SUSTAINABILITY PLANNING PROJECT

FEASIBILITY ACTIVITY

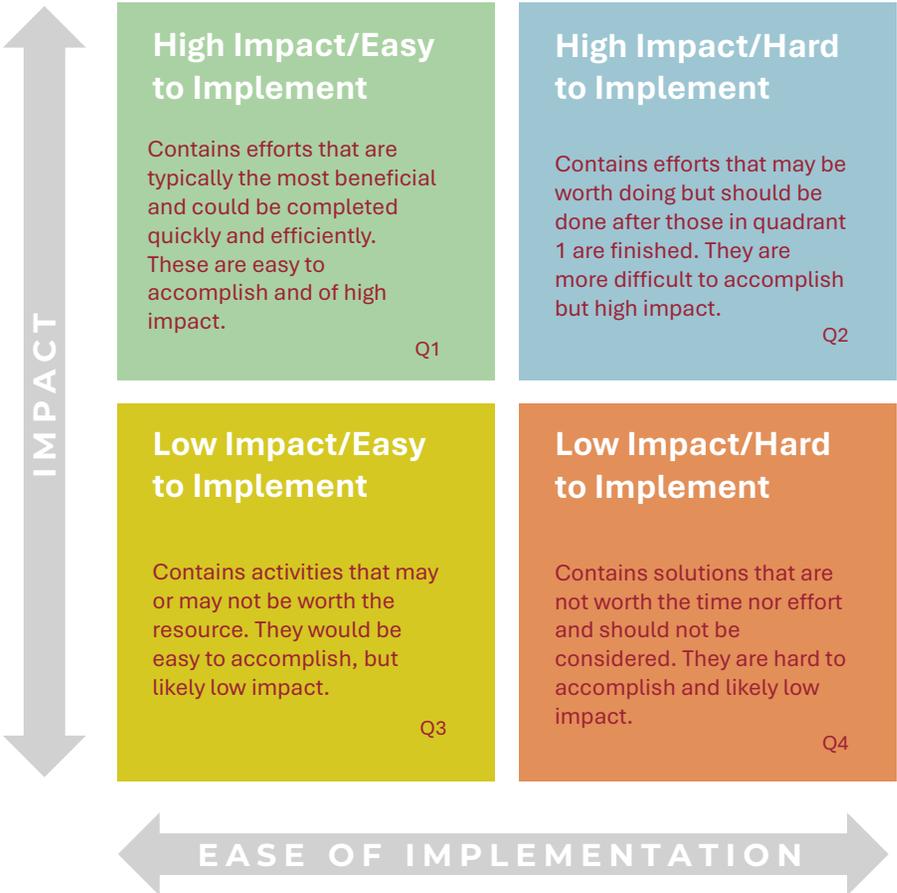## A Roadmap for Future Planning for Adults with Disabilities and the Families, Providers and Administrators that Support Them

Collaborative Strategies

SDAN

One component of the Sustainability Planning Project was to conduct a feasibility activity with the project advisors. This activity explored the feasibility of implementation for the eight identified sustainability pathways across two domains: ease of implementation (how easy or hard this would be to accomplish) and impact if implemented (how beneficial would this be). Project advisors were provided a 4 square matrix and asked via survey to assign a quadrant to each of the eight categories. Twenty-six advisors provided feedback. The following is a summary of feedback received for each of the pathways.

Feasibility Activity Results
26 Responses

IMPACT

High Impact/Easy to Implement

Contains efforts that are typically the most beneficial and could be completed quickly and efficiently. These are easy to accomplish and of high impact.

Q1

High Impact/Hard to Implement

Contains efforts that may be worth doing but should be done after those in quadrant 1 are finished. They are more difficult to accomplish but high impact.

Q2

Low Impact/Easy to Implement

Contains activities that may or may not be worth the resource. They would be easy to accomplish, but likely low impact.

Q3

Low Impact/Hard to Implement

Contains solutions that are not worth the time nor effort and should not be considered. They are hard to accomplish and likely low impact.

Q4

EASE OF IMPLEMENTATION

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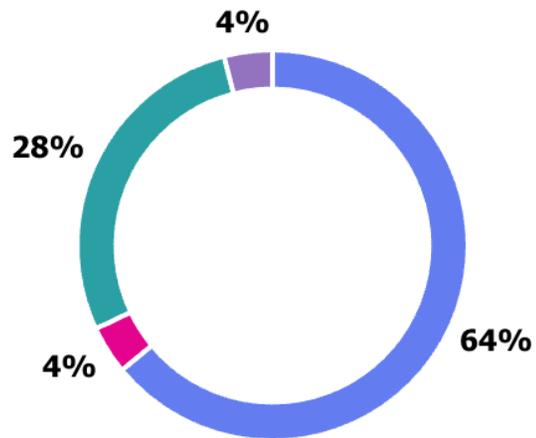
Advisory Committee Commentary

General

- Don't divert resource from individual plans
- Participant needs to be at the center of planning
- Enable Circle of Care involvement
- REM participants need alterative approaches
- All pathways should consider diversity of race, age and ability as well as cultural considerations.
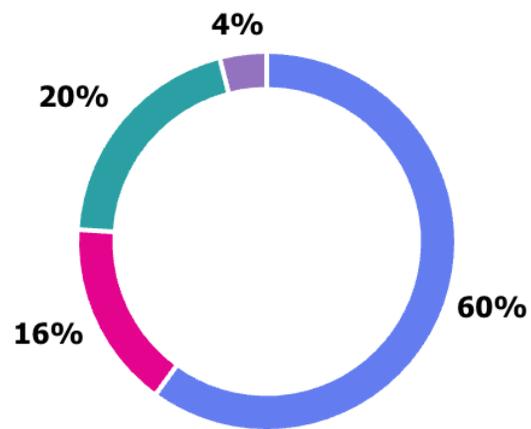
Advisory Committee Feasibility

Legend:
- High Impact / Easy to Implement
- High Impact / Hard to Implement
- Low Impact / Easy to Implement
- Low Impact / Hard to Implement

Advocacy

4%
28%
4%
64%

Planning Tools

4%
20%
16%
60%

Advisory Committee Commentary

Resources for Advocacy

- Support all participants not just those with specific conditions/abilities.

- Role for a lead organization such as DD Council or CIL

- Measuring Impact /validating spending important

- Sustainability of funding

Planning Tools

- financial/legal expert informed

- Tools need to be maintained, always aligning with current policy.

- Should cover a range of needs from physical, emotional, housing and financial.
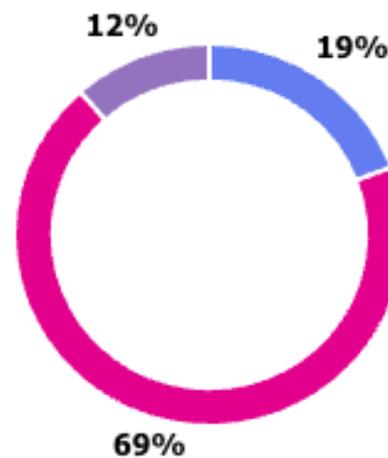
Advisory Committee Feasibility

- ● High Impact / Easy to Implement
- ● High Impact / Hard to Implement
- ● Low Impact / Easy to Implement
- ● Low Impact / Hard to Implement

Planning Consultation

8%   8%   24%   60%

Back Up Supports

12%   19%   69%
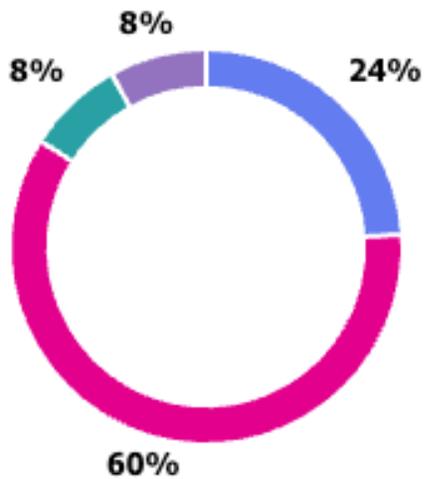
Advisory Committee Commentary

Planning Consultation

- Provide emotional support/ coaching model

- Concern having CCS do this work- additional burden

- Crucial to have knowledgeable consultants trained to access and deliver diverse, culturally appropriate guidance

Back Up Supports

- There is no apparent funding mechanism

- Consider a systems approach to pay, coordinate and train

- Concern about staff quality – random staff will not have training on specific individual needs

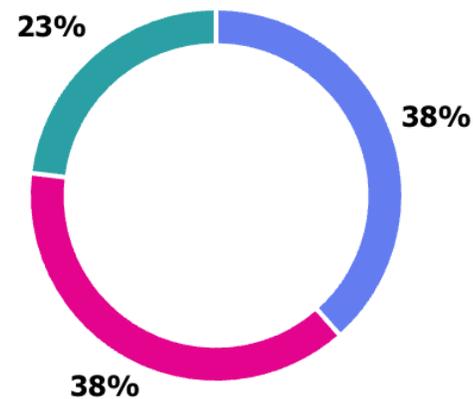- Some use existing staff and a backup plan

Advisory Committee Feasibility

Legend:
- High Impact / Easy to Implement
- High Impact / Hard to Implement
- Low Impact / Easy to Implement
- Low Impact / Hard to Implement

Alternative Housing Approaches

8%   4%   8%

79%

Training for future Caregivers

23%

38%

38%
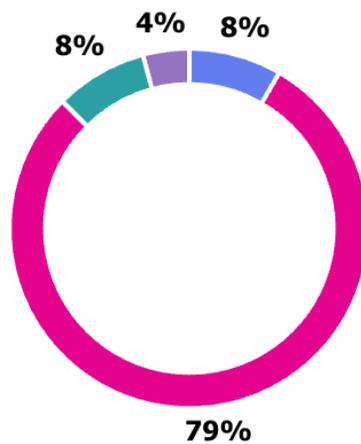
Advisory Committee Commentary

Alternative Housing Approaches

- This is noted as a complex pathway with many moving pieces.

- Request for more detail /description

- "This would be a dream"

- Potentially cost prohibitive for the government

- Are we talking how to pay for the house or the physical layout of the housing unit?

Training for Future Caregivers

- Some confusion on audience: Is this for future caregivers or existing staff?

- How to keep training current with ongoing policy changes

- Consider a Q&A/ Coaching hotline

- Onboard future caregivers before transition happens

- Partner with local organizations

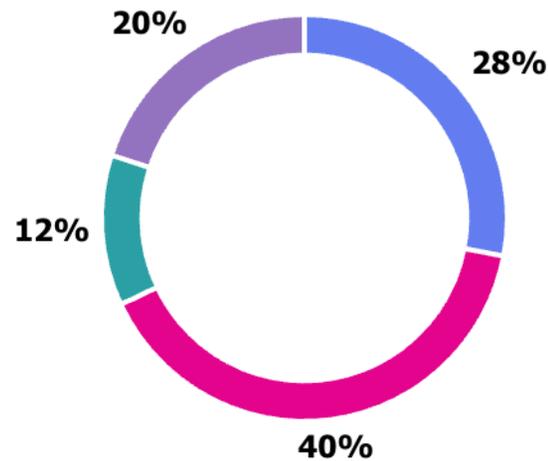- Value would depend on quality of training

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Advisory Committee Feasibility

- 🔵 High Impact / Easy to Implement
- 🔴 High Impact / Hard to Implement
- 🟢 Low Impact / Easy to Implement
- 🟣 Low Impact / Hard to Implement

Enhanced Case Worker

20% · 20% · 12% · 48%

Pooled Resources

20% · 28% · 12% · 40%
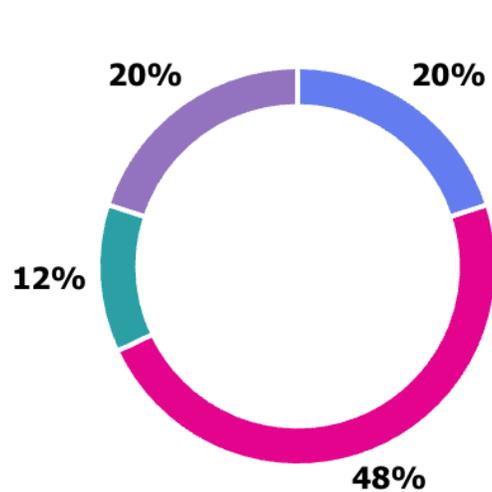
Advisory Committee Commentary

Enhanced Case Worker

- Many questions /concern
- Potential conflict of interest for CCSs
- Existing high CCS turnover (high case loads/low pay)
- Current case mangers (CCS's) would need to be better trained, workloads reduced
- One case worker for all services (REM, Waiver, CFC)
- Need for cultural competency training

Pooled Resources

- Lack of clarity about this pathway
- Sharing resources could be away to efficiently use limited resources

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Evolving Pillars

Housing
Health Management
Benefits Management
Staff Management
Financial Management
Managing Everyday Needs
Connecting to Community: Social Connections
Activity / Program Coordination

Home Management
Employment
Legal Support
Emotional Support
Transportation