

www.mdod.maryland.gov

Maryland Department of Disabilities

State Disabilities Plan 2016-2019

217 E. Redwood Street, Suite 1300
Baltimore, Maryland 21202

410.767.3660 or 1.800.637.4113 (TTY)
Info.mdod@maryland.gov



Larry Hogan
Governor

Secretary Carol A. Beatty
Department of Disabilities

Boyd K. Rutherford
Lieutenant Governor

Deputy Secretary William J. Frank
Department of Disabilities

Table of Contents

STATE DISABILITIES PLAN

Maryland Department of Disabilities Overview	Page 3
State Disabilities Plan Overview	Page 4
Legal Authority	Page 5
Supporting the State Disabilities Plan	Page 6
State Disabilities Plan Framework	Page 7
State Disabilities Plan Goals	Page 10
I. Self-Direction	Page 10
II. Financial Well-Being	Page 10
III. Maximizing Resources	Page 10
IV. Accessible Communication	Page 11
State Disabilities Plan Outcomes	Page 12

APPENDIX



Maryland Department of Disabilities Overview



The Maryland Department of Disabilities (MDOD) is charged with coordinating and improving the delivery of services to individuals with disabilities in the state of Maryland. By working collaboratively with all State government agencies, the Department of Disabilities provides advocacy and guidance to ensure that State entities deliver services in the most integrated settings possible, develop consistent policies affecting those with disabilities, and consider the

diverse needs of all when making decisions which impact Marylanders. The department focuses on independence and full community membership through its programs which address accessible housing, employment, transitioning youth, community living, technology assistance, barrier free living, and transportation. This focus is one which consistently has an eye to economic growth through strengthening of a diverse workforce and provision of the efficient and effective supports necessary for full participation in our state's economy. The Maryland Department of Disabilities is required to review and revise the State Disabilities Plan at least once every four years.

MISSION:

Changing Maryland for the better by promoting equality of opportunity, access, and choice for Marylanders with disabilities.

VISION:

The Department of Disabilities is committed to the promise of a Maryland in which all people with disabilities have the knowledge and influence to make a difference in their lives and the lives of others.

State Disabilities Plan Overview

The Maryland State Disabilities Plan 2016-2019 contains three (3) documents:

1. STATE DISABILITIES PLAN

The State Disabilities Plan provides for the coordination of those State services and policies that ensure compliance with State and federal civil rights laws and provide community-based supports, emergency preparedness, housing, transportation, employment, health care, accessible technology, education, and family supports to Marylanders with disabilities.

The State Disabilities Plan provides a framework for delivering, monitoring, and striving for improvement in these services. Progress is measured annually by the Department of Disabilities.

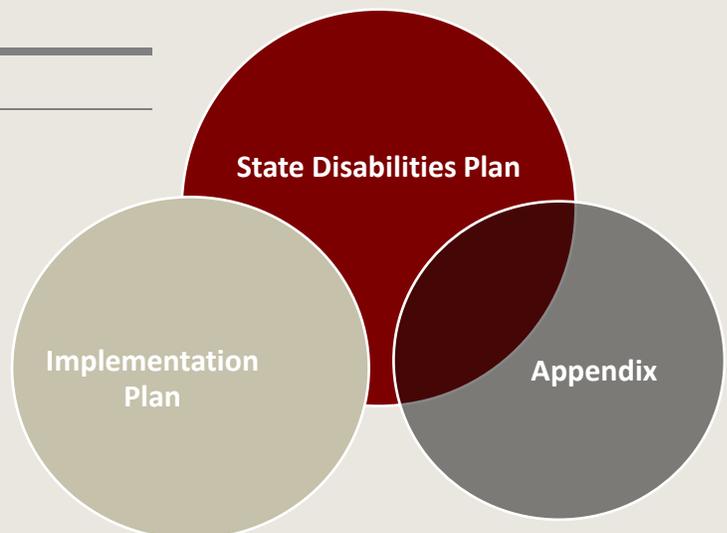
2. IMPLEMENTATION PLAN

The Implementation Plan contains the concrete actions that will be analyzed yearly as part of the annual progress analysis performed by the Department of Disabilities.

The first implementation plan will run from October 1, 2016 to September 30, 2017. These implementation plans will be reviewed and updated annually.

3. APPENDIX

The Appendix provides background information for the State Disabilities Plan. It describes the relationships between this plan and other government policies; gives a statistical snapshot of Marylanders with disabilities, their families and caregivers; and summarizes the results of the Stakeholder Survey.



Legal Authority

Human Services Article §7-132 outlines the requirements for the State Disabilities Plan, which is to be reviewed annually by the Department of Disabilities:

(a) The State Disabilities Plan shall provide for the coordination of support services that:

(1) ensure compliance with the federal Americans with Disabilities Act (ADA) and other relevant federal and State provisions intended to protect the civil rights of individuals with disabilities;

(2) are necessary for individuals with disabilities to achieve maximum participation in the mainstream of the community in the most integrated setting possible;

(3) and address, on a statewide basis, the improvement of:

(i) the capacity of communities to support individuals with disabilities with personal attendant care and other long-term support options which are self-directed;

(ii) the availability of accessible, integrated, and affordable housing options;

(iii) reliable transportation options;

(iv) employment and training options, including self-employment and non-congregant competitive opportunities available in an integrated environment in which there are individuals with and without disabilities;

(v) somatic and mental health options;

(vi) accessible and universally designed technology;

(vii) support services for children, youth, and their families to enable them to achieve successful learning; and

(viii) family support services, including respite care.



Supporting the Maryland State Disabilities Plan 2016-2019

The State Disabilities Plan provides a framework which allows all levels of government and all sectors of the community to coordinate efforts to improve the lives of Marylanders with disabilities, their families and caregivers. The plan is developed in collaboration with State agencies, community members, and other stakeholders.

STAKEHOLDER SURVEY

A Stakeholder Survey was distributed electronically in January 2016 and was made available to the public through mid-April. Thank you to the 638 stakeholders who provided thoughtful feedback on ways to improve the policies and services that impact Marylanders with disabilities. The results of the Stakeholder Survey are summarized in the Appendix.

INTERAGENCY DISABILITIES BOARD

The State Disabilities Plan is approved by the Interagency Disabilities Board, which is chaired by the Department of Disabilities and consists of representatives of the following State agencies: Department of Aging, Department of Budget and Management, Department of Commerce, Department of Health and Mental Hygiene, Department of Housing and Community Development, Department of Human Resources, Department of Labor, Licensing and Regulation, Department of Planning, Department of Transportation, Governor's Office for Children, Governor's Office of the Deaf and Hard of Hearing, Maryland Higher Education Commission, and Maryland State Department of Education. Membership of the Interagency Disabilities Board is outlined in Human Services Article §7-128.

MARYLAND COMMISSION ON DISABILITIES AND LOCAL COMMISSIONS

The State Disabilities Plan was developed in consultation with the Maryland Commission on Disabilities. The Maryland Commission on Disabilities consists of 16 appointed members and two elected officials who represent people with disabilities, families, service providers and advocates across Maryland. The

Alliance of Commissions on Disabilities, which represents the county-level Commissions on Disabilities, also provided valuable feedback.

STATE GOVERNMENT INITIATIVES

Other Maryland policies and programs that complement the State Disabilities Plan are described in the Appendix.

PUBLIC SECTOR SUPPORT

Every State and local government agency that has an impact on Maryland's communities touch the lives of people with disabilities in some way. All government entities, including those that do not specifically serve people with disabilities, can support and assist with implementing the State Disabilities Plan by using it and its supporting documents as reference.

NOT-FOR-PROFIT SECTOR SUPPORT

Community-based organizations play a critical role in service delivery and advocacy. These organizations continue to improve the lives of people with disabilities and their families, by providing services, creating opportunities for community participation, advocating for rights and service improvements, and giving people with disabilities a voice. This plan and its supporting documents were developed in consultation with many community-based organizations and, in turn, will prove to be a useful resource to promote joint initiatives between the government and the community.

PRIVATE SECTOR SUPPORT

The skills, talents and resources of people with disabilities represent untapped potential for the private sector. There is a strong business case for employing people with disabilities, as well as ensuring that businesses' buildings and products are physically accessible to customers with disabilities. We hope this document can be a valuable resource to members of the private sector to further engage the support of the disability community and foster increased public-private partnerships.

State Disabilities Plan Framework

The Maryland Department of Disabilities is charged with coordinating and improving the delivery of services to individuals with disabilities in the State of Maryland. Our vision for the next four years is: *A Maryland in which all people with disabilities have the knowledge, opportunity, and influence to make a difference in their lives and the lives of others.*

By working collaboratively with all State government agencies, the Department of Disabilities provides advocacy and guidance to ensure that State entities deliver services in the most integrated settings possible and develop consistent policies affecting those with disabilities. The current State Disabilities Plan is founded on basic principles – economic growth, responsible fiscal policy and planning, customer service and efficiency, and improved quality of life - which are a unifying focus for State agencies to make progress toward consistent improvement and alignment of services and policies. These principles are interwoven and integral to each goal and outcome under the current plan.



Goals



Outcomes



Strategies



Statewide Indicators



Action Steps

State Disabilities Plan Framework

Definitions

Goals

The goals listed in this plan are the long-term changes that Maryland's State agencies are working to achieve. These goals are interconnected and the approach to achieving them must be interdisciplinary and holistic.

Outcomes

The outcomes listed in this plan describe in more detail what progress needs to be made to achieve the goals. These outcomes can and will be measured.

Strategies

The strategies in this document guide the priority areas that fall within the purview of State agencies. They ensure that action steps

- are those most likely to have a widespread positive impact on stakeholders;
- contribute to the accomplishment of outcomes;
- are achievable and measurable; and
- work together to reinforce each other.

Statewide Indicators

Statewide indicators listed in this document are the broad data collection tools used to measure general, statewide progress towards achieving outcomes.

Statewide indicators will be reported in the Appendix, which will be updated annually as part of the Annual Progress Analysis. Specific program data will be captured in the Implementation Plan.

Action Steps

The Implementation Plan contains a mixture of specific short- and long- term actions which will support the strategies. Within each action step, the agencies responsible for implementing it are identified, as well as deliverables, data and progress updates



2016-2019 State Disabilities Plan Goals

I. SELF DIRECTION

Individuals with disabilities will determine how they wish to live.

People with disabilities should have the ability to participate in the design of their personal support systems, and the ability to live and participate fully in the community. Self-direction is essential to the processes and the outcomes of all services. This section focuses in particular on ensuring that people have choice in their support services and housing, and have the ability to travel in their community – all foundations for leading a self-directed, independent life.

II. FINANCIAL WELL-BEING

Individuals with disabilities will have equal opportunity to improve their financial well-being.

Financial well-being, which is critical to people with disabilities' ability to live independently in the community, can be supported through access to employment, education, work incentives counseling and financial management or savings programs. Disability services should be designed with financial independence as a central goal and employment as one of the first options considered; this section focuses on common paths to financial independence, including employment, education and financial management.

III. MAXIMIZING RESOURCES

Maryland state agencies and key stakeholders will utilize resources responsibly.

Maryland state agencies will continue to identify ways to improve the efficiency of service delivery and, where appropriate, find ways to expand or develop

programs. Maryland is committed to increasing resource capacity by utilizing technology, building private-public partnerships, and seeking grant opportunities.

This section focuses on maximizing resources in health and behavioral health care and family supports, but also tracks efforts to improve and expand resource capacity and delivery across all services.

IV. ACCESSIBLE COMMUNICATION

Maryland state agencies will be accessible, provide effective communication, and promote quality service delivery for individuals with disabilities.

Accessible communication, critical to seamless service delivery, includes: ensuring that eligibility criteria and application processes are clear and accessible; current and new rules and policies are communicated to service providers and recipients; and coordination among agencies, particularly those serving overlapping constituents, is consistent. One area that was identified for particular focus was ensuring that systems designed to convey and receive emergency information are accessible to everyone. In addition, the State Disabilities Plan will track efforts to ensure that all government communications are accessible and transparent.





State Disabilities Plan Outcomes

OUTCOME ONE

Expanded opportunities for self-directed supports and services

Strategies

- Maximize choice and self-direction within supports programs
- Ensure that services are being delivered in the most integrated, least restrictive setting possible
- Expand access to home and community-based programs and services
- Seek innovative methods for expanding the capacity of agencies and providers to support people with disabilities living in the community

Statewide Indicator

- Number of people with disabilities served in community-based settings versus residential or institutional settings (including forensic mental health care)
- Number of trainings delivered to law enforcement by self-advocates with disabilities

OUTCOME TWO

Increased availability of integrated, affordable and accessible housing options.

Strategies

- Improve quantity of and access to integrated, affordable and accessible rental housing in Maryland
- Support opportunities for home ownership for people and families with disabilities
- Improve access to and knowledge of home modifications and assistive technology that help people remain in their homes

Statewide Indicators

- Number of housing units that are integrated, affordable and/or accessible for people with disabilities with low incomes
- Number of households that include persons receiving Supplemental Security Income (SSI) or Social Security Disability Insurance (SSDI) receiving rental assistance from a local housing agency or public housing authority
- Utilization of State homeownership and home modification programs by persons with disabilities

OUTCOME THREE

Improved access to reliable transportation options

Strategies

- Improve effectiveness of paratransit services
- Increase public transportation ridership among people with disabilities
- Increase coordinated cross-jurisdictional transportation options for riders with disabilities
- Support vehicle and parking access for drivers with disabilities

Statewide Indicators

- On-time service data for paratransit services
- Ridership of people with disabilities on fixed route public transportation systems

OUTCOME FOUR

Increased opportunities for competitive, integrated employment

Strategies

- Ensure that all public vocational and career services programs are accessible to people with disabilities
- Ensure that youth and adults with disabilities are given appropriate services, training and supports needed to enter and remain in the workforce
- Support new employment and entrepreneurship opportunities for workers with disabilities

Statewide Indicators

- Participation of job seekers with disabilities in public vocational and workforce development
- Number of people receiving supported employment services through State programs
- Number of people with disabilities receiving fair wages in competitive, integrated employment

OUTCOME FIVE

Improved opportunities for children, youth and life-long learners to access education

Strategies

- Ensure that students with disabilities have access to appropriate supports and assistive technology in any educational setting
- Ensure early intervention programs are equipped to address needs of infants, toddlers and young children with disabilities
- Ensure that parents of children with disabilities are provided information and tools in order to effectively advocate for their child's needs within the educational system
- Improve coordination and outcomes for students' transition from school to post-school education, employment and training.

Statewide Indicators

- Standardized test scores of K-12 students with disabilities as compared to their non-disabled peers
- Number of high school students with disabilities receiving diplomas
- Number of students with Individualized Education Programs employed or enrolled in postsecondary education after leaving high school

OUTCOME SIX

Improved opportunities for financial independence and stability

Strategies

- Expand access to work incentives and benefits counseling and programs for people with disabilities who receive public benefits and would like to work

- Expand knowledge of and engagement in financial management programs

Statewide Indicators

- Number of individuals receiving work incentives or benefits counseling
- Enrollment in Employed Individuals with Disabilities program

OUTCOME SEVEN

Increased access to physical and behavioral health care

Strategies

- Increase statewide access to culturally competent, accessible wellness and preventive health care services
- Increase statewide access to crisis and acute services
- Streamline the coordination of care for people with disabilities with complex or transitional health care needs

Statewide Indicators

- Number of people with disabilities receiving public health insurance
- Number of people accessing the public behavioral health system.

OUTCOME EIGHT

Expanded access to family supports

Strategies

- Expand supports for families caring for family members with disabilities across the lifespan
- Expand peer and family support networks
- Expand in-home assistance and respite care resources

Statewide Indicators

- Percentage of parents with a child receiving special education services who report that schools facilitated parent involvement
- Number of families receiving family support or respite care from State programs
- Additional indicators to be developed

OUTCOME NINE

Appropriate interactions with law enforcement and public safety services

Strategies

- Expand advocate-driven awareness within the criminal justice, law enforcement and public safety systems.
- Ensure that people with disabilities involved with the juvenile or criminal justice system receive appropriate supports and services

Statewide Indicators

- Number of people receiving court-ordered treatment in psychiatric facilities
- Additional measures to be developed

OUTCOME TEN

Appropriate, accessible communication during emergencies

Strategies

- Ensure that print and auditory emergency broadcasts and messages are in accessible formats
- Ensure that print and auditory communications provided to people in shelters and disaster recovery centers are in accessible formats
- Ensure that the needs of the disability community are included in emergency management plans

Statewide Indicators

- Number of trainings delivered to emergency planners and communication professionals on accessible communication modalities

OUTCOME ELEVEN

Equal opportunity for participation in State government

Strategies

- Ensure that government buildings and programs are accessible to all people with disabilities
-

- Ensure that government websites and other communications are accessible
- Ensure that people with disabilities understand and can access civil rights protections

Statewide Indicators

- State agencies' participation in Americans with Disabilities Act (ADA) improvements through Access Maryland.
- Relevant data on filings with the Maryland Commission on Civil Rights.

OUTCOME TWELVE

Increased transparent and timely information about government services

Strategies

- Utilize technology to streamline communication about services among agencies, providers and people with disabilities
- Reduce response time and ensure ongoing communication with people seeking information about services and eligibility determinations
- Engage in trainings and outreach activities designed to share information and solicit stakeholder feedback

Statewide Indicators

- Number of coordinated interagency State communication campaigns
- Number of educational opportunities offered for state agencies to utilize multiple communication modes in every outreach attempt.
- Data measuring State agencies' responsiveness to constituent questions

APPENDIX