

# Maryland Developmental Disabilities Council

## Annual Work Plan: Year 2 (FY2023)

October 1, 2022 – September 30, 2023

### 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 2

**People with developmental disabilities and their families are empowered to live the lives they want.**

**Objective 2.1: Provide education and training to people with developmental disabilities and families to increase their knowledge and skills.**

### **Major Activities:**

1. Fund projects and activities that educate people with developmental disabilities and families about supported decision-making and alternatives to guardianship.
2. Provide small grants to local and statewide organizations to increase knowledge and skills that people with developmental disabilities and families use to advocate.
3. Fund and help lead Year 5 of Maryland Partners in Policymaking program (Partners) for individuals with developmental disabilities and family members.

**Expected Outputs:**

1. 30 people with developmental disabilities and family members participate in Partners in Policymaking.
2. At least 50 people with developmental disabilities participate in small grant activities supported by the Council to increase their knowledge and skills. This includes people from different backgrounds and different parts of Maryland.
3. At least 300 family members participate in small grant activities sponsored by the Council to increase their knowledge and skills. This includes people from different backgrounds and different parts of Maryland.
4. The Council funds at least 6 small grants that support education and training on a variety of topics.

**Expected Outcomes:**

1. People with developmental disabilities increase their advocacy because of Partners.
2. Family members increase their advocacy because of Partners.
3. People with developmental disabilities and family members are now participating in advocacy and leadership activities because of their participation in Partners.
4. 50 people with developmental disabilities increase their knowledge.
5. 300 family members increase their knowledge about issues that are important to them.
6. People with developmental disabilities and family members are satisfied with Council-supported projects.

**Data Evaluation & Measurement:**

1. Review grantee reports for information about participation (output).
2. Review quarterly Council status reports for the number of small grants funded (output).
3. Review grantee reports for demographic information about the participants in small grant activities (output). This includes information like race, age, disability, and county.
4. Review grantee quarterly reports and Council surveys for information about: 1) people with developmental disabilities increasing their knowledge and skills; 2) family members increasing their knowledge and skills; 3) people with developmental disabilities and family members

increasing their participation in advocacy and leadership; and 4) people with developmental disabilities and family members satisfaction with Council activities (outcome).

**Objective 2.2: Increase awareness and understanding of issues that are important to people with developmental disabilities and their families by sharing information and resources.**

**Major Activities:**

1. Use Council communications to increase knowledge and awareness about different kinds of relationships and sexuality for people with developmental disabilities.
2. Use Council communications to increase knowledge and awareness of employment options.

**Expected Outputs:**

1. At least 3000 people receive materials meant to increase awareness.
2. Widely share at least 10 resources on priority topics.
3. At least 25 more people follow the Council on Facebook and/or Twitter.

**Expected Outcomes:**

1. People with developmental disabilities increase their knowledge and awareness of issues that matter to them.
2. Families increase their knowledge and awareness of issues that matter to them and their family members.

**Data Evaluation & Measurement:**

1. Review quarterly Council status reports for: 1) the number of people that receive Council communications; 2) types of communications; 3) resources the Council shared widely; 4) resources and materials produced; and 5) social media data (output).
2. Review survey information (outcome).

**Objective 2.3: Increase the availability of information, resources, and training to people with developmental disabilities and their families from underserved communities. Focus on people who are African American, Black, Hispanic/Spanish/Latinx, or Asian-American living in areas with high amounts of poverty. \***

***\* Targeted disparity objective. This means it focuses on people that are underserved or unserved compared to others.***

**Major Activities:**

1. Focus funding on programs and trainings that: a) reach diverse and underserved populations and regions of the state, and b) understand and respond to the different cultures and languages of communities.
2. Use Council funds to make plain and accessible versions of Council publications and resources.
3. Use Council funds to translate more Council publications and resources into more languages.
4. Create a request for proposals focused on using cultural brokers to meet the needs of people from diverse communities. \*

*\*A cultural broker is a member of the community they work with. They understand and share the values, beliefs, and practices of the community. A cultural broker helps build trust and connections between community members and the services and supports they need.*

5. Fund one or more projects that train and empower a diverse group of cultural brokers to address the needs of people with developmental disabilities and their families in their communities.

**Expected Outputs:**

1. At least 20 people with developmental disabilities and family members from diverse and underserved populations participate in Council projects.
2. The Council funds at least 2 projects that focus on responding to the needs of different cultures and languages. Promising practice that can be used by other groups and organizations are created.
3. 50 people receive translated Council publications and resources.
4. Request for proposals is developed to train cultural brokers in underserved communities. One or more projects are funded and begin work.
5. At least 5 cultural brokers are trained and working with 20 people with developmental disabilities and 20 family members.

**Expected Outcomes:**

1. People with developmental disabilities and family members increase awareness and knowledge of issues that matter to them.
2. Participants in Council projects are satisfied.
3. Request for proposals widely shared with underserved communities.
4. At least 20 people with developmental disabilities and 20 family members in underserved and diverse communities are better able to advocate for their needs because they worked with the cultural brokers.

**Data Evaluation & Measurement:**

1. Review grantee reports for participation, including demographic information (output). This includes information like race, cultural background, disability, and county.
2. Review quarterly Council status reports for the number of publications and resources translated (output).
3. Request for proposals developed and widely shared. Project(s) selected (outcome).
4. Use Impact Survey with all major activities, including trainings and work with cultural brokers. Add questions related to each activity to get useful information. (outcome).