

UMKC-UCE Five Year Plan (FY 08 – FY 12)
Objectives, Timelines, Outcomes, and Evaluation Methods
Community Services

Objective	Indicators/ Timelines	Evaluation Outcomes & Methods
To provide training to women with developmental disabilities regarding health care prevention, early detection, and treatment	FY: 08, 09, 10 150 trained (50 each yr)	<ul style="list-style-type: none"> • Women with developmental disabilities understand health-related issues (CE) • Women with developmental disabilities will obtain more health-related services (FI) • Women with disabilities will understand the need for healthy lifestyles (CE, FI)
To provide training to victim service and disability support agencies regarding providing effective supports to women with disabilities who victims of sexual assault or domestic violence	FY: 08, 09, 10, 11, 12 250 individuals trained (50 each yr)	<ul style="list-style-type: none"> • Victim services will learn about ways to accommodate individuals with disabilities (S) • Disability support agencies can recognize signs and symptoms of abuse (CE) • More resources will be available to women victims with disabilities (S)
To demonstrate best transition practices in planning for and supporting individuals to transition from high school to the community	FY: 08, 09, 10, 11, 12 Demonstrations in 5 schools (1 each yr)	<ul style="list-style-type: none"> • More educators are aware of best practices in planning and supporting individuals' transition from high school to the community (S) • More students will transition to community work or higher education (FI)
To provide training related to positive behavior supports to educators in schools across Missouri	FY: 10, 11, 12 300 individuals trained (100 each yr)	<ul style="list-style-type: none"> • Educators will learn how to provide positive behavior supports in the classroom (CE) • Less negative behaviors will occur in the schools where training is conducted (S, O)
To provide diversity training related to diversity and provision of supports and accommodations to community employers	FY: 08, 09 400 employers trained (200 each yr)	<ul style="list-style-type: none"> • Community employers learn about diversity (e.g., people with disabilities, minorities).(S) • Community employers institute practices that provide needed accommodations to job seekers and employees with disabilities (FI)
To demonstrate best practices related to individuals self-directing their own supports related to employment and other day program options	FY: 08, 09, 10, 11 40 individuals participate (10 each yr)	<ul style="list-style-type: none"> • More people with disabilities will understand what self-direction means in relationship to employment and other day program options.(CE) • More individuals with disabilities will self-direct their services. In relationship to employment and other day programs (FI, RR)
To provide technical assistance and support the statewide network of People First Chapters across the state of Missouri	FY: 08, 09, 10, 11, 12 1,000 self-advocates (200 each yr)	<ul style="list-style-type: none"> • People First members will learn best strategies for advocacy (CE) • People First members improve their quality of life based on chapter activities (FI, S)
To provide training and technical assistance to support brokers and others related to self-directed services	FY: 08, 09, 10 60 support brokers (20 each yr)	<ul style="list-style-type: none"> • More individuals will serve as support brokers to assist in self-direction (RR, S) • More individuals will self-direct their services and supports (FI, RR)
To conduct a transportation institute that introduces youth to careers in the transportation industry	FY: 08, 09, 10, 11, 12 75 individuals (15 each yr)	<ul style="list-style-type: none"> • Students will understand transportation careers (CE) • More students will enter transportation careers (FI)
To facilitate person centered planning meetings with older parents to assist them in planning for and making decisions regarding the support needs of their children	FY: 09, 10, 11, 12 20 families (5 each yr)	<ul style="list-style-type: none"> • More person centered life care plans developed (FI) • Improved supports and services for older families and their children (S)

Evaluation Methods: Competency Evaluation (CE) – Satisfaction Survey (SS) – Follow up Interviews (FI) – Needs Assessments (NA) – Survey (S)
 Observation (O) – Record Review (RR)

Interdisciplinary Training

Objective	Indicators/ Timelines	Evaluation Outcomes & Methods
To provide training on positive behavior supports to trainees participating in the Disability Studies certificates	FY: 08, 09, 10, 11, 12 100 Trainees (20 each yr)	<ul style="list-style-type: none"> • Students will learn about what positive behavior supports are (CE) • Students will gain skills in how to implement positive behavior supports (S, FI)
To provide online training to Direct Support Workers through the Missouri College of Direct Support	FY: 08, 09, 10, 11, 12 1,500 individuals (300 each yr)	<ul style="list-style-type: none"> • More direct support staff will complete the College of Direct Support training (RR) • Direct support staff will gain skills in areas related to their employment and in enhancing the quality of life for persons with disabilities (S, FI)
To support training of self-advocates and family members through Partners in Policy Making	FY: 08, 09, 10, 11, 12 75 Trainees (15 each yr)	<ul style="list-style-type: none"> • Gains in understanding in how to advocate for rights of their family members with disabilities. (CE) • More leadership from participants on disability-related issues (FI)
To offer an interdisciplinary Leadership in Disability Studies Certificate for graduate students	FY: 08, 09, 10, 11, 12 100 trainees (20 each yr)	<ul style="list-style-type: none"> • Students complete the Leadership in Disability Studies Certificate (RR). • Graduate students become leaders in the field of disabilities. (FI)
To offer an under-graduate concentration in Disability Studies in collaboration with the College of Arts and Science PACE program	FY: 08, 09, 10, 11, 12 20 trainees (4 each yr)	<ul style="list-style-type: none"> • Students gain in understanding about disabilities and inclusion (CE) • Students learn about aspects of lives of people with disabilities (CE) • Students become acquainted with people with disabilities.(FI)
To offer a course in Aging and Developmental Disabilities as a collaborative venture with the Center on Aging Studies in the Department of Sociology	FY: 08, 09, 10, 11, 12 50 trainees (10 each yr)	<ul style="list-style-type: none"> • Students gain in understanding about aging and developmental disabilities (CE) • Students become acquainted with older persons with developmental disabilities (FI) • Students become leaders in the field of aging and developmental disabilities (FI)
To offer an Adult Continuing Education Program for Persons with Developmental Disabilities that offers adults with disabilities the opportunity to attend non-credit classes in an educational and social environment	FY: 08, 09, 10, 11, 12 1,000 individuals (200 each yr)	<ul style="list-style-type: none"> • Persons with disabilities gain in work-related skills (FI, O) • Persons with disabilities enhance their quality of life (FI, O) • Persons with disabilities become more engaged in the community (FI, S)
To support leadership training of LEND trainees related to children with special health care needs	FY: 08, 09, 10, 11, 12 40 trainees (8 each yr)	<ul style="list-style-type: none"> • Professional students gain in knowledge about working with children with disabilities (CE) • Professional students gain in leadership roles after their traineeship (FI)
To provide training to general education and special education teachers related to inclusive practices and strategies	FY: 10, 11, 12 120 Teachers (40/yr)	<ul style="list-style-type: none"> • Teachers gain in knowledge about strategies to support the inclusion of students with disabilities (CE) • More students with disabilities are included in classrooms and their schools (FI, S)

Evaluation Methods: Competency Evaluation (CE) – Satisfaction Survey (SS) – Follow up Interviews (FI) – Needs Assessments (NA) – Survey (S)
Observation (O) – Record Review (RR)

Information Dissemination

Objective	Indicators/ Timelines	Evaluation Outcomes & Methods
To publish a training curriculum for training women with developmental disabilities regarding health care prevention, early detection, and treatment	FY 08 Published curriculum	<ul style="list-style-type: none"> • Women with developmental disabilities will learn how to prevent health-related illnesses (CE) • Women with developmental disabilities will be able to detect health-related challenges and seek treatment for these (FI)
To provide disability related information and resources to individuals with disabilities, educators, and others	FY: 08, 09, 10, 11, 12 4,000 individuals (800 each yr)	<ul style="list-style-type: none"> • Educators will gain in knowledge about disabilities (CE) • Individuals with disabilities will understand where resources exist (FI, S) • Families of people with disabilities will learn about their family member's disability and understand where resources are located (FI, S)
To create 5 new "Fast Facts" related to best practice and other priority issues	FY: 08, 09, 10, 11, 12 25 published (5 each yr)	<ul style="list-style-type: none"> • More individuals will be knowledgeable about specific disabilities. (CE) • More individuals will understand better how to enhance the quality of life of persons with disabilities. (FI, S)
To publish a curriculum that supports the training of community employers on issues related to diversity and accommodations	FY 08 Published curriculum	<ul style="list-style-type: none"> • Employers will understand the benefits of hiring persons with disabilities. (CE, FI, S) • Employers will understand how to provide reasonable accommodations (FI, S) • Employers hire more persons with disabilities. (RR, S)
To publish and disseminate "best practice" information to families and self-advocates regarding innovative community support options (e.g. housing, employment, recreation)	DVD created (FY10) Booklet published (FY 09) Web access (FY09)	<ul style="list-style-type: none"> • More families and self-advocates will learn about community support options. (CE) • More families and self-advocates will put into practice the information learned from the curriculum (FI, S) • More individuals with disabilities will have an enhanced quality of life (FI, O, S)
To develop and disseminate a life-care and futures planning resource for aging family caregivers	FY: 09 Published Planning Guide	<ul style="list-style-type: none"> • More aging families understand the need for life-care planning and futures planning resources (FI, S) • More aging families of persons with disabilities will participate in life-care planning and futures planning (FI, S)
To develop and disseminate "best practice" information regarding strategies to support retirement planning and inclusion of older individuals with D.D. in existing community services	FY: 09 Published Planning Guide	<ul style="list-style-type: none"> • More older persons with developmental disabilities will understand the availability of resources in the community for inclusion (CE, FI, S) • More older persons with developmental disabilities will participate in community activities (FI, S) • More older persons with developmental disabilities will enhance their quality of life through increased friendships and community inclusion (FI, S)
To disseminate information to individuals with D.D. and their families through a network of AmeriCorp community mentors	FY: 08, 09, 10, 11, 12 1,500 individuals (300 each yr)	<ul style="list-style-type: none"> • AmeriCorps community members will mentor individuals with disabilities and their families.(FI) • Individuals with disabilities and their families will participate more in community activities (S, O) • The quality of life for individuals with disabilities and their families will be enhanced (FI, S)
To provide information and support to individuals with D.D. their families and others through the "Sharing Our Strengths" program	FY: 08, 09, 10, 11, 12 1,000 matches (200 each yr)	<ul style="list-style-type: none"> • Individuals with D.D., their families and others will receive support from other individuals with D.D., their families and others (FI, S) • Individuals with D.D. who transition from institutional settings remain in the community (RR, FI)
To disseminate information to Latino families with children with disabilities through the Visions with Hope 360° project	FY: 08, 09, 10, 11, 12 125 Families (25 each yr)	<ul style="list-style-type: none"> • Latino families of children with disabilities will learn how to advocate for their children (CE) • Latino families of children with disabilities will have some of their needs met through the case management system of Visions with Hope 360 (FI, S)

Evaluation Methods: Competency Evaluation (CE) – Satisfaction Survey (SS) – Follow up Interviews (FI) – Needs Assessments (NA) – Survey (S)
Observation (O) – Record Review (RR)

Applied Research

Objective	Indicators/ Timelines	Evaluation Outcomes & Methods
To conduct a statewide needs assessment regarding the incidence and causes of sexual abuse and domestic violence in the lives of women with developmental disabilities	FY: 08, 09, 10 Published report	<ul style="list-style-type: none"> • Identification of needs regarding incidence and causes of sexual abuse of women with developmental disabilities (NA) • Identification of resources available statewide to address the needs of women with developmental disabilities who have been sexually abused (NA)
To conduct a statewide needs assessment regarding practices and needed training pertaining to positive behavior supports in schools	FY: 08, 09, 10 Published report	<ul style="list-style-type: none"> • Identification of needs regarding positive behavior supports in schools (NA) • Development of curricula to address the needs for positive behavior supports in schools (S)
To conduct a statewide needs assessment related to day program, volunteer, and employment options for adults with D.D.	FY: 08, 09, Published report	<ul style="list-style-type: none"> • Identification of the state-of-the-art practices regarding day programs, volunteer and employment options for adults with developmental disabilities (NA) • Using this information, development of programs that provide optimal employment options for persons with developmental disabilities (RR, S)
To conduct a thorough needs assessment within the area of aging and developmental disabilities (e.g. support needs, retirement planning)	FY: 08 Published report	<ul style="list-style-type: none"> • Identification of a profile of older persons with developmental disabilities served by the Missouri Division of Mental Retardation/Developmental Disabilities (NA) • Identification of the needs of older persons with developmental disabilities (NA, S)
To conduct evaluations that inform the state and advisory groups regarding effective practices of transitioning from state institutions to community living	FY: 08, 09, 10, 11, 12 Published report	<ul style="list-style-type: none"> • Identification of best practices regarding effective institutional transitions (S) • Development of lessons learned that allow for optimal transitioning from institutional settings to the community and provide supports in the community (RR, S)
To evaluate and publish findings related to training women with D.D. regarding health care prevention, early detection, and treatment	FY: 08, 09, 10, 11, 12 Published report	<ul style="list-style-type: none"> • Gains in knowledge by women with developmental disabilities about health issues and how to better take care of themselves (CE) • Information to care providers about how to advocate for health care issues with women with developmental disabilities (S)
To evaluate outcomes for a statewide program to enhance reading and math scores for students with disabilities	FY: 08, 09, 10, 11, 12 Published report	<ul style="list-style-type: none"> • Identification of best practices related to enhancing reading and math scores for students with disabilities (S, FI) • Identification of attitudes from parents, students with disabilities, and teachers about the effectiveness of their programs (S)
To evaluate a demonstration of a community employment initiative that uses Personal Assistants in a self-directed program	FY: 08, 09 Published report	<ul style="list-style-type: none"> • Identification of outcomes of a program that uses Personal Assistants in a self-directed program (FI) • Look at effective practices and lessons learned from a pilot project focused on the use of Personal Assistants in a self-directed program (FI, S)
To evaluate the Sharing Our Strengths program providing mentoring supports to families and people with D.D.	FY: 08, 09, 10, 11, 12 Published report	<ul style="list-style-type: none"> • Identification of perceptions of participants in the Sharing our Strengths program (FI, S) • Identification of outcomes for individuals with developmental disabilities who transition to the community from institutional settings who participate in the Sharing Our Strengths program (RR, FI)
To conduct participatory research and publish and disseminate "evidenced based best practice" articles.	FY: 08, 09, 10, 11, 12 5 articles (1 each yr)	<ul style="list-style-type: none"> • Identification of best practices in a variety of priority topic areas (S)

Evaluation Methods: Competency Evaluation (CE) – Satisfaction Survey (SS) – Follow up Interviews (FI) – Needs Assessments (NA) – Survey (S)
Observation (O) – Record Review (RR)

Appendix G: Functional Outcomes Matrix

PROJECT	FUNCTIONS					Individuals			FAMILIES			SYSTEMS CHANGE		
	A	CSS	IPT	ID	AR	Independence	Productivity	Full Inclusion	Competency	Well Being	Empowerment	Capacity Building	Personnel Development	Resource Leveraging
SOS Sharing Our Strengths	X	X	X	X	X	25 Individuals with disabilities will receive support and mentorship to increase advocacy skills, knowledge of disability resources and self-determination skills.	25 Individuals with disabilities will have the resources and planning assistance in place to maximize their education and employment opportunities in the future.	25 Individuals with disabilities will receive resources and support based on values of empowerment and full inclusion in education, homes and employment in the community.	125 New parents learn quickly from experienced parent mentors how to navigate the disability services and education systems.	125 Families receive support and information provided by SOS and the matched parent mentor to improve the ability of a family to plan for changing needs across the lifespan.	125 Families will have the information and support they need to plan for the future, advocate, and instill self-determination skills in their child.	Partnerships will support families in transitioning their children out of institutions and increase the capacity of Latino-serving agencies to serve Spanish-speaking families.	15 Professionals will be matched with professionals from other disciplines to increase their capacity to address disability issues from multiple perspectives.	Department of Mental Health-Division of MR/DD \$20,000 Mo Planning Council on DD \$130,000
Family Support 360 Visions with Hope	X	X	X	X	X	50 Individuals will be involved in person-centered planning to identify and act on their support needs.	As a result of inclusion in youth activities, 20 children with disabilities will increase self-determination and social skills.	50 Individuals with disabilities will be connected to community activities and programs.	50 Families receive training throughout the year on disability specific topics such as the educational system, rights, etc.	50 Family members attend a monthly support group meeting.	50 Families are empowered to advocate for themselves, services are more efficiently coordinated, and enhanced connections are made with community services.	Primary community agency that serves the Latino population in the KC area will have the capacity to better serve people with developmental disabilities	25 Staff at the agency, providers and Latino organizations will receive training on issues related to Latinos and developmental disabilities	Administration on Developmental Disabilities (Project of National Significance) \$250,000 Partner community agency will receive approximately \$10,000 from local community groups

A-26

FUNCTIONS:
A = Administration
CSS = Community Services and Supports
IPT = Interdisciplinary Preservice Training
ID = Information Dissemination
AR = Applied Research