

La DD Council - Status Report of FFY 2019 Action Plan

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- '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 (Oct.1 – Dec.13, 2018).	
Goal 1 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.	
Obj. 1.1 Louisiana's self-advocacy network will be supported in self-advocacy and in systems change advocacy.	
<p>1.1.1 Offer technical assistance and training opportunities designed to strengthen the self-advocacy network and the effectiveness of its systems change activities.</p>	<p>The Council offered People First of LA a partnership opportunity with LaCAN by providing joint training to local People First chapters to increase their advocacy skills. The joint effort would have also encouraged People First members to invite new self-advocates to the gathering to help engage more self-advocates in People First and in advocacy efforts involving systems change in Louisiana. People First said they already have a contract to provide training, build local chapters and membership, and support peer-to-peer mentoring, and fear their funding could be jeopardized if they duplicated/reported these services with the Council.</p> <p>To build the capacity of teens to become better self-advocates, Council member Lillian DeJean will facilitate peer-to-peer "gatherings" in collaboration with Families Helping Families (FHF). Initial target areas are Baton Rouge, Lafayette, and Lake Charles. The FHF Centers will assist with promotion of the event via their listserv and social media, encouraging parents to send their children ages 13-17.</p> <p>To establish mentoring opportunities where experienced self-advocates can potentially mentor new or less experienced advocates, our LaCAN Leaders were directed to contact three of their strongest, most active self-advocates and ask those individuals to recruit at least one self-advocate (could be more) who is not involved in LaCAN to attend the Legislative Roundtable in their region.</p> <p>On target: <input checked="" type="checkbox"/> Initiative</p>

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<p>1.1.2 Provide financial support for a People First of Louisiana statewide conference. Approx. FFY 2019 Cost \$7,100</p>	<p>No activity this quarter. The date of the conference has not yet been set.</p> <p>On target: <input type="checkbox"/> Initiative <input type="checkbox"/> Expenditures</p>
<p>Obj. 1.2 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.</p>	
<p>1.2.1 Provide financial support and technical assistance for Partners in Policymaking and its alumni network. Approx. FFY 2019 Cost: \$80,000</p>	<p>There were 39 applications received for the 2019 Partners in Policymaking class. The Selection Committee met on October 9, 2018, and selected 29 individuals to participate. The 2019 class is scheduled to begin on January 18, 2019.</p> <ul style="list-style-type: none"> • Graduates serve on state and regional bodies such as <ul style="list-style-type: none"> ○ Louisiana Developmental Disabilities Council (12) ○ State Interagency Coordinating Council ○ Statewide Independent Living Council ○ Governor’s Advisory Council on Disability Affairs ○ Regional Human Services Districts and Authorities Boards and Advisory Councils (Acadiana, Florida Parishes, Imperial Calcasieu, Jefferson, Metropolitan, and Northwest) ○ Board of Directors for the Advocacy Center, FHF Centers, and People First of LA ○ Advisory Council on Student Behavior and Discipline (3) ○ Special Education Advisory Panel ○ Louisiana ABLE Account Advisory Board ○ LSU Human Development Center Consumer Advisory Council ○ Office for Citizens with Developmental Disabilities (OCDD) Emergency Management Disability and Aging Coalition; State Advisory Council, and Systems Transformation Group <p>On target: <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Expenditures</p>
<p>1.2.2 Support up to two Council members’ participation in Partners in Policymaking.</p>	<p>Two (2) council members were selected to participate in the 2019 Partners in Policymaking class.</p>

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<p>1.2.3 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. Approx. FFY 2019 Cost: \$225,000</p>	<p>LaCAN has 5,046 members registered to receive alerts as of December 5, 2018.</p> <ul style="list-style-type: none"> • 2,297 Home and Community-Based Services (HCBS) & Employment • 1,126 Education & Early Intervention • 1,623 HCBS & Employment and Education & Early Intervention <p>The Council announced the switch of our listserv from constant contact to Voter Voice on November 26th. 416 members have registered in the new system to date to receive alerts and LaDDC News through Voter Voice.</p> <p><u>Advocacy Activities</u> Since October 1, 2018:</p> <ul style="list-style-type: none"> • Two education action alerts; 99 actions taken • Two education yellow shirt days; 13 participants <p>Leaders are in the process of planning formal legislative visits with key committee members. Legislative visits will occur through the start of the 2019 legislative session on April 8, 2019.</p> <p>LaCAN hosts 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>On target: <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Expenditures</p>
<p>1.2.4 Facilitate and support advocacy events including but not limited to Legislative Roundtables and advocacy training sessions. Approx. FFY 2019 Cost: \$40,000</p>	<p>Leaders are in the process of planning regional legislative roundtables in collaboration with their Families Helping Families Centers. These roundtables will occur throughout January and February 2019. The roundtable schedule can be found here.</p> <p>The LaCAN Fall Leader Training was conducted on November 8, 2018. Leaders engaged in activities to enhance their understanding of the Council’s advocacy agenda and expectations of their roles as a leader during the upcoming 2019 legislative session.</p> <p>On target: <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Expenditures</p>
<p>Obj. 1.3 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>	

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<p>1.3.1 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>No activity this quarter.</p> <p>On target: <input type="checkbox"/> Initiative</p>
<p>1.3.2 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>1.3.3 Support Council members' participation in training and educational opportunities. Approx. FFY 2019 Cost: \$3,000</p>	<p>No stipends were issued this quarter.</p>
<p>1.3.4 Support the Council leadership's participation in national training, networking events and advocacy opportunities. Approx. FFY 2019 Cost: \$7,000</p>	<p>No activity this quarter.</p>
<p>Obj. 1.4 Individuals with developmental disabilities, their families, and professionals will obtain the information, training, and support they need.</p>	
<p>1.4.1 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>	<p>Since October 1, 2018, Centers have provided 3,467 individuals and families with information, referral, and other supports. There have been 4,089 units of information and referral completed. Data for the Centers' outreach activities will be provided in January 2019.</p> <p>On target: <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Expenditures</p>

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1.4.2 Provide information important to individuals with developmental disabilities and their families through a variety of electronic and social media (Council website, Facebook, LaDDC News).

The Council engaged in efforts of informing our advocates on areas of interest that affect the lives of individuals with developmental disabilities during this quarter. Articles and posts were shared via social media (Facebook and Twitter) which focused on home and community living, education, and employment. The [Council's focus this year for NDEAM was #HireMyStrengths](#) encouraging individuals with developmental disabilities to share the strengths they contribute to the work place.

[LaDDC News](#) articles were sent to 2,068 current subscribers:

- [New Director at LA Rehab Services](#),
- [Relationships & Intimacy: Preventing Exploitation Training Opportunities](#),
- [Claim IRWE; Increase Benefits](#),
- [The Council is Hiring](#),
- [A Better Way to Get You the Information that Matters](#),
- [The Council and LaCAN Celebrate Advocacy Successes: #LaCANAdvocacyWorks](#),
- [OCDD Seeking Feedback in Regional Meetings](#),
- [Council's 2019 Legislative Agenda to be Presented at Roundtables](#)

Social Media

- [Facebook](#) has 2,700 Likes, increase of 97 this quarter
- [Twitter](#) has 226 followers, increase of 16 this quarter
- YouTube - Employment videos posted to YouTube were shared to Facebook in conjunction with National Disability Employment Awareness Month (NDEAM).
 - [Sharnell](#)
 - [Edward](#)
 - [Billy Ruth](#)

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. 2.1 Individuals with developmental disabilities, including those with the most challenging medical and/or behavioral needs, will be supported in the community by providers resulting in fewer served in Intermediate Care Facilities for people with developmental disabilities (ICFs/DD).

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<p>2.1.1 Advocate for the Louisiana Department of Health (LDH) to provide financial incentives to serve individuals with challenging needs.</p>	<p>Funding for the new complex needs service was included in the LDH FY19 budget. An Emergency Rule published in the October 20, 2018, edition of the Louisiana Register listed the specific eligibility requirements for this service. This new service is a result of advocacy that was conducted by the Council in 2018. It is awaiting CMS approval but expected to be available for people with complex and challenging needs in January 2019</p> <p>On target: <input checked="" type="checkbox"/> Initiative</p>
<p>2.1.2 Collaborate with Office for Citizens with Developmental Disabilities (OCDD) and fund specialized training and technical assistance in supporting individuals with the most challenging needs for community providers/Direct Support Professionals.</p> <p>Approx. FFY 2019 Cost: \$16,500</p>	<p>The Complex Needs Training and Technical Assistance Partnership with OCDD has three home- and community-based providers participating in provider-specific trainings and ongoing mentoring to increase capacity and improve outcomes for the people they support. There are two incentive payments remaining to be disbursed. One is anticipated to be billed in January 2019.</p> <p>On target: <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Expenditures</p>
<p>Obj. 2.2. Funding will be available to provide home and community-based waiver services to people with unmet needs.</p>	
<p>2.2.1 Advocate for adequate funding for waiver slots.</p>	<p>A recommendation was made for LDH to restore waiver provider rates to the 2008 levels in the current fiscal year using money from the NOW Fund. LDH submitted a BA-7 to restore the rates, but it was not included on the Joint Legislative Committee on the Budget November or December agenda.</p> <p>On target: <input checked="" type="checkbox"/> Initiative</p>
<p>Obj. 2.3 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>	

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<p>2.3.1 Oversee implementation of the Community and Family Support System Plan.</p>	<p>A letter was sent to LDH Deputy Secretary Mark Thomas; OCDD Assistant Secretary Julie Foster-Hagan, and OBH Assistant Secretary Karen Stubbs with recommendations from the Individual and Family Support and Consumer Care Resources Workgroup approved by the Council during the October 2018 meeting. Follow-up was made with Ms. Foster-Hagan on 12/5/2018 where she indicated OCDD would move forward with the process of updating the manual and promulgating rule where needed.</p> <p>Fact sheets related to additional funding for the SPAS program and funding needed to implement TEFRA were developed, posted on the Council's website, and distributed to Council members, LaCAN Leaders, and FHF Centers, to be used in legislative visits and roundtables prior to the start of the 2019 legislative session. A LaDDC News article was distributed detailing the Council's legislative agenda with links to the fact sheets.</p> <p>On target: <input checked="" type="checkbox"/> Initiative</p>
<p>2.3.2 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>Fact sheets related to equitable funding for LGEs, specifically Northwest LA Human Services District and Florida Parishes Human Services Authority, were developed, posted to the Council's website, and distributed to Council members, LaCAN Leaders, and FHF Centers, to be used in legislative visits and roundtables prior to the start of the 2019 legislative session. A LaDDC News article was distributed detailing the Council's legislative agenda with links to the fact sheets.</p> <p>DD Council partnered with OCDD and OBH to host three trainings across the state for LGE staff on Act 378 and its guiding principles. Over hundred people attended and the training was very well-received.</p> <p>On target: <input checked="" type="checkbox"/> Initiative</p>
<p>Obj. 2.4 Louisiana will reduce reliance on institutional services for people with developmental disabilities.</p>	
<p>2.4.1 Advocate for the expansion of the ROW 50 pilot and other opportunities to transition out of institutional settings.</p>	<p>The OCDD System Transformation Core Stakeholders Group continues to discuss barriers and brainstorm solutions to enable individuals to transition out of private institutional settings. There is not a lack of ROW slots, but rather other barriers preventing people from exiting.</p> <p>On target: <input checked="" type="checkbox"/> Initiative</p>

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<p>Obj. 2.6 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>2.6.1 Publicize healthcare provider continuing education opportunities.</p>	<p>No activity this quarter.</p> <p>On target: <input type="checkbox"/> Initiative</p>
<p>Obj. 2.7 Individuals with developmental disabilities and their families will have information and training on sexuality, sexual abuse and exploitation.</p>	
<p>2.7.1 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>Approx. FFY 2019 Cost: \$27,900</p>	<p>The Council has collaborated with Team Dynamics, LLC, to offer a series of ten statewide training events for adult self-advocates, and their family members, to increase awareness of the issues that lead to and ways to prevent sexual abuse and exploitation of individuals with disabilities. A training schedule, list of locations, and registration information can be found here. The training schedule was shared with all FHF Centers, People First of LA, The Arc of LA, OCDD, and the Advocacy Center. Team Dynamics, LLC, and the DD Council (through websites and social media) are providing promotion of these events.</p> <p>As of December 7, 2018, two trainings were hosted in the Greater New Orleans area. The first training was attended by one self-advocate and twenty-two family members/caregivers. The second training had eleven self-advocates and thirteen family members/caregivers in attendance. At this time, there are twenty-seven self-advocates and sixty-nine family members/caregivers registered to attend the eight remaining training sessions.</p> <p>On target: <input checked="" type="checkbox"/> Initiative</p>
<p>Obj. 2.8 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>2.8.1 Advocate for systems change based on emergent community support issues.</p>	<p>A letter was issued to OCDD Assistant Secretary Julie Foster-Hagan recommending family cost participation (FCP) in EarlySteps be discontinued in FY20 without changing the eligibility criteria. In a subsequent meeting, LDH Secretary Dr. Rebekah Gee agreed to compromise by raising the income limit for when FCP would be imposed. Negotiations continue regarding the actual income thresholds and maximum payments for families.</p> <p>On target: <input checked="" type="checkbox"/> Initiative</p>

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<p>Goal 3 Students with disabilities will have access to quality, individualized educational programs that address their unique skills, interests, and goals in inclusive environments.</p>	
<p>Obj. 3.1 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>3.1.1 Advocate for increased focus and capacity within LDOE to address Special Education, including specific areas/issues (i.e., disability/topical/etc.)</p>	<p>No activities this quarter.</p> <p>On target: <input type="checkbox"/> Initiative</p>
<p>3.1.2 Advocate for increased infrastructure of on-site training and technical assistance provided to parents and schools simultaneously.</p>	<p>Advocated unsuccessfully for the Advisory Council on Student Behavior and Discipline (ACSBD) workgroup on positive and proactive practices to include a recommendation for the Louisiana Department of Education to invite parents of children with significant challenging behaviors to the 2019 Behavior Intervention Summit.</p> <p>On target: <input checked="" type="checkbox"/> Initiative</p>
<p>Obj. 3.2 Louisiana’s accountability and support structures for school systems will better assure the development and implementation of individualized education programs in inclusive settings.</p>	
<p>3.2.1 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).</p>	<p>In October, the Council voted to be in opposition to the proposed rule changes related to school accountability and alternative schools. In addition, staff are working with Louisiana Education Equity Coalition to support school performance scores that consider all students, particularly students with the most significant disabilities.</p> <p>On target: <input checked="" type="checkbox"/> Initiative</p>
<p>3.2.2 Advocate for improved complaint and monitoring procedures.</p>	<p>A fact sheet was developed to educate policymakers on the need for Public Reporting of Special Education Monitoring Findings and Corrective Actions, an issue on the Council’s 2019 Advocacy Agenda.</p> <p>On target: <input checked="" type="checkbox"/> Initiative</p>

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<p>3.2.3 Advocate for a support structure in school systems that assures adequate understanding and skill to develop and implement Individual Education Plans.</p>	<p>No activity this quarter.</p> <p>On target: <input type="checkbox"/> Initiative</p>
<p>Obj. 3.3 An increased number of students with disabilities are included in school culture.</p>	
<p>3.3.1 Provide information and promote inclusion and acceptance of effective models of school culture.</p>	<p>Information on current research of findings and best practices related to behavior and school culture have been shared in each of the meetings of the Advisory Council on Student Behavior and Discipline. See agenda from October 12, 2018 and December 7, 2018.</p> <p>On target: <input checked="" type="checkbox"/> Initiative</p>
<p>Obj. 3.4 Students with developmental disabilities will benefit from changes, consistent with Council positions, in policy and practice in educational agencies and programs.</p>	
<p>3.4.1 Advocate for educational systems change based on emergent education issues.</p>	<p>In November, a letter was sent to LDOE Superintendent White requesting a proportionate, or more, amount of funding for initiatives to address shortages of special education teachers and related service personnel than the amount allocated to fund initiatives for STEM teacher shortages. Superintendent White indicated he looked forward to reading the letter.</p> <p>On target: <input checked="" type="checkbox"/> Initiative</p>
<p>Goal 4 Students with disabilities are considered from the initial phases to the completion of planning and program development of educational policies and initiatives.</p>	
<p>Obj. 4.1 All schools (charter/magnet) accepting public dollars will accept and serve all students with disabilities appropriately.</p>	
<p>4.1.1 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>Issued a LaCAN Action Alert to BESE (12/7/18) regarding contract renewals for charter schools in violation of state law regarding the percentage of students with disabilities enrolled.</p> <p>On target: <input checked="" type="checkbox"/> Initiative</p>

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<p>4.1.2 Advocate for and monitor equitable funding based on Minimum Foundation Program (MFP).</p>	<p>A letter has been drafted requesting the Louisiana Attorney General issue an opinion on the distribution of local funds related to students with disabilities.</p> <p>On target: <input checked="" type="checkbox"/> Initiative</p>
<p>4.1.3 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>Approx. FFY 2019 Cost: \$77,800</p>	<p>An initiative is currently being coordinated through a partnership with EarlySteps, the Council, and Center for Development and Learning (CDL), to provide a professional development opportunity for teams of early interventionists and child care teachers to facilitate the inclusion of infants and toddlers with disabilities in Early Learning Centers in Regions 1 and 2 (Baton Rouge and New Orleans). EarlySteps is currently working on content for all professional development activities including the online module, training, and coaching activities.</p> <p>On target: <input checked="" type="checkbox"/> Initiative <input type="checkbox"/> Expenditures</p>
<p>Obj. 4.2 Stakeholders will have increased opportunities to provide authentic input that will impact decisions on policies effecting students with disabilities.</p>	
<p>4.2.1 Advocate for increased meaningful opportunities for stakeholder input, improved practices to facilitate stakeholder input, and consideration of stakeholder recommendations.</p>	<p>Advocated during the workgroup of the ACSBD for LDOE to include input and perspectives from parents of students with disabilities when making decisions related to behavioral practices.</p>
<p>Goal 5 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>Obj. 5.1 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>	
<p>5.1.1 Advocate for certification of employment support professionals (ESP).</p>	<p>Staff discussed the benefits of employment support professionals achieving competency-based certification during a meeting with LA Rehabilitation Services (LRS) Director Melissa Bayham. On November 30, 2018, a letter was sent to Ms. Bayham advocating for all employment support professionals to be certified through competency-based training.</p> <p>On target: <input checked="" type="checkbox"/> Initiative</p>

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<p>5.1.2 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>On target: <input type="checkbox"/> Initiative</p>
<p>5.1.3 Provide funding to build the capacity of employment providers in customized employment through a competency-based certification program. Approx. FFY 2019 Cost: \$55,700</p>	<p>Since March 1, 2018, there have been five employment support professionals certified in Discovery through the Customized Employment Certification Program conducted by Marc Gold & Associates. There are currently three more professionals completing the certification process for Discovery, and seven participants in the Job Development certification process (which will end February 8, 2019). The Systematic Instruction certification process will commence in March 2019.</p> <p>On target: <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Expenditures</p>
<p>5.1.4 Provide funding to build the capacity of employment providers in customized employment through single day in-person training sessions across the state. Approx. FFY 2019 Cost: \$11,000</p>	<p>Four single-day training sessions on Customized Employment were conducted by Dr. Steven Hunt of Briggs & Associates during this quarter. Topics covered included Discovery, Profile Development, the Customized Employment Plan, and Job Development. Evaluations of the training were overwhelming positive.</p> <p><u>Training dates/locations and attendance)</u></p> <ul style="list-style-type: none"> • October 11, Lake Charles (17) • October 12, Lafayette (12) • November 15, Baton Rouge (30) • November 16, New Orleans (33) <p>On target: <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Expenditures</p>

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<p>Activity 5.1.5 Provide funding for web-based training session 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 provider administrators, employment support professionals, and support coordinators.</p> <p>Approx. FFY 2019 Cost: \$39,000</p>	<p>Final negotiations are being conducted with the Council, OCDD, and Elsevier, Inc., for the contractual provision of web-based trainings on supported employment being made available to various and appropriate professionals.</p> <p>On target: <input type="checkbox"/> Initiative <input type="checkbox"/> Expenditures</p>
<p>Obj. 5.2 An increased number of individuals with developmental disabilities will have information and access to an integrated workforce development system that is fully-funded.</p>	
<p>5.2.1 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>	<p>No activity this quarter.</p> <p>On target: <input type="checkbox"/> Initiative</p>
<p>Obj. 5.3 Individuals with developmental disabilities, 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.</p>	
<p>5.3.1 Share the benefits planning services to a variety of agencies and stakeholders</p>	<p>A LaDDC News article was released on October 30, 2018 with information on Impairment-Related Work Expenses (IRWE), benefits planning, and where to go for assistance.</p> <p>On target: <input checked="" type="checkbox"/> Initiative</p>

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5.3.2 Share DD Council employment videos featuring individuals with developmental disabilities on their jobs.	DD Council videos on employment are posted on the Council's YouTube page and were used during our National Disability Employment Awareness Month social media campaign in October. On target: <input checked="" type="checkbox"/> Initiative
5.3.3 Disseminate pertinent research pertaining to employment of people with developmental disabilities in competitive integrated individualized jobs.	No activity this quarter. On target: <input type="checkbox"/> Initiative
Obj. 5.4 Individuals with DD will benefit from changes, consistent with Council positions, in policy and practice in employment agencies/programs.	
5.4.1 Advocate for systems change based on emergent employment issues.	No activity this quarter. On target: <input type="checkbox"/> Initiative