

## **Proposal to Request Funding to Support the Implementation of the Self-Determination Program**

### **Proposal Summary and Need:**

The Self-Determination Program is an incredible opportunity for individuals served by the Regional Center to take positive control over the lives they envision for themselves. Progressive Employment Concepts strongly believes that all people deserve the opportunity to create their own person-centered plans and to have choice, control, and flexibility when it comes to selecting the services, supports, and goods that will help them reach their goals. It is our desire to provide training and coaching, also referred to in the Department of Developmental Services July 28<sup>th</sup>, 2022 directive as “local transition supports,” to those individuals and families interested in joining Self-Determination so that they are able to successfully build and manage their own Self-Determination Program.

It is our desire to train self-advocates and families from underserved communities, including those with complex support needs, as we continue to see significant disparities in who is accessing the Self-Determination Program. In our experience, the individuals and families accessing Self-Determination Services are often times the most well-resourced and have historically received more services. Many individuals and families from diverse backgrounds have received fewer, if any, Regional Center services and often times do not know about the Self-Determination Program and/or have not received training or support on how to join the program.

In addition, starting February 1st, 2023, individuals and families will no longer have the option of having an Independent Facilitator seamlessly support them with the entire transition process and will instead have the option of having one person of their choice support them with their person-centered plan followed by having their Service Coordinator/Participant Choice Specialist support them with the rest of the transition and/or be referred by the Regional Center to a vendored services provider for 40 hours of transition support. This change has the potential to make the process of joining Self-Determination even more challenging and could lead to even more disparities within the program. We have also seen that individuals with complex support needs that often require 24/7 support struggle to join the Self-Determination Program because of the challenges around planning for those type of support needs (i.e., hiring/training staff, having back-up staffing plans etc.). These individuals and their families often need more intensive support to create, plan, and implement services that will meet their needs.

By offering this training and coaching series with a particular emphasis on supporting those from underserved communities and individuals with complex support needs, we will be able to provide essential information and continuous support to individuals and families as they navigate the process of joining and

setting up their Self-Determination Program. It's essential that we address the disparities within the program and provide the hands-on, individualized support and education that people need as they seek to navigate the process.

**Organization Description and History:**

Established in 1995, Progressive Employment Concepts' mission, in collaboration with the people we serve, is to develop and discover opportunities which promote dignity, respect, inclusion, and meaningful contributions so all our lives and communities are enriched. We provide support in competitive integrated employment, micro enterprise, and community inclusion/access. We have also embraced a leadership role in our community by providing and organizing various trainings for the individuals we serve, their families, and other service providers in the areas of person-centered practices, customized employment, benefits, and inclusion. In January 2020, we started providing services to individuals selected for the Self-Determination Program. We are providing initial person-centered planning services, independent facilitation, and direct support services. In June of 2020, we received funding from Alta's Self-Determination Advisory Committee to provide Person-Centered Thinking Trainings, Independent Facilitation Trainings, and Person-Centered Plan Facilitation Trainings. We delivered those trainings from November 2020-December 2021, training a total of 40 individuals in Person-Centered Thinking, 111 individuals in Independent Facilitation, and 37 individuals in Person-Centered Plan Facilitation. Many of those individuals have gone on to begin offering support as Independent Facilitators, joined the Self-Determination Program themselves or are parents who supported their own children to join the Self-Determination Program.

**Project Description:**

We propose the following trainings and coaching sessions to take place from February 2023 through February 2024. These trainings will be for individuals and families who are starting or are actively in the process of joining the Self-Determination Program in Alta's catchment area. These trainings will provide participants with the knowledge, skills, and resources needed to navigate the process of joining the Self-Determination Program and provide individualized, one-on-one support and coaching to help them to create a Self-Determination Program that is truly customized and meets their needs.

These trainings and coaching sessions will be offered virtually as we have learned over the course of the pandemic that virtual trainings are effective and more accessible, meaning we can reach a wider audience. However, if an individual or family requests that their coaching sessions be conducted in-person, we will do our best to honor that request and meet them in-person. Training and coaching sessions will be delivered in English with interpretation and translation services made available to any individual that requests them. Training participants will have the opportunity to make these requests when they register for this training.

Progressive Employment Concepts will seek funding for interpretation and translation services outside of this grant proposal.

**Self-Determination Program Training & Coaching Series:** We propose holding 4 rounds of our training and coaching series between February 2023 and February 2024. Each round will include 7 group training sessions (2 hours each) on each step of joining the Self-Determination Program with each session followed by one-on-one coaching with one of our experienced Independent Facilitators (1 hour). This will allow for participants to learn about a topic collectively, determine which steps they need to take next, and then receive individualized coaching from one of the Independent Facilitators at Progressive Employment Concepts on any specific issues relating to that person or family.

Each training series cohort will have a maximum of 20 participants (a family will count as one participant and individuals will be encouraged to include their support teams) in order to encourage collaborative and interactive training sessions and allow for in-depth one-on-one coaching. See below for a sample cohort timeline.

Cohort 1	Sample Date/Time
<b>Session 1:</b> Getting Started <i>(this will include information re. interviewing/ selecting a Financial Management Service)</i>	<b>Group Training-</b> 2/13/23, 6-8pm <b>One-on-One Coaching-</b> 2/14/23-2/24/23 <i>(dates/times by appointment)</i>
<b>Session 2:</b> Initial Person-Centered Plan	<b>Group Training-</b> 2/27/23, 6-8pm <b>One-on-One Coaching-</b> 2/28/23-3/10/23 <i>(dates/times by appointment)</i>
<b>Session 3:</b> Budget Development	<b>Group Training-</b> 3/13/23, 6-8pm <b>One-on-One Coaching-</b> 3/14/23-3/24/23 <i>(dates/times by appointment)</i>
<b>Session 4:</b> Spending Plan Development	<b>Group Training-</b> 3/27/23, 6-8pm <b>One-on-One Coaching-</b> 3/28/23-4/7/23 <i>(dates/times by appointment)</i>
<b>Session 5:</b> Resource Development/Accessing Services and Supports/Hiring Employees	<b>Group Training-</b> 4/10/23, 6-8pm <b>One-on-One Coaching-</b> 4/11/23-4/21/23 <i>(dates/times by appointment)</i>
<b>Session 6:</b> Putting it All Together	<b>Group Training-</b> 4/24/23, 6-8pm <b>One-on-One Coaching-</b> 4/25/23-5/5/23 <i>(dates/times by appointment)</i>

**Session 7: TBD**

*This session will be tailored to our participant's needs based on their feedback and where they would like further training and/or support.*

**Group Training-** 5/15/23, 6-8pm

**One-on-One Coaching-** 5/16/23-5/26/23  
(dates/times by appointment)

**Timeline:** We propose that the first trainings begin in February 2023 to coincide with DDS's July 28<sup>th</sup>, 2022 directive and continue through February 2024. Specific dates and times will be identified in collaboration with Alta's Self-Determination Advisory Committee and training participants.

**Budget:**

Item	Cost	Total number of trainings	Total estimated cost
Self-Determination Program Training and Coaching Series (154 hours of training and one-on-one coaching)	\$15,400/series	4	\$61,600
TOTAL			\$61,600

**Staff and organizational information:** Rachael Palmer Teefy, Independent Facilitator and Director of Development, will be the primary project manager and will work closely with Carole Watilo, Executive Director, to manage funds. Rachael is a trainer in Person-Centered Thinking through the Learning Community for Person Centered Practices. She has been trained in Person-Centered Plan Facilitation with Michael Smull, attended Independent Facilitation training through the SCDD, and is currently supporting individuals transitioning into Self-Determination as well as coaching and mentoring new Independent Facilitators. Rachael will develop, lead, and schedule all trainings in coordination with the Self-Determination Advisory Committee. Rachael will also identify other individuals to assist with the trainings, ranging from self-advocates, family members, other Independent Facilitators, FMS providers, Regional Center staff etc.

**Intended Outcomes:** It is our goal to provide 80 individuals and families with collaborative group training and one-on-one coaching that will leave them with the knowledge, skills, and resources to successfully join the Self-Determination Program. We will track this by conducting a pre and post-training survey to gauge learning as well as tracking how many individuals successfully join Self-Determination as a result of this training. In addition, we will foster a learning community among training participants that allows for on-going



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communication so that individuals and families can share their learning, collaborate and problem-solve together long after our training has ended.