



State of Connecticut Department of Developmental Services

DDS

Dannel P. Malloy
Governor

Terrence W. Macy, Ph.D.
Commissioner

Joseph W. Drexler, Esq.
Deputy Commissioner

April 2012
Commissioner Terrence W. Macy, Ph.D.

Mission and Vision

Some months ago more than 60 stakeholders met at Manchester Community College to create the basis for what has become our draft Mission and Vision statements. A hearty band of DDS staff took that material and developed a first draft. Subsequently John O'Brien, who facilitated our Mission and Vision day, made suggestions for edits. His work was refined once more and the work in progress has been sent onto a "Reader's Group" who will be doing a final edit this month before the draft is published for more widespread public input. The "Reader's Group" is made up of volunteers from our day with John O'Brien. **The final draft will be available in the next couple of weeks. Visit the DDS Home page at www.ct.gov/dds Five Year Plan for updates.**

Once the final product is completed, a comprehensive strategy will be rolled out for implementation of the Mission and Vision and Values statements. The product is not intended to be just the documents themselves, or something to merely hang in offices throughout the state. Rather, it is expected that these will be the value statements that offer useful measures for determining how well we are providing supports. The introduction of mission and vision and values is intended to be a challenge to each of us to question our individual and collective performance.

Setting Priorities for the Five Year Plan

There are 25 goals in our Five Year Plan. While many of us would like to get to all of them as fast as possible, that is neither possible nor prudent. As many of the goals address systemic changes that need to be made to our service delivery systems, many of them will take time and much input from a whole spectrum of stakeholders. Stakeholders, it should be noted, could include anyone who is touched by our services. The people we support, their families, public and private staff, our many partners from other state agencies and the larger community are all potential stakeholders.

Conversations have been initiated with DDS staff to prioritize the order in which goals will be addressed. While our new Individual and Family Advocate will be the primary facilitator of the

Phone: 860 418-6000 ♦ TDD 860 418-6079 ♦ Fax: 860 418-6001
460 Capitol Avenue ♦ Hartford, Connecticut 06106
www.ct.gov/dds ♦ e-mail: ddsct.co@ct.gov
An Affirmative Action/Equal Opportunity Employer

Five Year Plan process, (the filling of this position is still in process), DDS staff will necessarily play key roles with other stakeholders in overseeing the work on specific goals. As these plans are more fully developed and additional discussions with stakeholders take place, a working schedule will be published here. While there is much interest on the part of DDS and private sector staff in getting to work on the goals, we must use our relatively fragile resources wisely and address goals collectively and systematically. We are very excited with the widespread level of interest in our plan and know that the ultimate results will be both highly regarded and truly responsive to people's needs as they will reflect the input of so many motivated stakeholders.

The following is a brief update on our progress to date:

#1 Employment – A significant amount of effort is being made to implement our #1 goal. As this is necessarily a very complicated goal we have created a web presence dedicated specifically to this topic. Please go to : www.ct.gov/dds Home Page for more information.

Under the Plan Section: The Person and Family have Key Roles

5 Self Advocates continue to meet with the Commissioner on a regular basis. At a 4.12.2012 meeting I was given an update on the self Advocate coordinators significant work on increasing the number of self advocate organizations throughout the state. A very concentrated effort is being made by individual members to contact and actually visit local agencies to provide support and encouragement to develop local organizations. More information will be posted here as this work progresses.

6 Self Advocate Coordinators have also been fully engaged in refining their "Healthy Relationships" training program and are creating a very aggressive plan to schedule those trainings throughout the next several months. In addition to their training the Department will be formulating guiding documents to offer to providers and families on this subject.

Under Quality Services and Supports

#20 "Minimize inconsistency across regions" - An analysis of inconsistent practices across Regions has begun and a list of systems that require attention has been developed. Agency leadership staff will begin work on this project and as that work progresses additional information will be provided.

22 Day and residential Rates – Day service rates were implemented in January 2012. A stakeholders group has been developed to address residential rates. Information on their progress can found on the DDS Website/Providers/DDS Rate System Transition.

Please continue to check the DDS Website for future progress updates on the DDS Five Year Plan implementation.