

## Essential Systems Changes for State and Local Partners: *The Ever-Expanding Sandbox*

**APSE June 2015 Conference**



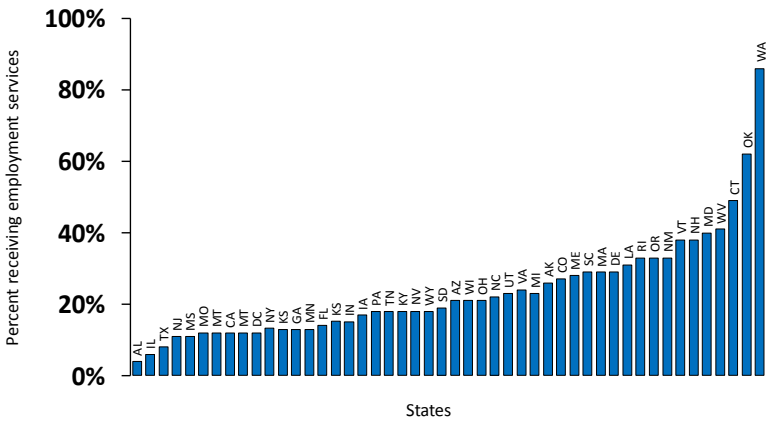
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## Highlights for Today's Discussion

- ✓ Importance of 21<sup>st</sup> century approach
- ✓ What does history teach us
- ✓ Local collaborative opportunities and shifting role of “stakeholder” to “partner”

1

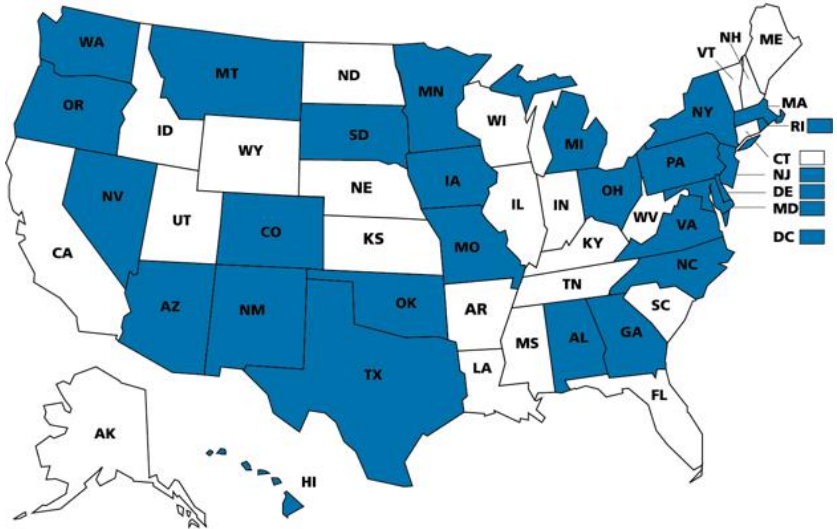
## Variation across states



ICI National Survey of State IDD Agencies 2013

## SELN Member States

Members as of 2/1/2015



## Frequent concerns

- ✓ Can everyone work?
  - ✓ Does everyone have to work?
  - ✓ What will people do when they are not working?
  - ✓ Won't people get hurt when they lose a job?
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4

## Common threads...

- ✓ Consistent definition
  - ✓ Strengthening competencies and capacity
  - ✓ Prioritizing expected outcome of public funding
  - ✓ Supporting and engaging families
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5

## Audience Participation

In my state, “employment” is defined consistently across different systems.

True/False



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Service definitions  
= a strategic tool



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## Defining the goal

**Assure a consistent definition  
of employment.**

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### **One example:**

- ✓ Prevocational services
- ✓ Distinct from employment supports
- ✓ Original intent
- ✓ Decades of “trying”

9

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## Other aspects states wrestle with in redesigning this service

- ✓ What is billable
- ✓ What timeframe(s)

**Most important: Define the outcome. The original goal is to help people enter the “employment superhighway” in the most prepared way.**

10

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## How to Get Involved

- ✓ Actively dialogue at your agency
- ✓ Look for opportunities with other public systems and partners

11

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## Audience Participation

We regularly talk about the impact or importance of external influences.

True/False



12

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## Guideposts, drivers and influencers

- ✓ Olmstead decision
- ✓ Americans with Disabilities Act
- ✓ Home and Community Based regulations
- ✓ Grassroots energy



13

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## Audience Participation

It is clear that our state's funding methodology prioritizes integrated employment outcomes.

TRUE/FALSE



14

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## How is this area evolving:

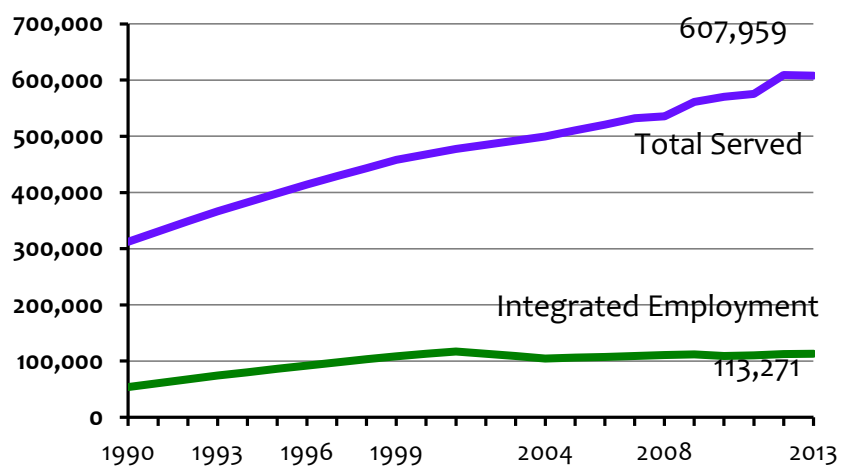
- ✓ New questions about rates
- ✓ Building in accurate costs
- ✓ Values based pricing
- ✓ Relationship between billing and outcomes

15

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## Employment and Day Supports IDD Agencies: Nation



Source: ICI National Survey of State IDD Agencies

16

*Learn how your state's current funding design impacts a person's access to integrated employment opportunities.*

17

## Audience Participation

We regularly help staff build new competencies directly related to employment innovations.

True/False



18

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## Valuing competencies leads to:

- ✓ Strong sense of purpose
- ✓ Confidence to be a local leader
- ✓ Consistently communicating priorities through action

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## Audience Participation

We are effective in supporting and  
engaging families.

TRUE/FALSE



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**What Will People Do When  
They are Not Working?**

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### Good Question...



LOTS of good answers!

### Think *lifespan*



## What you can do

- ✓ Find the local innovators for parents and families
- ✓ Identify mixed messages and help clarify
- ✓ Actively seek to involve families in all aspects of systems change

24

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# Systems change is challenging!



25

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## Audience Participation

I am actively driving (local or state level) systems change. TRUE/FALSE



26

*Our goal should be clear.  
We are seeking nothing less  
than a life surrounded by the  
richness and diversity of  
community.  
A collective life. A common life.  
**An Everyday life.***

John McKnight

27

**Challenging, yes!**

**But well worth the  
effort and commitment.**



28