

Delaware Governor's Commission on Community-Based
Alternatives for Individuals with Disabilities

Timeline FY 2008-2012

Goal I: Ensure a Sufficient Number of Safe, Affordable, Integrated, and Accessible Housing Options

Objectives:	Actions:	Done	FY 08	FY 09	FY 10	FY 11	FY 12
A. Establish a coordinated system to develop, administer, and implement housing programs for individuals with disabilities.	1. Streamline voucher application process.		DSHA				
	2. Develop a relationship between advocates and public housing authorities.			DSHA			
	3. Coordinate a statewide housing plan.				DSHA		
	4. Ensure stakeholder input in housing policy decision making process.		PHAs				
	5. Establish a Task Force to examine accessible, appropriate housing for the elderly and individuals with disabilities that includes representatives of home builders, architects and other stakeholders for the housing industry.		Representative Pam Maier				
B. Create a directory of rental opportunities.	1. Create a database of appropriate rental units.		DSHA				
	2. Disseminate database to discharging institutions.						
	3. Market database to service providers.						
C. Maintain stock of vouchers and affordable housing units.	1. Obtain funds to preserve HUD. ¹				TBD		
	2. Preserve deteriorating affordable housing stock ²		DSHA				
	3. Work with public housing authorities to eliminate housing barriers and incorporate preferences for individuals with disabilities.			PHAs, SCPD, DICH			
	4. Educate the community on incentives that make housing readily available.						
D. Create new housing options.	1. Conduct a needs assessment for housing options.						DSHA, DHSS
	2. Ensure quality Section 811 proposals are submitted.						
	3. Develop 648 permanent supportive units for homeless. ³						
	4. Create 1000 units for homeless and 100 MFP options. ⁴						
	5. Expand number of accessible, affordable rentals.						
	6. Increase awareness of available landlord incentives.						
	7. Encourage use of Low-Income Housing Tax Credits, HOME funds, and Community Development						

	Block Grant programs.						
	8. Develop and maintain an affordable unit database.						
E. Include input of individuals with disabilities in Delaware State Housing Authority needs assessment.	1. Require DSHA to educate disability advocacy organizations.		DSHA				
	2. Ensure advocates are included in the public participation process.						
F. Increase access to homeownership.	1. Quantify homeowner market within community.			DSHA			
	2. Develop education and outreach programs.						
	3. Determine need for additional living readiness programs.		CDS				
	4. Encourage use of Section 8 Housing Choice voucher.		DSHA				
G. Develop and implement Division of Services for Aging & Adults with Physical Disabilities housing options.	1. Create full-time equivalent position for DSAAPD Housing Coordinator.		DSAAPD				
H. Ensure range of in-home services and supports including Personal Attendant Services; in-home medical, nonmedical, and personal care needs; and behavioral health services.	1. Eliminate PAS waiting lists for State- and tobacco-funded programs. ⁵		DHSS				
	2. Review and adjust PAS funding annually.						
	3. Refine assessment instrument(s).						
	4. Identify and define in-home medical, non-medical, and personal care need services and funding, including respite, AT and home modifications.						
	5. Review Assessment subcommittee report and identify eligibility gaps.						
	6. Integrate walk-in behavioral health with primary care.		DSAMH				

Goal II: Implement Money Follows the Person (MFP) Program

Objectives:	Actions:	Done	FY 08	FY 09	FY 10	FY 11	FY 12
A. Secure funding for MFP program.	1. Submit matching-fund grant application through DHSS	DHSS, Subcommittee					
	2. Launch public relations campaign to garner MFP support	Governor's office, DHSS					
	3. Develop budget for continuation of MFP						
	4. Secure state matching funds for CMS grant	General Assembly					
	5. Be active in MFP grant advisory process		Subcommittee				
B. Advocate for Community Ombudsman.	1. Research Ombudsman position in other states		DDC, SCPD, AARP				
	2. Develop advocacy plan for this outcome						
	3. Draft legislation to support Ombudsman position						
C. Pass S.R. 26.	1. Author study regarding legislation	Subcommittee					
	2. Draft & pass legislation	General Assembly					
D. Advocate for MFP legislation.	1. Contact Legislators to sponsor bill		Subcommittee				
	2. Draft legislation						

Goal III: Establish a Medicaid Buy In Program

Objectives:	Actions:	Done	FY 08	FY 09	FY 10	FY 11	FY 12
A. Implement Medicaid Buy-In.	1. Follow recommendation from the <i>Building a Medicaid Buy-In and Employment Supports Infrastructure in Delaware</i> ; the full report can be found at www.udel.edu/cds/ccba ⁶		DHSS				
	2. Secure funding for implementation.	General Assembly, Governor					

Goal IV: Ensure that Reliable Transportation Services and Choice are Available

Objectives:	Actions:	Done	FY 08	FY 09	FY 10	FY 11	FY 12
A. Develop accessible taxi service.	1. Investigate other state and county programs.		DART				
	2. Draft legislation mandating required percentage of taxis be accessible.		DART (B. Hitch)				
B. Expand fixed route service. ⁷	1. Provide a cost/trip analysis for route options.		DART				
	2. Prioritize transportation services.						
	3. Make recommendations for expanded services.						
	4. Implement expanded services.						
	5. Conduct feasibility study of fixed route deviation.						
	6. Development of "hybrid" system in Sussex County.			DART, SCTF			
C. Provide additional paratransit services. ⁸	1. Provide cost/trip analysis for options.		DART				
	2. Prioritize transportation services.	DART					
	3. Make recommendations for expanded services.		DART				
	4. Implement expanded services.						
	5. Develop a more efficient inter-county transfer system.			DART, EDTAC			
	6. Identify Federal Section 5310 agencies.	DART					
D. Provide non-medical emergency transport.	1. Develop program for off-hours paratransit services.			SCPD, DDC			
	2. Determine available resources beyond DART.			DART			
	3. Define 'pass-throughs' for Section 5310.			DART (S. Burris)			
	4. Prepare United We Ride grant application.	DART (J. Watson)					
E. Develop same-day paratransit services.	1. Investigate other state and co. programs.						DART
	2. Provide cost analysis with various options.						
F. Provide driver education.	1. Determine availability of services.				DOE		
G. Provide repair services.	1. Review available services.		SCPD, DDC				
	2. Review mechanic training materials.						
H. Promote accessible car/van pooling. ⁹	1. Work with RideShare and DART.		DART				
I. Dedicate funding sufficient to meet demand.	1. Investigate funding trends in other states.			DART			
J. Enhance personal vehicle ownership programs.	1. Partner with DVR and DATI to determine feasibility.	TBD					
	2. Examine other state programs.						

	3. Improve access to assistive technology and assistive technology funding.						
	4. Encourage growth of qualified AT providers.						
K. Review motorist signage policy.	1. Draft legislation mandating accessible call buttons.		SCPD, DDC				
L. Develop employer-sponsored transportation.	1. Research model programs.		Subcommittee				
M. Ensure that destinations are accessible and appropriate.	1. Collect data from accessibility assessments.		DART, DOT				
	2. Identify all inaccessible bus stops and pathways.						
	3. Provide a cost analysis to rectify inaccessible locales.						
	4. Prioritize locations.						
N. Enforce Transit Oriented Development.	1. Review codes/laws for transit accommodations.			State, County, Towns			
	2. Provide disability education to developers.						

Goal V: Develop a comprehensive, flexible, consumer driven health care service system that would more effectively facilitate community living.

Objectives:	Actions:	Done	FY 08	FY 09	FY 10	FY 11	FY 12
A. Provide affordable health and dental insurance.	TBD		Subcommittee				
B. Develop a mandate for commercial insurance to provide coverage based on functional need.	1. Research mandates in other states.				CDS, Insurance Commissioner's Office		
	2. Ensure coverage for health care needs.						
	3. Legislation integrating coverage and treatment of mental illness into medical insurance.						
C. Determine rates for proposed mandates through independent contracts.	1. Research California model.			Insurance Commissioner's Office			
	2. Determine rates in Delaware.					Insurance Commissioner's Office	
D. Provide coverage for audiological services, aides, and equipment.	1. Enact necessary legislation.			Hearing Loss Association of Delaware			
E. Create statewide insurance purchasing pool.	1. Enact necessary legislation.			Insurance Commissioner's Office			
F. Provide Medicaid dental to individuals with disabilities over 21 years of age.	1. Enact necessary legislation.			DMMA			
G. Reform Worker's Compensation legislation to be consistent with State Council for Persons with Disabilities recommendations.	1. Enact necessary legislation.			DOL, SCPD			
H. Require insurers to cover name brand drugs.	1. Ascertain perspective of Healthcare Commission.			SCPD, DDC			
	2. Enact necessary legislation.						
I. Expand funding for and access to PAS.	1. Increase PAS funding to eliminate current waiting list.	DHSS					
	2. Expand program flexibility to cover cross-disability.		DHSS				
	3. Periodically review funding to ensure adequacy.						

J. Develop PAS contingency plans.	1. Research California policy.			CDS			
	2. Create PAS contingency infrastructure.			DHSS			
K. Expand pool of PAS workers.	1. Pay family and relatives to provide PAS.		DHSS				
	2. Draft and implement such policy.						
L. Expand access to family support services.	1. Support the recommendations of the Caregivers Coalition group in support of their lifespan respite care plan for Delaware.		Subcommittee				
	2. Implement the Family Support waiver for DDDS.		DHSS				
	3. Lifespan Respite Care Act grant application for Delaware.			DHSS			
	4. Expand access to cross-disability and emergency respite care services. Draft and enact legislation, if necessary.			DHSS			
M. Implement a marketing program for community-based healthcare.	1. Increase awareness of cross-disability waivers and programs.		DHSS				
	2. Initiate attendant services and community-based alternatives education program.						
N. Train healthcare providers on disability needs and cross-disability community-based services.	1. Collaborate with Health Care Commission				TBD		
	2. Conduct trainings on the interaction of acute and LTC services with community integration.						
	3. Monitor work of DDC grant.						
	4. Draft legislation similar to HB 443, 143d GA, amend regulations or expand licensure regulations.						
O. Develop “one-stop” medical service program.	1. Implement a 211 system to increase access to services.		OMB				
	2. Fund continuation of DDDS 360 (one stop) grant.				DHSS		
P. Enhance and expand non-residential community-based services.	1. Research existing programs.						CDS
	2. Identify service gaps and those affected.						
Q. Foster statewide focus on grant opportunities.	1. Create full-time equivalent “Grant Coordinator”. ¹⁰		ODA/ DSHS				
R. Revise eligibility criteria to reflect functional need.	1. Research existing Memorandums of Understanding (MOU).			DHSS, DSCYF, DOE			
	2. Develop interdepartmental MOU eliminating gaps.						

Goal VI: Ensure Fiscal and Human Resources Necessary to Develop and Retain a Professional Workforce

Objectives:	Actions:	Done	FY 08	FY 09	FY 10	FY 11	FY 12
A. Ensure fair and adequate compensation and benefits for Direct Support Professionals (DSPs) by setting state and regionally-competitive starting wages and benefits with wage increase structures.	1. Determine present DSP wages and benefits.		Subcommittee, DelARF, DHSS				
	2. Determine DSP wages and benefits in contiguous states.						
	3. Determine state rate for DSP wages and benefits.						
	4. Calculate projected cost of DSP wage increase and benefits.						
B. Create strategies to build DSP workforce.	1. Identify the barriers to workforce development.	Subcommittee, CDS					
	2. Identify resources necessary for workforce development.		Subcommittee, CDS				
	3. Obtain legislative and budgeting support as needed.			Subcommittee			
	4. Educate stakeholders regarding impact of DSPs.		Subcommittee				
C. Create strategies to fund DSP workforce.	1. Use the Employee Cost Index to project annual cost increases for wages and benefits.		Subcommittee				
	2. Investigate other states' strategies.		Subcommittee				
	3. Present argument to stakeholders.			Subcommittee			
	4. Draft legislation, find sponsor, and pass.				Subcommittee		
D. Establish minimum requirements for direct support professionals.	1. Identify current training modules available in Delaware.	Subcommittee, CDS					
	2. Assess current federal models.		Subcommittee, CDS				
	3. Review and analyze data.		Subcommittee, CDS				
	4. Present requirements for stakeholder review.		Subcommittee, CDS				
E. Implement standardized certification process recognized across agencies.	1. Convene credential/curriculum advisory group.	Subcommittee, Credentialing/ Curriculum Advisory Workgroup					
	2. Identify barriers and create strategies to		Subcommittee				

	address implementation.		& credential subgroup				
	3. Determine and create policy to facilitate implementation.						
	4. Conduct a pilot project across agencies for implementation.						
F. Establish a career lattice for DSPs, including specializations.	1. Identify models for DSP specializations and career lattice.		Credentialing/ Curriculum Advisory Workgroup				
	2. Implement career lattice.			TBD			
G. Establish and promote a professional association for Direct Support Professionals.	1. Convene conference planning committee to include DSPs.	CDS, state agencies					
	2. Implement annual statewide conference for DSPs.						
	3. Identify and develop DSP leadership for statewide networking/professional association.						
	4. Convene leadership training to support association, identify strategies, and develop goals for a statewide DSP association.		CDS, state agencies				

Goal VII: Develop Common Assessment Domains for Eligibility and Care Planning

Objectives:	Actions:	Done	FY 08	FY 09	FY 10	FY 11	FY 12	
A. Develop assessment and discharge protocols to identify and provide for support needs.	1. Review national best practices in discharge planning.		Discharge Planning Committee					
	2. Make recommendations to adopt practices as proposed by discharge planning committee.							
B. Develop a tool assessing housing needs, support needs, preferences and risk of homelessness allowing for living in the most integrated setting.	1. Coordinate with assessment subcommittee, discharge planning committee and MFP coalition.		DSHA, Commission Co-chair					
	2. Refine assessment instrument(s) as necessary.				Discharge Planning Committee			
	3. Implement assessment instrument(s).							
	4. Use information for planning and case management.							
	5. Develop database of individuals with disabilities in critical need.							
C. Expand use of Management Information System (MIS) for individuals with disabilities.	1. Identify MIS data that is useful in discharge planning.			DHSS				
	2. Encourage providers to collect useful data.							
	3. Include disability data in homelessness reports.							
D. Establish a discharge planning workgroup.	1. Establish workgroup.	Commission, DHSA						
	2. Identify and evaluate current discharge protocols.		Discharge Planning Committee					
	3. Research best practices.							
	4. Refine discharge protocols for individuals with disabilities.							
E. Improve discharge planning for the homeless.	1. Designate a single entity responsible for each county.		Discharge Planning Committee					
	2. Ensure homeless individuals with disabilities receive assistance.							
	3. Ensure that providers and discharging institutions identify individuals with disabilities and offer discharge planning services.							
	4. Require that PHAs develop policies allowing youth in State care access to waiting lists prior to their 18 th birthday.				Subcommittee, Discharge Planning Committee			
	5. In line with Breaking the Cycle: <i>Delaware's Ten-Year Plan to End Chronic Homelessness And</i>			Discharge Planning				

	<i>Reduce Long-Term Homelessness, include “Recommendation 3: Improve Discharge and Transition Planning to Prevent Homelessness Following Transition Between the Children’s System of Care and the Adult System and Discharge or Release from Hospitalization, Institutionalization and Incarceration”.</i>			Committee			
F. Develop an information technology (IT) platform for a common assessment tool.	1. Develop a vision for next-generative care management.			DHSS, DMMA			
	2. Identify key staff and supports required.						
	3. Assess demands for common care management IT system.						
	4. Establish outcomes framework for care management IT.						
	5. Identify funding options for care management IT.						
	6. Develop team for development/implementation.						
	7. Establish implementation timetable.						
	8. Implement new IT system.						
	9. Launch public relations campaign for system.						
G. Create tools to enhance self-management skills.	1. Develop new assessment tools of capacities.			DHSS, private and state agencies			
	2. Package tools as part of care management IT.						
	3. Develop programs to subsidize internet access.						
H. Promote the development of a model for consumer self-management to incorporate into person-centered planning and self-directed care programs.	1. Review current usage in Delaware programs.		DHSS, private and state agencies				
	2. Implement programs to support usage (e.g. training).						
	3. Measure increased usage against set targets.						
I. Enhance consumer access to tools critical to self-management on the internet.	1. Identify key decisions and roles in self-management.		DHSS				
	2. Assess information needs for self-management.						
	3. Identify current information needs.						
	4. Review available self-management web platforms.						
	5. Explore methods of peer support.						
	6. Test the content and dissemination model.						
	7. Launch public relations campaign for system.						
	8. Modify waiver programs to support self-management.						
J. Build capacity for Delaware to categorize consumers by key	1. Advocate for DHSS implementation of database.						
	2. Facilitate development of specs for data sets.						

descriptors. ¹¹	3. Continued funding of database initiative.				DHSS, DMMA, DSS	
	4. Develop initial profile of Medicaid recipients.					
	5. Review initial profiles and tabulations produced.					
	6. Routinely review datamart reports; make recommendations for refinement.					
K. Implement performance management within state agencies through performance-based budgeting and an annual review of benefits.	1. Facilitate development of consumer-based management.				DHSS, DMS	
	2. Achieve cross-department agreement on measures.					
	3. Modify data collection to reflect measures.					
	4. Use the profiles in advocacy efforts.					
	5. Review current measures in planning process.					
	6. Develop pilot-test recommendations.					
	7. Work with General Assembly to develop capacity to use.					
	8. Develop an annual quality review forum.					
	9. Develop an open-source library.					

Goal VIII: State Will Provide Funds and Resources for Long-Term Support for all Individuals with Disabilities to Maintain Employment

Objectives:	Actions:	Done	FY 08	FY 09	FY 10	FY 11	FY 12
A. Achieve an annual rate of increase of 3% for obtaining and retaining jobs.	1. Identify opportunities for long-term support.		DHSS				
	2. Engage consumers in support package selection.						
	3. Continue CLIMB through DVR grant.	DVR					
B. Coordinate agency employment efforts.	1. Have the Social Security Administration refer candidates earlier.		DOL, DVR				
	2. Develop materials for new enrollees.						
	3. Develop vocational support teams.						
	4. Research how funding is deployed.		DOL, DVR, DDDS, DSAMH				
C. Ensure that the State of Delaware hires individuals with disabilities.	1. Obtain hiring reports from SPO and Delaware.	SPO					
	2. Report on Delaware's usage of SPO program.						
	3. Evaluate success of program and changes needed.	SPO, DVR					
	4. Train hiring managers to improve awareness.	SPO					
D. Increase the number of employers providing opportunities for hire to people with disabilities.	1. Establish employer roundtable.		DOL				
	2. Collaborate with Delaware business agencies.						
E. Seek Delaware Workforce Investment Board funds to support employment goals.	TBD		TBD				

Goal IX: Effectively Treat Mental Illness as a Medical Condition Requiring the Same Quality of Care as Physical Illness

Objectives:	Actions:	Done	FY 08	FY 09	FY 10	FY 11	FY 12
A. Create acceptance of mental illness as a biologically-based neurological disorder that is possible to treat in a community-based setting.	1. Educate public about mental health insurance parity.			Insurance Commissioner Office			
B. Improve access to mental health services for both acute care (hospitalization) and long-term care in the community.	1. Compile H.R. 93 recommendations with other reports.		DHSS				
	2. Educate public on negotiating mental health system.						
	3. Increase psychiatric service capacity.						
	4. Remove barriers to service delivery.						
	5. Augment transportation services.						
	6. Improve accessibility of information about services.						
	7. Improve access to peer-driven recovery programs.						
	8. Possible DHSS policy changes.						
C. Divert people with mental illness from the criminal justice system.	1. Develop effective jail diversion protocols.				DOC, DHSS, Attorney General's Office		
	2. Provide education to emergency personnel.						
	3. Eliminate use of police as psychiatric transport.						
	4. Eliminate criminal detention of individuals in psychiatric crisis.						
D. Guarantee availability of medications.	1. Develop open-access protocol for medications.		DHSS				
	2. Pass legislation to codify access.						

Goal X: Expand Infrastructure to Accommodate Medically, Emotionally, and Mentally Fragile Children Transitioning to the Adult Service System

Objectives:	Actions:	Done	FY 08	FY 09	FY 10	FY 11	FY 12
A. Expand the First State School model.	1. Investigate costs of First State School.			DOE			
	2. Plan expansion of current sites and services.						
B. Secure grant to fund transition from pediatric services to adult community-based alternatives.	1. Review AI DuPont/CDS transition survey.		CDS, DPH, CCCD				
	2. Determine if those transitioned received appropriate health care services in community.						
	3. Identify expansion needs.			CDS, DPH, CCCD			
C. Mandate that DHSS, DSCYF, and DOE develop a strategic plan to keep children in-state when in the child's best interest.	1. Provide in-home/in-school behavioral services.		DHSS, DSCYF, DOE				
	2. Partner with community organizations for after-school educational opportunities.						
	3. Increase transportation services to activities.						
	4. Develop resources to respond to individual needs.						
	5. Reduce case manager workloads.						
	6. Provide appropriate in-state foster care.						
	7. Expand Individualized Residential Treatment (IRT) model.						
	8. Executive Order or Memorandum of Understanding, or Budget Epilogue Language.						
D. Provide services according to functional need.	1. Review state eligibility criteria.		DHSS, DSCYF, DOE				
E. Increase Delaware provider capacity to better serve children and their families.	TBD		DHSS, DSCYF, DOE				

¹ Continuum of Care Infrastructure cost estimate (from HUD): \$1,800,000 (Housing Sub-Committee est., 2007 dollars)

² Infrastructure cost estimate to preserve housing stock: \$8,000,000 (Housing Sub-Committee est., 2007 dollars)

³ Infrastructure cost estimate to develop 648 units: \$42,000,000 (Housing Sub-Committee est., 2007 dollars)

⁴ Infrastructure cost estimate to develop 1000 units for homeless plus 100 MFP options: \$39,600,000 (Housing Sub-Committee est., 2007 dollars)

⁵ Annual cost estimate to eliminate waiting lists: \$400,000 (DHSS est., 2007 dollars)

⁶ *Building a Medicaid Buy-In and Employment Supports Infrastructure in Delaware* (June 29, 2004). Prepared for Delaware Division of Social Services. The Lewin Group.

⁷ Annual cost estimate of fixed route service expansion: \$4,000,000 (DART est., 2007 dollars).

⁸ Annual cost estimate of additional paratransit services: \$1,200,000 (DART est., 2007 dollars).

⁹ Infrastructure cost estimate for accessible car/van pool: \$120,000 (DART est., 2007 dollars).

¹⁰ Annual estimate cost for full time Grant Coordinator (salary and benefits): \$62,294 (OMB est., 2007 dollars).

¹¹ Infrastructure cost estimate for developing database: \$50,000 (Consultant est., 2007 dollars).

[Note – these should footnote the respective templates]