

**WASHINGTON STATE
DEVELOPMENTAL DISABILITIES COUNCIL**
**Integrated State Plan
and 2027 Annual Work Plan**

Five-Year State Plan Period: 10/1/2027 - 9/30/2031

Annual Work Plan Fiscal Year: 2027

Integrated reader-friendly version compiled from the federal Five-Year State Plan and Annual Work Plan forms. Source wording is preserved; federal form instructions and unused fields are omitted.

Plan at a Glance

The Washington State Developmental Disabilities Council organizes its five-year work around three core functions: Advocacy, Systems Change, and Capacity Building. This integrated document places the Five-Year State Plan goals and objectives alongside the specific activities, outputs, outcomes, evaluation measures, and performance targets identified for federal fiscal year 2027.

GOAL 1

Advocacy

The Council will support people with developmental disabilities (DD) and their families in speaking up for what they need, sharing their experiences, and working together for change. The Council will strengthen self-advocacy, grow diverse leadership, protect rights, improve access to information, and coordinate statewide public policy efforts that turn collaboration into meaningful action.

GOAL 2

Systems Change

The Council will work with state and community partners to improve how supports and services work for people with developmental disabilities and their families. The Council will focus on fairness, accessibility, coordination, and making sure programs reach people in every community, especially people who are under-served, underrepresented, or navigating multiple systems.

GOAL 3

Capacity Building

The Council will support programs and practices that help people with developmental disabilities live full lives in their communities. This includes supporting innovation, strengthening the workforce, promoting inclusion and health, and building community capacity that creates lasting change.

Council Identification

Council	WA - WASHINGTON
State Plan Report Period	10/1/2027 - 9/30/2031
Contact Person	Brian Dahl
Phone	360-586-3555
Email	brian.dahl@ddc.wa.gov

Council Membership and Rotation

The Washington State Developmental Disabilities Council conducts year-round recruitment to identify qualified applicants who meet the membership requirements of the Developmental Disabilities Assistance and Bill of Rights Act. Recruitment is conducted through the Governor's Boards and Commissions Office, the Council, Developmental Disabilities Network partners, community organizations, and other outreach activities. The Council's Membership Committee reviews applications, conducts interviews, and submits recommendations to the Governor's Office. The Governor appoints members in accordance with state and federal requirements. Community members serve staggered three-year terms and may apply for reappointment in accordance with Council policy and the Governor's appointment process. Members appointed to complete an unexpired term are eligible for reappointment consistent with Council policy. Vacancies are filled using the same recruitment and appointment process. The Council monitors its membership to ensure it continues to meet the requirements of the Developmental Disabilities Assistance and Bill of Rights Act.

Designated State Agency

Agency: WA State Department of Commerce

DSA Official: Cindy Guertin-Anderson

Address: PO Box 42525

Phone: 360-725-4052

Email: cindy.guertin-anderson@commerce.wa.gov

Year Designated: 2011

Administrative Support and Council Authority

The Washington State Department of Commerce serves as the Designated State Agency (DSA) and provides fiscal management, accounting, payroll, human resources, information technology, procurement, contracting, and other administrative support that enables the Council to carry out its responsibilities under the Developmental Disabilities Assistance and Bill of Rights Act. The Council retains its authority over its budget, personnel, advocacy, and implementation of the State Plan.

Waitlist / No-Paid Services Context

Washington State does not maintain a traditional waitlist for developmental disability services. Individuals who are eligible but not receiving paid developmental disability services may be assigned to the No-Paid Services (NPS) caseload. Because Washington does not maintain a formal waitlist with the information requested in this section, the Council did not conduct a comprehensive waitlist assessment.

Comprehensive Review and Analysis

Summary Analysis of State Issues and Challenges

Washington has a broad network of services and supports for people with developmental disabilities, including healthcare, education, employment, housing, transportation, home and community-based services, and family supports. Many people use these services to live, work, learn, and participate in their communities. However, access varies across the state. People living in rural areas, people from underserved communities, and people with complex support needs often experience difficulty finding timely, culturally responsive, and coordinated services. People with developmental disabilities want the same opportunities as everyone else: to choose where they live, work, learn, build relationships, participate in community life, and make decisions about their own lives. Community input consistently emphasized the importance of choice, self-determination, inclusion, and belonging. People and families described wanting services and supports that are person-centered, culturally responsive, flexible, and responsive to changing needs throughout life. The Council identified several barriers that limit these opportunities, including workforce shortages, limited affordable and accessible housing, transportation challenges, behavioral health service gaps, fragmented service systems, funding limitations, and disparities affecting rural communities and historically underserved populations. The Council also identified the growing needs of people aging with developmental disabilities and aging family caregivers, highlighting the importance of planning for supports that promote independence, health, and community living across the lifespan. These barriers can delay or prevent access to needed services, increase reliance on family caregivers, reduce opportunities for employment and community participation, and negatively affect health, independence, and quality of life. Addressing these challenges requires continued collaboration, systems change, and investment in community-based supports.

Rationale for Goal Selection

The Washington State Developmental Disabilities Council selected its goals through a comprehensive planning process that included a statewide Community Survey, public comment, community meetings, and a Comprehensive Review and Analysis (CRA) of services, supports, and systems affecting people with developmental disabilities and their families. The Council considered information from people with developmental disabilities, family members, service providers, state agencies, community organizations, and

others across Washington to identify priority issues and opportunities for systems improvement.

The Council organized its State Plan around the three core functions established in the Developmental Disabilities Assistance and Bill of Rights Act: Advocacy, Systems Change, and Capacity Building. Within each of these areas, the Council identified priorities based on the data reviewed, community input, and the needs and barriers identified through the planning process.

The planning process identified recurring themes including barriers to community living, workforce shortages, behavioral health access, affordable and accessible housing, transportation, employment, the growing needs of people aging with developmental disabilities and aging family caregivers, and the need for stronger coordination across service systems. The Council also recognized persistent disparities affecting people living in rural communities and other historically under-served populations.

Because the Council's resources are limited, it prioritized issues where advocacy, systems change, and capacity building are most likely to improve opportunities, increase access to community-based supports, strengthen self-determination, and improve quality of life for people with developmental disabilities and their families. The Council's goals and strategies are designed to address these priorities through collaboration with people with developmental disabilities, families, partner organizations, state agencies, and community organizations while promoting lasting improvements to policies, practices, and systems.

Developmental Disabilities Network Collaboration

The Washington State Developmental Disabilities Council will work closely with Washington's Developmental Disabilities Network partners, including Disability Rights Washington (Protection and Advocacy), the University of Washington Center for Human Development (UCEDD), and Allies in Advocacy, to advance the shared priorities identified through the Comprehensive Review and Analysis (CRA) and the State Plan. Each partner has distinct responsibilities and expertise, but together they work to improve systems, expand opportunities, and improve outcomes for people with developmental disabilities and their families. The Council will coordinate planning, share information and resources, participate in joint meetings, presentations, and outreach activities, and collaborate on public policy efforts. The partners coordinate their work to complement one another's strengths while carrying out their distinct statutory roles and responsibilities. Together, they will identify emerging issues, reduce

duplication of effort, and maximize their collective impact. The Council and its partners will continue working together to strengthen self-advocacy, systems change, leadership development, community inclusion, and opportunities for people with developmental disabilities and their families to participate fully in community life. This collaboration will be guided by shared priorities, mutual respect, and a commitment to carrying out each partner's unique role within the Developmental Disabilities Network.

Other State and Community Collaboration

The Washington State Developmental Disabilities Council and its Developmental Disabilities Network partners will collaborate with a broad range of state agencies, local governments, community organizations, educational institutions, providers, and family and self-advocacy organizations to advance the goals and outcomes of the State Plan. Partnerships will be guided by priorities identified through the Comprehensive Review and Analysis (CRA) and will focus on improving systems, expanding opportunities, and promoting the full inclusion of people with developmental disabilities and their families.

The Council will collaborate with organizations including Developmental Disabilities Administration (DDA), the Health Care Authority, the Department of Social and Health Services, the Office of Superintendent of Public Instruction, the Division of Vocational Rehabilitation, the Department of Commerce, the Developmental Disabilities Ombuds, local governments, Tribal Nations, community organizations, and other public and private partners, as appropriate, to support implementation of the State Plan.

Collaborative activities may include joint meetings, public education initiatives, training and technical assistance, policy development, information sharing, community engagement, data and evaluation activities, and coordinated outreach. These collaborative efforts will help strengthen cross-system partnerships, improve access to services and supports, identify emerging issues, and promote policies and practices that improve opportunities, independence, and community participation for people with developmental disabilities and their families.

Goal 1: Advocacy

Goal Description: The Council will support people with developmental disabilities (DD) and their families in speaking up for what they need, sharing their experiences, and working together for change. The Council will strengthen self-advocacy, grow diverse leadership, protect rights, improve access to information, and coordinate statewide public policy efforts that turn collaboration into meaningful action.

Expected Goal Outcome: People with developmental disabilities and their families have more opportunities to advocate for themselves, influence decisions, and work together to improve their communities.

2027 Annual Work Plan Framework

Areas of Emphasis	Quality Assurance; Formal and Informal Community Supports
Activities Used to Achieve the Goal	Outreach; Training; Technical Assistance; Supporting and Educating Communities; Interagency Collaboration and Coordination; Coordination with Related Councils, Committees and Programs; Barrier Elimination; Systems Design and Redesign; Coalition Development and Citizen Participation; Informing Policymakers
This Goal Addresses	Individual/Family Advocacy; System Change; Self-Advocacy Requirement; DD Network Collaboration; Rights of Individuals; Capacity Building
Planned Collaborators	State Protection and Advocacy System; University Center(s); State DD agency; Other

Objective 1.1 Self-Advocacy

The Council will strengthen self-advocacy and peer leadership by supporting self-advocacy organizations across Washington through training, mentoring, and collaboration.

Key Activities

- Developing Self-Advocacy

Expected Outputs

- Number of self-advocates participating in trainings, mentorship, and leadership activities.
- Number of self-advocacy trainings, workshops, peer-learning opportunities, and peer-led events delivered statewide, including activities that use assistive technology, accessible communication, and other participation supports.
- Number of self-advocacy groups and peer-led efforts supported
- Number of plain-language resources developed or updated for the self-advocacy community on self-advocacy, civil rights, supported decision-making, healthy relationships, and related topics.

Expected Objective Outcomes

- Self-advocates have increased confidence and ability to speak up, influence policy, and participate in decisions about issues that matter to them.
- More people with developmental disabilities serve in advisory, leadership, advocacy, and decision-making roles across systems and communities.
- Self-advocates have increased knowledge and confidence related to their rights, health, communication, relationships, and available decision-making supports.
- Self-advocacy groups and coalitions have stronger leadership pipelines, broader participation, and more sustained engagement.

Data Evaluation and Measurement

- Surveys measuring changes in knowledge of self-advocacy, rights, supported decision-making, and other decision-making options.
- Program and contractor records documenting participation in trainings, mentorship, peer-learning, advocacy activities, testimony, public comments, advisory bodies, and leadership roles.
- Participant surveys, interviews, or follow-up reports documenting increased confidence, advocacy skills, ability to express preferences, and use of supported decision-making.

- Partner surveys and reports documenting use of assistive technology, communication supports, and accessible decision-making practices.
- Participant satisfaction surveys and qualitative stories describing the accessibility, usefulness, and impact of Council-supported activities.

2027 Performance Measure Targets

Code	Target	Federal Measure Description
IA 1.1	100	# of people with DD who participated in council supported activities designed to increase their knowledge of how to take part in decisions that affect their lives, the lives of others, and/or systems
IA 2.1	40	# of people with DD who report increasing their advocacy as a result of Council work
IA 2.3	30	# of people who are better able to say what they want, what services and supports they want or say what is important to them
IA 2.4	25	# of people who are participating now in advocacy activities
IA 2.5	10	# of people who are on cross disability coalitions, policy boards, advisory boards, governing bodies and/or serving in leadership positions

Code	Target	Federal Measure Description
IA 3.1	90	# of people with developmental disabilities satisfied with a project activity

Objective 1.2 Community Leadership

The Council will partner with community organizations to provide multilingual, culturally responsive leadership development and mentoring for families, youth, and emerging leaders with IDD, with a focus on Tribal, rural, and underrepresented communities.

Key Activities

- Developing Community Leadership

Expected Outputs

- Number of leadership-development, mentoring, and family-advocacy trainings conducted with community partners.
- Number of participants in leadership-development activities from Tribal, rural, immigrant, multilingual, and other communities that have been underrepresented in Council activities.
- Number of family-led, youth-led, and emerging community leadership projects or initiatives funded or otherwise supported by the Council.
- Number of multilingual and culturally responsive outreach materials, leadership tools, and training resources developed or adapted.

Expected Objective Outcomes

- More family members, youth with developmental disabilities, and community leaders from diverse communities participate in statewide advocacy networks, advisory bodies, and leadership opportunities.
- Participants from communities that have been underrepresented report increased confidence and skills to advocate for services, rights, and systems change.
- Partner organizations report increased leadership and advocacy capacity among the families, youth, and community members they support.

Data Evaluation and Measurement

- Participant follow-up surveys, interviews, and stories documenting how leadership and advocacy skills were used, including testimony, service on boards or advisory groups, and organizing local efforts.
- Program and partner records documenting the number and diversity of family members, youth, and community leaders serving on coalitions, advisory groups, planning bodies, and other leadership structures.
- Surveys or interviews with community-based organizations assessing collaboration with the Council, DD Network partners, and other organizations on leadership and advocacy activities.
- Contractor reports, follow-up interviews, and project records documenting whether culturally grounded leadership projects continue activities, partnerships, or community engagement after Council funding or direct support ends.
- Participant surveys measuring changes in confidence, knowledge, and skills related to advocacy, leadership, services, rights, and systems change.
- Qualitative interviews or focus groups describing barriers to participation and whether activities were culturally responsive, accessible, and useful to participants.

2027 Performance Measure Targets

Code	Target	Federal Measure Description
IA 1.1	5	# of people with DD who participated in council supported activities designed to increase their knowledge of how to take part in decisions that affect their lives, the lives of others, and/or systems

Code	Target	Federal Measure Description
IA 1.2	30	# of family members who participated in council supported activities designed to increase their knowledge of how to take part in decisions that affect the family, the lives of others, and/or systems
IA 2.1	16	# of people with DD who report increasing their advocacy as a result of Council work
IA 2.2	24	# of family members who report increasing their advocacy as a result of council work
IA 2.4	30	# of people who are participating now in advocacy activities
IA 2.5	15	# of people who are on cross disability coalitions, policy boards, advisory boards, governing bodies and/or serving in leadership positions
IA 3.1	16	# of people with developmental disabilities satisfied with a project activity
IA 3.2	24	# of family members satisfied with Council supported activities

Objective 1.3 Justice, Crisis, and Institutional Settings

The Council will expand cross-agency advocacy to reduce unnecessary institutionalization and justice-system involvement by strengthening collaboration among justice, crisis response, and disability service systems so people receive the right supports at the right time.

Key Activities

- Coordinating to Reduce Justice System Involvement

Expected Outputs

- Number of trainings and technical-assistance sessions provided to law enforcement, courts, legal professionals, crisis-response teams, behavioral health providers, disability service providers, and other community partners.
- Number of cross-system meetings, partnerships, or planning efforts focused on preventing or reducing justice-system involvement through rights protection, diversion, crisis response, and community-based supports.
- Number of tools and resources developed or adapted to support disability-informed crisis response, justice-system diversion, and community-based alternatives to restrictive or institutional settings.

Expected Objective Outcomes

- Fewer people with intellectual and developmental disabilities enter or remain in jails, hospitals, institutions, or other restrictive settings when appropriate community-based supports could meet their needs.
- Justice, behavioral health, and crisis-response systems increase their use of disability-informed diversion practices and community-based responses for people with intellectual and developmental disabilities.
- People with intellectual and developmental disabilities and their families report better experiences navigating crisis and justice systems and accessing timely, appropriate support.

Data Evaluation and Measurement

- Surveys, participant evaluations, and partner interviews measuring changes in knowledge of disability rights, de-escalation, communication needs, and person-centered practices.

- Meeting records, partner reports, and document review tracking cross-system agreements, protocols, policies, referral pathways, or procedures developed or strengthened to support diversion and community-based responses.
- Case studies, interviews, and partner reports documenting successful transitions from jails, hospitals, institutions, or other restrictive settings into stable community-based supports.
- Partner administrative data and trend reports examining the use of restraint, seclusion, emergency detention, incarceration, hospitalization, and unnecessary institutional placement involving people with developmental disabilities.
- Interviews or focus groups with people with developmental disabilities and families describing their experiences navigating crisis, justice, hospital, and community-support systems.
- Cross-system participation records documenting the agencies, organizations, self-advocates, and family members involved in diversion planning and implementation.

2027 Performance Measure Targets

Code	Target	Federal Measure Description
IA 2.5	20	# of people who are on cross disability coalitions, policy boards, advisory boards, governing bodies and/or serving in leadership positions
SC 1.1	2	# of policy and/or procedures created or changed
SC 1.3.2	2	# of promising practices supported
SC 1.4	50	# of people trained or educated through Council systemic change initiatives

Code	Target	Federal Measure Description
SC 1.5	3	# of council supported systems change activities with organizations actively involved
SC 2.1	2	# of Council efforts that led to improvement of best or promising practices, policies, procedures, statute or regulation changes
SC 2.1.2	2	# of policy, procedure, statute, regulation changes implemented
SC 2.1.4	2	# of promising and/or best practices implemented
SC 2.2	1	# of Council efforts that were implemented to transform fragmented approaches into a coordinated and effective system

Objective 1.4 Information for People and Families

The Council will expand and modernize the Informing Families project to provide accessible, culturally relevant, and multilingual information and tools that help people with intellectual and developmental disabilities (IDD) and their families understand, navigate, and access systems and services throughout their lives.

Key Activities

- Providing Accessible Information, Resources and Outreach

Expected Outputs

- Number of plain-language, universally designed resources created, updated, or adapted through Informing Families and related Council activities.
- Number of resources translated into additional languages or provided in alternative accessible formats.
- Number of digital information products and outreach campaigns developed or updated.
- Number of targeted outreach activities conducted with Tribal, rural, immigrant, multilingual, and other communities that experience barriers to information.

Expected Objective Outcomes

- Families, people with developmental disabilities, and professionals have increased understanding of available services, supports, rights, and system requirements.
- Families and people with developmental disabilities report that information is easier to find, understand, and use when determining eligibility and navigating service systems.
- Agencies, service providers, and community partners increasingly use and refer people to Informing Families as a trusted source of disability-related information.

Data Evaluation and Measurement

- User surveys, feedback forms, interviews, and usability testing assessing the accessibility, clarity, cultural relevance, and usefulness of Informing Families materials.
- Referral records, partner surveys, and other available data identifying how people were referred to Informing Families, including referrals from state agencies, service providers and community partners.
- Website and digital analytics tracking use of key resources and navigation tools, including page views, downloads, return visits, timelines, checklists, and decision guides.
- Surveys or interviews with outreach coordinators assessing the accuracy, consistency, and alignment of information shared with families and people with developmental disabilities.

- Participant stories, focus groups, or follow-up interviews describing whether people were better able to find information, understand eligibility requirements, and navigate services.

2027 Performance Measure Targets

Code	Target	Federal Measure Description
IA 2.3	50	# of people who are better able to say what they want, what services and supports they want or say what is important to them
SC 2.1	3	# of Council efforts that led to improvement of best or promising practices, policies, procedures, statute or regulation changes
SC 2.1.3	2	# of promising and/or best practices improved
SC 2.1.4	2	# of promising and/or best practices implemented

Objective 1.5 Statewide Advocacy

The Council will strengthen the Community Advocacy Coalition (CAC) by bringing together advocacy organizations to coordinate training, outreach, and public policy efforts and take coordinated action on shared priorities across Washington.

Key Activities

- Coordinating Statewide Advocacy

Expected Outputs

- Number of Community Advocacy Coalition meetings, planning sessions, and coordinated advocacy activities held each year.

- Number of organizations and advocates participating in coalition activities, including new participants and communities not previously well represented.
- Number of plain-language policy briefs, legislative updates, advocacy tools, and related resources produced and distributed.
- Number of coordinated legislative visits, testimony opportunities, community-education activities, and other actions supporting shared advocacy priorities.

Expected Objective Outcomes

- Statewide advocacy organizations, self-advocates, families, and other partners increase coordination around shared policy priorities and advocacy strategies.
- More people with developmental disabilities and families from communities that have been underrepresented participate meaningfully in statewide advocacy efforts.
- Policy decisions, administrative actions, and legislative outcomes increasingly reflect priorities identified by people with developmental disabilities and families.

Data Evaluation and Measurement

- CAC partner surveys, interviews, and meeting evaluations assessing communication, alignment around shared priorities, coordination, and reduced duplication of advocacy efforts.
- Coalition records documenting jointly developed policy priorities, sign-on letters, public comments, shared campaigns, legislative visits, testimony, and community-education activities.
- Participant surveys, interviews, and focus groups assessing whether CAC materials and activities make policy issues easier to understand and advocacy processes easier to navigate.
- Participation records documenting organizations, self-advocates, family members, and communities represented in CAC meetings and coordinated advocacy activities.
- Legislative tracking, policy analysis, partner reports, and case examples documenting advocacy wins, administrative changes, or system improvements connected to CAC coordination.

2027 Performance Measure Targets

Code	Target	Federal Measure Description
IA 2.4	60	# of people who are participating now in advocacy activities
IA 2.5	20	# of people who are on cross disability coalitions, policy boards, advisory boards, governing bodies and/or serving in leadership positions
SC 1.5	3	# of council supported systems change activities with organizations actively involved
SC 2.1.1	2	# of policy, procedure, statute, regulation changes improved
SC 2.1.2	2	# of policy, procedure, statute, regulation changes implemented

Goal 2: Systems Change

Goal Description: The Council will work with state and community partners to improve how supports and services work for people with developmental disabilities and their families. The Council will focus on fairness, accessibility, coordination, and making sure programs reach people in every community, especially people who are under-served, underrepresented, or navigating multiple systems.

Expected Goal Outcome: People with developmental disabilities and their families will experience more coordinated, accessible, and responsive systems, making it easier to find and use the services and supports they need.

2027 Annual Work Plan Framework

Areas of Emphasis	Health; Quality Assurance; Formal and Informal Community Supports
Activities Used to Achieve the Goal	Outreach; Training; Technical Assistance; Supporting and Educating Communities; Interagency Collaboration and Coordination; Coordination with Related Councils, Committees and Programs; Barrier Elimination; Systems Design and Redesign; Coalition Development and Citizen Participation; Informing Policymakers
This Goal Addresses	System Change; DD Network Collaboration; Rights of Individuals; Capacity Building
Planned Collaborators	State Protection and Advocacy System; University Center(s); State DD agency; Other

Objective 2.1 Better Coordination Between Systems

The Council will bring agencies and partners together to improve integration between behavioral health and developmental disability services, promoting timely, person-centered supports, improving access to appropriate services and accommodations, and reducing unnecessary institutionalization.

Key Activities

- Coordinating Behavioral Health, IDD, and Aging Systems

Expected Outputs

- Number of cross-system meetings, work groups, and planning sessions involving developmental-disability, behavioral-health, aging, crisis-response, justice-system, and community-service partners.
- Number of tools, protocols, referral pathways, or communication resources developed or adapted to improve coordination among people with IDD, families, providers, and agencies
- Number of tools, protocols, referral pathways, or communication resources developed or adapted to improve coordination among people with IDD, families, providers, and agencies.

Expected Objective Outcomes

- Fewer people with intellectual and developmental disabilities experience unnecessary crisis, hospital, or institutional placements caused by gaps between service systems.
- Older adults with intellectual and developmental disabilities and aging family caregivers have improved access to coordinated supports and smoother transitions across behavioral-health, developmental-disability, aging, and related systems.
- People with intellectual and developmental disabilities, families, and partners report that services are easier to navigate, better coordinated, and more responsive to complex behavioral-health and aging needs.

Data Evaluation and Measurement

- Meeting, activity, and project records documenting partners involved, coordination efforts undertaken, and tools or resources developed.
- Surveys, interviews, listening sessions, or other feedback from people with IDD, families, caregivers, providers, and system partners about coordination, access, and navigation.
- Partner, contractor, or agency reports documenting changes in communication, referrals, practices, or coordination across behavioral-health, developmental-disability, aging, crisis-response, and related systems.

- Case examples, qualitative stories, and available program or administrative data showing changes in system navigation, service transitions, crisis involvement, stability, or access to community-based supports.

2027 Performance Measure Targets

Code	Target	Federal Measure Description
IA 1.1	6	# of people with DD who participated in council supported activities designed to increase their knowledge of how to take part in decisions that affect their lives, the lives of others, and/or systems
IA 1.2	6	# of family members who participated in council supported activities designed to increase their knowledge of how to take part in decisions that affect the family, the lives of others, and/or systems
SC 1.1	2	# of policy and/or procedures created or changed
SC 1.3.2	2	# of promising practices supported
SC 1.4	20	# of people trained or educated through Council systemic change initiatives

Code	Target	Federal Measure Description
SC 1.5	3	# of council supported systems change activities with organizations actively involved
SC 2.1	2	# of Council efforts that led to improvement of best or promising practices, policies, procedures, statute or regulation changes
SC 2.1.1	2	# of policy, procedure, statute, regulation changes improved
SC 2.1.2	2	# of policy, procedure, statute, regulation changes implemented
SC 2.1.4	2	# of promising and/or best practices implemented
SC 2.2	1	# of Council efforts that were implemented to transform fragmented approaches into a coordinated and effective system

Objective 2.2 Equity, Access, Belonging and Rights

The Council will apply the principles of expansion, including equity, access, belonging, and representation, across its initiatives, partnerships, and advocacy to improve policies, systems, and opportunities for people with developmental disabilities within and beyond the traditional service system.

Key Activities

- Advancing Access Inclusion and Rights Across Systems

Expected Outputs

- Number of developmental-disability policies, initiatives, proposals, or programs reviewed using equity, access, belonging, and representation principles.
- Number of legislative analyses, policy reviews, and recommendations developed to advance equity, access inclusion, and rights across systems.
- Number of culturally responsive navigation models, tools, or projects supported to improve access to services for people from diverse and underrepresented communities.
- Number of monitoring, review, or data gathering activities focused on rights violations and harmful practices, particularly as they affect people from traditionally excluded communities.

Expected Objective Outcomes

- More policies, programs, and initiatives across systems reflect equity, access, belonging, and representation.
- Culturally responsive navigation supports are more available, accessible, and effective for underrepresented communities, including Tribal, rural, immigrant, and multilingual populations.
- Advocacy and policy recommendations lead to measurable improvements in rights protections, access, and inclusion across systems.

Data Evaluation and Measurement

- Project, policy-review, and activity records documenting policies, programs, proposals, navigation approaches, and rights-related issues reviewed through equity and expansion principles.
- Surveys, interviews, listening sessions, or other feedback from people with IDD, families, community members, and partners about access, inclusion, representation, and participation in decision-making.
- Policy, legislative, partner, or agency records documenting recommendations and changes related to equity, access, rights protections, navigation, restraint, isolation, or other restrictive practices.
- Case examples, qualitative stories, and available data showing changes in barriers, disparities, access, inclusion, or rights protections.

2027 Performance Measure Targets

Code	Target	Federal Measure Description
SC 1.1	2	# of policy and/or procedures created or changed
SC 1.3.2	2	# of promising practices supported
SC 2.1	2	# of Council efforts that led to improvement of best or promising practices, policies, procedures, statute or regulation changes
SC 2.1.1	2	# of policy, procedure, statute, regulation changes improved
SC 2.1.2	1	# of policy, procedure, statute, regulation changes implemented

Objective 2.3 Tribal, Rural and Community Partnerships

The Council will expand opportunities for equitable participation and collaboration by partnering with Washington's Tribal governments, Tribal organizations, rural communities, and community-based organizations to strengthen culturally grounded, community-driven solutions and build lasting local capacity.

Key Activities

- Expanding collaborations Tribal, Rural and Traditionally Excluded Communities

Expected Outputs

- Number of formal partnerships and collaborative projects established or supported with Tribal governments, inter-Tribal organizations, rural communities, and community-based organizations.

- Number of community-led listening sessions, forums, and local planning activities hosted or supported.
- Number of mini-grants and local initiatives funded to address priorities identified by Tribal and rural communities.
- Number of collaborative projects conducted with DD Network partners focused on Tribal and rural communities.

Expected Objective Outcomes

- Tribal and rural communities report stronger, more trusting relationships with the Council and DD Network partners.
- Locally designed solutions and projects in Tribal and rural communities become more visible, sustainable, and connected to broader learning and collaboration.
- Priorities identified by Tribal and rural communities increasingly inform statewide policy, planning, funding, and resource-allocation decisions.

Data Evaluation and Measurement

- Partnership, meeting, activity, and project records documenting collaboration with Tribal governments, inter-Tribal organizations, rural communities, community organizations, and DD Network partners.
- Surveys, interviews, listening sessions, or other feedback from Tribal and rural partners about trust, cultural responsiveness, relevance, participation, and relationships with the Council.
- Mini-grant, local initiative, and partner reports documenting activities completed and changes in access, inclusion, service quality, community capacity, or other locally identified priorities.
- Case examples, qualitative stories, and planning or policy records showing how local practices and community priorities are shared, sustained, replicated, or incorporated into broader decisions.

2027 Performance Measure Targets

Code	Target	Federal Measure Description
IA 1.1	6	# of people with DD who participated in council supported activities designed to increase their knowledge of how to take part in decisions that affect their lives, the lives of others, and/or systems
IA 1.2	6	# of family members who participated in council supported activities designed to increase their knowledge of how to take part in decisions that affect the family, the lives of others, and/or systems
IA 2.5	2	# of people who are on cross disability coalitions, policy boards, advisory boards, governing bodies and/or serving in leadership positions
SC 1.3.2	2	# of promising practices supported
SC 1.5	3	# of council supported systems change activities with organizations actively involved

Code	Target	Federal Measure Description
SC 2.1	2	# of Council efforts that led to improvement of best or promising practices, policies, procedures, statute or regulation changes
SC 2.1.3	2	# of promising and/or best practices improved
SC 2.1.4	1	# of promising and/or best practices implemented

Objective 2.4 Strengthening Evaluation and Data

The Council will strengthen its work through evaluation and data, using what it learns to improve planning, accountability, and future investments that benefit people with developmental disabilities and their families.

Key Activities

- Measuring and Strengthening Community Impact

Expected Outputs

- A unified evaluation framework and set of practical evaluation tools developed and implemented across Council-funded initiatives.
- Number of Council-funded projects, grants, and contracts reporting data through the unified evaluation system.
- Number of annual or periodic summaries produced on project outcomes, statewide trends, service gaps, and disparities affecting under-served and underrepresented communities.

Expected Objective Outcomes

- The Council consistently uses evaluation data and community feedback to demonstrate impact, improve decision-making, and adjust priorities over time.

- Council members, partners, and community members have greater access to clear, accessible information about project results, statewide trends, and what is working.
- Evaluation findings increasingly inform funding decisions, strategic planning, program improvements, and policy recommendations.

Data Evaluation and Measurement

- Project, grant, and contract records documenting use of the unified evaluation framework and related reporting tools.
- Reviews of submitted data and reports assessing completeness, consistency, usefulness, and areas where technical assistance or improvement is needed.
- Surveys, interviews, or other feedback from staff, contractors, partners, Council members, and community members about the feasibility, usefulness, accessibility, and cultural relevance of evaluation tools and findings.
- Council records, reports, summaries, dashboards, and case examples documenting how evaluation findings are communicated and used to improve activities, funding decisions, planning, and policy recommendations.

2027 Performance Measure Targets

Code	Target	Federal Measure Description
SC 2.1	1	# of Council efforts that led to improvement of best or promising practices, policies, procedures, statute or regulation changes
SC 2.1.3	1	# of promising and/or best practices improved

Goal 3: Capacity Building

Goal Description: The Council will support programs and practices that help people with developmental disabilities live full lives in their communities. This includes supporting innovation, strengthening the workforce, promoting inclusion and health, and building community capacity that creates lasting change.

Expected Goal Outcome: People with developmental disabilities and their families will benefit from stronger communities, innovative supports, and greater opportunities to live, work, and participate fully in community life.

2027 Annual Work Plan Framework

Areas of Emphasis	Health; Housing; Quality Assurance; Formal and Informal Community Supports
Activities Used to Achieve the Goal	Outreach; Training; Technical Assistance; Supporting and Educating Communities; Interagency Collaboration and Coordination; Coordination with Related Councils, Committees and Programs; Barrier Elimination; Systems Design and Redesign; Coalition Development and Citizen Participation; Informing Policymakers
This Goal Addresses	Individual/Family Advocacy; System Change; Rights of Individuals; Capacity Building
Planned Collaborators	None selected

Objective 3.1 Community Innovation

The Council will fund flexible, community-driven projects that address emerging issues and promote inclusion, accessibility, and quality of life for people with intellectual and developmental disabilities (IDD) and their families, with an emphasis on building lasting community infrastructure rather than short-term solutions.

Key Activities

- Supporting Community Innovation and Emerging Needs

Expected Outputs

- Number of grants and flexible funding opportunities awarded to address emerging issues and test new approaches.

Number of projects focused on housing, employment, health, technology, or assistive-technology access.

Number of Tribal and rural communities participating in innovation projects.

Number of technical-assistance and evaluation-support activities provided to grantees.

- Number of community-driven projects supported in housing, employment, health, technology, assistive technology, workforce development, or other emerging areas.
- Number of Tribal and rural communities participating in or leading community-innovation projects.
- Number of technical-assistance and evaluation-support activities provided to grantees.

Expected Objective Outcomes

- Community-driven solutions improve inclusion, access, and quality of life for people with intellectual and developmental disabilities and their families.
- Successful projects are sustained, expanded, adapted, or replicated in other communities or regions.
- Community partners report increased capacity to respond to emerging needs, develop local solutions, and implement innovative practices.

Data Evaluation and Measurement

- Grantee and project reports documenting activities, participants, implementation progress, and results across housing, employment, health, technology, assistive technology, and other emerging issues.
- Technical-assistance and evaluation records documenting support provided to funded projects.

- Participant and partner surveys, interviews, or focus groups assessing accessibility, usefulness, inclusion, and perceived impact of funded innovations.
- Case studies and success stories documenting changes in practice, community access, or quality of life.
- Follow-up reports documenting whether funded models, partnerships, or activities continue, expand, or are replicated after initial Council support.

2027 Performance Measure Targets

Code	Target	Federal Measure Description
SC 1.3.1	3	# of promising practices created
SC 1.3.2	2	# of promising practices supported
SC 1.4	50	# of people trained or educated through Council systemic change initiatives
SC 1.5	4	# of council supported systems change activities with organizations actively involved
SC 2.1.3	2	# of promising and/or best practices improved
SC 2.1.4	1	# of promising and/or best practices implemented
SC 2.2	1	# of Council efforts that were implemented to transform fragmented approaches into a coordinated and effective system

Objective 3.2 Dan Thompson Memorial Trust

The Council will work with the Developmental Disabilities Administration (DDA) and the Dan Thompson Advisory Committee to ensure community voices guide Dan Thompson Memorial Trust (DTMT) investments in innovative projects that benefit people with developmental disabilities.

Key Activities

- Guiding Community Innovation Investments

Expected Outputs

- Number of DTMT proposals reviewed and recommended for funding during each funding cycle.
- Number and proportion of DTMT funded projects serving under-served communities, including Tribal, rural and other traditionally excluded communities.
- Number of review findings or summaries provided to DDA and the Dan Thompson Advisory Committee through the applicant review process.
- Number of emerging needs, promising approaches, or broader policy and systems impacts identified through the DTMT application review process.

Expected Objective Outcomes

- DTMT funded projects demonstrate measurable improvements in inclusion, employment, housing, health, or community participation for people with developmental disabilities.
- Successful DTMT funded models are sustained, replicated, expanded, or integrated into ongoing services and systems.
- Findings and lessons from DTMT funded projects inform statewide policy, planning, funding priorities, and systems-change efforts.

Data Evaluation and Measurement

- DTMT proposal and review records documenting the number, type, geographic reach, and populations served by projects reviewed and recommended for funding.
- Scoring Records, reviewer notes, and recommendation summaries documenting how proposals were evaluated and prioritized

- Records documenting the number and types of proposals recommending for funding that address under-served, Tribal, rural and other traditionally excluded communities.
- Reviewing findings and surveys identifying recurring needs, promising approaches, service gaps, and broader policy or systems issues.
- Council, DDA, or advisory committee record documenting how review findings and recommendations are considered in future planning.

2027 Performance Measure Targets

Code	Target	Federal Measure Description
SC 1.3.2	2	# of promising practices supported
SC 2.1.3	1	# of promising and/or best practices improved
SC 2.2	1	# of Council efforts that were implemented to transform fragmented approaches into a coordinated and effective system

Objective 3.3 Council Leadership and Public Trust

The Council will strengthen its leadership, transparency, and public engagement to ensure people with developmental disabilities, their families, and community partners have meaningful opportunities to help shape the Council's work and priorities.

Key Activities

- Strengthening Inclusive Leadership and Public Trust

Expected Outputs

- Number of trainings, mentorship opportunities, and leadership-development activities provided for Council members.
- Number of reviews of Council operations that incorporate inclusion principles and community and partner feedback.

- Number of public-facing updates, meeting summaries, reports, or data dashboards produced and shared.
- Number of governance, transparency, and inclusive-leadership tools or resources shared with other organizations.

Expected Objective Outcomes

- Council members report increased preparation, support, and confidence in carrying out their leadership and representative roles.
- Community partners and community members report increased trust in the Council's transparency, accessibility, and responsiveness.
- Other organizations adopt or adapt Council governance, transparency, or inclusive-leadership tools and practices.

Data Evaluation and Measurement

- Council member surveys and interviews assessing leadership confidence, preparedness, accessibility of information, and effectiveness of member support.
- Records of Council-member training, mentorship, leadership-development, and community-engagement activities.
- Community and partner surveys, listening-session feedback, and other input assessing transparency, responsiveness, accessibility, and trust.
- Website, meeting, publication, and dashboard records documenting public access to Council information and updates.
- Annual reviews of Council operations documenting changes in meeting structure, information flow, governance, membership support, and outreach.

2027 Performance Measure Targets

Code	Target	Federal Measure Description
IA 1.1	12	# of people with DD who participated in council supported activities designed to increase their knowledge of how to take part in decisions that affect their lives, the lives of others, and/or systems
IA 1.2	12	# of family members who participated in council supported activities designed to increase their knowledge of how to take part in decisions that affect the family, the lives of others, and/or systems
IA 3.1	10	# of people with developmental disabilities satisfied with a project activity
IA 3.2	10	# of family members satisfied with Council supported activities
SC 1.3.1	1	# of promising practices created
SC 1.3.2	1	# of promising practices supported
SC 1.4	25	# of people trained or educated through Council systemic change initiatives

Code	Target	Federal Measure Description
SC 2.1.3	1	# of promising and/or best practices improved

Objective 3.4 Autonomy, Healthy Relationships, and Safety

The Council will build the capacity of communities and organizations to promote personal autonomy, sexual health, healthy relationships, and safety for people with developmental disabilities across the lifespan.

Key Activities

- Advancing Autonomy, Healthy Relationships, and Personal Safety

Expected Outputs

- Number of grants, partnerships, trainings, or community-learning activities focused on autonomy, healthy relationships, sexual health and education, consent, personal safety, and bodily rights.
- Number of resources created or shared on supported decision making, communication, autonomy, sexual health and rights.
- Number of community organizations and other partners engaged in strengthening local networks for rights protection, safety, and appropriate response.

Expected Objective Outcomes

- Community organizations and partners demonstrate increased readiness and capacity to support autonomy, healthy relationships, consent, personal safety, and bodily rights for people with developmental disabilities.
- People with developmental disabilities report greater confidence in making informed personal choices about relationships, sexual health, safety, and daily life.
- Families and supporters report increased understanding of how to support personal autonomy while addressing safety concerns.

Data Evaluation and Measurement

- Program and partner records documenting trainings, grants, partnerships, participants, and community-learning activities related to autonomy, healthy relationships, consent, sexual health, and personal safety.
- Surveys measuring changes in knowledge, confidence, and understanding of rights, consent, safety, and self-determination.
- Participant surveys, interviews, or focus groups assessing confidence in making informed choices, seeking help, and exercising rights.
- Partner surveys and reports documenting use of supported decision-making, communication tools, consent-centered practices, and other autonomy-supporting approaches.
- Case examples and partner reports documenting changes in local responses to abuse, neglect, safety concerns, or rights violations.

2027 Performance Measure Targets

Code	Target	Federal Measure Description
IA 1.1	25	# of people with DD who participated in council supported activities designed to increase their knowledge of how to take part in decisions that affect their lives, the lives of others, and/or systems
IA 2.3	22	# of people who are better able to say what they want, what services and supports they want or say what is important to them
IA 3.1	22	# of people with developmental disabilities satisfied with a project activity

Code	Target	Federal Measure Description
SC 1.3.1	1	# of promising practices created
SC 1.3.2	1	# of promising practices supported
SC 1.4	25	# of people trained or educated through Council systemic change initiatives
SC 1.5	3	# of council supported systems change activities with organizations actively involved
SC 2.1	2	# of Council efforts that led to improvement of best or promising practices, policies, procedures, statute or regulation changes
SC 2.1.4	2	# of promising and/or best practices implemented

Objective 3.5 Aging in the IDD Community and Aging Families and Caregivers

The Council will strengthen statewide capacity to meet the needs of older adults with developmental disabilities and aging family caregivers through long-term planning, housing, and services that support people and families across the lifespan.

Key Activities

- Strengthening Supports for Aging People with IDD and Aging Family Caregivers

Expected Outputs

- Number of pilot projects focused on aging in place, intergenerational housing, long-term support planning, and sustainable community supports.
- Number of toolkits, guides, and planning resources developed or distributed to people with IDD, aging family caregivers, families, and providers.
- Number of learning exchanges, collaborative activities, or partnerships involving developmental-disability providers, aging networks, family organizations, and other community partners.

Expected Objective Outcomes

- People with developmental disabilities, families, and aging family caregivers report improved access to information, planning resources, and supports across the lifespan.
- More communities develop, pilot, or implement sustainable models that help people with developmental disabilities age in place with stability, choice, and appropriate support.
- Aging, developmental-disability, healthcare, housing, and community-support systems demonstrate increased coordination around aging and lifelong supports.

Data Evaluation and Measurement

- Project and partner records documenting pilot projects, planning activities, learning exchanges, and partnerships focused on aging, housing, and long-term planning.
- Surveys, interviews, and focus groups with aging adults with DD, family caregivers, and providers assessing access to planning information, supports, and community resources.
- Usage and distribution records for toolkits, guides, and other planning resources.
- Partner surveys and reports documenting changes in coordination, practice, or policy related to aging and lifelong supports.
- Follow-up reports and case studies documenting housing stability, continuity of supports, aging-in-place experiences, and sustainability of pilot models.

2027 Performance Measure Targets

Code	Target	Federal Measure Description
IA 1.1	25	# of people with DD who participated in council supported activities designed to increase their knowledge of how to take part in decisions that affect their lives, the lives of others, and/or systems
IA 1.2	50	# of family members who participated in council supported activities designed to increase their knowledge of how to take part in decisions that affect the family, the lives of others, and/or systems
IA 3.1	22	# of people with developmental disabilities satisfied with a project activity
IA 3.2	45	# of family members satisfied with Council supported activities
SC 1.3.1	2	# of promising practices created
SC 1.3.2	2	# of promising practices supported
SC 1.4	25	# of people trained or educated through Council systemic change initiatives

Code	Target	Federal Measure Description
SC 1.5	3	# of council supported systems change activities with organizations actively involved
SC 2.1	2	# of Council efforts that led to improvement of best or promising practices, policies, procedures, statute or regulation changes
SC 2.1.3	1	# of promising and/or best practices improved
SC 2.2	2	# of Council efforts that were implemented to transform fragmented approaches into a coordinated and effective system

Objective 3.6 Civic and Public Engagement

The Council will strengthen civic engagement by supporting people with developmental disabilities, their families, and community partners as they build the knowledge, confidence, and skills to advocate for meaningful change in their communities and with policymakers.

Key Activities

- Building Skills for Civic and Public Engagement

Expected Outputs

- Number of participants, including people with developmental disabilities and family members, who complete Council-supported legislative education and advocacy activities.
- Number of accessible materials and online resources developed or updated to explain legislative, policy, and civic-engagement processes.

- Number of partnerships with local and statewide organizations to host workshops, community events, and other civic-engagement activities.

Expected Objective Outcomes

- Participants report increased knowledge, confidence, and skills to advocate for themselves and their communities.
- More community organizations incorporate legislative and civic-engagement skill-building into their ongoing programs and supports.
- Local and statewide advocacy networks demonstrate stronger coordination, communication, and connection through partnerships.

Data Evaluation and Measurement

- Participant registration and program records documenting participation in workshops, trainings, mentorship, advocacy days, and other civic-engagement activities.
- Pre- and post-training surveys measuring changes in civic knowledge, advocacy confidence, and understanding of legislative and policy processes.
- Participant follow-up surveys or interviews documenting advocacy actions taken after Council-supported activities, including contacting policymakers, attending hearings, or joining coalitions.
- Partner surveys and reports documenting use of Council-developed civic-engagement tools and integration of advocacy skill-building into ongoing programs.
- Participation and demographic data documenting geographic, cultural, and disability-related diversity among participants, along with stories or case examples showing continued civic and leadership involvement.

2027 Performance Measure Targets

Code	Target	Federal Measure Description
IA 1.1	50	# of people with DD who participated in council supported activities designed to increase their knowledge of how to take part in decisions that affect their lives, the lives of others, and/or systems
IA 1.2	50	# of family members who participated in council supported activities designed to increase their knowledge of how to take part in decisions that affect the family, the lives of others, and/or systems
IA 2.1	22	# of people with DD who report increasing their advocacy as a result of Council work
IA 2.2	30	# of family members who report increasing their advocacy as a result of council work
IA 2.4	100	# of people who are participating now in advocacy activities

Code	Target	Federal Measure Description
IA 2.5	5	# of people who are on cross disability coalitions, policy boards, advisory boards, governing bodies and/or serving in leadership positions
IA 3.1	45	# of people with developmental disabilities satisfied with a project activity
IA 3.2	45	# of family members satisfied with Council supported activities
SC 1.1	2	# of policy and/or procedures created or changed
SC 1.2	2	# of statute and/or regulations created or changed
SC 1.3.1	1	# of promising practices created
SC 1.3.2	1	# of promising practices supported
SC 1.4	100	# of people trained or educated through Council systemic change initiatives
SC 1.5	5	# of council supported systems change activities with organizations actively involved

Code	Target	Federal Measure Description
SC 2.1	3	# of Council efforts that led to improvement of best or promising practices, policies, procedures, statute or regulation changes
SC 2.1.2	1	# of policy, procedure, statute, regulation changes implemented
SC 2.2	2	# of Council efforts that were implemented to transform fragmented approaches into a coordinated and effective system

Evaluation Plan

The Washington State Developmental Disabilities Council will use evaluation as an ongoing tool for learning, accountability, and improving its work. The Council will regularly monitor progress toward its goals and objectives by reviewing performance measures, project activities, community feedback, and other available information to understand what is working, identify emerging issues, and make informed decisions throughout the life of the State Plan. The Council will evaluate its programs, initiatives, contracts, partnerships, and other activities to understand their effectiveness, identify promising practices, and improve future planning and decision-making. Evaluation findings will be used to strengthen programs and initiatives, improve partnerships, inform funding and policy decisions, and guide implementation of the State Plan. Evaluation activities will be tailored to the type of work being assessed and may include performance measures, community feedback, surveys, project reports, participation data, qualitative information, and other methods appropriate to the activity being evaluated. This approach allows the Council to evaluate contracts and grants, as well as Council-led initiatives such as Informing Families, the Community Advocacy Coalition, leadership development, public policy, and other ongoing activities. In addition to required performance measures, the Council will use both qualitative and quantitative information to better understand the impact of its work. Community members, self-advocates, families, partners, and other stakeholders will help inform the Council's understanding of what is working, where improvements are needed, and emerging priorities for future action. Evaluation will focus not only on what activities were completed, but also on how those activities contribute to stronger communities, more responsive systems, and improved opportunities for people with developmental disabilities and their families.

Projected Council Budget

Category	Subtitle B	Other(s)	Total
Goal 1	205000		205000
Goal 2	160000		160000
Goal 3	280000	443000	723000
General management	380000	140000	520000
Functions of the DSA			50000

Category	Subtitle B	Other(s)	Total
Total	1075000	583000	1658000

Public Input and Review

Public Review Process

The Washington State Developmental Disabilities Council conducted a comprehensive public review process to develop the 2027-2031 State Plan. The draft State Plan was available for public comment from April 23 through June 7, 2026. The Council gathered community input through an online survey, a listening session with Open Doors for Multicultural Families, Council discussions, and individual comments from people with developmental disabilities, family members, advocates, providers, community organizations, and other interested community members.

Revisions Based on Public Input

Public input confirmed the overall direction of the State Plan and identified opportunities to strengthen specific objectives and strategies. Based on this feedback, the Council made targeted revisions to improve clarity and strengthen language related to behavioral health, eligibility, systems navigation, culturally responsive outreach, community-informed evaluation, and reporting on disparities. These revisions strengthened the State Plan while maintaining its overall goals and strategic direction.

Appendix A: Council Membership Roster

Name	Category	Race/Ethnicity	Gender	Geography	Initial Appt.	Expiration
Daugherty, Riley	B1, Individual with DD	D1, White, alone	DWA	E1 = Urban	05/08/2026	6/30/2028
Wardell, Robert	B1, Individual with DD	D1, White, alone	M = Male	E1 = Urban	02/26/2026	6/30/2026
Koval, Alex	B1, Individual with DD	D1, White, alone	M = Male	E1 = Urban	07/16/2024	06/30/2027
Vacant	[pick one]	[pick one]	[pick one]	[pick one]		
Vacant	[pick one]	[pick one]	[pick one]	[pick one]		
Clark, Julie	C1, Individual now/ever in institution	D1, White, alone	F = Female	E1 = Urban	07/03/2026	06/30/2026
Vacant	[pick one]	[pick one]	[pick one]	[pick one]		
Dodge, Melissa	B2, Parent/Guardian of child with I/DD	D4, American Indian and Alaska Native alone	F = Female	E1 = Urban	7/16/2024	6/30/2027
Winterrose, De Anna	B2, Parent/Guardian of child with I/DD	D1, White, alone	F = Female	E1 = Urban	2/26/2026	6/30/2026
Spruce, Leigh	B1, Individual with DD	D1, White, alone	F = Female	E2 = Rural	7/16/2024	6/30/2027
Casseday, Connor	B1, Individual with DD	D1, White, alone	M = Male	E2 = Rural	7/1/2026	6/30/2029

Name	Category	Race/Ethnicity	Gender	Geography	Initial Appt.	Expiration
Parkhill, Bridget	B3, Immediate Relative/Guardian of adult with mental impairment	D1, White, alone	F = Female	E2 = Rural	7/16/24	6/30/2027
Floyd, Dana	B3, Immediate Relative/Guardian of adult with mental impairment	D1, White, alone	F = Female	E2 = Rural	7/16/2024	6/30/2027
Baker, Melanie	B1, Individual with DD	D1, White, alone	F = Female	E2 = Rural	7/3/2023	6/30/2026
Nash, Katie	B1, Individual with DD	D1, White, alone	F = Female	E1 = Urban	2/26/2026	6/30/2028
Gruberg, Sandi	B2, Parent/Guardian of child with I/DD	D1, White, alone	F = Female	E1 = Urban	5/8/2026	6/30/2028
Vacant	[pick one]	[pick one]	[pick one]	[pick one]		
Vacant	[pick one]	[pick one]	[pick one]	[pick one]		
Mirkovich, Katie	A1, Rehab Act	D1, White, alone	F = Female	E1 = Urban	7/1/2026	6/30/2029
Peterson, Kristine	A3, Older Americans Act	D1, White, alone	F = Female	E1 = Urban	1/13/2026	6/30/2028
DeSmet, Megan	A4, SSA, Title XIX	D1, White, alone	F = Female	E1 = Urban	1/13/2026	6/30/2028
Randal, Angela	A4, SSA, Title XIX	D1, White, alone	[pick one]	[pick one]		
Burke, Monica	A8, SSA/Title V	D1, White, alone	F = Female	E1 = Urban	5/30/2023	6/30/2024
Martin, Cassandra	A2, IDEA	D1, White, alone	F = Female	E1 = Urban	10/12/2023	6/30/2025

Name	Category	Race/Ethnicity	Gender	Geography	Initial Appt.	Expiration
Harniss, Mark	A6, University Center(s)	D1, White, alone	M = Male	E1 = Urban	5/30/2023	6/30/2025
Seidel, Noah	A5, P&A	D1, White, alone	M = Male	E1 = Urban	7/3/2023	6/30/2026
Fernandez, Letha	A7, NGO/Local	D5, Hispanic/Latino	F = Female	E1 = Urban	2/26/2026	6/30/2027

Appendix B: Council Staff

Name	Position	Status	Race/Ethnicity	Gender
Monts, Brandi	Executive Director	Full Time	D1, White, alone	F = Female
Dahl, Brian	State Plan Director	Full Time	D1, White, alone	M = Male
West, Linda	Membership Coordinator	Full Time	D1, White alone	F = Female
Rogers, Emily	Public Policy Director	Full Time	D1, White, alone	F = Female
Rasmussen, Phil	Receptionist	Full Time	D1, White, alone	M = Male
Sears, Tannis	Admin and Communications Lead	Full Time	D1, White, alone	F = Female
Chiles, Christie	Communications and Program Lead	Full Time	D1, White, alone	F = Female
Vargas, Kevin	Contracts and State Plan Coordinator	Full Time	D5, Hispanic/Latino	M = Male

Appendix C: Federal Performance Measure Reference

The Annual Work Plan uses Individual & Family Advocacy (IA) and System Change (SC) performance measure codes. The descriptions below reproduce the federal template language used to interpret the targets shown under each objective.

Code	Description
IA 1.1	# of people with DD who participated in council supported activities designed to increase their knowledge of how to take part in decisions that affect their lives, the lives of others, and/or systems
IA 1.2	# of family members who participated in council supported activities designed to increase their knowledge of how to take part in decisions that affect the family, the lives of others, and/or systems
IA 2.1	# of people with DD who report increasing their advocacy as a result of Council work
IA 2.2	# of family members who report increasing their advocacy as a result of council work
IA 2.3	# of people who are better able to say what they want, what services and supports they want or say what is important to them
IA 2.4	# of people who are participating now in advocacy activities
IA 2.5	# of people who are on cross disability coalitions, policy boards, advisory boards, governing bodies and/or serving in leadership positions
IA 3.1	# of people with developmental disabilities satisfied with a project activity
IA 3.2	# of family members satisfied with Council supported activities
SC 1.1	# of policy and/or procedures created or changed
SC 1.2	# of statute and/or regulations created or changed

Code	Description
SC 1.3.1	# of promising practices created
SC 1.3.2	# of promising practices supported
SC 1.3.3	# of best practices created
SC 1.3.4	# of best practices supported through Council activities
SC 1.4	# of people trained or educated through Council systemic change initiatives
SC 1.5	# of council supported systems change activities with organizations actively involved
SC 2.1	# of Council efforts that led to improvement of best or promising practices, policies, procedures, statute or regulation changes
SC 2.1.1	# of policy, procedure, statute, regulation changes improved
SC 2.1.2	# of policy, procedure, statute, regulation changes implemented
SC 2.1.3	# of promising and/or best practices improved
SC 2.1.4	# of promising and/or best practices implemented
SC 2.2	# of Council efforts that were implemented to transform fragmented approaches into a coordinated and effective system