



Inland Regional Center 2018 Performance Contract Plan

Public Policy Measure	Actions to attain Objectives
<p>1. Percent of total annual Purchase of Services by individuals diagnoses and ethnicity.</p>	<p>Statement: Inland Regional Center (IRC) is committed to addressing disparities within our community.</p> <p>Activities: IRC will analyze POS expenditure data to help identify areas where we might be able to increase the Purchase of Services to better meet the needs of our underserved population. IRC will continue to develop the Diversity Outreach Coordinator position to increase education, engagement, and cultural competency of IRC staff, Consumers, families, and community partners as well as maintain records, collect data, and track qualitative and quantitative outcomes from APEP and Fiesta Familiar.</p> <p>IRC will support families in being referred to the Autism Parent Education Program (APEP) and expose them to different services in which they may be eligible for through Purchase of Services.</p> <p>IRC will support families in being referred to Fiesta Familiar, to educate them on critical topics that directly affect them and their children’s services and primary diagnoses.</p> <p>IRC will provide annual training for Fiesta Educativa staff and volunteers on the Regional Center system, to assist IRC in gaining the trust and confidence of the community.</p> <p>IRC will continue to collaborate and support Fiesta Educativa with their annual conference that provides education and information on IRC services to underserved diagnoses, languages including Spanish and Vietnamese, and ethnicities, specifically Autism.</p> <p>IRC will assist and support families to gain confidence in IRC and community resources.</p>



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<p>2. Percent of total annual Purchase of Service expenditures by individual’s ethnicity and age:</p> <ul style="list-style-type: none"> • Birth to age two, inclusive • Age three to 21, inclusive • Twenty-two and older 	<p>Statement:</p> <p>It is important to IRC that Consumers of all ethnicities and age groups have access to services that they are eligible for, and that will help them meet their needs and goals.</p> <p>Activities:</p> <p>IRC will utilize the Autism Parent Education Program (APEP) to expose families to different services in which they may be eligible for through Purchase of Services.</p> <p>IRC will utilize Fiesta Familiar to educate families on critical topics that directly affect them and their children’s services and primary diagnoses.</p> <p>IRC will continue to work with the Office of Client Rights and State Council on Development Disabilities to offer educational seminars to the community.</p> <p>IRC will actively seek, schedule, and attend outreaches and educational events once per week. These opportunities will assist IRC in clearly and concisely communicating mission and values to stakeholders, with a focus on diversity and disparity.</p> <p>IRC will participate in inter-agency collaboration to provide and receive training in cultural competency.</p> <p>IRC will provide twelve (12) Cultural Competency trainings to Case Management and Administrative staff on a variety of subjects that speak to culture, ethnicity, and self-awareness.</p> <p>IRC’s Diversity Outreach Coordinator will provide advocacy services to Consumers and families during the IPP and Purchase of Services process.</p> <p>IRC will continue to participate in the Self-Determination Advisory committee.</p>



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<p>3. Number of percent of Adult individuals by ethnicity receiving only case management services.</p>	<p>Statement:</p> <p>IRC is focused on understanding why Consumers may be receiving case management services, but not a purchased service, and how to best resolve this matter.</p> <p>Activities:</p> <p>IRC will continue to participate in inter-agency collaboration with the Department of Behavioral Health, local Police Departments, and Crisis Intervention Teams to address the increased interaction with our population <i>not</i> attending a program.</p> <p>IRC will support the Consumer Advisory Committee (CAC) in providing educational forums and events to link Consumers to Day, Behavior, or Work Activity Programs.</p> <p>IRC will create Public Service Announcements on Disparity in POS, Advocacy, Eligibility and Regional Center services in English and Spanish.</p> <p>IRC will provide “How to Advocate for Your Child” training in English and Spanish to empower parents to advocate for their children and needed services.</p> <p>IRC will continue to develop and improve upon inlandrc.org to deliver information and linkage to IRC eligibility, intake process, and community training.</p> <p>IRC will design and implement community projects focused on outreach to underserved demographic populations, with a focus on the Hispanic community and individuals with a primary diagnosis of Autism.</p>



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<p>4. Total number of \$1000, \$1250, \$1500 incentive payments made for fiscal year.</p>	<p>Statement:</p> <p>IRC provides opportunities for employment and available support to achieve integrated competitive employment.</p> <p>Activities:</p> <p>IRC will analyze POS expenditure data to help identify the total number of individuals participating in competitive and integrated employment.</p> <p>The IRC Employment Specialist will provide outreaches and community education to provide information on employment opportunities and available supports.</p>



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<p>5. Increase the number of local partnership agreements over the next calendar.</p> <p><i>** It is the policy of the state that opportunities for integrated, competitive employment shall be given the highest priority for working age individuals with development disabilities, regardless of severity of their disabilities. This policy is known as the Employment First Policy.</i></p>	<p>Statement:</p> <p>IRC strives to establish a local partnership agreement between Regional Centers, Local Education Agencies (LEA), and Department of Rehabilitation (DOR) districts.</p> <p>Activities:</p> <p>Local Partnership Agreement (LPA) will create a streamlined agreement between LEA, DOR and IRC to properly train Consumers for Competitive Integrated Employment. (CIE)</p> <p>LPA will use a vendor at the school districts to offer the Paid Internship Program (PIP).</p> <p>PIP will lead CIE placements over time.</p> <p>PIP will increase job readiness of Consumers exiting school.</p>



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<p>6. Decrease the number and percent of Regional Center caseload in state developmental centers (DCs).</p>	<p>Statement:</p> <p>All people have gifts and abilities and are valuable. Each one is best supported in an inclusive community.</p> <p>Activities:</p> <p>IRC will continue to support families and Consumers to move into the community with Community Placement Plan funds as available.</p> <p>IRC will develop resources in IRC’s two-county area to assist individuals transitioning from developmental centers.</p> <p>IRC will continue to assist and support families to gain comfort and confidence with community resources.</p> <p>IRC will participate in state efforts to develop residential and program alternatives for those who are challenging and difficult to serve.</p> <p>IRC will continue to serve as a resource to Regional Centers who have Consumers leaving Sonoma Developmental Center.</p>



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<i>Public Policy Measure</i>	<i>Actions to attain Objectives</i>
<p>7. Increase number and percent of minors residing with families or “home settings”</p> <p>“Home settings” also include: Foster Home Agency homes and home of parent or guardian</p>	<p>Statement:</p> <p>Children develop best in loving, inclusive home settings and often support is needed to avoid out-of-home placements as much as possible.</p> <p>Activities:</p> <p>IRC will provide training for families to deal with behaviors interfering with child’s ability to interact with family and community.</p> <p>IRC will continue developing and providing group parent training and supports for families within the specific ethnic groups served by IRC.</p> <p>IRC will continue assessing, developing, and providing families with services and supports to keep and maintain children in their own.</p> <p>IRC will continue the preference for small 4-6 bed homes for “out-of-home settings”.</p>



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<p>8. Increase the number and percent of adults residing in home-like settings.</p> <p>“Home-like settings” include: Independent living; and Supported living settings; as well as Adult Family Agency Homes and the Consumers’ family homes.</p>	<p>Statement:</p> <p>“Home” can have many different meanings, but the key idea is a place where a person chooses to live.</p> <p>Activities:</p> <p>IRC will continue developing and providing effective services and supports for Consumers to gain as much independence as possible.</p> <p>IRC will continue to monitor implementation of AB1472 to ensure that the Consumers are respected, and compliance achieved.</p> <p>IRC will continue monitoring supported living environments to ensure safe supports and services.</p> <p>IRC will continue to assist families in obtaining services and supports needed, such as in-home services, respite, behavior intervention, and parent training, hospice, and crisis services.</p>



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<p>9. Decrease number of minors living in facilities serving six or more.</p>	<p>Statement:</p> <p>Although IRC believes that children develop best in loving, inclusive homes, with the existence of compelling circumstances they may require different placement. Southern California has the only subacute facility for children. Many children throughout California are transferred from their home Regional Centers to this sub-acute facility serving more than six. IRC will work in partnership with the transferring Regional Center and provide shared case management.</p> <p>Activities:</p> <p>To the greatest extent possible, services will be identified and provided to allow the child to successfully transition back to their home.</p> <p>IRC is committed to continuing support for the children’s sub-acute facility and programs that offer this high level of care to all Southern California children served by Regional Centers.</p> <p>IRC will continue the practice of a rigorous multi-disciplinary review of placement in homes with more than 4 beds.</p> <p>Communicate to any potential provider that it is IRC’s preference for homes to serve four or fewer people with rooms of their own.</p>



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<p>10. Decrease number and percent of adults living in facilities serving more than six people.</p>	<p>Statement: Inland Regional Center’s Board of Trustees confirmed its policy to support living arrangements that are small i.e., serve four to six people. Adults are provided with private bedrooms and baths.</p> <p>Activities:</p> <p>IRC will continually follow Consumers living in large skilled nursing facilities and assess their needs to see if they can be appropriately served in a small home setting serving four to six people.</p> <p>IRC will continue the practice of a rigorous multi-disciplinary review of placement in homes with more than 4 beds.</p> <p>IRC will communicate to any potential provider that it is IRC’s preference for homes to serve four or fewer people with rooms of their own.</p>



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<p>11. Number and percentage of Consumers, ages 16-64 with earned income.</p>	<p>Statement:</p> <p>IRC's core values are Independence, Inclusion and Empowerment and believes that Consumers with an earned income encompass these values.</p> <p>Activities:</p> <p>Annually, IRC will analyze data changes in the number of percentages of Consumers with an earned income, ages 16-64, as reported from Employment and Development Department.</p> <p>The IRC Employment Specialist will provide outreaches and community education to provide information on employment opportunities and available supports to community partners, vendors, and Consumers.</p>



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<p>12. Annual earnings of Consumers ages 16-64 compared to people with all disabilities.</p>	<p>Statement:</p> <p>IRC believes in equal pay for employees who perform "substantially similar work."</p> <p>Activities:</p> <p>IRC will analyze the number of individuals served, ages 16-17 years of age.</p> <p>IRC will analyze the number of individuals served, ages 18-23 years of age.</p> <p>IRC will analyze the number of individuals served, ages 24-64 years of age.</p> <p>IRC will then review the average earnings for the calendar year in comparison to all people with disabilities in CA.</p>



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13. Average annual wages for Consumers ages 16-64.	See statement and activities in measure #12.



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<p>14. Number of adults who were placed in competitive, integrated employment following participation in a Paid Internship Program.</p>	<p>Statement:</p> <p>IRC believes that individuals with disabilities are like other employees; they want to do a good job, appreciate constructive supervision, enjoy new challenges, and want to get ahead.</p> <p>Activities:</p> <p>IRC will participate in a Job Fair or Employment Fair to promote employment opportunities for those who participate in a Paid Internship Program.</p> <p>IRC's Employment Specialists will stress the importance of a Paid Internships Program, potentially leading to employment at the Vendor Advisory Committee and subcommittee meetings.</p> <p>IRC will provide training to CSCs to help them better understand the Paid Internship Program and Competitive Integrated employment.</p> <p>CSC will review employment options annually during the IPP planning process.</p>



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15. Percentage of adults who were placed in competitive, integrated employment following participation in a Paid Internship Program	See activities in measure #14.



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<p>16. Average hourly or salaried wages and hours worked per week for adults who participated in a Paid Internship Program during the fiscal year.</p>	<p>See activities in measure #14.</p>



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<p>17. Percentage of adults who reported having integrated employment as a goal on their IPP.</p>	<p>Statement:</p> <p>It is the goal of IRC to have Consumers hold jobs in a typical workplace setting, where most of the persons employed are not persons with disabilities.</p> <p>Activities:</p> <p>IRC Employment Specialists will train adult and transition units on integrated employment.</p> <p>IRC will develop IPPs based on Person Centered Planning.</p> <p>IRC CSCs will discuss integrated employment with transition and adult Consumers.</p> <p>IRC CSCs will add or make an addendum to the IPP for adults who show interest in integrated employment.</p>



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<p>18. Average wages and hours worked for adults engaged in competitive, integrated employment, on behalf of those to whom incentive payments have been made.</p>	<p>Statement:</p> <p>IRC believes that employees with disabilities must have the same opportunities as those without disabilities.</p> <p>Activities:</p> <p>Data will be collected manually from service providers IRC's employment specialist.</p> <p>IRC will participate in a Job Fair or Employment Fair to promote employment opportunities for those who participate in a Paid Internship Program.</p> <p>IRC's Employment Specialists will stress the importance of a Paid Internships Program, potentially leading to employment, at the Vendor Advisory Committee and subcommittee meetings.</p>



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<p>19. Number and percent of individuals receiving only case management services by age and ethnicity.</p> <ul style="list-style-type: none">• Birth to age two, inclusive.• Age three to 21, inclusive.• Twenty-two and older.	<p>See statement and activities in measure #3.</p>



Compliance Measures

Measures	Measurement Methodology
1. Unqualified independent audit with no material finding(s)	Yes, IRC's audit by independent CPA firm is Unqualified with no material findings noted.
2. Substantial compliance with DDS fiscal audit.	Yes, IRC is working collaboratively with DDS Auditors to ensure that IRC is compliant
3. Accuracy percent of POS fiscal projections (based on February SOAR).	Yes, the figures in the February SOAR is based on actual and historical expenditures
4. Operates within OPS budget	Yes, actual expenditures plus late bills do not exceed OPS budget
5. Certified to participate in wavier.	Yes, based on most recent wavier monitoring report.
6. Compliance with Vendor Audit Requirements per contract, ARICLE III, Section 10.	Yes, based on documentation regional center forwards to DDS.
7. CDER/EST Currency	CMS status codes 1 and 2 current CDER OR ESR.
8. Intake/Assessment and IFSP time lines age (0-2).	Sandis Intake and Early Start Report
9. Intake/assessment time lines for consumers ages 3 and above.	Biennial DDS report to regional centers
10. IPP Development (WIC requirements)	Biennial DDS report per WIC section 4646.5 c (3)
11. IFSP Development (Title 17 requirements)	Annual DDS IFSP review per IPP protocol using IFSP Review Criteria.

STATEMENT OF ASSURANCES

This is to assure that Inland Regional Center Year 2018 Performance Contract was developed in accordance with the requirements specified in Welfare and Institutions Code (WIC) section 4629 and the Department of Developmental Services' (Department) Year 2018 Performance Contract Guidelines.

The performance contract was developed through a public process which included:

- Providing information, in an understandable form, to the community about regional center services and supports, including budget information and baseline data on services and supports and regional center operations [WIC 4629 (c)(B)(i)];
- Conducting a public meeting where participants can provide input on performance objectives and using focus groups or surveys to collect information from the community [WIC 4629 (c)(B)(ii)];
- Providing at least ten calendar days advance public notice of the date of the public meeting (guidelines); and,
- Circulating a draft of the performance objectives to the community for input prior to presentation at a regional center board meeting where additional public input will be taken and considered before adoption of the objectives [WIC 4629 (c)(B)(iii)].

Signature of RC Director:

Larvinia Johnson

Date:

11/14/2017