

Connecticut DDS

Stakeholder Feedback Summary Appendices

April 2023



2022 DEPARTMENT OF DEVELOPMENTAL SERVICES SURVEY

1. The Connecticut Department of Developmental Services (DDS) is creating a Moving On plan for people to live and work more independently with the support they need.

Have you heard or read anything previously about the Moving On plan?

	See Yes (AN	NSWER QUES'	TION 1a and 1b)	□ No (SKIP TO QUES	TION 2)						
1:	1a. How much have you read or heard about the DDS Moving On plan?										
	□ A Lot □ Some □ Just a Little										
1	b. Where did you he	ar of the DDS M	Ioving On plan?								
2.	2. How do you feel about the Moving On plan providing more technologies and supports to people supported by DDS?										
	Like very much	Like a little	Dislike a little	Dislike very much	Not sure						
					□ ?						
3.	3. What is the main reason you like or dislike the Moving On plan?										
4.	How much do you work on your own?		benefit from DDS su	pports and technologies th	nat help you to live, learn and						

A Lot	Some	Not too much	Not at all	Not sure
				□ ở

5. Below is a list of statements. In thinking about the Moving On plan, please tell us how much you agree or disagree with each statement: (PLEASE CHECK ONE FOR EACH LINE)

	Strongl [,] Agree	Agree a little	Disagre : a little	Strongl [,] Disagree	Not Sure
Great chance for me to be more independent		:)	:) □		

	Concerned that							□?			
6.	The goal of the Moving On plan is to allow you to be more independent in your living, learning or work. How much do you think this would change your life?					How					
	Greatly Improv	/e	Improve a little	Worsen a	little	Grea	tly Worse	n	Not sure	TURN OV	/ER
							(<u>;</u>)		Ŷ	\rightarrow	
7.	As always, the make you feel?		ing On plan will red	quire that e	very plan	meet	s each per	son's	needs and g	goals. How d	oes this
	Much better	Sor	newhat better	Somewha	it worse		Much wo	rse	Not su	Ire	
						C] (;;)			?	
8.	If we could wo be in doing this		th you to make a pl	an that wou	uld allow y	you t	o live on y	our o	wn, how in	terested woul	d you
Very interested Somewhat interested Somewh				newhat ur	what uninterested Very uninterested			d Not sure			
					(: 						?
9.	How would you didn't work out		l about a Moving O	n plan if yc	ou knew th	nat yo	ou could re	eturn t	o your prev	vious setting i	f things
	Much better		Somewhat better	Som	ewhat wo	rse	Muc	h wor	se N	lot sure	
					(::)				Γ	7	
10.	10. Which of the following are ways that DDS can provide you with more information about the Moving On plan? Check any that we could use to contact you.						plan?				
	\Box The DDS web page \Box An email to you \Box A letter in the mail \Box A discussion with your case manager							nager			
	□ On social m	iedia,	like Facebook or I	nstagram							
11.		-	rust each of the foll R EACH LINE)	owing to gi	ve you int	form	ation abou	it the l	Moving On	plan? (PLEA	SE
					Trust a lot		Trust some		rust only a little	Not trust at all	Not Sure

The DDS Commissioner			
Your Case Manager (the person from DDS who helps you make a plan for supports)			
Your provider (the people who provide you with supports)			□?

12. Are you the person currently receiving support from DDS or are you a family member/support person completing the survey for someone receiving support?

- □ Person receiving support from DDS □ Family person/support person completing the survey
- 13. Are you? (If you're completing for someone else, respond as the person receiving support)

	□ Male	□ Female	□ Non-binary	Prefer no	ot to answer	
14.	What is your age?	(If you're comple	eting for someone	e else, respond as	the person receiv	ing support)
	□ 18-29	□ 30-39	□ 40-49	□ 50-59	□ 60+	
15.	What kind of suppo	rts do you receive f	from DDS?			
	□ Residential supp DDS Staff Survey The Connecticut De		/Employment suppo opmental Services (h Jan for people to be	able to

The Connecticut Department of Developmental Services (DDS) is creating a plan for people to be able to do more for themselves, referred to as the Moving On component of the ARPA initiative (subsequently referred to only as the Moving On plan). The plan is to help people be more independent in how they live and work, while continuing to receive the supports they need.

- 1. How much have you heard or read about this plan? (Answers: A lot/some/just a little/nothing)
- 2. Where did you hear of the Moving On plan? (free text)
- 3. From what you know about it, how do you feel about DDS implementing the Moving On plan? Do you . . . (Answers: Strongly support it/somewhat support it/Somewhat oppose it/Strongly oppose it)
- 4. Please provide a brief description of why you answered that you support or oppose the Moving On plan in question 3. (free text)
- 5. What would you say is the biggest advantage of the Moving On plan for people with intellectual disability? (free text)

- 6. What would you say is the biggest disadvantage of the Moving On plan for people with intellectual disability? (free text)
- 7. How much do you think the technologies and supports that will be offered through the Moving On plan will aid individuals with disabilities to live, learn and work on their own? Do you think the plan will help . . . (Answers: A lot/Some/Not much/Not at all)
- 8. Among all individuals that DDS currently provides services to, about what percentage would you say would benefit from participating in the Moving On plan? (Answer: ______%)
- 9. How willing do you think most individuals will be to participate in the Moving On plan? (Answers: Very willing/Somewhat willing/Very unwilling/Don't know or not sure)
- 10. If you answered somewhat or very unwilling to the last question, why do you think individuals would be unwilling to participate in the Moving On plan? (free text)
- 11. The Moving On plan will be designed to provide individuals with opportunities to become more independent and reach other goals specific to how they live, learn and work in their communities. How do you think participation in the Moving On plan would change their life? (Answers: Greatly improve/Improve a little/Worsen a little/Greatly worsen/Don't know or not sure)
- 12. The goal of the Moving On plan is to require that every individual plan meets each person's needs and goals. How confident are you that individual plans developed will be individualized to meet each person's needs? (Answers: Very confident/Somewhat confident/Not too confident/Don't know or not sure)
- 13. If you could make one change in the DDS system that would encourage individuals to participate in the Moving On plan, what would it be? (free text)
- 14. Which of the following best describes you? (Answers: Case manager or case management staff/DDS contractor or service provider/Direct support worker/DDS manager or director/DDS fiscal or resource staff)
- 15. Where do you work? (Answer: DDS Central Office/DDS North Region/DDS South Region/DDS West Region)





Stakeholder Input Survey: Draft Survey Questions - Providers

Providers

The purpose of this survey is to collect feedback from DDS qualified providers in Connecticut about the DDS Moving On Initiative. In line with the DDS mission to enable individuals to live, learn, and work in more independent settings with appropriate levels of support, the Moving On Program is partnering with providers to encourage the expansion of more independent, non-congregate residential and day options. Please take a couple minutes to complete this survey—your responses are very important to make this initiative a success!

Please contact <u>ctmovingonsupport@deloitte.com</u> with any questions or concerns.

- 1. What type of supports do you provide?
 - a. Day Supports
 - b. Residential Supports
 - c. Both
 - d. Other (free text)
 - i. Please describe which "Other" supports you provide.
- 2. Through the Moving On Program, what tools would be most helpful to you in navigating the transition process for congregate residential and/or for congregate day settings? (rank these choices highest to lowest)
 - a. Direct updates from your region about the status of Moving On and potential changes in current support options
 - b. DDS trainings on alternative service options in the state
 - c. FAQ or toolkit you can use to help answer questions from individuals and families
 - d. Promotional materials or newsletter that describes new offerings or service approaches
 - e. Standardized scorecard you can use to measure progress on transitions for individuals to more independent settings
 - f. Peer learning group to share lessons learned, challenges, best practices from other providers (region-level or statewide)
 - g. Statewide presentations in the Leadership Forum or the Commissioner's Statewide Provider meeting
- 3. What is the biggest concern you have about the DDS Moving On Initiative? (pick up to 3)
 - a. Identifying individuals interested in participating
 - b. Educating and training staff about the initiative and its goals
 - c. Staff capacity to implement and sustain changes (e.g., workflow, service delivery, etc.)





- d. Communicating with individuals and families about the changes and ensuring that the planning process meets their needs and preferences
- e. Financial resources needed to successfully implement and sustain transitions
- f. Uncertainty regarding potential service changes, and/or long-term feasibility of transitions
- g. Billing implications of new service delivery models
- h. Other (free text)
- i. If you selected "Other," which concerns do you have?
- 4. What do you think could be the *biggest challenges* in successfully transitioning individuals to a more independent **residential** setting of an individual's choice for the DDS Moving On Initiative? (pick up to 3)
 - a. Lack of awareness or understanding about the DDS Moving On Initiative among staff and/or individuals and families
 - b. Identifying individuals interested in participating
 - c. Communicating transition plans or changes in supports to individuals and families
 - d. Insufficient training for staff on how to implement transitions for individuals to more independent settings
 - e. Ensuring that a new setting has the appropriate supports
 - f. Uncertainty about the long-term financial implications of transitions for providers
 - g. Lack of affordable and accessible housing options
 - h. Lack of transportation and/or lack of accessible and affordable alternative transportation options (e.g., rideshares)
 - i. Capacity of staff
 - j. Other (free text)
 - i. If you selected "Other," what are some additional challenges?
- 5. What do you think could be the *biggest challenges* in successfully transitioning individuals to a more independent **day setting** of an individual's choice for the DDS Moving On Initiative? (pick up to 3)
 - a. Lack of awareness or understanding about the DDS Moving On Initiative among staff and/or individuals and families
 - b. Identifying individuals interested in participating
 - c. Communicating transition plans or changes in services to individuals and families
 - d. Insufficient training for staff on how to implement transitions of individuals to more independent settings
 - e. Ensuring that the new setting has the appropriate supports
 - f. Uncertainty about the long-term financial implications of transitions for providers
 - g. Lack of transportation and/or lack of accessible and affordable alternative transportation options (e.g., rideshares)
 - h. Capacity of staff





- i. Lack of understanding
- j. Other (free text)
 - i. If you selected "Other," what are some additional challenges?
- 6. In the last year, *how often* have you talked about alternative service offerings with the people you support?
 - a. Every 6 months
 - b. Quarterly
 - c. Monthly
 - d. Weekly
 - e. Not at all
 - f. Other (free text)
 - i. If you selected "Other," how often?
- 7. In the last six months, *who* have you talked with about alternative service offerings for the people you support?
 - a. Individuals with I/DD
 - b. Guardians/caregivers
 - c. Case Managers
 - d. Regional Resource Managers
 - e. Advocacy groups
 - f. Your agency staff
 - g. Other (free text)
 - i. If you selected "Other," which other groups or individuals?
- 8. What type of incentive program(s) do you think would be most beneficial to your organization? (pick up to 3)
 - a. Provider incentive payment for each participant that successfully transitions to more independent/less restrictive living within a specified timeframe
 - b. Provider incentive payment for transitioning a certain percentage of participants into more independent/less restrictive living within a specific timeframe (e.g., first quarter in DDS Moving On Initiative, etc.)
 - c. Direct support staff sign-on and retention bonuses
 - d. Incentives based on key performance indicators or national quality standards
 - e. Incentives based on reporting relevant claims data to DDS
 - f. None
 - g. Other (free text)
 - i. If you selected "Other," which other type of incentive program(s)?
- 9. What is one thing DDS could do differently to better support you or your agency in the Moving On program? (free text)



Virtual Stakeholder Input Sessions

DDS Transformation Project

Connecticut Department of Developmental Services JANUARY 18, 2023

Agenda

Meet the Team

✦Your Role

- ✦Goals
- ✦ Background
- ✦ Feedback
- Next Steps



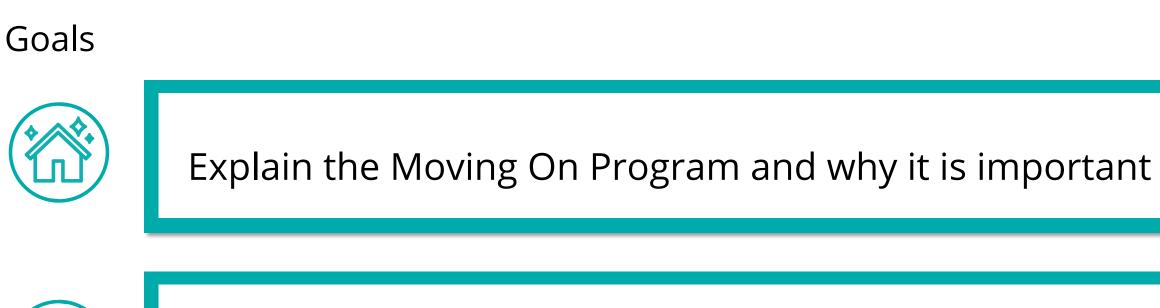














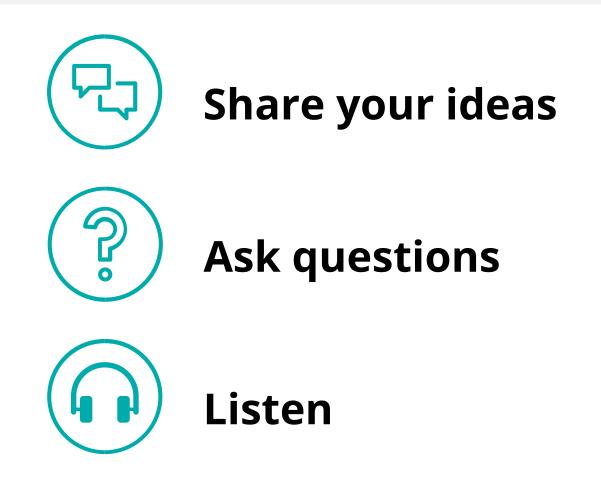
Include individuals and families. We need your help!



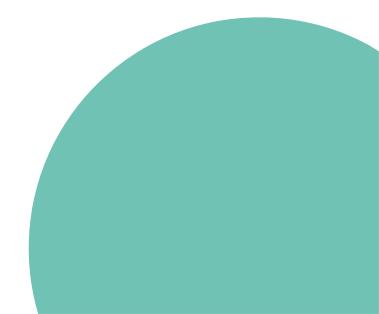
Use your ideas to make the Moving On Program better

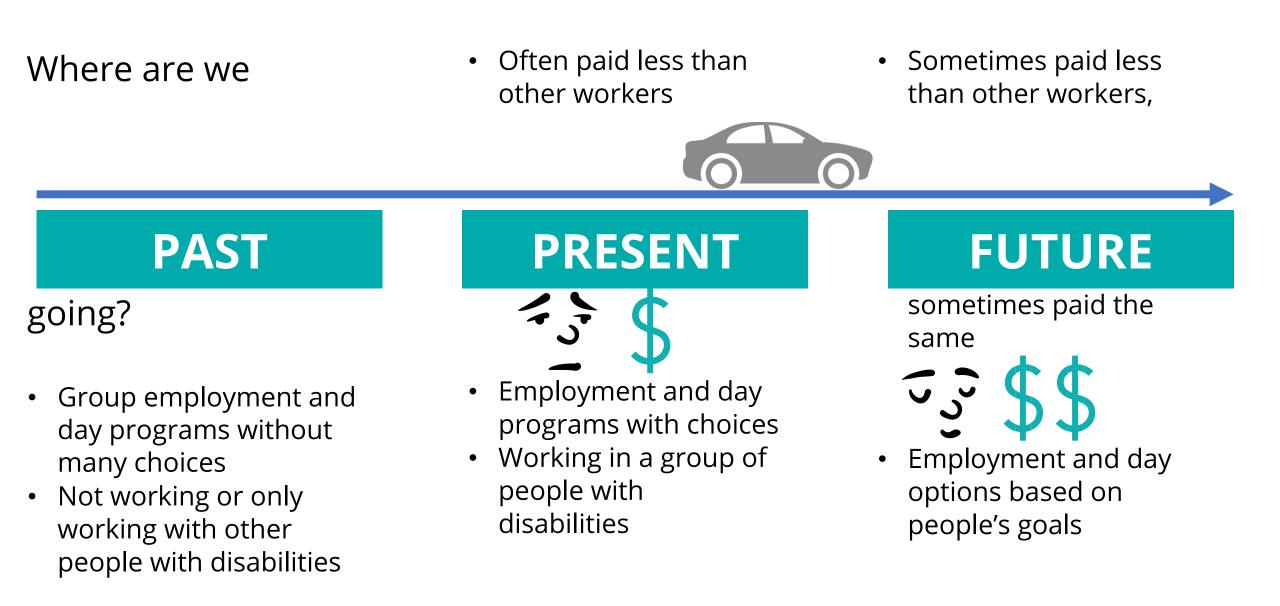


Today, we will ask you to...









 More jobs in the community • More people making more money

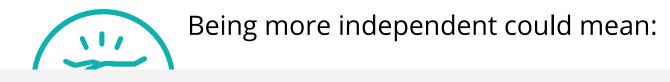


DDS Moving On Program

The **DDS Moving On Program** wants to help people switch to more independent residential (where you live) or day programs that give them more choices



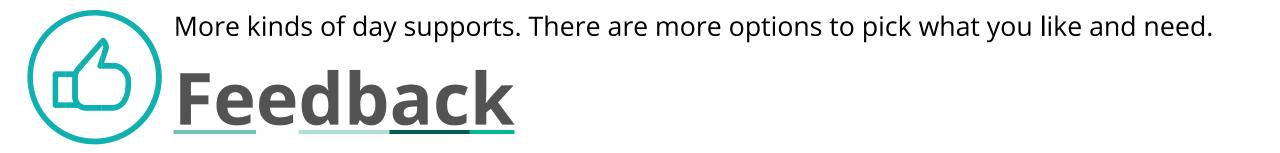
- The Moving On program wants to work with these groups to build better programs:
- People who receive services and their families
- Day and Residential Service Providers
- Case Managers (the person who listens to you and works to create goals with you)

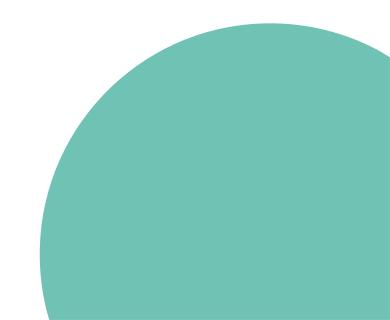


The DDS Moving On Program wants to make sure that...

- Having more choices in your life
- Being in charge of what you do with your day or where you live
- Being more responsible for yourself
- DDS Moving On Program Goals

S More people with disabilities have jobs. They will be paid the same as people without disabilities.





What Do You Think?

Zoom poll question:

Which one do you like the best?



Which do you like better?

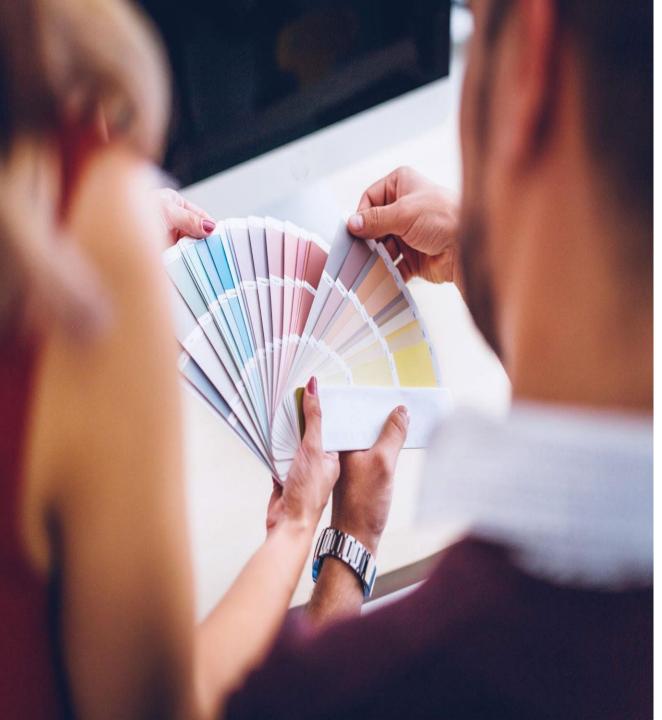
1. You try different internships (practice jobs). It is someone's job to help you learn new skills for your job. People you work with also support you. When the practice job ends, you look for a job at the same place or somewhere new.



2. You have a job. It is someone's job to help you learn new skills for your job. Instead of being at your job, the person helps you and gives you reminders through a computer or a phone. You might talk to them over video or text with them.



What did you like about the choices we shared?

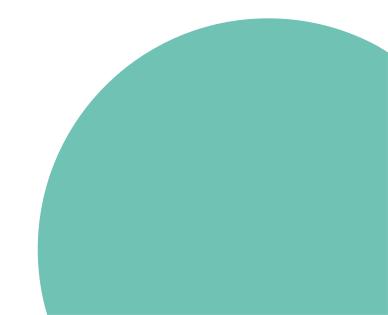


What did you **not like**? If you want one, is it hard to get a job?

What **helps** you get a job? What is the **best part** about what you do during the day now? What would you **change**?

What else do you want to share about day or employment supports?





What We Heard Today

Charting the LifeCourse

PERSONAL STRENGTHS & ASSETS

Skills, personal abilities, knowledge or life experiences; Strengths, things a person is good at or others like and admire; Assets, personal belongings and resources

TECHNOLOGY

Personal technology anyone uses; Assistive or adaptive technology with day to day tasks; Environmental technology designed to help with or adapt surroundings

RELATIONSHIPS

Family and others that love and care about each other; Friends that spend time together or have things in common; Acquaintances that come into frequent contact but don't know well

COMMUNITY BASED

Places such as businesses, parks, schools, faith-based communities, health care facilities; Groups or membership organizations; Local services or public resources everyone uses

ELIGIBILITY SPECIFIC

Needs based services based on age, geography, income level, or employment status; Government paid services based on disability or diagnosis, such as special education or Medicaid

- + We will have more feedback meetings with other groups
- Please fill out the survey you got in the mail
- + We will use your feedback to improve the DDS Moving On Program

Please let us know if you have any questions! You can reach our team by email at:

ctmovingonsupport@deloitte.com





DDS Transformation Project

Connecticut Department of Developmental Services JANUARY 10, 2023

Agenda

✦ Meet the Team

- ✦Your Role
- ✦Goals
- ✦ Background
- ✦ Feedback
- Next Steps

















Explain the Moving On Program and why it is important



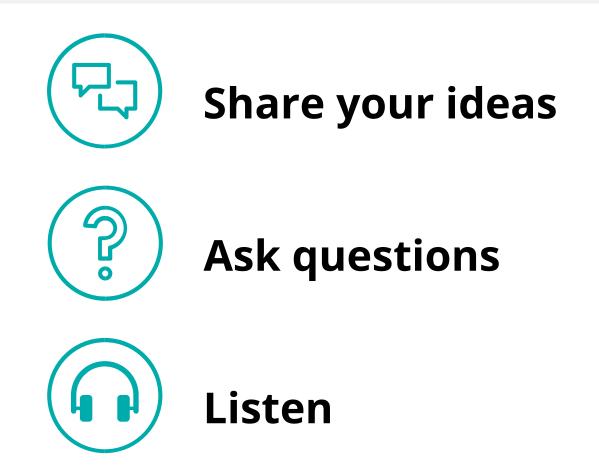
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Use your ideas to make the Moving On Program better

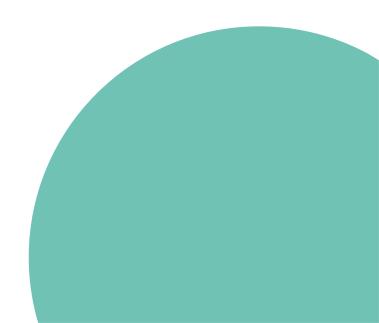


Today, we will ask you to...





d





- People with disabilities lived in facilities (lots of people living together like nursing homes)
- Other people controlled a lot of their choices



- More people live in More options of where group homes (houses to live including living in with a few people) your own home
- People with disabilities
 Even more control and make more of their choices
 own choices





DDS Moving On Program

The **DDS Moving On Program** wants to help people switch to more independent residential (where you live) or day programs that give them more choices



- The Moving On program wants to work with these groups to build better programs: • People who receive services and their families
- Day and Residential Service Providers
- Case Managers (the person who listens to you and works to create goals with you)



- Being more independent could mean:
- Having more choices in your life
- Being in charge of what you do with your day or where you live

• Being more responsible for yourself

DDS Moving On Program Goals



The **DDS Moving On Program** wants to make sure that:

People have more choices of where to live and where to get help.

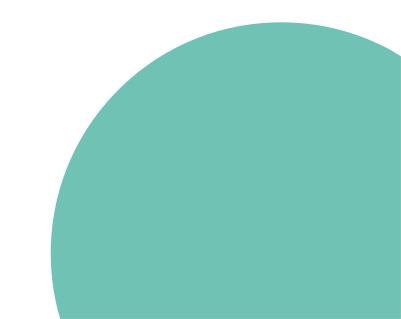
More people will get services in the community where they want and need them.



More people and their families like the options.

People who move can live more independently in the community.

Feedback



What Do You Think?

Zoom poll question:

Which one do you like the best?

Which do you like the best?



- **1. You live in a house with other people with disabilities.** Staff work in the house to help. Someone is always there to help.
- 2. You and one or two other people with disabilities live with a family. You might not **T I T I** know the family before you live with them. You live together like a family. The family helps you.



3. You live in your own home with another person. The person might help you sometimes, but mostly you just live together. You get help from support staff who come in to help when you need them.



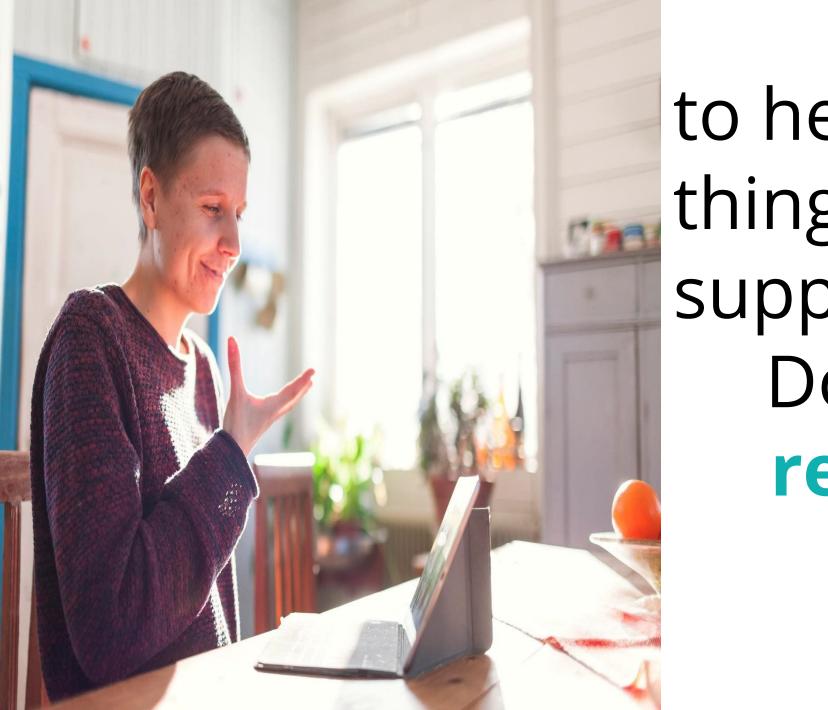
4. You live in your own home. Maybe you have a roommate. You only have a worker with you sometimes. The worker can also talk to you over video chat. You can use technology to help you or connect you to support staff.

What did you like about the choices we shared?



What did you **not** like? What is the **best part** of where you live now?

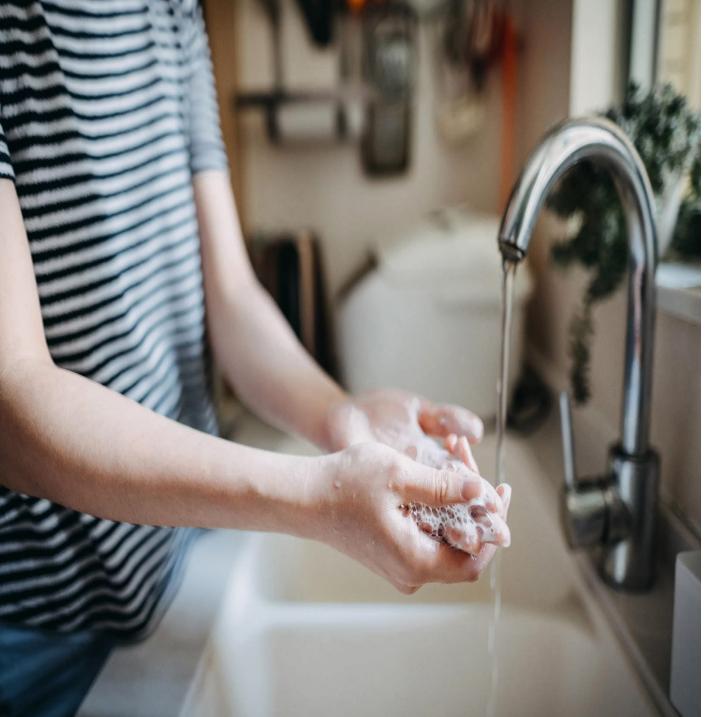
What **would you change** about where you live now? What **do you use** at home



to help you do things without support staff? Do you get reminders



about chores and jobs at home? Would you use any of these?

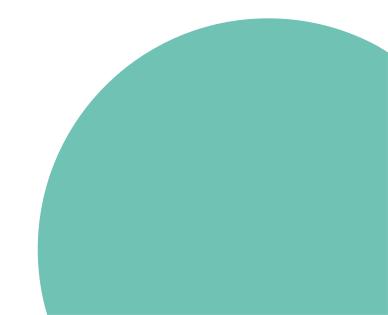


- Something that reminds you to turn off water in the kitchen or bathroom
- Something that reminds you to turn off the stove
- Something that helps you wake up on time for your job
- Something to turn the heat up or down in your home

What else do you **want to share** about places to live?







What We Heard Today

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Deloitte.



Virtual Stakeholder Input Sessions

DDS Transformation Project

Connecticut Department of Developmental Services JANUARY 12, 2023

Agenda

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- ✦Your Role
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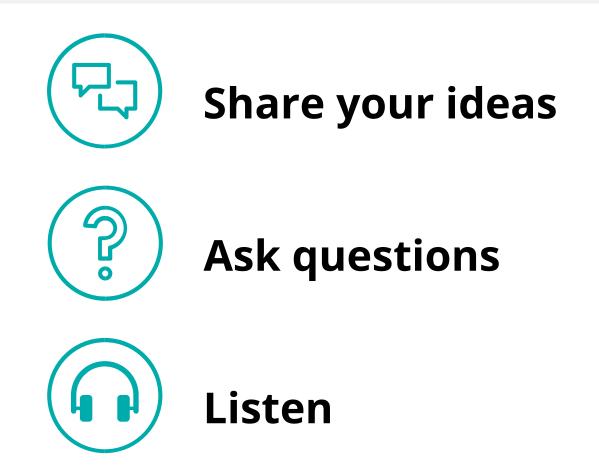
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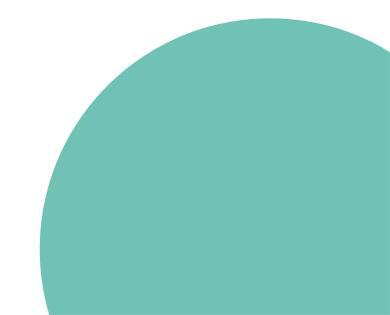
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 More options of where group homes (houses to live including living in with a few people) your own home
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 Even more control and make more of their choices
 own choices



PRESENT



FUTURE



Where are we

sometimes paid the same

going?

- Group employment and day programs without many choices
- Not working or only working with other people with disabilities
- Often paid less than other workers



- Employment and day programs with choices
- Working in a group of people with disabilities
- Sometimes paid less than other workers,



- Employment and day options based on people's goals
- More jobs in the community
- More people making more money



The **DDS Moving On Program** wants to help people switch to more independent residential (where you live) or day programs that give them more choices



Being more independent could mean:

- Having more choices in your life
- Being in charge of what you do with your day or where you live

• Being more responsible for yourself

DDS Moving On Program Goals



The **DDS Moving On Program** wants to make sure that:

People have more choices of where to live and where to get help.

More people will get supports in the community where they want and need them.



More people and their families like the options.

People who move can live more independently in the community.

DDS Moving On Program Goals

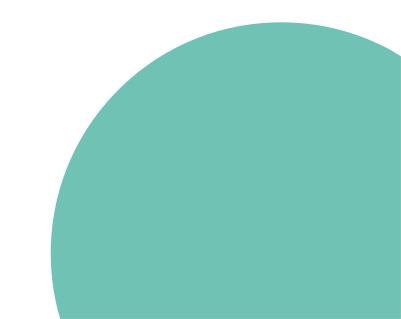
The **DDS Moving On Program** wants to make sure that...

More people with disabilities have jobs. They will be paid the same as people without disabilities.



More kinds of day supports. There are more options to pick what you like and need.

Feedback



When you make big decisions, like person-centered planning, where do you get information?





Who do you talk to when you have to make a big decision?

Which do you like the best?



- **1. You live in a house with other people with disabilities.** Staff work in the house to help. Someone is always there to help.
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3. You live in your own home with another person. The person might help you sometimes, but mostly you just live together. You get help from support staff who come in to help when you need them.



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What did you like about the living choices we shared? Which do you like better?

What Do You Think?

1. You try different internships (practice jobs). It is someone's job to help you learn new skills for your job. People you work with also support you. When the practice job ends, you look for a job at the same place or somewhere new.

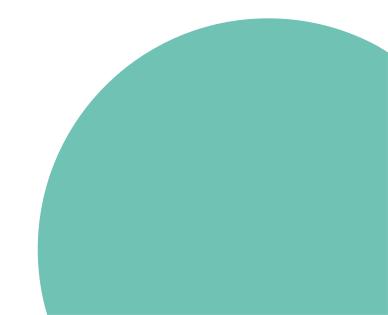
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What did you like about the

job choices we shared?

What did you **not like**?





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- Next Steps



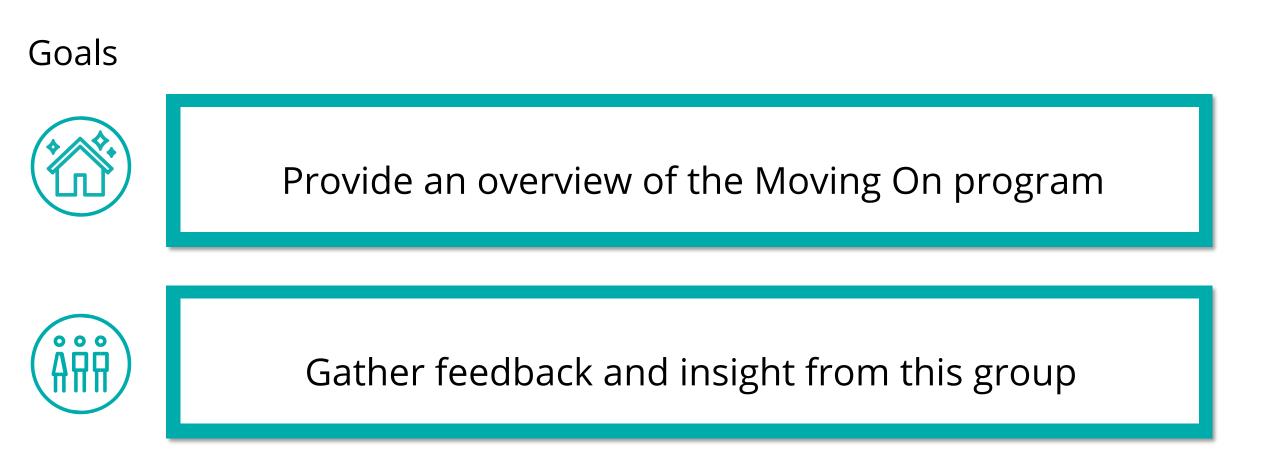










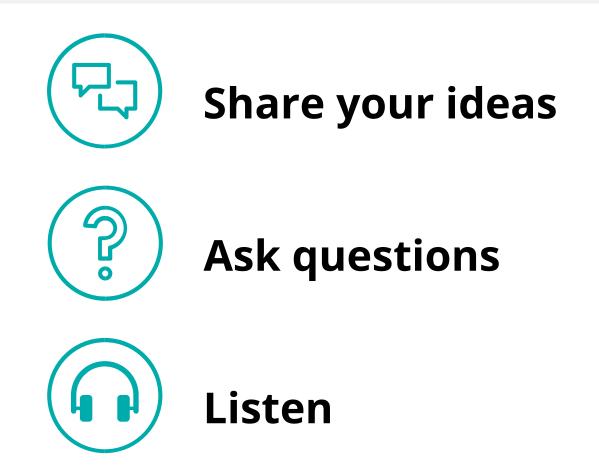




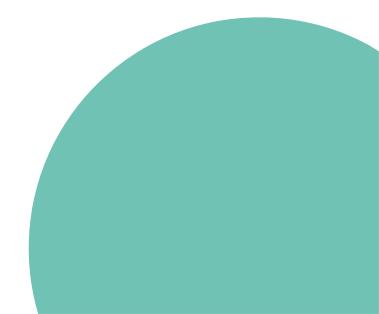
Use key takeaways to inform the design of the program



Today, we will ask you to...







Where are we going?

• Some opportunities for competitive pay

PAST

- Limited variety of day programs
- Most individuals not working or working in isolation
- People with I/DD paid less than other workers

PRESENT

- Employment and day programs with expanded choices
- Working in a group of people with I/DD

FUTURE

- تي \$\$
- Goal-based employment and day options
- More jobs in the community

 More people making competitive pay



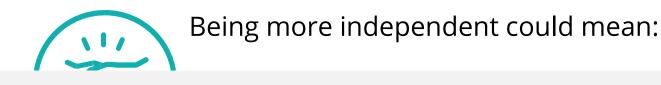
DDS Moving On Program

The **DDS Moving On Program** wants to help people switch to more independent residential or day programs that provide opportunities for self-determination



The Moving On program wants to work with multiple stakeholder groups to build better programs:

- People who receive services and their families
- Providers
- Case Managers and other state staff



The DDS Moving On Program wants to make sure that...

- Having more choices in life
- Freedom to do what you want with your day and time
- Increased responsibility and self-determination
- DDS Moving On Program Goals

\$\$ More people with I/DD secure competitive, integrated employment and receive at least minimum wage.



Service recipients have a variety of day programs available and have the freedom to choose the programs they prefer.

Case Managers



Think about your role.

1. What do you think makes it hard for individuals to transition to receive services in less restrictive, more independent settings?

planned?

2. What resources do you need or wish you had?

- 3. Are there any concerns you have in the upcoming year as transitions are being
- 4. Many case managers have retired or have left the case management field. What do you think would attract and keep case managers working in this field?

What is **most helpful** when preparing to



transition someone to a new setting?

What is **most** challenging?



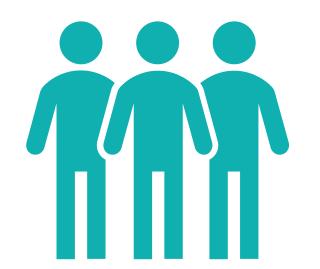
What will make you feel most **supported** in Moving On?



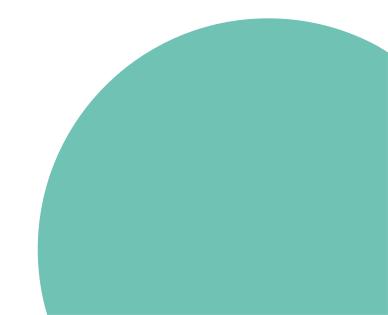
What are the challenges you most commonly face with the people you support?

What helps you address these challenges?

Is there anything else you would like to share?







- +You should be receiving a survey via email to gather additional feedback
- We will use this feedback from providers, DDS staff and case managers, and individuals and families to improve the DDS Moving On Program

Please let us know if you have any questions! You can reach our team by email at:

ctmovingonsupport@deloitte.com





DDS Transformation Project

Connecticut Department of Developmental Services JANUARY 10, 2023

Agenda

✦ Meet the Team

- ✦Your Role
- ✦Goals
- ✦ Background
- ✦ Feedback
- Next Steps



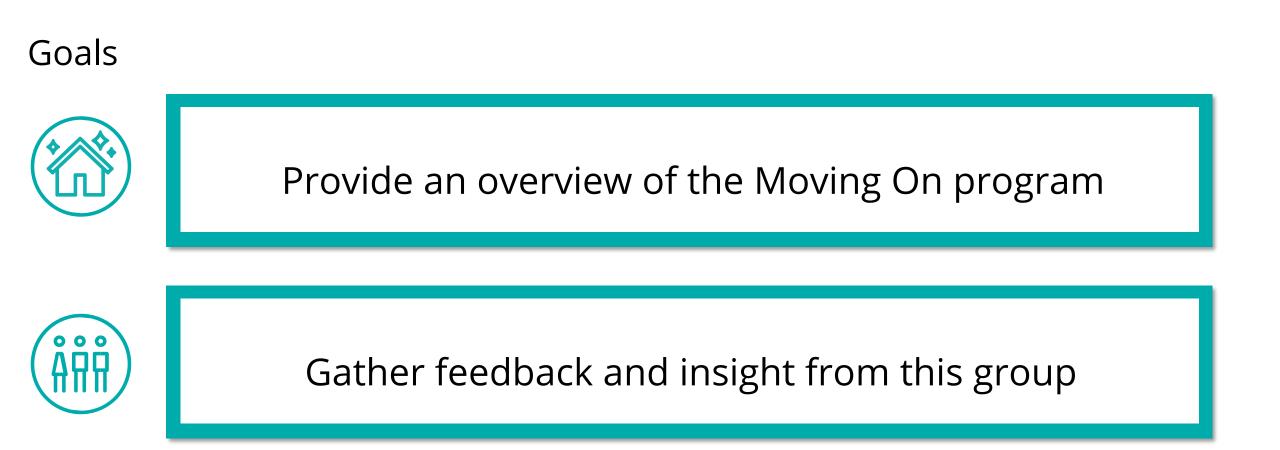










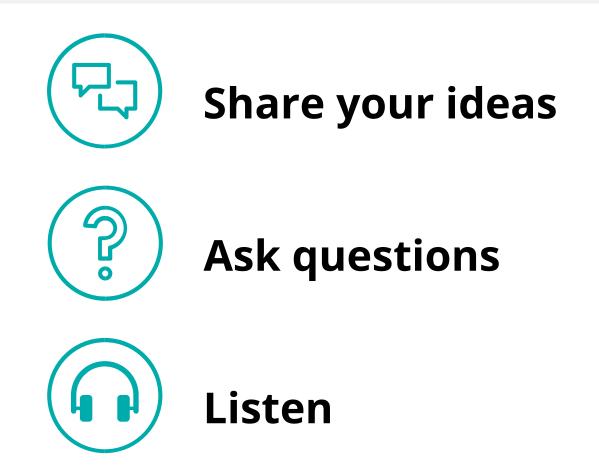




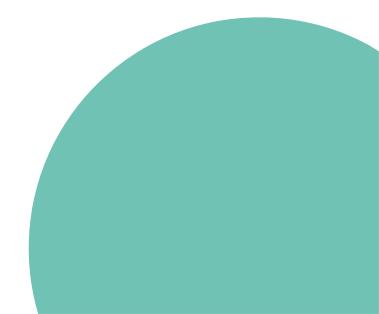
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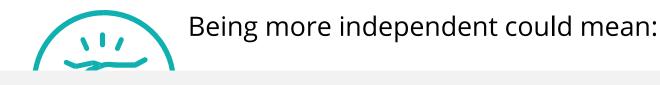
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Scenarios Shared with Individuals and Families

Internship Transition Model and Remote Supports

1. You try different internships (practice jobs). It is someone's job to help you learn new skills for your job. People you work with also support you. When the practice job ends, you look for a job at the same place or somewhere new.



2. You have a job. It is someone's job to help you learn new skills for your job. Instead of being at your job, the person helps you and gives you reminders through a computer or a phone. You might talk to them over video or text with them.

What interests you about the

highlighted

What challenges do Have you used internship models in the past? How



effective were they?

Did they place individuals in fulltime employment?



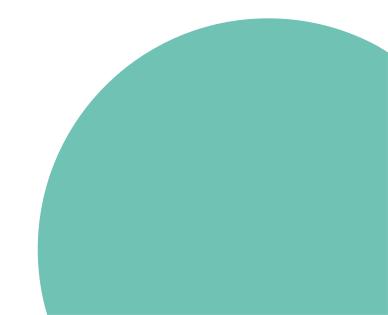
What are the **biggest barriers** for individuals with I/E job?

What **tools or methods** have you

used to help with this process? What role can **assistive technology and remote supports** play in the employment space?

What else do you want to share about day or employment supports?





What We Heard Today

Charting the LifeCourse

PERSONAL STRENGTHS & ASSETS

Skills, personal abilities, knowledge or life experiences; Strengths, things a person is good at or others like and admire; Assets, personal belongings and resources

TECHNOLOGY

Personal technology anyone uses; Assistive or adaptive technology with day to day tasks; Environmental technology designed to help with or adapt surroundings

RELATIONSHIPS

Family and others that love and care about each other; Friends that spend time together or have things in common; Acquaintances that come into frequent contact but don't know well

COMMUNITY BASED

Places such as businesses, parks, schools, faith-based communities, health care facilities; Groups or membership organizations; Local services or public resources everyone uses

ELIGIBILITY SPECIFIC

Needs based services based on age, geography, income level, or employment status; Government paid services based on disability or diagnosis, such as special education or Medicaid

- + We will have more feedback meetings with other groups
- You should be receiving a survey via email to gather additional feedback from providers
- We will use feedback from providers, DDS staff and case managers, and individuals and families to improve the DDS Moving On Program

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DDS Transformation Project

Connecticut Department of Developmental Services

JANUARY 17, 2023

1

Agenda

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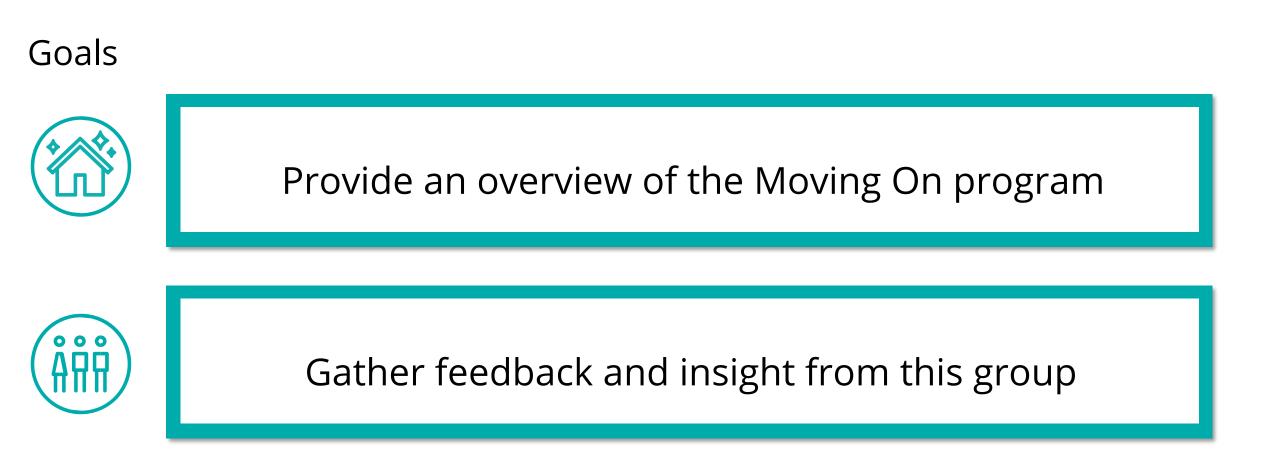










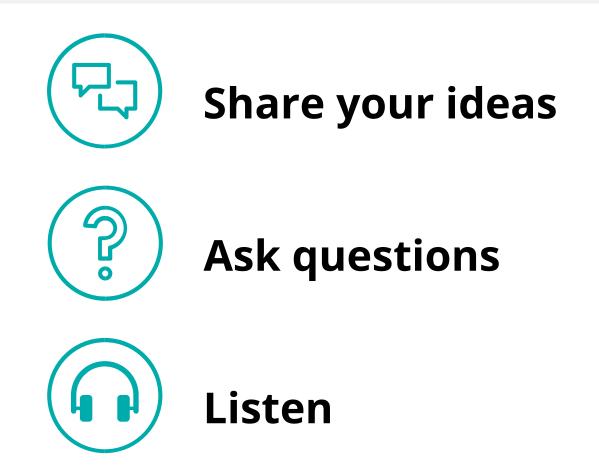




Use key takeaways to inform the design of the program

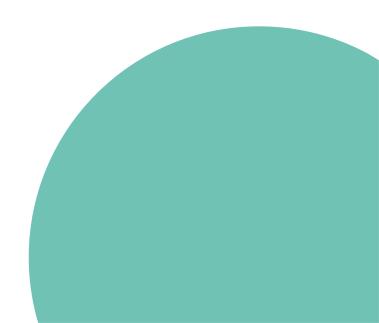


Today, we will ask you to...





d





- Most people with I/DD lived in facility settings with many other individuals and fulltime staff
- Limited choice and freedom in daily life



- More people live in Expanded residential group homes than options focusing on facilities independent living
- More freedom of Greater choice and choice in activities and freedom in activities living arrangements





DDS Moving On Program

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The Moving On program wants to work with multiple stakeholder groups to build better programs:

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Being more independent could mean:

- Having more choices in life
- Freedom to do what you want with your day and time
- Increased responsibility and self-determination

DDS Moving On Program Goals



The **DDS Moving On Program** wants to make sure that:

People have more choice in where they live and who they live with.

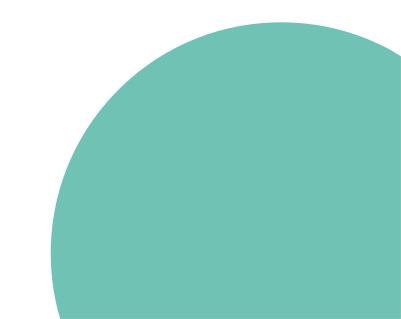
More people will get supports in the community where they want and need them.



Individuals and families are satisfied with the available options.

When individuals transition, they are able to better participate in their community

Feedback



Scenarios Shared with Individuals and Families

Residential Support Models



- **1. You live in a house with other people with disabilities.** Staff work in the house to help. Someone is always there to help.
- 2. You and one or two other people with disabilities live with a family. You might not TITIT know the family before you live with them. You live together like a family. The family helps you.



3. You live in your own home with another person. The person might help you sometimes, but mostly you just live together. You get help from support staff who come in to help when you need them.



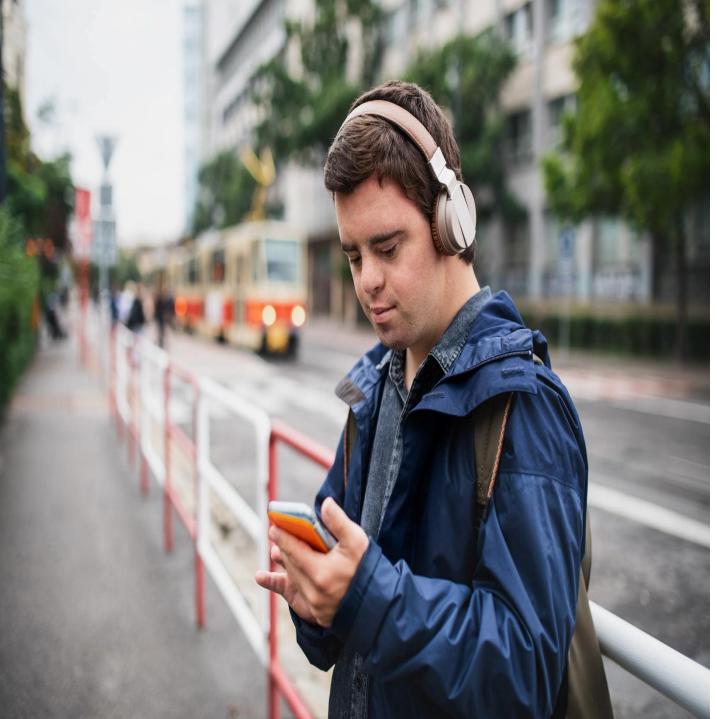
4. You live in your own home. Maybe you have a roommate. You only have a worker with you sometimes. The worker can also talk to you over video chat. You can use technology to help you or connect you to support staff.

What **successes** have you had implementing any of the models?

What **challenges** had you had implementing any of these models?



What would be most helpful in transitioning individuals to more independent settings? How does your age assistive



technology and remote supports?

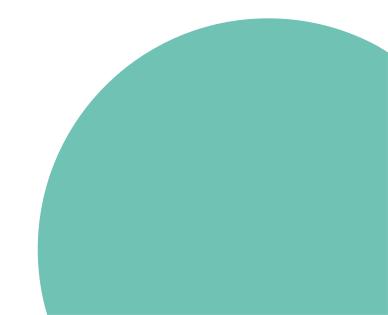
What has been most and what has worl How can DDS best support

your agency throughout this process?



What else do you **want to share** about how residential supports can be improved?





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