Michigan SILC

SILC SPIL Goals/Objectives Sub-writing Team

January 29, 2024 Meeting Handout

3:30 p.m. – 4:30 p.m.

**Section 1: Goals, Objectives and Activities**

* 1. Mission

Mission of the Independent Living Network and the SPIL.

*In developing the mission statement, keep in mind this is the mission of the IL Network in your state and the SPIL is the vehicle to address it. The mission is the highest outcome in the long term, and the SPIL goals and objectives should all be aiming toward achieving this mission.*

**Mission and Vision**

People with disabilities advocating for inclusion, equity, and accessibility in all communities.

People with disabilities are valued; their rights are undeniable and inherent in all aspects of life.

1.2 Goals

Goals of the IL Network for the three-year period of the plan.

*Goals are the intermediate outcomes, what you want to achieve, that build toward the mission.*

**Inclusion and Accessible Communities -** People with disabilities participate in all aspects of society through systems advocacy efforts, increased personal care assistant options, increased inclusion in emergency planning, effective outreach to unserved and underserved populations, and increased access to independent living services.

**Effective and Efficient Statewide Independent Living Council** - SILC will be an effective coordinating, monitoring, and evaluating entity for the SPIL through demonstration of adherence to federal standards and indicators.

1.3 Objectives

Objectives for the three-year period of the plan – including geographic scope, desired outcomes, target dates, and indicators. Including compatibility with the purpose of Title VII, Chapter 1.

*Objectives are specific outcomes – the changes*

*you want to result from what you do – that build toward the achievement of a goal. Objectives should be outcomes focused, measurable, and have timelines/target dates. Objectives may include specific amounts and sources of funding to be used for an objective or activity.*

*Be realistic with objectives, and do not include more than can be achieved in the 3-year period of the plan. Do NOT include all the CILs work-plan objectives–the SPIL and the CIL work plans should work together but not duplicate each other.*

*Outcomes vs. Outputs – Outputs reflect how much was done, quantity of work, numbers of activities, etc. Outcomes reflect the changes that occurred as a result of the work done.*

*Outputs are how much work is done:*

* *number of people served*
* *number of hours of service*
* *number of activities conducted*
* *number of public service announcements*

*Outcomes are the changes or results you want:*

* *changes in individuals (knowledge, skills, etc.)*
* *changes in organizations (attitudes, programs, etc.)*
* *changes in communities (attitudes, accessibility, etc.)*

*Measurable objectives include indicators–what information will tell you if you are being successful in achieving the objective–how you will know how fully the objective is being achieved.*

*Indicators should be* ***S****pecific,* ***M****easurable,* ***A****chievable,* ***R****elevant,* ***T****imely (SMART).*

* *Specific – clear what exactly is being measured*
* *Measurable – necessary information can be gathered with reasonable amount of effort and cost*
* *Achievable – somewhere between too easy to achieve and hopelessly out of reach*
* *Relevant – captures the core essence of the desired outcome*
* *Timely – likely to move/change enough during the three-year period of the plan to provide useful information*

*Appendix B contains planning tools that may be useful in developing the goals and objectives.*

*Examples:*

*Mission: “(state)ians with disabilities participate fully as they like in community activities.”*

*Or*

*“(state)ians with disabilities are valued equally and participate fully in their communities.”*

*Goals: 1. Individuals with disabilities live independently in the community.*

*2. Formerly underserved populations are served by CILs.*

*Objectives: 1.1 Individuals with disabilities have access to transportation.*

*1.2 Individuals with disabilities have access to the community-based resources they need.*

*2.1 CIL services are available in \_\_\_\_\_\_\_ county(ies).*

*2.2 Hispanic individuals with disabilities have access to CIL services.*

*Indicators: 1.1 Availability of accessible transportation increased by \_\_\_%.*

*1.2 Community-based resources available increased by \_\_\_%. OR Waiting list for \_\_\_\_\_\_\_\_\_\_ Waiver was eliminate/reduced by \_\_\_%.*

*2.1 \_\_\_\_\_\_\_\_\_\_\_ CIL provided services in \_\_\_\_\_\_\_\_\_ county(ies).*

*2.2 All CIL materials are available in Spanish and Spanish speaking staff is available during all business hours.*

*NOTE: When developing your logic model, it will be helpful to include the activities planned to achieve each objective–BUT you are not required to include activities in the SPIL for submission to ACL/OILP.*

1.3 Objectives

Objectives for the three-year period of the plan – including geographic scope, desired outcomes, target dates, and indicators. Including compatibility with the purpose of Title VII, Chapter 1.

**Objective 1.1 From Public Comment on Systems Change Advocacy:** People with disabilities are actively engaged in promoting and advancing disability rights through advocacy and leadership initiatives

**Lead Organization(s):** Disability Connections**,** MDRC,CILs & SILC

**Time Frame:** 10/01/2020 – 09/30/2023

**Measurable Indicators:**

1. Increase consumer engagement in the CIL Network Legislative Day through educating participants on legislative issues and process
2. Increase in number of CIL Youth Advocacy & Leadership programs
3. Statewide CIL/Youth Leadership Summit planned and held

**Geographic Scope:** Statewide

**Target Year 3:**

1. 20% increase in people with disabilities participating in CIL Network Legislative Day
2. 5 CIL’s replicate Youth Advocacy Leadership Program
3. Statewide CIL/Youth Leadership Summit held

**Targets Years 1-2:**

1. Establish baseline for number of people with disabilities participating in CIL Network Legislative Day in Year 1 and increase annually by 10%
2. Year 1 - Identify existing CIL Youth Advocacy & Leadership programs and events, Year 2 - collaborate with MDRC and provide technical assistance to identify Youth Advocacy & Leadership promising practices for CIL replication
3. Plan for statewide CIL/Youth Leadership Summit

**Resources Needed:** CILs, SILC resource plan of up to $5,000 to support CIL/Youth Leadership Summit

**Funding Sources:** Part B, Part C, state funds, SILC resource plan

**Objective 1.2 From Public Comment on Personal Care Attendants (PCA) Advocacy**: People with disabilities have access to a strong network of quality Personal Care Attendants (PCA) to assist them in gaining and retaining as much independence as they choose.

**Lead Organization(s):** Disability Network Wayne County,CILs, SILC

**Time Frame:** 10/01/2020 – 09/30/2023

**Measurable Indicators:**

1. Increase in PCA wages
2. Increase in the # state agencies/partners that collaborate with IL Network on PCA issues
3. Decrease in # of vacant PCA positions statewide

**Geographic Scope:** Statewide

**Target Year 3:** 20% increase in PCA wages; 5% increase in IL network partners; 10% decrease in vacant PCA positions

**Targets Years 1-2:** Establish baselines for PCA wages, # of IL network partners, and # of vacant PCA positions

**Resources Needed:** CIL staff, SILC staff, Council members, people with disabilities

**Funding Sources:** Part B, Part C, state funds

**Objective 1.3 Carried Over from Last SPIL and From Public Comment on Emergency Preparedness:** People with disabilities and communities are prepared for emergency situations.

**Lead Organization(s):** CILs, SILC

**Time Frame:** 10/01/2020 – 09/30/2023

**Measurable Indicators:**

* 1. Increase # of people with disabilities who have registered Smart 911 profiles
  2. Increase # of state/county emergency plans that include plans for people with disabilities
  3. Increase # of CIL people with disabilities who complete a personal emergency plan

**Geographic Scope:** Statewide

**Target Year 3:**

1. 25% increase in Smart 911 Profiles created
2. 100% of state plans include people with disabilities
3. 100% of CILs are reporting personal emergency plans created

**Targets Years 1-2:**

1. Establish Smart 911 profile baseline
2. Establish Personal Emergency Plan baseline
3. Establish baseline of state/county emergency plans that include plans for people with disabilities

**Resources Needed:**

* Data from Smart 911 (Rave) and state/county emergency plans

**Funding Sources:** Part B, Part C, state funds

**Objective 1.4 From Public Comment on Diversity and Inclusion (D&I):** All people with disabilities - including people in unserved or underserved populations - are welcomed, respected and actively included in community activities to reduce social isolation.

**Lead Organization(s):** CILs, SILC,Development Disabilities Council

**Time Frame:** 10/01/2020 – 09/30/2023

**Measurable Indicators:**

1. To increase outreach to unserved and underserved populations, three CILs will pilot D&I best practices approaches to facilitate engagement of people with disabilities in existing IL practices and activities, modify existing practices and activities to be more meaningful to the populations and create new practices and activities:
   1. “Best Practices” generated, shared and distributed to SILC and CILs.
2. Increase in CIL’s trained in Diversity & Inclusion, IL Philosophy & Cultural and Linguistic Competency
   1. # of CILs participating in the Developmental Disabilities Council’s Community of Practice (CoP)
      1. Increase in knowledge, skills, attitudes and organizational practices based on individual and organizational assessment processes.
   2. CILs participating in IL Philosophy through the Disability Network Academy (DNA)
   3. CILs participating in Cultural Competency Trainings through DNA
3. Increase in people with disabilities expressing inclusion “welcomed, respected & actively included” through SILC Customer Satisfaction Survey
   1. Survey Instrument Created
   2. Baseline Established

**Geographic Scope:** Statewide

**Target Year 3:**

1. 100% of CILs participate in D&I, IL Philosophy and Cultural Competency pilots/trainings.
2. SILC Survey instrument developed and baseline established for people with disabilities

**Targets Years 1-2:**

* 1 CIL D&I Pilot created and launched and 5 CILs trained each year of the SPIL

**Resources Needed:**

1. Developmental Disabilities Council
2. Disability Network Academy
3. 3 Targeted CIL Champion(s) Staffing and Commitment

**Funding Sources:**

* Part B, Part C, state funds

**Objective 1.5 Bureau of Services for Blind People IL Services:** People who are blind increase their independence through BSBP’s provision of Part B IL services. The Michigan Bureau of Services for Blind Persons will facilitate the provision of Independent Living Part B services to people who are blind or visually impaired and who may also have additional disabilities that would inhibit their capacity to maintain their independence and ability to live as independently as possible without the need for transition of their living situation to a more restrictive environment.

**Lead Organization(s):** BSBP

**Time Frame:** 10/01/2020 – 09/30/2023

**Measurable Indicators:**

1. The people served who are able to maintain the least restrictive environment will be considered a successful closure and will be measured and reported to the SILC by the Bureau. Increase in # of people who complete their IL goals.
2. Capture and report the #’s of people who complete their IL goals designed to enhance the ability to live in the least restrictive environment possible.

**Geographic Scope:** Statewide

**Target Year 3:**

**Targets Years 1-2:**

**Resources Needed:** Part B

**Goal 2:** SILC will be an effective coordinating, monitoring, and evaluating entity for the SPIL.

**Objective 2.1**

Michigan SILC will demonstrate operational effectiveness and capability to develop, monitor, and evaluate the SPIL through compliance with all federal indicators and assurances.

**Lead Organization(s):** SILC

**Time Frame:** 10/01/2020 – 09/30/2023

**Measurable Indicators:**

1. SILC maintains all written policies and procedures required by federal SILC indicators and maintains SILC training plans for the Council.
2. SILC ensures timeliness of the appointment process.
3. SILC receives public input into the development of the State Plan for Independent Living in accordance with 45 CFR 1329.17(f) and monitors, reviews and evaluates the State Plan in accordance with 45 CFR 1329.15(a)(2).

**Geographic Scope:** Statewide

**Target Year 3:** SILC demonstrates compliance with federal assurances and indicators;Results of statewide survey and outreach campaign reported

**Targets Years 1-2:** SILC demonstrates compliance with federal assurances and indicators; Creation and distribution of statewide survey; launching of statewide outreach campaign

**Resources Needed:** SILC resource plan includes $10,000 for statewide consumer/stakeholder survey; SILC resource plan includes $40,000 for statewide outreach campaign

**Funding Sources:** SILC resource plan