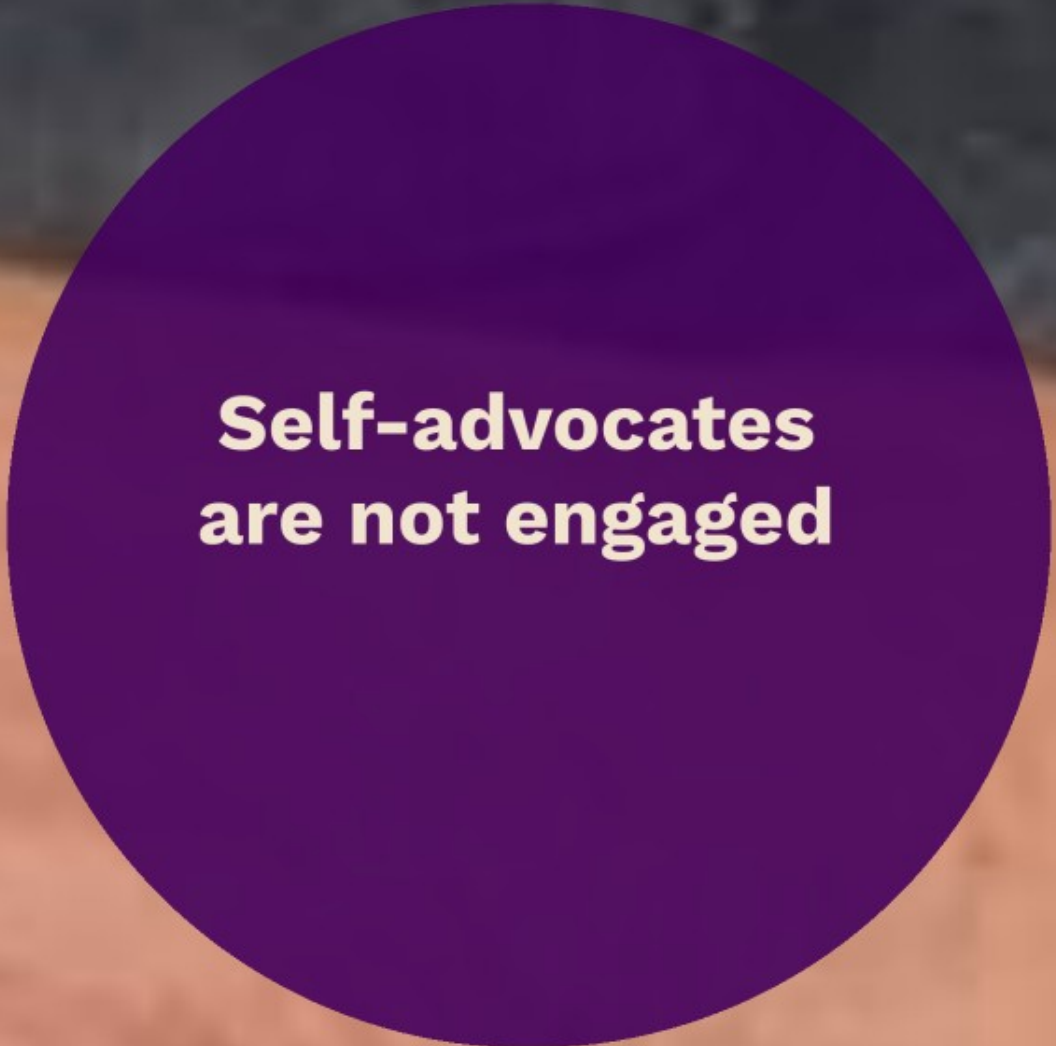
**Lack of legislative
support**



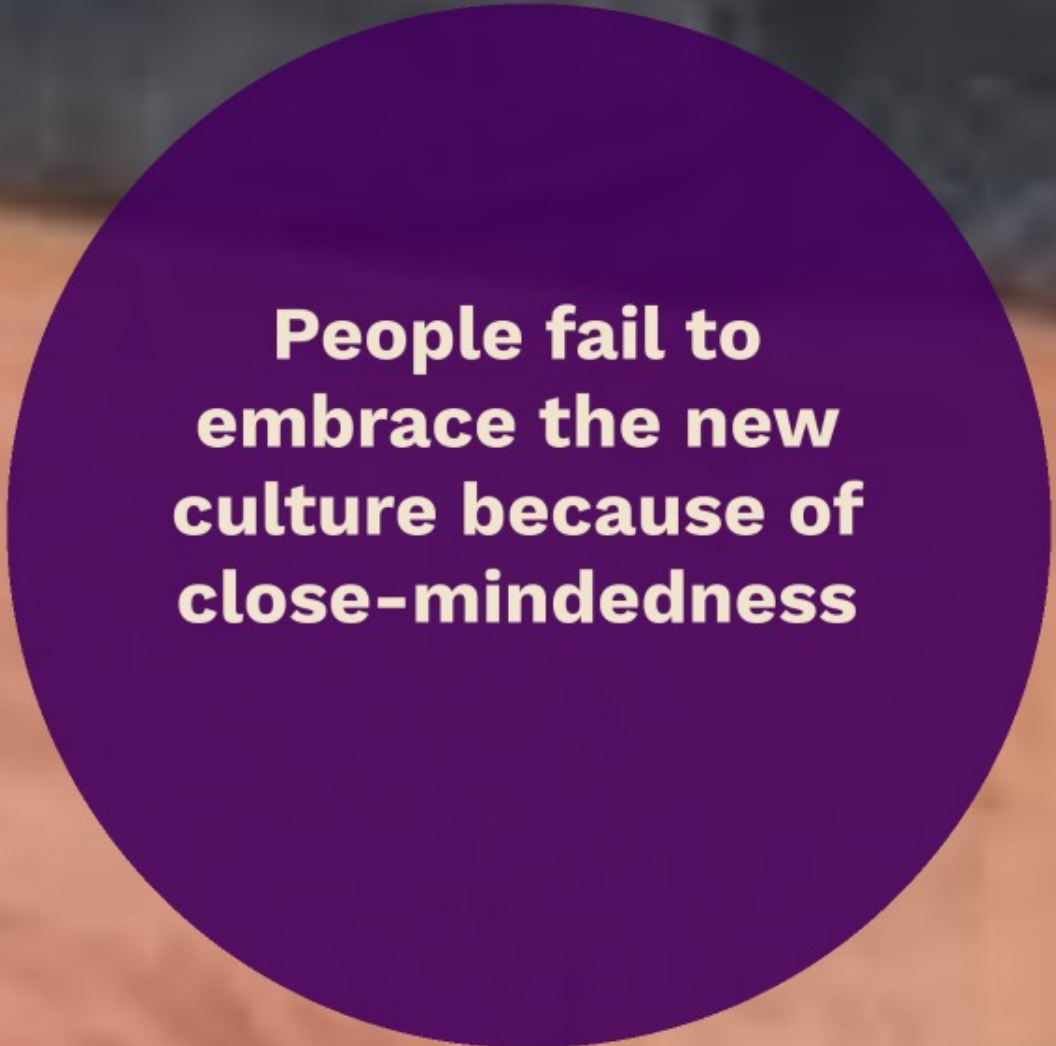
**Workforce
falls short**



**Medical model
prevails**




**Self-advocates
are not engaged**



**People fail to
embrace the new
culture because of
close-mindedness**



**Vision becomes too
structured - feels
like compliance**



**No tools to
measure progress**



**Lack of ownership/
host/champion**

Theme of the Day:

CAPACITY!



Workforce

Care
Coordinators

Service
Providers

State of AK
Senior &
Disabilities




Direct Support Workforce



Care Coordinators



Service Provider Organizations



State of Alaska Senior & Disabilities

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**How do we
remove barriers to
implementing
Our Vision?**

DSPs


Safety
Net

SDS

Continue ...



**Build toward living
wage for direct
support
professionals**



**Widen safety net
for beneficiaries
losing services
during state's
grant-to-Medicaid
transition**



**Advocate for
increased capacity
within Senior &
Disabilities to
implement changes
needed to
accomplish our
Vision**

**Continue to
educate, talk
about, inspire,
support, commit to
making the Shared
Vision a reality!**



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