

# CDCI Work Plan Summary

## July 2018 – June 2023

This is a summary of the Center on Disability and Community Inclusion's (CDCI) work plan for July 2018 through June 2023 (Fiscal years 2019 – 2023). Every 5 years, CDCI must create a new plan. This summary begins with a description of CDCI, our vision, and mission. Then we share the five big goals that guide our work. For each goal, there are objectives and specific activities.

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## **What is CDCI?**

CDCI was created in 1974, and we are in the College of Education and Social Services (CESS) at the University of Vermont (UVM). We are Vermont's University Center for Excellence in Developmental Disabilities (UCEDD). There are 67 UCEDDs in the United States.

UCEDDs are authorized under the Developmental Disabilities Assistance and Bill of Rights Act of 2000 (DD Act). UCEDDs serve people with a wide range of abilities in the areas of education, research, and service related to the needs of people with developmental disabilities.

CDCI has 20 projects with teams focused on different disability topics across the lifespan. We share knowledge and resources between the UVM and Vermont communities. Our connections promote inclusion for people with disabilities while enhancing student learning and faculty scholarship at UVM.

## **What is CDCI's Vision?**

CDCI envisions a future where all people, including people who experience developmental and other disabilities, are fully included in their homes, schools, and communities. We envision a future where people with disabilities help design and have access to culturally competent community supports and services leading to self-determination, independence, productivity, and inclusion in all parts of community life.

## **What is CDCI's Mission?**

To provide collaborative education, support, research, and information sharing that ensures Vermonters with disabilities and their families can live their lives as they choose.

We work on this mission through commitments to:

- Partner with and support people with developmental disabilities, their families, service agencies, and communities.
- Promote valued life outcomes for people with disabilities of all ages including:
  - personal choice and control,

- meaningful relationships,
- meaningful activities,
- living in a home and community,
- safety and health,
- equity and human rights, and
- full inclusion in society.
- Promote culturally and linguistically competent attitudes, practices, and systems.
- Serve as a bridge between our community partners and university programs to promote valuable connections.
- Integrate our work with the academic missions of our college and university.

## **What are CDCI's core functions?**

We are required by the DD Act to do 5 things to achieve our mission. We call them core functions. In our work plan, we created 5 broad goals to match these core functions.

### **1. We teach. (Goal 1: Interdisciplinary Pre-Service Preparation)**

We teach in person and online, run educational programs, create innovative courses, and give guest lectures. We work to use Universal Design for Learning strategies to promote inclusion, diversity, and self-determination.

### **2. We support. (Goal 2: Community Service)**

We help create a more inclusive community by providing local, regional, national, and international trainings, consultations, and other services and supports.

### **3. We study. (Goal 3: Research & Evaluation)**

We evaluate our projects and conduct research. We do this to improve outcomes and to share what we have learned. We also work with and support researchers in our college, university, and external partners.

### **4. We share & connect. (Goal 4: Dissemination)**

We take the work, findings, and stories from our projects, our affiliates, and our partners and share them in accessible formats.

#### **5. We maintain our center. (Goal 5: Infrastructure)**

We maintain and expand our capacity to fulfill our mission by (a) supporting the people who work at CDCI; (b) strengthening our connections to CAC, CESS, UVM, and other; and (c) evaluating our work.

### **Who is responsible for this work plan?**

This work plan can only be accomplished through the work of many people. There are over 50 people who work directly for CDCI, and many more who work with us in Vermont, around the United States, and internationally.

Below we describe only the 6 people who are most responsible for the 5 goals in this work plan. Other names in this work plan refer to project personnel and our partners for specific activities.

**Jesse Suter** is the Interim Executive Director and responsible for supporting the people and projects at CDCI. He joined CDCI in 2005, and he has been Interim Executive Director since June 2017.

**Winnie Looby** is the Academic Core Function Coordinator (Goal 1), Program Coordinator for the Certificate of Graduate Studies in the Interdisciplinary Study of Disability, and instructor for several courses at UVM. She joined CDCI in 2016 as a student and became program coordinator in Fall 2017.

**Darren McIntyre** is Assistant Director, Community Service Core Function Coordinator (Goal 2) and Project Director for two projects at CDCI (I-Team, Assistive Technology Tryout Centers). He joined CDCI in 2011 as Director of the I-Team.

**Valerie Wood** is the Research and Evaluation Core Function Coordinator (Goal 3) and is an evaluator and principal investigator

on several federally funded grants focused on child welfare. She joined CDCI in 2018.

**Jeanne Nauheimer** is the Dissemination Core Function Coordinator (Goal 4). She joined CDCI in 2011.

**Rachel Cronin** is the Business Manager, Human Resources Manager, NIRS Data Coordinator, and Infrastructure Core Function Coordinator (Goal 5). She joined CDCI in 2010.

### **Community Advisory Council**

From the DD Act, CDCI must have a “Consumer Advisory Council” which in Vermont is called the Community Advisory Council (CAC). The purpose of CAC is to consult with the director of CDCI on the work plan and make recommendations for changes needed. More than half of the CAC members should be people with developmental or related disabilities or family members of people with developmental or related disabilities.

The CAC must include:

- People with developmental and related disabilities.
- Family members of people with developmental and related disabilities.
- Representative of state Protection and Advocacy (Disability Rights Vermont).
- Representative of state Council on Developmental Disabilities (Vermont Developmental Disabilities Council).
- Representative of self-advocacy organization.
- Representatives from other groups that may include:
  - parent training and information centers,
  - assistive technology groups,
  - relevant state agencies, and
  - other community groups working to improve the lives of people with developmental disabilities and their families.

# CDCI Core, Core Functions, and Relationship to Projects

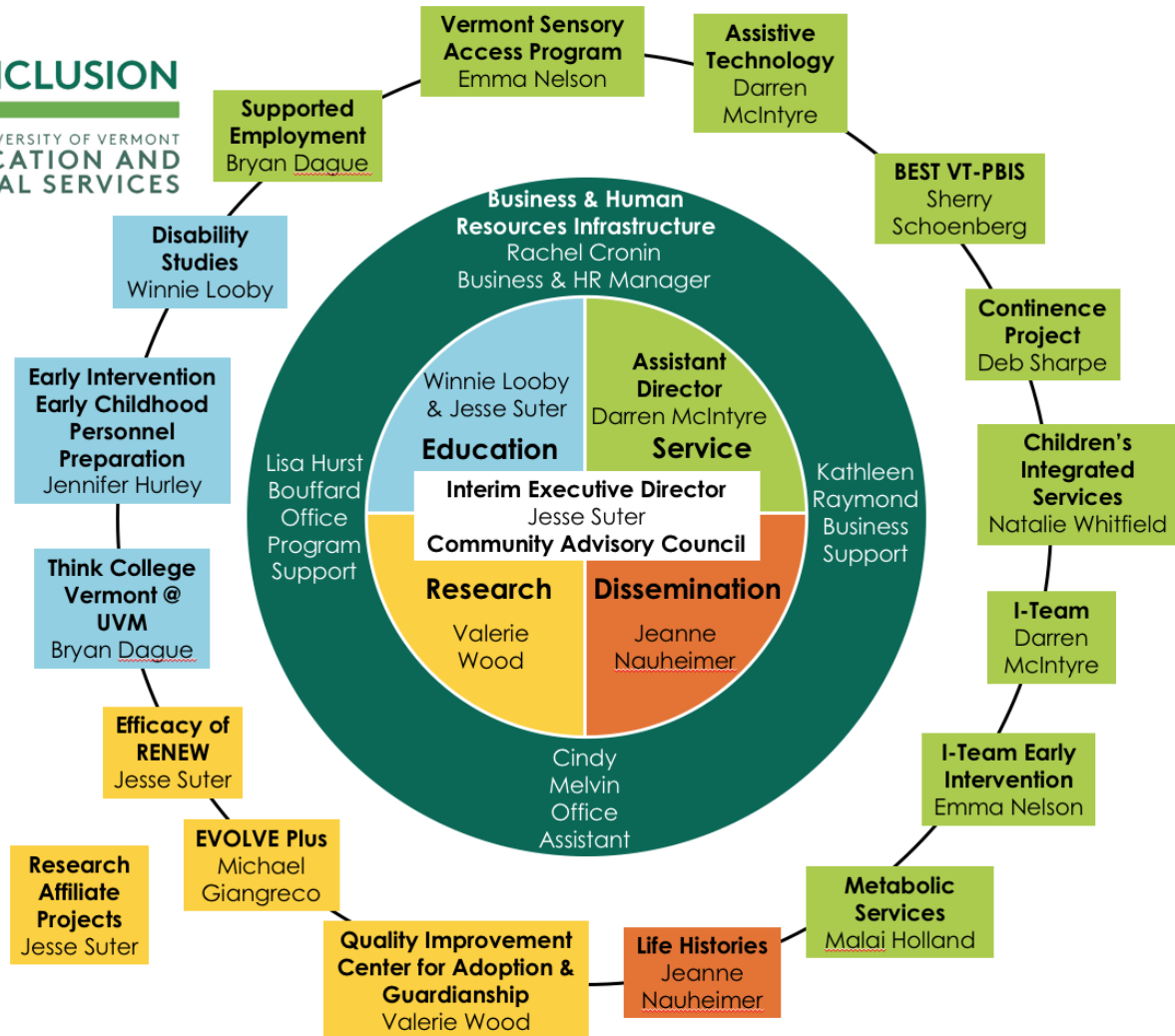
## CENTER ON DISABILITY AND COMMUNITY INCLUSION



CDCI is a proud member of...



Vermont Developmental  
Disabilities Council



## CDCI Graphic Showing Core Functions and Current Projects

- At the top is the CDCI banner that spans the width of the page reading: Center on Disability and Community Inclusion, The University of Vermont, Education and Social Services
- Below this, the text says, “CDCI is a proud member of Vermont Developmental Disabilities Council, Disability Rights Vermont, and Vermont Coalition for Disability Rights *Nothing About us Without Us.*” Logos for each of these groups are shown.
- To the right is a large image with three circles: A small one in the center, a larger circle around this in the middle, and a larger circle around the outside.
- In the very center is a white box that says “Interim Executive Director Jesse Suter” and “Community Advisory Council”.
- The smallest circle is around this box. It has four colors and lists each of the core functions and coordinators:
  - Blue: Education “Winnie Looby and Jesse Suter”
  - Light Green: Service “Assistant Director Darren McIntyre”
  - Yellow: Research “Valerie Wood”
  - Orange: Dissemination “Jeanne Nauheimer”
- The middle circle that surrounds the circle with core functions is dark green and names those responsible for “Business & Human Resources Infrastructure”
  - Rachel Cronin, Business & HR Manager
  - Kathleen Raymond, Business Support
  - Lisa Hurst Bouffard, Office Program Support
  - Cindy Melvin, Office Assistant
- The largest outer circle has small boxes, each with the name and coordinator of each current CDCI project. They are color coded with the same core function colors to match

their primary purpose. Each are listed below starting with the first project focused on service:

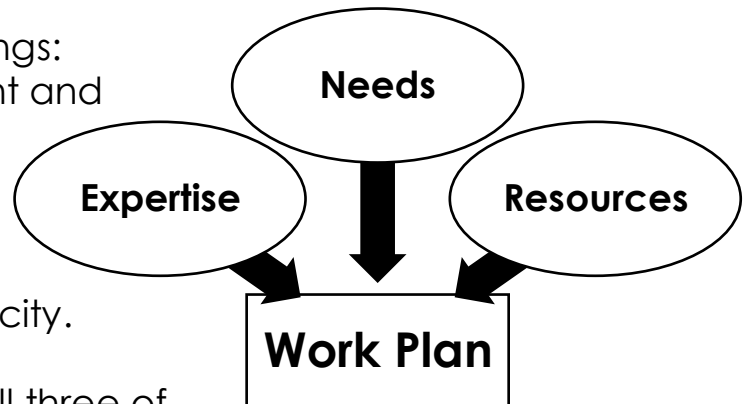
- There are nine light green boxes: Service
  - Supported Employment, Bryan Dague
  - Vermont Sensory Access Program, Emma Nelson
  - Assistive Technology, Darren McIntyre
  - BEST VT-PBIS, Sherry Schoenberg
  - Continence Project, Deb Sharpe
  - Children's Integrated Services, Natalie Whitfield
  - I-Team, Darren McIntyre
  - I-Team Early Intervention, Emma Nelson
  - Metabolic Services, Malai Holland
- There is one orange box: Dissemination
  - Life Histories, Jeanne Nauheimer
- There are four yellow boxes: Research
  - Quality Improvement Center for Adoption & Guardianship, Valerie Wood
  - EVOLVE Plus, Michael Giangreco
  - Efficacy of RENEW, Jesse Suter
  - Research Affiliate Projects Jesse Suter
- There are three blue boxes: Education
  - Think College Vermont @ UVM, Bryan Dague
  - Early Intervention Early Childhood Personnel Preparation, Jennifer Hurley
  - Disability Studies, Winnie Looby



## What is this plan based on?

This work plan is based on three things:

- (a) The needs of people in Vermont and DD Act requirements,
- (b) expertise of CDCI personnel & affiliates, and
- (c) resources available to do the work including funding & capacity.



Activities in this plan had to meet all three of these to be included.

## Definitions of Key Terms

- **Goals:** Broad descriptions of our main duties.
- **Objectives:** Things we want to get done to help meet our goals.
- **Activities:** Specific things we do to achieve our objectives.
- **Emphasis areas:** These are topics identified in the DD Act, and UCEDDs must focus on at least one for each goal in the work plan. They are:
  - education and early intervention,
  - child care,
  - health,
  - employment,
  - housing,
  - transportation,
  - recreation, and
  - other services available or offered to individuals in a community, including formal and informal community supports, that affect their quality of life.
- **Diversity:** Individual and group differences including disability status, gender identity and expression, sexual orientation, age, religion, race/ethnicity, color, nationality, citizenship status, veteran status, and other important social dimensions. People can have multiple identities.
- **Equity:** Means fair treatment and opportunity for all people. Rather than *equal* treatment which means everyone is treated the same, equity focuses on identifying and eliminating barriers

of people and groups who have been discriminated against or who have not had fair access.

- **Inclusion:** Active and ongoing work to promote full access, participation, meaningful contributions, and mutual respect of all people regardless of disability status, identity, or other forms of diversity.
- **Inclusive Excellence:** A community or organization's overall success cannot be separated from their success in promoting diversity, equity, and inclusion. Often used in academic settings like colleges and universities that recognize academic excellence cannot be achieved without inclusion.

## Overview of Goals and Objectives

The next sections review the 5 broad goals of our work plan. Each goal begins with a brief summary then lists the objectives under that goal. After each objective is a brief description of what has changed since the previous work plan (2013-2018). And after each summary, the full work plan is shared for each goal which includes the objectives, who is responsible, and specific activities.

## GOAL 1: Interdisciplinary Pre-Service Preparation

This goal is to improve academic instruction at UVM to improve the knowledge and skills of students and enhance their work with people with developmental and related disabilities.

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

**Objective 1.1** Expand CDCI capacity to offer interdisciplinary pre-service & continuing education aligned with needs of people with disabilities and families, providers, and students.

This is a new objective. Direct support for projects was not in previous plan. There will now be an annual needs assessment to help set priorities and provide support for CDCI projects.

**Objective 1.2** Embed inclusive excellence into development and instruction of interdisciplinary pre-service preparation curricula to promote accessibility, diversity, equity, and inclusion.

This is new. While increasing cultural and linguistic competency was part of goal 1, this objective creates an annual review and professional development aligned with goals at UVM.

**Objective 1.3** Maintain post-secondary college certificate program for 15 students with intellectual/developmental disabilities through Think College Vermont program at University of Vermont.

This is same as last plan, although it has been moved out of Goal 2 (Community Service) and into Goal 1. We want to continue to support Think College Vermont at UVM.

**Objective 1.4** Increase knowledge and skills of emerging leaders (with or without disabilities) who complete *Certificate of Graduate Studies in the Interdisciplinary Study of Disabilities* and align certificate with CESS, UVM, and community needs.

The certificate in Disability Studies is not new, but this objective has more activities focused on supporting students and expanding the program.

**Objective 1.5** Increase knowledge and skills of 100 students and community partners through CDCI-led academic courses.

It is new to have an objective focused specifically on CDCI courses. Two new courses are mentioned, and we want to add more to this list over the next 5 years.

**Objective 1.6** Increase knowledge and skills of 20 students and community partners through innovative methods of interdisciplinary pre-service preparation.

This objective is new and focuses on need to create opportunities for students and community members to receive instruction to increase their knowledge and skills. We will focus on creating events, certificates, credentials, and other opportunities to improve professional development.

**Objective 1.7** Increase knowledge and skills of at least 100 UVM undergraduate and graduate students through CDCI-led guest lectures in UVM courses across disciplines.

This objective continues are efforts providing expertise from CDCI in other faculty courses at UVM.

**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.	○○○○	○○○○	○○○○	○○○○	○○○○
<u>Objective 1.4</u> Increase knowledge and skills of emerging leaders (with or	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.	○○○○	○○○○	○○○○	○○○○	○○○○

Objective	Who	Activities	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
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 1.4.2</u> Support students in their certificate plan of study and annually evaluate their progress.	oooo	oooo	oooo	oooo	oooo
	Looby	<u>Activity 1.4.3</u> Work with UVM and community agencies to increase internship opportunities.	oooo	oooo	oooo	oooo	oooo
	Looby	<u>Activity 1.4.4</u> Participate on CESS and UVM committees to connect certificate to other programs and initiatives.	oooo	oooo	oooo	oooo	oooo
	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.	oooo	oooo	oooo	oooo	oooo
	Looby	<u>Activity 1.4.6</u> Graduate 2 students each year and conduct follow up assessments.	o	o	o	o	o
<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.	o o	o o	o o	o o	o o
	Suter	<u>Activity 1.5.2</u> Teach <i>Promoting Mental Health in Schools</i> .	o	o	o	o	o
	Schoenberg	<u>Activity 1.5.3</u> Teach course in Positive Behavioral Supports and Interventions (PBIS).	o	o	o	o	o
	Looby	<u>Activity 1.5.4</u> Design and offer new courses in Disability Studies for graduate and undergraduate students.	oooo	oooo	oooo	oooo	oooo
	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.	o	o	o	o	o
<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.	o	o	o	o	o
	Looby & instructors	<u>Activity 1.6.2</u> Develop training modules that can be used to obtain micro-credentials or other certification at UVM.	oooo	oooo	oooo	oooo	oooo
	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.	oooo	oooo	oooo	oooo	oooo
<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.	oooo	oooo	oooo	oooo	oooo
	Instructors	<u>Activity 1.7.2</u> Offer at least 5 guest lectures each year.	oooo	oooo	oooo	oooo	oooo
	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.	oooo	oooo	oooo	oooo	oooo

## GOAL 2: Community Service

Most of our work at CDCI is considered community service. We provide trainings, consultation, resources, and other types of service to community partners. Objectives in this goal share the work of many of our community-focused projects.

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

**Objective 2.1** Expand CDCI capacity to offer community service aligned with needs of people with disabilities, their families, service providers, and community.

This is a new objective. Direct support for projects was not in previous plan. There will now be an annual needs assessment to help set priorities and provide support for CDCI projects.

**Objective 2.2** Embed inclusive excellence into development and delivery of CDCI community service to promote accessibility, diversity, equity, and inclusion.

This is a new objective. While increasing cultural and linguistic competency was part of our goal 2, this objective creates an annual review and professional development aligned with goals at UVM.

**Objective 2.3** Support training for 10 self-advocates or family members through leadership series.

This continues from previous plan. CDCI will continue to support the leadership series for self-advocates and family members.

**Objective 2.4** Increase knowledge and skills of providers by offering periodic trainings and technical assistance in supported employment.

Bryan Dague has been offering these supports for many years, and we have targeted this as an area we want to grow.

**Objective 2.5** 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.

This describes the I-Team's work which has been at CDCI since the beginning.

**Objective 2.6** 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.

This describes the I-Team Early Intervention project's work. The target number of local teams has not been set yet. One big change is that Emma Nelson is leaving Vermont, so will no longer coordinate this work.

**Objective 2.7** 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.



This describes our partnership with Children's Integrated Services (CIS) in the Vermont Child Development Division. In previous years, CDCI has had more employees supporting CIS, but they have a new director and are restructuring so we have one employee focused on professional development.

**Objective 2.8** Administer Assistive Technology Tryout Center services for children and adults and with disabilities affecting 450 individuals.

This continues support for the three Assistive Technology Tryout Centers CDCI coordinates in Vermont in partnership with the state Assistive Technology Program.

**Objective 2.9** 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.

This continues the work of the BEST Project which includes Vermont Positive Behavioral Interventions and Supports in over half of the schools in Vermont.

**Objective 2.10** Increase knowledge and skills of 200 individuals school personnel, agencies, teams, and family members to remove the barriers to full inclusion created by chronic incontinence through technical assistance, training, and resource sharing.

This continues the work of the Continence Project, and still needs to set a specific number of individuals to serve.

**Objective 2.11** 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.

This objective describes what is needed to continue the work of Vermont Sensory Access Project for those with combined vision and hearing loss. Before Emma Nelson leaves as coordinator, she is working with state and regional partners to determine how best to continue these services. We plan to apply for the next grant when it is available, and if funded, will continue this work.

**Objective 2.12** Coordinate the care of 25 pediatric metabolic patients being followed by the UVM Medical Center Genetics Department.

This objective describes the work Malai Holland is doing to provide nutritional supports to pediatric metabolic patients in Vermont. 2018-2019 will be her last year before retiring, and then this work will likely shift to UVM Medical Center.

**Objective 2.13** Provide resources, training, and technical assistance to 10 individuals or teams supporting young children with limited independent mobility.

This is a new project at CDCI that collaborates with local schools and providers to design and adapt mobility equipment to help young children move independently, often for the first time.

**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.	○	○	○	○	○
<u>Objective 2.5</u> Increase knowledge and skills of 800 local team members including	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.	○○○○	○○○○	○○○○	○○○○	○○○○

Objective	Who	Activities	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
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 2.5.2</u> Deliver accessible training and follow-up using synchronous and asynchronous methods of delivery as appropriate.	oooo	oooo	oooo	oooo	oooo
	McIntyre & I-Team	<u>Activity 2.5.3</u> Provide accessible family support services on request.	oooo	oooo	oooo	oooo	oooo
	McIntyre & I-Team	<u>Activity 2.5.4</u> Provide support to schools and state agency partners to promote systems change.	oooo	oooo	oooo	oooo	oooo
	McIntyre & I-Team	<u>Activity 2.5.5</u> Evaluate the effectiveness of the trainings and other supports and modify accordingly.	o	o	o	o	o
<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).	oooo	oooo	oooo	oooo	oooo
	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.	oooo	oooo	oooo	oooo	oooo
	Cummings & I-Team EI	<u>Activity 2.6.3</u> Evaluate the effectiveness of the trainings and other technical assistance and modify accordingly.	o	o	o	o	o
<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.	TBD	<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.	oooo	oooo	oooo	oooo	oooo
	TBD	<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.	oooo	oooo	oooo	oooo	oooo
	TBD	<u>Activity 2.7.3</u> Provide consultation and technical assistance to CIS regions as needed in order to support personnel development for CIS.	oooo	oooo	oooo	oooo	oooo
	TBD	<u>Activity 2.7.4</u> Host CIS Community of Practice calls.	oooo	oooo	oooo	oooo	oooo
	TBD & 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.	oooo	oooo	oooo	oooo	oooo
	Whitfield	<u>Activity 2.7.6</u> Evaluate the effectiveness of technical assistance and modify accordingly.	o	o	o	o	o

Objective	Who	Activities	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
<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 members to remove the barriers to full inclusion created by	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.	○○○○	○○○○	○○○○	○○○○	○○○○
	Sharpe & Lichtig	<u>Activity 2.10.3</u> Collect and share resources about continence and toilet-learning.	○○○○	○○○○	○○○○	○○○○	○○○○

Objective	Who	Activities	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
chronic incontinence through technical assistance, training, and resource sharing.	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

An important goal for our center in the next 5-year work plan is to increase research and evaluation to create new knowledge about what works to improve the lives of those with developmental and other types of disabilities.

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

**Objective 3.1** 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.

This is similar to the last work plan, but it is now easier to tell what supports core function coordinator will provide people at CDCI and our partners.

**Objective 3.2** Embed inclusive excellence into research and evaluation activities to promote accessibility, diversity, equity, and inclusion.

This is a new objective under goal 3 and focuses on need to increase inclusive excellence in all of our work.

**Objective 3.3** 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.

This is similar to previous work plans. Applying for external funding is necessary to do this work.

**Objective 3.4** Increase research and related scholarly publications of CDCI personnel and affiliated faculty researchers each year including peer-reviewed articles, books, book chapters, and presentations.

This is similar as well, and it has been better aligned with what UVM is asking us to offer and report on.

**Objective 3.5** Produce evaluation and policy reports on the impact of services on individuals with disabilities and their families for all state funded projects.

While creating annual reports is not new, we have added “policy reports” as this was identified as a need for CDCI to offer this information for our partners.

**Objective 3.6** 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.

No change. There are very few people at CDCI who regularly engage in research, so it is critical for us to partner with those that do.

**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).	○○○○	○○○○	○○○○	○○○○	○○○○
	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-	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.	○○○○	○○○○	○○○○	○○○○	○○○○

Objective	Who	Activities	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
reviewed articles, books, book chapters, and presentations.	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

To serve in our role as bridge between the university and community, CDCI must share information and serve as a resource for both. We have added several new things to this goal to make the information we share more useful and accessible.

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

**Objective 4.1** Expand CDCI capacity to disseminate accessible information and resources to meet the needs of people with disabilities, their families, service providers, and community.

While our dissemination coordinator, Jeanne Nauheimer, has provided supports to our projects, the specific activities were not as clear.

**Objective 4.2** Embed inclusive excellence into dissemination products and resources to promote accessibility, diversity, equity, and inclusion.

This is a new objective emphasizing the need to create accessible and culturally competent resources and information.

**Objective 4.3** Produce and disseminate knowledge-based information products on all CDCI projects.

Many of the types of products are the same, but this is the first time we have summarized them all under the same objective.

**Objective 4.4** Identify and disseminate information from CESS and UVM to the community on information and resources related to people with disabilities.

This is new and reflects a need to share more information that is produced at UVM (but not CDCI) important for people with disabilities, their families, and community partners.

**Objective 4.5** 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.

This is also new and reflects a need to share more information that comes from community partners.

**Objective 4.6** Identify and disseminate information about state and national policy related to people with disabilities.

Similar to the goal 3 (objective 3.5) focus on policy, this is a new objective that recognizes the need to share more relevant policy information with our center personnel and partners.

**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	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.	○○○○○	○○○○○	○○○○○	○○○○○	○○○○○

Objective	Who	Activities	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
families, service providers, and community.	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.	○ ○	○ ○	○ ○	○ ○	○ ○
	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	Activity 4.3.7 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.	○○○○	○○○○	○○○○	○○○○	○○○○

Objective	Who	Activities	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
	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

This goal simply states that we need to have the people and resources to do our work. As shown in the first objective of every goal in this work plan, we see a need to provide more direct and clear support for our core functions.

**Objective 5.1** Maintain personnel and infrastructure necessary to achieve our core functions and responsibilities as a UCEDD.

This is not a new objective, but now includes more activities showing how we support all people at CDCI to do their work.

**Objective 5.2** Embed inclusive excellence into CDCI infrastructure support to promote accessibility, diversity, equity, and inclusion.

A focus on cultural competence is not new, but this objective clarifies it is the responsibility of everyone at CDCI and not just a separate team. In addition, we set targets for organizational assessments to identify needs and inform our action plan. It also holds us accountable for the national technical assistance and state work we are doing with the Community of Practice.

**Objective 5.3** Foster growth and influence of Community Advisory Committee throughout our work at CDCI.

It is not new to have an objective focused on CAC, but the activities focus on maintaining membership, setting priorities each year with the core function coordinators, and providing more support to CAC.



**Objective 5.4** Increase integration of CDCI's expertise, resources, and activities with CESS and UVM aligned with our mission and core functions.

This objective is new and represents a need to be more connected to the work going on in our college and university. The idea is we have a unique role to connect UVM programs and resources with our community, even when we are not in charge of them ourselves.

**Objective 5.5** Increase collaboration with community, state, national, and international individuals and groups aligned with our mission and core functions.

This objective is similar to the previous one, but focused on connections outside of UVM. The new focus is not just on increasing funding.

**Objective 5.6** Increase use of evaluation data in core function activities for accountability and to improve our effectiveness.

Previous work plan was mostly focused on satisfaction data to evaluate our work. Next 5-year plan will focus more on our university and community impact.

**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.	○	○	○	○	○