

## La DD Council - Status Report of FFY 2020 Action Plan

Page 1 of 14

- 'On Target: Initiative' indicates progress has been made as expected.
- 'On Target: Expenditures' indicates invoiced amounts are as expected.

Activity	Progress
As applicable, data is presented year-to-date and quarterly (October 1, 2019 – December 14, 2019).	
<b>Goal 1</b> Individuals with development disabilities and their family members will have information, training, support and leadership to effectively advocate and impact system change by educating policy makers.	
<b>Obj. 1.1</b> Louisiana's self-advocacy network will be supported in self-advocacy and in systems change advocacy.	
<b>1.1.1</b> Provide technical assistance and training opportunities designed to strengthen the self-advocacy network and the effectiveness of its systems change activities. <b>Approx. FFY 2020 Cost: \$10,000</b>	<p>No activity this quarter.</p> <p><b>On target:</b> <input type="checkbox"/> Initiative <input type="checkbox"/> Expenditures</p>
<b>Obj. 1.2</b> Individuals with developmental disabilities and their family members will have access to opportunities and support to build skills to be effective leaders in systems change advocacy.	
<b>1.2.1</b> Provide financial support and technical assistance for Partners in Policymaking and its alumni network. <b>Approx. FFY 2020 Cost: \$90,000</b>	<p>There were 41 applications received for the 2020 Partners in Policymaking class. The Selection Committee met on October 7, 2019 to review all applications based on Partners in Policymaking selection criteria, and selected 27 applicants to accept into the 2020 class. Since that time, 3 of the selected applicants have declined to join the program, making the 2020 class now comprised of 24 participants. On October 6, 2019, the Partners in Policymaking Coordinator resigned. On December 11, 2019 a new Coordinator, Adrienne Skidmore-Thomas, was hired by Jim Sprinkle (FHF at the Crossroads Director and contract holder for Partners). The first Partners in Policymaking session is scheduled for January 9 - 11, 2020.</p> <p><b>On target:</b> <input type="checkbox"/> Initiative <input type="checkbox"/> Expenditures</p>

## La DD Council - Status Report of FFY 2020 Action Plan

Page 2 of 14

<p><b>1.2.3</b> Provide financial support and information, training, technical assistance, and leadership to a grassroots network of individuals with developmental disabilities and family members of individuals with developmental disabilities to effectively educate policy makers on the development/improvement of programs and services for people with developmental disabilities.</p> <p><b>Approx. FFY 2020 Cost:</b> <b>\$225,000</b></p>	<p>As of December 5, 2019, LaCAN has over 5,800 members registered to receive information and action alerts related to home and community-based services, employment, education and early intervention.</p> <p><u>Advocacy Activities</u> Since October 1, 2019:</p> <ul style="list-style-type: none"><li>• One education action alert; 4 actions taken</li><li>• Two education yellow shirt days; 6 participants</li></ul> <p>LaCAN Leaders are in the process of planning formal legislative visits with key committee members and newly elected legislators. Legislative visits will be made through the start of the 2020 legislative session on March 9, 2020.</p> <p>LaCAN continues to host two LaCAN Leader conference calls per month, which include updates on current concerns/issues and development of strategies to better educate, maintain, support, and lead LaCAN members.</p> <p><u>Update on Leader Positions</u> Currently there are LaCAN Leader vacancies in Regions 1/10 and Region 2. The positions are being advertised and those interested are encouraged to apply. More information can be found on the LaDDC <a href="#">website</a>.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Expenditures</p>
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## La DD Council - Status Report of FFY 2020 Action Plan

Page 3 of 14

<p><b>1.2.4</b> Facilitate and support advocacy events including but not limited to Legislative Roundtables, a Conference, and advocacy training sessions.</p> <p><b>Approx. FFY 2020 Cost: \$40,000</b></p>	<p>Leaders are in the process of planning regional membership meetings in lieu of roundtables this year to educate LaCAN members on the Council's advocacy agenda. Each region will host at least two of these member meetings.</p> <p>The LaCAN Fall Leader training was conducted on November 21, 2019. Leaders and FHF directors reviewed and received information on the Council's advocacy agenda adopted at the October 2019 meeting and their roles during the upcoming 2020 legislative session.</p> <p>The 2019 LaDDC Conference, "Navigating the System Across the Lifespan" was held on November 18, 2019 at the Baton Rouge Marriott. The conference had 166 registrants (29 self-advocates, 55 parent-advocates, and 82 professionals) and hosted 147 attendees. Keynote speaker Katherine Carol, author, speaker, parent advocate, and former Colorado Developmental Disabilities Chairperson, gave a keynote address on creating a meaningful life and facilitated a "lunch and learn" featuring a panel of advocates discussing advocacy from a personal perspective to move the system forward. The total cost to hold the conference was approximately \$15,500. Costs were offset by the receipt of \$3,000 in registration payments, making the actual cost of the conference approximately \$12,500.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Expenditures</p>
<p><b>1.2.5</b> Collaborate with Families Helping Families, LaCAN, and others to support the provision of information on advocacy to youth and their families at transition fairs.</p>	<p>No activity this quarter.</p> <p><b>On target:</b> <input type="checkbox"/> Initiative</p>
<p><b>Obj. 1.3</b> Individuals with developmental disabilities and family members of individuals with developmental disabilities will have support to be effective leaders in systems change through participation on a variety of boards and commissions.</p>	

## La DD Council - Status Report of FFY 2020 Action Plan

Page 4 of 14

<p><b>1.3.1</b> Provide information and support for participation of individuals with developmental disabilities and their families in cross-disability and culturally diverse leadership coalitions and advisory bodies.</p>	<p>Shared information for people to apply or participate in:</p> <ul style="list-style-type: none"> <li>• <a href="#">Joseph P. Kennedy Jr. Foundation 2020 Public Policy Fellowship Program</a></li> <li>• <a href="#">U.S. Department of Health &amp; Human Services 2019 Interagency Autism Coordinating Committee</a></li> <li>• <a href="#">LaDDC Council Membership (Regions 1, 8, and 9)</a></li> <li>• <a href="#">Stakeholder Meeting on LDH's Plan to Implement Program for TEFRA Population</a></li> <li>• <a href="#">ACL Emergency Preparedness, Response and Recovery Listening Session</a></li> <li>• <a href="#">2020 Disability Policy Seminar</a></li> <li>• <a href="#">2020 AUCD Policy Forum</a></li> </ul> <p><b>On target:</b> <input checked="" type="checkbox"/> Initiative</p>
<p><b>1.3.2</b> Support Council members in participation in Council meetings and other functions.</p>	<p>Council members are supported in participation of Council meetings and other functions.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> Initiative</p>
<p><b>1.3.3</b> Support Council members' participation in training and educational opportunities. <b>Approx. FFY 2020 Cost: \$3,000</b></p>	<p>Eleven Council members were supported in participating at the Council's Bi-Annual Conference: Navigating the System in November 2019.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Expenditures</p>
<p><b>1.3.4</b> Support the Council leadership's participation in national training, networking events and advocacy opportunities. <b>Approx. FFY 2020 Cost: \$7,000</b></p>	<p>No activities this quarter.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> Initiative <input type="checkbox"/> Expenditures</p>
<p><b>Obj. 1.4</b> Individuals with developmental disabilities, their families, and professionals will obtain the information, training, and support they need.</p>	

## La DD Council - Status Report of FFY 2020 Action Plan

Page 5 of 14

<b>1.4.1</b> Provide financial support (from the entirety of state general funds) and technical assistance to nine Families Helping Families Regional Resource Centers across the state.	<p>Since October 1, 2019, Centers have assisted over 3,500 individuals with disabilities and families with information, referral, peer to peer and other supports. There have been 5,589 units of information and referral completed and 50 trainings conducted with over 760 individuals in attendance. Data for the Centers' outreach activities will be provided in January 2020.</p> <p>A <a href="#">fact sheet</a> about the need for additional funding for the Families Helping Families Resource Center was developed, posted on the Council's website, and distributed to Council members, LaCAN Leaders, and FHF Centers/Directors to be used in legislative visits and member meetings prior to the start of the 2020 legislative session.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Expenditures</p>
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## La DD Council - Status Report of FFY 2020 Action Plan

Page 6 of 14

**1.4.2** Produce and provide information important to individuals with developmental disabilities and their families through a variety of electronic and social media (Council website, Facebook, LaDDC News, and produce and disseminate videos on employment and self-advocacy, grade promotion and graduation pathways for students with disabilities and featuring people who graduate with a diploma and are successfully employed and information on related services, and produce diagrams, visual flow charts and other visual aids on accessing home and community-based services, including waivers, and etc).

**Approx. FFY 2020 Cost:**  
**\$51,000**

The following DDC Newsletters were released via listserv and advertised via Facebook and Twitter:

- [DD Network Public Forums Announcement](#)
- [Relationships & Intimacy: Preventing Exploitation Training Opportunities](#)
- [2019 LaDDC Survey – We Want to Hear From You!](#)
- [Council’s 2020 Legislative Agenda – REVISED](#)
- [Council’s 2020 Legislative Agenda](#)
- [Stakeholder Meeting on Plan to Implement Program for TEFRA Population](#)
- [ACL Emergency Preparedness Listening Tour](#)
- [Agenda for 2019 Conference “Navigating the System Across the Lifespan”](#)
- [Partners in Policymaking Coordinator Vacancy – Apply Today!](#)
- [Recruiting Strong Advocates for DD Council](#)
- [New Council Officers Elected](#)
- [Registration Live for 2019 DDC Conference](#)

Displays of LaCAN members in action as well as various issues and news of interest to people with developmental disabilities and their families are continuously shared on social media.

- The Council’s listserv has 5,333 active subscribers.
- [Facebook](#) has 4,008 followers and 3,870 likes.
- [Twitter](#) has 310 followers.

Possible contractors were identified for videos on employment and self-advocacy, grade promotion, and graduation pathways for students with disabilities. However, pursuits to produce these videos were halted due to the possibility of shifting funding from this activity to the cost of hiring a firm for the search of a new Executive Director.

**On target:** ☒ **Initiative**

**Goal 2** Individuals with developmental disabilities, including those with the most challenging needs, and their families will have access to individualized, appropriate, and quality supports and services as needed to be fully-participating members of their community.

**Obj. 2.4.** Funding will be available to provide home and community-based waiver services to people with developmental disabilities.

## La DD Council - Status Report of FFY 2020 Action Plan

Page 7 of 14

<p><b>2.4.1</b> Advocate for adequate funding for waiver services.</p>	<p>A <a href="#">fact sheet</a> regarding the need for increased home and community-based provider rates and skilled nursing rates in waivers and EPSDT was developed, posted on the Council's website, and distributed to Council members, LaCAN Leaders, and FHF Centers/Directors to be used in legislative visits and member meetings prior to the start of the 2020 legislative session.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> Initiative</p>
<p><b>Obj. 2.5</b> Individuals with developmental disabilities and their families will have access to the same level and quality of services administered by the Local Governing Entities (LGE's) across the state.</p>	
<p><b>2.5.1</b> Oversee implementation of the Community and Family Support System Plan.</p>	<p>A <a href="#">fact sheet</a> about the need for additional funding for the State Personal Assistance Services (SPAS) program was developed, posted on the Council's website, and distributed to Council members, LaCAN Leaders, and FHF Centers/Directors to be used in legislative visits and member meetings prior to the start of the 2020 legislative session.</p> <p>LDH hosted its first TEFRA (<a href="#">Act 421 of 2019</a>) stakeholder meeting on November 21, 2019. This meeting was advertised via <a href="#">LaDDC News</a> and the Council's social media pages. LDH provided <a href="#">an overview</a> of their research findings including the possible fiscal impact for implementing TEFRA or TEFRA-like programs in Louisiana, number of children eligible, and proposals for stakeholders to consider. Information about additional stakeholder meeting dates will be shared when available.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> Initiative</p>
<p><b>2.5.2</b> Advocate for adequate funding, the expansion of services, and consistent implementation of policy across regions, including, if necessary, changes in law and/or contracts with local governing entities (LGE's).</p>	<p>Advocated with OCDD to clarify with regional districts/authorities that funds allocated for their Families Helping Families contracts should not come from Act 378 dollars budgeted for the Individual and Family Support and Flexible Family Fund programs.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> Initiative</p>
<p><b>Obj. 2.6</b> Louisiana will reduce reliance on institutional services for people with developmental disabilities.</p>	

## La DD Council - Status Report of FFY 2020 Action Plan

Page 8 of 14

<p><b>2.6.1</b> Advocate for utilization of the ROW 50 pilot and other opportunities to transition out of institutional settings.</p>	<p>The OCDD Systems Transformation Core Stakeholders Group continues to discuss utilization of ROW slots to enable individuals to transition out of institutional settings.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> <b>Initiative</b></p>
<p><b>Obj. 2.7</b> Individuals with developmental disabilities will benefit from changes, consistent with Council positions, in policy and practice in state and local agencies and programs.</p>	
<p><b>2.7.1</b> Advocate for systems change based on emergent community support issues.</p>	<p>The OCDD Systems Transformation Core Stakeholders Group continues to discuss the need to allow people who live in the home of waiver recipients to serve as Direct Support Professionals for that individual. For now, this is addressed through the companion care service in the NOW and ROW waivers.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> <b>Initiative</b></p>
<p><b>Obj. 2.8</b> Individuals receiving waiver services through the Office for Citizens with Developmental Disabilities (OCDD) will have access to a full range of quality health care services that result in improved overall health outcomes.</p>	
<p><b>2.8.1</b> Publicize healthcare provider continuing education opportunities.</p>	<p>No activity this quarter.</p> <p><b>On target:</b> <input type="checkbox"/> <b>Initiative</b></p>
<p><b>Obj. 2.9</b> Individuals with developmental disabilities and their families will have information and training on sexuality, sexual abuse and exploitation.</p>	
<p><b>2.9.1</b> Provide financial support for training on sexuality and relationships and to build awareness and skills with recognizing and handling sexual abuse and exploitation of people with developmental disabilities.</p> <p><b>Approx. FFY 2020 Cost: \$32,000</b></p>	<p>The Council continues to collaborate with Team Dynamics, LLC. to offer a series of training events statewide to increase adult self-advocates and their family members' understanding of the issues that lead to and ways to prevent sexual abuse and exploitation of individuals with disabilities. Training schedule, location, registration and links to other informational webinars can be found <a href="#">here</a>. Since the beginning of this activity (October 2018), twelve training events have occurred with 137 self-advocates and 208 family members/caregivers in attendance.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> <b>Initiative</b> <input checked="" type="checkbox"/> <b>Expenditures</b></p>



## La DD Council - Status Report of FFY 2020 Action Plan

Page 9 of 14

<p><b>2.9.2</b> Provide funds to research existing state policy and develop a report with legislative, regulatory and other recommendations designed to help prevent the sexual and other abuse of people with developmental disabilities.</p> <p><b>Approx. FFY 2020 Cost: \$10,000</b></p>	<p>The Council is in the process of finalizing a contract with the Advocacy Center to conduct necessary research and produce a report with comprehensive recommendations to address the sexual and other abuse of people with developmental disabilities.</p> <p><b>On target:</b> <input type="checkbox"/> Initiative <input type="checkbox"/> Expenditures</p>
<p><b>Goal 3</b> Students with disabilities will have access to quality, individualized educational programs that address their unique skills, interests, and goals in inclusive environments.</p>	
<p><b>Obj. 3.1</b> Individualized Education Plan (IEP) team members will have increased levels of information and support to demonstrate effective individualized programming consistent with best practice and to enable each member to participate fully as members of the IEP team.</p>	
<p><b>3.1.1</b> Advocate for increased focus and capacity within LDOE to address Special Education, including specific areas/issues (i.e., disability/topical/etc.)</p>	<p>Advocated for LDOE to revive the Data Quality Review Sub-Committee of the Advisory Council on Student Behavior and Discipline to provide validity and integrity of data and develop uniform definitions of behavior codes.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> Initiative</p>
<p><b>3.1.2</b> Advocate for increased infrastructure of on-site training and technical assistance provided to parents and schools simultaneously.</p>	<p>No activity this quarter.</p> <p><b>On target:</b> <input type="checkbox"/> Initiative</p>
<p><b>Obj. 3.2</b> Louisiana's accountability and support structures for school systems will better assure the development and implementation of individualized education programs in inclusive settings.</p>	

## La DD Council - Status Report of FFY 2020 Action Plan

Page 10 of 14

<b>3.2.1</b> Advocate for an accountability system to value students with disabilities and measure programs and outcomes based on individualized student goals and needs (including service delivery).	No activity this quarter.  <b>On target:</b> <input type="checkbox"/> <b>Initiative</b>
<b>3.2.2</b> Advocate for improved complaint and monitoring procedures.	No activity this quarter.  <b>On target:</b> <input type="checkbox"/> <b>Initiative</b>
<b>3.2.3</b> Advocate for a support structure in school systems that assures adequate understanding and skill to develop and implement Individual Education Plans.	No activity this quarter.  <b>On target:</b> <input type="checkbox"/> <b>Initiative</b>
<b>Obj. 3.3</b> Students with developmental disabilities will benefit from changes, consistent with Council positions, in policy and practice in educational agencies and programs.	
<b>3.3.1</b> Advocate for educational systems change based on emergent education issues.	No activity this quarter.  <b>On target:</b> <input type="checkbox"/> <b>Initiative</b>
<b>Obj. 3.4</b> An increased number of students with disabilities are included in school culture.	
<b>3.4.1</b> Provide information and promote inclusion and acceptance of effective models of school culture.	No activity this quarter.  <b>On target:</b> <input type="checkbox"/> <b>Initiative</b>

## La DD Council - Status Report of FFY 2020 Action Plan

Page 11 of 14

<p><b>3.4.2</b> Provide financial support to establish a Post-Secondary Inclusive Education Alliance to provide mentoring and technical assistance, host training events and develop resources designed to build the capacity of Louisiana postsecondary institutions in providing inclusive postsecondary education opportunities for individuals with intellectual and developmental disabilities throughout Louisiana.</p> <p><b>Approx. FFY 2020 Cost: \$40,000</b></p>	<p>Dr. Gerlinde Beckers presented in one of the breakout sessions at the 2019 DDC Conference regarding the Post-secondary Inclusive Education Alliance, and is doing so again at the LA 39<sup>th</sup> Annual Super Conference on Special Education in January 2020. The Alliance is in the process of establishing membership and social media accounts. <a href="mailto:LAPIEalliance@selu.edu">LAPIEalliance@selu.edu</a> is an active email address, and a website has been created but will not be launched until after the winter holidays. Dr. Beckers is currently focusing on getting other Institutes of Higher Education involved and has so far received interest from McNeese and LA Tech Universities.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> Initiative <input type="checkbox"/> Expenditures</p>
<p><b>Goal 4</b> Students with disabilities are considered from the initial phases to the completion of planning and program development of educational policies and initiatives.</p>	
<p><b>Obj. 4.2</b> All schools (charter/magnet) accepting public dollars will accept and serve all students with disabilities appropriately.</p>	
<p><b>4.2.1</b> Advocate for Type 2 and Type 5 charter schools to be required to meet 85% rule of enrolling students with disabilities at rates similar to those found in traditional public schools.</p>	<p>No activity this quarter.</p> <p><b>On target:</b> <input type="checkbox"/> Initiative</p>

## La DD Council - Status Report of FFY 2020 Action Plan

Page 12 of 14

<p><b>4.2.2</b> Advocate for and monitor equitable funding based on Minimum Foundation Program (MFP).</p>	<p>Contacted the Office of the Attorney General to inquire about the status of the Council request of an opinion on the distribution of local funds related to students with disabilities. The OAG indicated it intends to respond by the end of the year.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> Initiative</p>
<p><b>4.2.3</b> Provide financial support for professional development opportunities for child care providers and EarlySteps interventionists to build capacity with including children with disabilities in Early Learning Center within Local Communities.</p> <p><b>Approx. FFY 2020 Cost:</b> <b>\$90,000</b></p>	<p>LSUHSC-Human Development Center has recently signed a contract to continue with the provision of training, and mentoring/Technical Assistance for coaching of Early Learning Center staff and Early Interventionists toward the inclusion of children with disabilities in Early Learning Center settings. Training sessions are being scheduled in February 2020 to be held in Lafayette and Shreveport, LA. Once those have been conducted, coaching sessions will commence for those attendees, in addition to the 21 participants from the previous Covington training class.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> Initiative <input type="checkbox"/> Expenditures</p>
<p><b>Obj. 4.3</b> Stakeholders will have increased opportunities to provide authentic input that will impact decisions on policies effecting students with disabilities.</p>	
<p><b>4.3.1</b> Advocate for increased meaningful opportunities for stakeholder input, improved practices to facilitate stakeholder input, and consideration of stakeholder recommendations.</p>	<p>No activity this quarter.</p> <p><b>On target:</b> <input type="checkbox"/> Initiative</p>
<p><b>Goal 5</b> Individuals with developmental disabilities including those with the most substantial employment support needs will have access to quality individualized services and funding that support competitive integrated individualized employment, and career and financial goals.</p>	
<p><b>Obj. 5.1</b> An increased number of individuals with developmental disabilities will have access to qualified providers who offer a stable workforce of supported employment professionals with recognized skills sets demonstrated to be effective in supporting people with disabilities getting and maintaining employment.</p>	

## La DD Council - Status Report of FFY 2020 Action Plan

Page 13 of 14

<p><b>5.1.1</b> Advocate for certification of employment support professionals (ESP).</p>	<p>No activity this quarter.</p> <p><b>On target:</b> <input type="checkbox"/> <b>Initiative</b></p>
<p><b>5.1.2</b> Advocate for the implementation of a system of accountability to include outcomes-based monitoring and a complaint process.</p>	<p>No activity this quarter.</p> <p><b>On target:</b> <input type="checkbox"/> <b>Initiative</b></p>
<p><b>5.1.3</b> Provide funding to build the capacity of employment providers in customized employment through a competency-based certification program.</p> <p><b>Approx. FFY 2020 Cost: \$50,000</b></p>	<p>Three employment support providers have now completed all 3 components of Customized Employment (Discovery, Job Development, and Systematic Instruction) and are qualified to provide this service through LRS to individuals with significant employment support needs. Five more providers are expected to complete Discovery certification mentoring by the end of January. The next Job Development 3-day Gateway training is scheduled for February 4th – 6th, 2020.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> <b>Initiative</b> <input checked="" type="checkbox"/> <b>Expenditures</b></p>
<p><b>5.1.5**</b> Provide funding for web-based training sessions in supported employment to build the capacity of up to 600 individuals at every level of the service delivery system, including but not limited to state and regional staff of State agencies, supported employment administrators, employment support professionals, and support coordinators.</p> <p><b>Approx. FFY 2019 Cost: \$39,000</b></p>	<p>As of December 17, 2019, there were 544 active learners in the Elsevier system completing web-based training in supported employment. These learners are from the following areas:</p> <ul style="list-style-type: none"> <li>• OCDD Central Office</li> <li>• OCDD Waiver Staff</li> <li>• Various service delivery systems in Regions 1 – 10 (support coordination, case management, human services districts, Arcs, adult day programs, etc.)</li> </ul> <p>Of the 544 learners, 220 have completed all of their assigned training in supported employment. All learners are on track to complete their assigned training by December 31, 2019.</p> <p><b>On target:</b> <input type="checkbox"/> <b>Initiative</b> <input type="checkbox"/> <b>Expenditures</b></p> <p><b>**This activity was intended to end at the conclusion of FFY 2019 but was extended by the contractor due to initial delays in making this training available. This extension granted participants enough time to satisfactorily complete assigned sessions. Since this activity is not included on the FFY 2020 Action Plan, this information is only to serve as an update and will be removed from future status reports.</b></p>

## La DD Council - Status Report of FFY 2020 Action Plan

Page 14 of 14

<b>Obj. 5.2</b> An increased number of individuals with developmental disabilities will have information and access to an integrated workforce development system that is fully-funded.	
<b>5.2.1</b> Advocate for supported employment providers to have access to financial incentives to support unserved and underserved populations including people with the most substantial employment support needs in competitive integrated individualized employment.	<p>Council staff has attempted to advocate for this activity at the previous 2 Louisiana Rehabilitation Council meetings. Unfortunately, due to the LRC not reaching a quorum at either of these meetings, no motion could be voted on for the LRC to officially act on this recommendation.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> <b>Initiative</b></p>
<b>Obj. 5.3</b> Individuals with DD, their families, and professionals in the various service systems will have increased expectations that people with developmental disabilities can have successful competitive, integrated, individualized employment.	
<b>5.3.1</b> Share the benefits planning services to a variety of agencies and stakeholders.	<p>As part of the National Disability Employment Month celebration in October, Council social media included posts regarding this subject, such as Ticket to Work.</p> <p><b>On target:</b> <input type="checkbox"/> <b>Initiative</b></p>
<b>5.3.2</b> Share DD Council employment videos featuring individuals with developmental disabilities on their jobs.	<p>During National Disability Employment Month, Council social media posts included the advertising of a video/program titled "Intelligent Lives".</p> <p><b>On target:</b> <input type="checkbox"/> <b>Initiative</b></p>
<b>Obj. 5.4</b> Individuals with DD will benefit from changes, consistent with Council positions, in policy and practice in employment agencies/programs.	
<b>5.4.1</b> Advocate for systems change based on emergent employment issues.	<p>No activity this quarter.</p> <p><b>On target:</b> <input type="checkbox"/> <b>Initiative</b></p>