

# Maryland Developmental Disabilities Council

## Annual Work Plan: Year 1 (FY2022)

October 1, 2021 – September 30, 2022

### Words to Know

- **Goals** describe what the Council wants to happen.
- **Objectives** are the steps that will help us reach our goals.
- **Expected Outputs** are things like trainings, documents, or the number of people who learned something because of Council activities.
- **Expected Outcomes** describe the changes that will happen as a result of Council activities. This is the impact the Council will have.
- **Data Evaluation & Measurement** describes what the Council will do to understand what progress has been made on our objectives.

## Goal 1

**People with developmental disabilities are leaders and advocates.**

**Objective 1.1: Support People On the Go of Maryland to be a strong, effective, and powerful organization.**

### **Major Activities:**

1. Support and fund training and other activities that help POG staff and members increase and use advocacy and leadership skills.
2. Support and fund activities that help POG increase their membership.
3. Support and fund POG to educate policymakers, build partnerships, advocate on issues, and bring about change. Policymakers include the governor, legislators, and government officials.

### **Expected Outputs:**

1. 60 people with developmental disabilities participate in POG activities.
2. POG educates at least 25 legislators and policymakers.
3. Policymakers make at least 3 changes to policies and programs.

**Expected Outcomes:**

1. POG members with developmental disabilities advocate more.
2. People with developmental disabilities actively advocate because of POG activities.
3. At least 30 people increase their knowledge because of POG activities.
4. POG improves policies and programs related to their most important issues.
5. POG members with developmental disabilities are satisfied with POG activities.

**Data Evaluation & Measurement:**

1. Review meeting and event sign in sheets for information about participation and new members (output).
2. Review POG quarterly progress reports for information on policies and laws created or changed. Staff checks the information based on their knowledge of legislative and policy outcomes (output).
3. Review POG's quarterly progress reports for information about ongoing advocacy (outcome).
4. Review POG's quarterly progress reports for information about how many people have increased their advocacy because of POG activities (outcome).
5. Add questions related to POG activities to the Impact Survey and use with all major activities, including trainings and meetings (outcome).

**Objective 1.2: Support activities that prepare people with developmental disabilities to be leaders in their community.**

**Major Activities:**

1. Fund POG to educate and train people with developmental disabilities about important issues that affect their lives.
2. Support people with developmental disabilities to provide leadership training to other people with developmental disabilities.
3. Use Council funds to expand and support youth self-advocacy projects and activities, like the Youth Leadership Forum (YLF).

**Expected Outputs:**

1. POG provides at least 4 trainings.

2. POG trains 50 people with developmental disabilities.
3. At least 20 youth with disabilities participate in YLF.
4. At least 5 trainers are people with developmental disabilities.

**Expected Outcomes:**

1. Youth and adults with developmental disabilities increase their leadership skills and use those skills in the community.
2. People with developmental disabilities are satisfied with POG trainings.

**Data Evaluation & Measurement:**

1. Review meeting and event sign in sheets for participation (output).
2. Review POG quarterly progress reports for information on trainings held (output).
3. Add questions related to POG activities to the Impact Survey and use with all major activities.

**Objective 1.3: Increase the number of people with developmental disabilities on leadership coalitions that include people with different types of disabilities and people from different backgrounds (cultural diversity). \* Support their participation so they are effective.**

*\* Coalitions are groups of individuals and organizations that work together on issues.*

**Major Activities:**

1. Identify coalitions that include people with different types of disabilities and people from different backgrounds.
2. As part of their Council grant, POG supports members to represent POG on leadership coalitions that include people with different types of disabilities and people from different backgrounds.
3. As part of their Council grant, POG works with other disability organizations during legislative session on shared issues.

**Expected Outputs:**

1. POG identifies 5 coalitions that include people with different types of disabilities and people from different backgrounds.
2. POG supports at least 4 people with developmental disabilities in leadership coalitions.
3. POG works with at least 2 organizations that represent people with other disabilities.

**Expected Outcomes:**

1. People with developmental disabilities participate in coalitions that include people with different types of disabilities and people from different backgrounds.

**Data Evaluation & Measurement:**

1. Review POG quarterly progress reports for: 1) number of coalitions identified that include people with different types of disabilities and people from different backgrounds; 2) number of people supported; 3) communication materials produced and number of people receiving them; and 4) efforts to work with other organizations (output).
2. Review quarterly POG progress reports for the number of people with developmental disabilities serving on boards, commissions, or other leadership positions.
3. Add questions related to POG activities to the Impact Survey and use with all major activities (outcome).