

## CDCI 5-Year Work Plan FY 2019-2023

**GOAL 1: Interdisciplinary Pre-Service & Continuing Education.** CDCI will increase knowledge and skills of community members and students enhancing their work with people with developmental disabilities through interdisciplinary pre-service and continuing education.

**Emphasis Areas:** Education & Early Intervention, Health, Employment, Other: Inclusive Excellence

Objective	Who	Activities	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
<u>Objective 1.1</u> Expand CDCI capacity to offer interdisciplinary pre-service & continuing education aligned with needs of people with disabilities and families, providers, and students.	Looby & CAC	<u>Activity 1.1.1</u> Conduct annual needs assessment at CDCI to set priorities and guide support for CDCI personnel.	○	○	○	○	○
	Looby	<u>Activity 1.1.2</u> Provide accessible training and/or consultation to CDCI personnel to create, maintain, and expand instructional content based on needs assessment.	○○○○	○○○○	○○○○	○○○○	○○○○
	Looby	<u>Activity 1.1.3</u> Meet with university and community partners to align CDCI curricula to needs of students and programs.	○○○○	○○○○	○○○○	○○○○	○○○○
<u>Objective 1.2</u> Embed inclusive excellence into development and instruction of interdisciplinary pre-service preparation curricula to promote accessibility, diversity, equity, and inclusion.	Looby	<u>Activity 1.2.1</u> Conduct annual review of CDCI courses and pre-service for content on diversity, equity, and inclusion.	○	○	○	○	○
	CDCI Instructors	<u>Activity 1.2.2</u> At least 1 instructor will receive professional development to embed diversity, equity, inclusion in their teaching each year.	○○○○	○○○○	○○○○	○○○○	○○○○
	CDCI Instructors	<u>Activity 1.2.3</u> At least 1 instructor will receive professional development to embed UDL in their teaching each year.	○○○○	○○○○	○○○○	○○○○	○○○○
	Looby & Instructors	<u>Activity 1.2.4</u> Support at least 2 CDCI instructors each year to embed inclusive excellence into their curricula.	○○○○	○○○○	○○○○	○○○○	○○○○
	Looby, Wood, & CAC	<u>Activity 1.2.5</u> Evaluate effectiveness of embedding activities with input from CAC.	○	○	○	○	○
<u>Objective 1.3</u> Maintain post-secondary college certificate program for 15 students with intellectual/developmental disabilities through Think College Vermont program at University of Vermont.	Dague	<u>Activity 1.3.1</u> In collaboration with VT-DD Council, GMSA, AOE, DAIL, & other post-secondary programs, recruit, advise and graduate 5-7 students per year at UVM to attend an inclusive college certificate program.	○○○○	○○○○	○○○○	○○○○	○○○○
	Dague	<u>Activity 1.3.2</u> Provide inclusive college experience in Academic Enrichment, Social & Recreational, Independent Living & Self-Advocacy Skills, and Career Development.	○○○○	○○○○	○○○○	○○○○	○○○○
	Dague	<u>Activity 1.3.3</u> Work with UVM, other post-secondary programs, and state agencies to expand Think College in Vermont (pending funding).	○○○○	○○○○	○○○○	○○○○	○○○○
	Dague	<u>Activity 1.3.4</u> Hire, train, and support 30 undergraduates to serve as peer mentors for Think College students.	○○○○	○○○○	○○○○	○○○○	○○○○

Objective	Who	Activities	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
<u>Objective 1.4</u> Increase knowledge and skills of emerging leaders (with or without disabilities) who complete <i>Certificate of Graduate Studies in the Interdisciplinary Study of Disabilities</i> and align certificate with CESS, UVM, and community needs.	Looby	<u>Activity 1.4.1</u> Recruit and support at least 2 new certificate students each year emphasizing students from underrepresented and diverse backgrounds.	○○○○	○○○○	○○○○	○○○○	○○○○
	Looby	<u>Activity 1.4.2</u> Support students in their certificate plan of study and annually evaluate their progress.	○○○○	○○○○	○○○○	○○○○	○○○○
	Looby	<u>Activity 1.4.3</u> Work with UVM and community agencies to increase internship opportunities.	○○○○	○○○○	○○○○	○○○○	○○○○
	Looby	<u>Activity 1.4.4</u> Participate on CESS and UVM committees to connect certificate to other programs and initiatives.	○○○○	○○○○	○○○○	○○○○	○○○○
	Looby	<u>Activity 1.4.5</u> Collect and use data to evaluate and update the program, with input from the CAC, and UVM partners.	○○○○	○○○○	○○○○	○○○○	○○○○
	Looby	<u>Activity 1.4.6</u> Graduate 2 students each year and conduct follow up assessments.	○	○	○	○	○
<u>Objective 1.5</u> Increase knowledge and skills of 100 students and community partners through CDCI-led academic courses.	Looby	<u>Activity 1.5.1</u> Teach <i>Culture of Disability</i> course in Fall and Spring.	○ ○	○ ○	○ ○	○ ○	○ ○
	Suter	<u>Activity 1.5.2</u> Teach <i>Promoting Mental Health in Schools</i> .	○	○	○	○	○
	Schoenberg	<u>Activity 1.5.3</u> Teach course in Positive Behavioral Supports and Interventions (PBIS).	○	○	○	○	○
	Looby	<u>Activity 1.5.4</u> Design and offer new courses in Disability Studies for graduate and undergraduate students.	○○○○	○○○○	○○○○	○○○○	○○○○
	Looby & Wood	<u>Activity 1.5.5</u> Collect and use data to evaluate and update course curricula, with input from the CAC, CESS, UVM, and community partners.	○	○	○	○	○
<u>Objective 1.6</u> Increase knowledge and skills of 20 students and community partners through innovative methods of interdisciplinary pre-service preparation.	Looby & instructors	<u>Activity 1.6.1</u> Design and host at least 1 educational event annually connected to academic programs at UVM.	○	○	○	○	○
	Looby & instructors	<u>Activity 1.6.2</u> Develop training modules that can be used to obtain micro-credentials or other certification at UVM.	○○○○	○○○○	○○○○	○○○○	○○○○
	Looby & Wood	<u>Activity 1.6.3</u> Collect and use data to evaluate and update the innovative methods, with input from the CAC, CESS, UVM, and community partners.	○○○○	○○○○	○○○○	○○○○	○○○○
<u>Objective 1.7</u> Increase knowledge and skills of at least 100 UVM undergraduate and graduate students through CDCI-led guest lectures in UVM courses across disciplines.	Looby & Instructors	<u>Activity 1.7.1</u> Identify courses that are appropriate for guest lectures from CDCI faculty and staff.	○○○○	○○○○	○○○○	○○○○	○○○○
	Instructors	<u>Activity 1.7.2</u> Offer at least 5 guest lectures each year.	○○○○	○○○○	○○○○	○○○○	○○○○
	CDCI Instructors	<u>Activity 1.7.3</u> Collect and use data to evaluate and update the guest lectures, with input from the CAC, CESS, UVM, and community partners.	○○○○	○○○○	○○○○	○○○○	○○○○

**GOAL 2: Community Service.** CDCI faculty/staff will provide community service including accessible training and technical assistance to assist individuals with developmental and other disabilities, families, programs, agencies, and other entities in improving their outcomes, services, management, and/or policies.

**Emphasis Areas:** Education and Early Intervention, Health, Employment, Other: Assistive Technology and Inclusive Excellence

Objective	Who	Activities	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
<u>Objective 2.1</u> Expand CDCI capacity to offer community service aligned with needs of people with disabilities, their families, service providers, and community.	McIntyre & CAC	<u>Activity 2.1.1</u> Conduct annual needs assessment at CDCI to set priorities and guide support for CDCI personnel.	○	○	○	○	○
	McIntyre	<u>Activity 2.1.2</u> Provide accessible training and/or consultation to CDCI personnel to create, maintain, and expand community services based on needs assessment.	○○○○	○○○○	○○○○	○○○○	○○○○
	McIntyre & Looby	<u>Activity 2.1.3</u> Meet with interdisciplinary pre-service coordinator to better integrate community trainings with academic curricula.	○○○○	○○○○	○○○○	○○○○	○○○○
<u>Objective 2.2</u> Embed inclusive excellence into development and delivery of CDCI community service to promote accessibility, diversity, equity, and inclusion.	McIntyre	<u>Activity 2.2.1</u> Conduct an annual review of CDCI community service trainings for content on diversity, equity, and inclusion.	○	○	○	○	○
	CDCI Trainers	<u>Activity 2.2.2</u> At least 1 CDCI trainer will receive professional development to embed diversity, equity, inclusion in their trainings each year.	○○○○	○○○○	○○○○	○○○○	○○○○
	CDCI Trainers	<u>Activity 2.2.3</u> At least 1 CDCI trainer will receive professional development to embed Universal Design for Learning in their trainings each year.	○○○○	○○○○	○○○○	○○○○	○○○○
	McIntyre & CDCI Trainers	<u>Activity 2.2.4</u> Support at least 2 CDCI trainers each year to embed inclusive excellence into their trainings	○○○○	○○○○	○○○○	○○○○	○○○○
	McIntyre & CAC	<u>Activity 2.2.5</u> Evaluate effectiveness of embedding activities with input from CAC.	○	○	○	○	○
<u>Objective 2.3</u> Support training for 10 self-advocates or family members through leadership series.	Murphy, Paquin, Topper, & Suter	<u>Activity 2.3.1</u> In collaboration with DD Council, Disability Rights Vermont, GMSA develop, implement and evaluate training provided in 3 weekend sessions for 10 participants per year.	○○	○○	○○	○○	○○
<u>Objective 2.4</u> Increase knowledge and skills of providers by offering periodic trainings and technical assistance in supported employment.	Dague	<u>Activity 2.4.1</u> Identify opportunities to deliver trainings on supported employment in a variety of formats.	○○○○	○○○○	○○○○	○○○○	○○○○
	Dague	<u>Activity 2.4.2</u> Identify opportunities to provide technical assistance on supported employment.	○○○○	○○○○	○○○○	○○○○	○○○○
	Dague	<u>Activity 2.4.3</u> Evaluate the effectiveness of the trainings and TA and modify accordingly.	○	○	○	○	○

Objective	Who	Activities	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
<u>Objective 2.5</u> Increase knowledge and skills of 800 local team members including families, educators, and other service providers in the delivery of quality educational services to students with intensive special education needs through technical assistance, training, support for systems change, and family support.	McIntyre & I-Team	<u>Activity 2.5.1</u> Provide technical assistance to the families and educational teams of children with intensive special education needs.	○○○○	○○○○	○○○○	○○○○	○○○○
	McIntyre & I-Team	<u>Activity 2.5.2</u> Deliver accessible training and follow-up using synchronous and asynchronous methods of delivery as appropriate.	○○○○	○○○○	○○○○	○○○○	○○○○
	McIntyre & I-Team	<u>Activity 2.5.3</u> Provide accessible family support services on request.	○○○○	○○○○	○○○○	○○○○	○○○○
	McIntyre & I-Team	<u>Activity 2.5.4</u> Provide support to schools and state agency partners to promote systems change.	○○○○	○○○○	○○○○	○○○○	○○○○
	McIntyre & I-Team	<u>Activity 2.5.5</u> Evaluate the effectiveness of the trainings and other supports and modify accordingly.	○	○	○	○	○
<u>Objective 2.6</u> Increase knowledge and skills of 150 local team members including families, educators, and providers to improve the lives of infants and toddlers (0-3) with complex developmental and medical needs through trainings and TA.	Cummings I-Team EI	<u>Activity 2.6.1</u> Provide technical assistance to the families and educational teams of infants and toddlers (0-3).	○○○○	○○○○	○○○○	○○○○	○○○○
	Cummings & I-Team EI	<u>Activity 2.6.2</u> Deliver accessible training and follow-up using synchronous and asynchronous methods of delivery as appropriate.	○○○○	○○○○	○○○○	○○○○	○○○○
	Cummings & I-Team EI	<u>Activity 2.6.3</u> Evaluate the effectiveness of the trainings and other technical assistance and modify accordingly.	○	○	○	○	○
<u>Objective 2.7</u> Provide support to approximately 1,000 families of infants and toddlers with developmental disabilities to promote their children's development enhancing their participation in daily activities at home and in the community through technical assistance to child care settings, early intervention programs and other early childhood practitioners.	Whitfield	<u>Activity 2.7.1</u> In collaboration with Vermont Child Development Division and Children's Integrated Services, coordinate and facilitate the continued development of the Comprehensive System of Personnel Development for the State Part C Early Intervention services within CIS.	○○○○	○○○○	○○○○	○○○○	○○○○
	Whitfield	<u>Activity 2.7.2</u> In coordination with the Agency of Education and Vermont's institutes of higher education support the recruitment and retention of personnel serving Part C populations.	○○○○	○○○○	○○○○	○○○○	○○○○
	Whitfield	<u>Activity 2.7.3</u> Provide consultation and technical assistance to CIS regions as needed in order to support personnel development for CIS.	○○○○	○○○○	○○○○	○○○○	○○○○
	Whitfield	<u>Activity 2.7.4</u> Host CIS Community of Practice calls.	○○○○	○○○○	○○○○	○○○○	○○○○
	Whitfield & Suter	<u>Activity 2.7.5</u> Explore and facilitate collaborative opportunities between CDCI and CIS to strengthen and improve Vermont's early intervention system and services.	○○○○	○○○○	○○○○	○○○○	○○○○

Objective	Who	Activities	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
	Whitfield	<u>Activity 2.7.6</u> Evaluate the effectiveness of technical assistance and modify accordingly.	○	○	○	○	○
<u>Objective 2.8</u> Administer Assistive Technology Tryout Center services for children and adults and with disabilities affecting 450 individuals.	Ermolovich, Roux, & Wimett	<u>Activity 2.8.1</u> Publicize services to individuals and families with diverse AT needs and to schools and community organizations.	○○○○	○○○○	○○○○	○○○○	○○○○
	Ermolovich, Roux, & Wimett	<u>Activity 2.8.2</u> Provide device demonstrations.	○○○○	○○○○	○○○○	○○○○	○○○○
	Ermolovich, Roux, & Wimett	<u>Activity 2.8.3</u> Assist with loans for AT devices.	○○○○	○○○○	○○○○	○○○○	○○○○
	Ermolovich, Roux, & Wimett	<u>Activity 2.8.4</u> Evaluate the effectiveness of services and modify accordingly.	○	○	○	○	○
<u>Objective 2.9</u> Increase knowledge and skills of educators in 50 supervisory unions and 150 school based leadership teams in Positive Behavioral Interventions & Supports and other interventions for students with emotional and behavioral challenges through technical assistance, trainings, and support for systems change.	Schoenberg & Wheeler-Sutton	<u>Activity 2.9.1</u> Provide technical assistance and coaching to schools.	○○○○	○○○○	○○○○	○○○○	○○○○
	Schoenberg & Wheeler-Sutton	<u>Activity 2.9.2</u> Deliver accessible training and follow-up using synchronous and asynchronous methods of delivery as appropriate.	○○○○	○○○○	○○○○	○○○○	○○○○
	Schoenberg & Wheeler-Sutton	<u>Activity 2.9.3</u> Work with AOE to expand PBIS to schools statewide through coaching and follow up support.	○○○○	○○○○	○○○○	○○○○	○○○○
	Schoenberg & Wheeler-Sutton	<u>Activity 2.9.4</u> Work with state partners to integrate the work of community mental health in PBIS schools.	○○○○	○○○○	○○○○	○○○○	○○○○
	Schoenberg & Wheeler-Sutton	<u>Activity 2.9.5</u> Represent Vermont in Northeast Regional Network of the Association for Positive Behavior Supports.	○○○○	○○○○	○○○○	○○○○	○○○○
	Schoenberg & Wheeler-Sutton	<u>Activity 2.9.6</u> Evaluate the effectiveness of the trainings and other technical assistance and modify accordingly.	○	○	○	○	○
	<u>Objective 2.10</u> Increase knowledge and skills of 200 individuals school personnel, agencies, teams, and family	Sharpe & Lichtig	<u>Activity 2.10.1</u> Provide consultation to individuals and teams working toward increased independence in toileting.	○○○○	○○○○	○○○○	○○○○
Sharpe & Lichtig		<u>Activity 2.10.2</u> Deliver accessible workshops and trainings statewide.	○○○○	○○○○	○○○○	○○○○	○○○○

Objective	Who	Activities	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
members to remove the barriers to full inclusion created by chronic incontinence through technical assistance, training, and resource sharing.	Sharpe & Lichtig	<u>Activity 2.10.3</u> Collect and share resources about continence and toilet-learning.	○○○○	○○○○	○○○○	○○○○	○○○○
	Sharpe & Lichtig	<u>Activity 2.10.4</u> Evaluate the effectiveness of the trainings and technical assistance and modify accordingly.	○	○	○	○	○
<u>Objective 2.11</u> Increase knowledge and skills of at least 200 service providers, family members, and statewide agency partners regarding identification, referral, and effective intervention techniques and practices for supporting children and young adults with combined vision and hearing loss to access and learn in their education, home, and local communities.	Nelson	<u>Activity 2.11.1</u> Work with state and regional partners to determine how best to continue supports for children and young adults with combined vision and hearing loss.	○	○	○	○	○
	Nelson	<u>Activity 2.11.2</u> Support a new federal grant application to continue this work in Vermont.	○	○	○	○	○
	To be hired with new funding	<u>Activity 2.11.3</u> Provide technical assistance to individuals and teams supporting children and youth with combined vision and hearing loss. (Pending funding)	○○○○	○○○○	○○○○	○○○○	○○○○
	To be hired with new funding	<u>Activity 2.11.4</u> Deliver accessible workshops and trainings statewide. (Pending funding)	○○○○	○○○○	○○○○	○○○○	○○○○
	To be hired with new funding	<u>Activity 2.11.5</u> Provide systems level TA to statewide partners on the unique needs of children and young adults who are deafblind. (Pending funding)	○○○○	○○○○	○○○○	○○○○	○○○○
	To be hired with new funding	<u>Activity 2.11.6</u> Evaluate the effectiveness of the trainings and technical assistance and modify accordingly.	○	○	○	○	○
<u>Objective 2.12</u> Coordinate the care of 25 pediatric metabolic patients being followed by the UVM Medical Center Genetics Department.	Holland	<u>Activity 2.12.1</u> Hold quarterly metabolic clinics, and otherwise as needed, to offer low protein food and formula samples to patients and families.	○○○○	○○○○	○○○○	○○○○	○○○○
	Holland	<u>Activity 2.12.2</u> Offer families a Children with Special Health Needs referral, and if interested, make referral within 7 business days.	○○○○	○○○○	○○○○	○○○○	○○○○
	Holland	<u>Activity 2.12.3</u> Collect demographic and services data on children served and provide quarterly reports.	○○○○	○○○○	○○○○	○○○○	○○○○
<u>Objective 2.13</u> Provide resources, training, and technical assistance to 10 individuals or teams supporting young children with limited independent mobility.	Sharpe	<u>Activity 2.13.1</u> Provide consultation to 10 individuals and teams working toward increasing mobility.	○○○○	○○○○	○○○○	○○○○	○○○○
	Sharpe	<u>Activity 2.13.2</u> Provide training to 3 providers or student teams receiving support from the Early Mobility Project.	○○○○	○○○○	○○○○	○○○○	○○○○
	Sharpe	<u>Activity 2.13.3</u> Share resources promoting early mobility.	○○○○	○○○○	○○○○	○○○○	○○○○
	Sharpe	<u>Activity 2.13.4</u> Evaluate the effectiveness of the trainings and technical assistance and modify accordingly.	○	○	○	○	○

**GOAL 3: Research and Evaluation.** CDCI will generate new knowledge related to persons with disabilities, their families, service providers, and/or the systems that serve them by: (a) expanding our scholarship and research and capabilities, and (b) producing research, evaluation reports, and other scholarship.

**Emphasis Areas:** Education and Early Intervention, Health, Employment, Other: Self-Determination, Inclusive Excellence

Objective	Who	Activities	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
<u>Objective 3.1</u> Expand CDCI capacity to conduct descriptive, evaluative, and intervention research by making training and consultation available to CDCI personnel, affiliated faculty researchers, and CAC members.	Wood & CAC	<u>Activity 3.1.1</u> Conduct annual needs assessment at CDCI to set priorities and guide support for CDCI personnel.	○	○	○	○	○
	Wood	<u>Activity 3.1.2</u> Provide accessible training and/or consultation on evaluation and research to CDCI personnel based on needs assessment.	○○○○	○○○○	○○○○	○○○○	○○○○
	Wood & CDCI researchers	<u>Activity 3.1.3</u> Ensure all CDCI personnel conducting research are knowledgeable about IRB expectations, monitor status of IRB tutorial completion, and provide support when needed.	○○○○	○○○○	○○○○	○○○○	○○○○
<u>Objective 3.2</u> Embed inclusive excellence into research and evaluation activities to promote accessibility, diversity, equity, and inclusion.	Wood	<u>Activity 3.2.1</u> Conduct an annual review of current research projects for content on diversity, equity, and inclusion.	○	○	○	○	○
	CDCI researchers	<u>Activity 3.2.2</u> At least 1 CDCI researcher will receive professional development to embed diversity, equity, inclusion in their research each year.	○○○○	○○○○	○○○○	○○○○	○○○○
	Wood & CDCI researchers	<u>Activity 3.2.3</u> Support at least 1 CDCI researcher to embed inclusive excellence into a research product.	○○○○	○○○○	○○○○	○○○○	○○○○
	Wood & Suter	<u>Activity 3.2.4</u> Involve people with disabilities and/or their family members, including those from culturally and linguistically diverse groups, in the design and/or implementation of at least 1 research activity each year.	○○○○	○○○○	○○○○	○○○○	○○○○
	Wood & CAC	<u>Activity 3.2.5</u> Evaluate effectiveness of embedding activities with input from CAC.	○	○	○	○	○
<u>Objective 3.3</u> Design and submit one new proposal annually for external funding (e.g., federal, state, local, foundations) that is either a research proposal or that specifically includes a research and/or evaluation component.	Suter & Wood	<u>Activity 3.3.1</u> Monitor grant announcements to identify sources of funding for research projects that corresponds with CDCI areas of study and identified needs of persons with disabilities, their families, and service providers.	○○○○	○○○○	○○○○	○○○○	○○○○
	Wood	<u>Activity 3.3.2</u> Provide research related consultation and support to CDCI faculty to write grants and leverage resources (e.g., consult on research questions and design).	○○○○	○○○○	○○○○	○○○○	○○○○

Objective	Who	Activities	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
	CDCI personnel and affiliates	<u>Activity 3.3.3</u> Submit at least one proposal to federal, state, or private agencies for a research project or that specifically includes a research and/or evaluation component.	○○○○	○○○○	○○○○	○○○○	○○○○
<u>Objective 3.4</u> Increase research and related scholarly publications of CDCI personnel and affiliated faculty researchers each year including peer-reviewed articles, books, book chapters, and presentations.	Suter, Wood, & CDCI personnel	<u>Activity 3.4.1</u> Identify opportunities for CDCI personnel and affiliated researchers to write and submit research publications related to their work.	○○○○	○○○○	○○○○	○○○○	○○○○
	Wood	<u>Activity 3.4.2</u> Provide review and editorial feedback to CDCI personnel submitting manuscripts for publication.	○○○○	○○○○	○○○○	○○○○	○○○○
	CDCI personnel & affiliates	<u>Activity 3.4.3</u> Submit at least 4 manuscripts each year by CDCI faculty and/or affiliated faculty researchers for peer-reviewed publication.	○○○○	○○○○	○○○○	○○○○	○○○○
<u>Objective 3.5</u> Produce evaluation and policy reports on the impact of services on individuals with disabilities and their families for all state funded projects.	Wood & CAC	<u>Activity 3.5.1</u> Provide assistance to CAC to identify at least 2 CDCI studies annually to be summarized in language suitable for consumers, families, and the general public.	○	○	○	○	○
	CDCI project coordinators	<u>Activity 3.5.2</u> All funded projects will conduct yearly evaluations on their work and impact (with relevant self-advocate and/or family participation) and produce corresponding documents for dissemination.	○	○	○	○	○
	CAC & Project coordinators	<u>Activity 3.5.3</u> CAC member(s) will review project evaluation report for accessibility and provide input.	○	○	○	○	○
	Wood	<u>Activity 3.5.4</u> Create annual report summarizing scholarly productivity of CDCI personnel aligned with CESS and UVM scholarly metrics.	○	○	○	○	○
<u>Objective 3.6</u> Develop and maintain partnerships with non-CDCI researchers (e.g., self-advocates, other UVM researchers, researchers from other universities) to expand collaborative research capacity and publication output of CDCI.	Wood	<u>Activity 3.6.1</u> Maintain and add at least 1 new member to the UVM Developmental Disabilities Researcher Network.	○○○○	○○○○	○○○○	○○○○	○○○○
	Wood	<u>Activity 3.6.2</u> Add at least 1 non-CDCI UVM faculty as CDCI Affiliated Faculty Researcher.	○○○○	○○○○	○○○○	○○○○	○○○○
	Wood & Nauheimer	<u>Activity 3.6.3</u> Facilitate collaboration and information sharing among CDCI and non-CDCI researchers via email, web-postings, semi-annual meetings.	○ ○	○ ○	○ ○	○ ○	○ ○
	Wood & Suter	<u>Activity 3.6.4</u> Actively seek out new research partnerships within UVM and nationwide.	○○○○	○○○○	○○○○	○○○○	○○○○
	Wood & Suter	<u>Activity 3.6.5</u> If funds are available, provide support for researchers & grant writers outside CDCI, to co-author grants and / or conduct research with CDCI personnel.	○○○○	○○○○	○○○○	○○○○	○○○○

**GOAL 4: Dissemination.** CDCI will develop and disseminate knowledge-based products to local, regional, state, national, and international audiences to serve as a resource in the area of developmental disabilities. This information will incorporate the principles of universal design.  
**Emphasis Areas:** Education and Early Intervention, Health, Employment, Other: Assistive Technology and Inclusive Excellence

Objective	Who	Activities	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
<u>Objective 4.1</u> Expand CDCI capacity to disseminate accessible information and resources to meet the needs of people with disabilities, their families, service providers, and community.	Nauheimer	<u>Activity 4.1.1</u> Conduct annual needs assessment at CDCI to guide dissemination support for projects and CDCI personnel.	○	○	○	○	○
	Nauheimer	<u>Activity 4.1.2</u> Provide consultation to all CDCI projects to create, update, and expand dissemination products including annual reports.	○○○○	○○○○	○○○○	○○○○	○○○○
	Nauheimer	<u>Activity 4.1.3</u> Coordinate with CESS, UVM, and community partner organizations to disseminate information and products.	○○○○	○○○○	○○○○	○○○○	○○○○
<u>Objective 4.2</u> Embed inclusive excellence into dissemination products and resources to promote accessibility, diversity, equity, and inclusion.	Nauheimer	<u>Activity 4.2.1</u> Identify at least 2 CDCI products each year to translate into other languages.	○	○	○	○	○
	Nauheimer	<u>Activity 4.2.2</u> Create and update process for CDCI projects to translate their own dissemination products.	○○○○	○	○	○	○
	Nauheimer	<u>Activity 4.2.3</u> Participate in (or lead) at least 1 training in diversity, equity, and inclusion to improve dissemination.	○○○○	○○○○	○○○○	○○○○	○○○○
	Nauheimer	<u>Activity 4.2.4</u> Participate in (or lead) at least 1 training in universal design related to dissemination.	○○○○	○○○○	○○○○	○○○○	○○○○
	Nauheimer	<u>Activity 4.2.5</u> Work with CAC to create a dissemination product review process and choose at least 2 dissemination products each year to provide feedback on accessibility.	○	○	○	○	○
<u>Objective 4.3</u> Produce and disseminate knowledge-based information products on all CDCI projects.	Nauheimer	<u>Activity 4.3.1</u> Maintain an accessible and updated website to provide information and resources with 2 web accessibility checks each year.	○○○○	○○○○	○○○○	○○○○	○○○○
	Nauheimer Project coordinators	<u>Activity 4.3.2</u> Develop and disseminate at least 2 products per project per year (e.g., brochures, fact sheets, and other accessible public media resources).	○○○○	○○○○	○○○○	○○○○	○○○○
	Nauheimer	<u>Activity 4.3.3</u> Create and disseminate an accessible summary of CDCI's Annual Report.	○	○	○	○	○
	Nauheimer GMSA	<u>Activity 4.3.4</u> In collaboration with GMSA, create at least 2 videos sharing the lives and experiences of people with disabilities to promote self-determination.	○ ○	○ ○	○ ○	○ ○	○ ○

Objective	Who	Activities	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
	Nauheimer	<u>Activity 4.3.5</u> Write and disseminate a minimum of 12 news articles to increase awareness of CDCI projects and the work of our partners.	○○○○	○○○○	○○○○	○○○○	○○○○
	Nauheimer	<u>Activity 4.3.6</u> Disseminate all news stories through social media outlets.	○○○○	○○○○	○○○○	○○○○	○○○○
	Nauheimer, Wood, CAC	<u>Activity 4.3.7</u> CAC, dissemination coordinator, and research coordinator will work together to create and disseminate at least 2 accessible summaries of CDCI research studies.	○ ○	○ ○	○ ○	○ ○	○ ○
	Nauheimer	<u>Activity 4.3.8</u> Share products and info while attending or presenting at conferences, at least 3 times /year.	○○○○	○○○○	○○○○	○○○○	○○○○
	Nauheimer	<u>Activity 4.3.9</u> Evaluate satisfaction and feedback of dissemination products and modify accordingly.	○○○○	○○○○	○○○○	○○○○	○○○○
<u>Objective 4.4</u> Identify and disseminate information from CESS and UVM to the community on information and resources related to people with disabilities.	Nauheimer	<u>Activity 4.4.1</u> Monitor CESS and UVM communications and attend relevant events and meetings to identify information and resources.	○○○○	○○○○	○○○○	○○○○	○○○○
	Nauheimer	<u>Activity 4.4.2</u> Disseminate information from CESS and UVM through email, newsletters, website, social media, and other outlets.	○○○○	○○○○	○○○○	○○○○	○○○○
<u>Objective 4.5</u> Identify and disseminate information from Vermont partners (e.g., disability rights organizations, state agencies, local providers) on information and resources related to people with disabilities.	Nauheimer	<u>Activity 4.5.1</u> Monitor news and communications and attend relevant events and meetings from our Vermont partners to identify information and resources.	○○○○	○○○○	○○○○	○○○○	○○○○
	Nauheimer	<u>Activity 4.5.2</u> Create and disseminate at least 5 dissemination products related to the work of our state partners.	○○○○	○○○○	○○○○	○○○○	○○○○
<u>Objective 4.6</u> Identify and disseminate information about state and national policy related to people with disabilities.	Nauheimer, Suter, & VCDR	<u>Activity 4.6.1</u> Attend meetings with VCDR and meet at least once with University Relations office to identify relevant state and national bills, policies, and/or regulations.	○○○	○○○	○○○	○○○	○○○
	Nauheimer	<u>Activity 4.6.2</u> Create and disseminate educational materials about at least 1 bill, policy, or regulation related to people with disabilities for CDCI, UVM, local, and state partners.	○	○	○	○	○

**GOAL 5: Infrastructure.** CDCI’s infrastructure will be maintained and enhanced to fulfill its mission, vision, and values.

**Emphasis Areas:** Education and Early Intervention, Employment, Health

Objective	Who	Activities	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
<u>Objective 5.1</u> Maintain personnel and infrastructure necessary to achieve our core functions and responsibilities as a UCEDD.	Suter & Cronin	<u>Activity 5.1.1</u> Maintain core function coordinators who conduct annual needs assessment, provide support to CDCI personnel, collaborate with affiliates and partners, coordinate priorities with each other, and work with our CAC to expand capacity for all core functions.	○○○○	○○○○	○○○○	○○○○	○○○○
	Cronin & Suter	<u>Activity 5.1.2</u> Maintain business manager and sufficient staff to support CDCI’s infrastructure.	○○○○	○○○○	○○○○	○○○○	○○○○
	Suter, Cronin, core function & project coordinators	<u>Activity 5.1.3</u> Maintain leadership team of CDCI administrators, core function coordinators, and project personnel who coordinate activities, share resources, and identify annual priorities.	○○○○	○○○○	○○○○	○○○○	○○○○
	Suter & Cronin	<u>Activity 5.1.4</u> Support CDCI personnel to develop partnerships, submit proposals, and identify other opportunities to leverage funding to expand their work and / or create new projects.	○○○○	○○○○	○○○○	○○○○	○○○○
	McIntyre, Cronin, & Suter	<u>Activity 5.1.5</u> Maintain system for supporting CDCI personnel to receive professional development that is related to their work, supports the mission and core functions of CDCI, and equitable.	○○○○	○○○○	○○○○	○○○○	○○○○
	Cronin	<u>Activity 5.1.6</u> Provide human resources support consistent with UVM including oversight for recruitment, hiring, orientation, workload and position development, support for supervisors, problem resolution, and annual review.	○○○○	○○○○	○○○○	○○○○	○○○○
<u>Objective 5.2</u> Embed inclusive excellence into CDCI infrastructure support to promote accessibility, diversity, equity, and inclusion.	Leadership team	<u>Activity 5.2.1</u> Maintain leadership team of CDCI administrators, core function coordinators, and project personnel who maintain and update CDCI Action Plan for Inclusive Excellence.	○○○○	○○○○	○○○○	○○○○	○○○○
	Leadership team	<u>Activity 5.2.2</u> Complete organizational assessment of diversity, equity, and inclusion twice during 5-year plan.	○		○		
	Leadership team	<u>Activity 5.2.3</u> Complete organizational assessment of self-determination and accessibility twice during 5-year plan.		○		○	
	Leadership Team	<u>Activity 5.2.4</u> Provide targeted professional development, or other supports, aligned with needs identified from organizational assessments.	○○○○	○○○○	○○○○	○○○○	○○○○

Objective	Who	Activities	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
	Vermont Community of Practice	<u>Activity 5.2.5</u> Participate on <i>Vermont's Community of Practice for Cultural and Linguistic Competency in Developmental Disabilities</i> to receive national technical assistance, coordinate with state partners, and advance cultural and linguistic competence through systems change.	○○○○	○○○○	○○○○	○○○○	○○○○
	Suter & CDCI personnel	<u>Activity 5.2.6</u> Participate on UVM committees related to inclusive excellence to represent people with disabilities and coordinate inclusive excellence efforts at CDCI.	○○○○	○○○○	○○○○	○○○○	○○○○
<u>Objective 5.3</u> Foster growth and influence of Community Advisory Committee throughout our work at CDCI.	CAC & Suter	<u>Activity 5.3.1</u> Maintain membership of CAC through active recruitment and retention.	○○○○	○○○○	○○○○	○○○○	○○○○
	CAC, Suter, Core function coordinators	<u>Activity 5.3.2</u> Meet with core function coordinators to choose priorities for CAC feedback each year and share with leadership team.	○	○	○	○	○
	CAC & Suter	<u>Activity 5.3.3</u> Ensure CAC has capacity and resources to provide feedback on prioritized CDCI activities throughout the year (e.g., sufficient meeting time, effective bylaws, accommodations, administrative support).	○○○○	○○○○	○○○○	○○○○	○○○○
<u>Objective 5.4</u> Increase integration of CDCI's expertise, resources, and activities with CESS and UVM aligned with our mission and core functions.	Suter & CDCI personnel	<u>Activity 5.4.1</u> Participate on UVM committees to represent CDCI and identify opportunities for collaboration.	○○○○	○○○○	○○○○	○○○○	○○○○
	Suter & CDCI personnel	<u>Activity 5.4.2</u> Actively seek partnerships within CESS and UVM to receive support, share resources, maintain and expand our work.	○○○○	○○○○	○○○○	○○○○	○○○○
<u>Objective 5.5</u> Increase collaboration with community, state, national, and international individuals and groups aligned with our mission and core functions.	Suter & CDCI personnel	<u>Activity 5.5.1</u> Participate on committees and coalitions for Vermont DD network organizations, state agencies, and other community and state-wide groups to represent CDCI, share resources, and find opportunities for collaboration.	○○○○	○○○○	○○○○	○○○○	○○○○
	McIntyre & CDCI personnel	<u>Activity 5.5.2</u> Actively seek partnerships with state agencies, community, and state-wide groups to share resources, maintain, and expand our work.	○○○○	○○○○	○○○○	○○○○	○○○○
	Suter & Core function coordinators	<u>Activity 5.5.3</u> Actively seek partnerships within the AUCD network to receive consultation, share resources, maintain and expand our work.	○○○○	○○○○	○○○○	○○○○	○○○○
	CDCI personnel	<u>Activity 5.5.4</u> Actively seek partnerships with individuals and groups outside of Vermont to receive consultation, share resources, maintain and expand our work.	○○○○	○○○○	○○○○	○○○○	○○○○

Objective	Who	Activities	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
<u>Objective 5.6</u> Increase use of evaluation data in core function activities for accountability and to improve our effectiveness.	Suter & Wood	<u>Activity 5.6.1</u> Provide oversight and management of CDCI evaluation plan (e.g., timeline for center-wide assessments, data analyses, regular reporting).	○○○○	○○○○	○○○○	○○○○	○○○○
	Suter & Wood	<u>Activity 5.6.2</u> Provide sufficient infrastructure to support CDCI evaluation (e.g., tools for accessible data collection, secure database, evaluation consultation as needed).	○○○○	○○○○	○○○○	○○○○	○○○○
	Suter & Wood	<u>Activity 5.6.3</u> Develop and pilot a competency-based evaluation with two CDCI projects.	○○○○				
	Suter & Wood	<u>Activity 5.6.4</u> Implement competency-based evaluation with two new projects each year.		○○○○	○○○○	○○○○	○○○○
	Core function coordinators	<u>Activity 5.6.5</u> Ensure that all CDCI personnel submit monthly NIRS data.	○○○○	○○○○	○○○○	○○○○	○○○○
	Suter, Wood, & CAC	<u>Activity 5.6.6</u> Conduct an annual survey to get community feedback on our activities and products.	○	○	○	○	○