

**GUAM DEVELOPMENTAL DISABILITIES COUNCIL  
5-YEAR STRATEGIC STATE PLAN (FY 2007 thru FY 2011)**

**Area of Emphasis: Employment (EM)**

**Goal 1:**     ***People with developmental disabilities get and keep employment consistent with their interests, abilities and needs.***

**Objective 1:** The DD Council will coordinate with the Department of Integrated Services for Individuals with Disabilities (DISID), to identify adults with developmental disabilities and make referrals for educational/vocational opportunities and other available services through the Division of Support Services (DSS) and/or the Division of Vocational Rehabilitation (DVR).

**Objective 2:** Coordinate with the Social Security Office to conduct annual training on Social Security benefits for people with developmental disabilities.

**Objective 3:** Maintain membership and participation in the State Rehabilitation Council (SRC) of the Division of Vocational Rehabilitation, DISID, to collaborate with consumer organizations to improve employment opportunities.

**Goal 2:**     ***To have people with developmental disabilities working or training out in the community.***

**Objective 1:** Monitor and support implementation of federal and local legislation and policies that provide employment, create incentives for employment, and afford competitive wages for people with developmental disabilities.

**Objective 2:** Monitor and support public and private sector internship and employment programs that result in jobs for people with developmental disabilities.

**Objective 3:** Coordinate with Center for Excellence in Developmental Disabilities Education Research and Service (CEDDERS) to conduct presentations to prepare adults with developmental disabilities, and parents of children with developmental disabilities to become effective advocates and influence public policy decisions.

***Employment Performance Targets:***

**EM01:** Adults have jobs of their choice through Council efforts:

**EM02:** Dollars leveraged for employment:

**EM03:** Employers provided vocational supports to students on the job:

**GUAM DEVELOPMENTAL DISABILITIES COUNCIL  
5-YEAR STRATEGIC STATE PLAN (FY 2007 thru FY 2011)**

**EM04:** Business/employers employed adults:

**EM05:** Employment programs/policies created/improved:

**EM06:** People facilitated employment:

**EM07:** People trained in employment:

**EM08:** People active in systems advocacy about employment.

**EM08A:** Self-Advocates active in systems advocacy about employment:

**EM08B:** Family Members active in systems advocacy about employment:

**EM08C:** Others active in systems advocacy about employment:

**EM09:** Self-advocate, Family Members and Others trained in systems advocacy about employment:

**EM09A:** Self-advocates trained in systems advocacy about employment:

**EM09B:** Family members trained in systems advocacy about employment:

**EM09C:** Others trained in systems advocacy about employment:

***Employment Outcome:***

- Division of Vocational Rehabilitation will have processed **20 people** for educational/vocational transition services by September 2007.
- Division of Vocational Rehabilitation will have processed **20 people** for educational/vocational transition services by September 2008.
- Division of Vocational Rehabilitation will have processed **20 people** for educational/vocational transition services by September 2009.
- Division of Vocational Rehabilitation will have processed **20 people** for educational/vocational transition services by September 2010.
- Division of Vocational Rehabilitation will have processed **20 people** for educational/vocational transition services by September 2011.

**Area of Emphasis: Health (HE)**

**GUAM DEVELOPMENTAL DISABILITIES COUNCIL  
5-YEAR STRATEGIC STATE PLAN (FY 2007 thru FY 2011)**

**Goal 1: *People with developmental disabilities are healthy and benefit from the full range of needed health services***

**Objective 1:** Collaborate with the Guam Legal Services Corporation (GLSC) and the Center for Excellence in Developmental Disabilities Education, Research, and Service (CEDDERS) to develop training modules that will be used for sensitivity training for healthcare professionals.

**Objective 2:** Collaborate with pertinent public/private agencies, to conduct a Medical Symposium every two years to ensure that medical professionals are kept abreast of developments in health and dental care for people with developmental or other disabilities.

**Objective 3:** Conduct meetings with the Guam Memorial Hospital Authority, Department of Public Health and Social Services, Guam Medical Society, and other health and dental care organizations to identify ways to increase availability of specialized services (specify services) for people with developmental disabilities.

**Goal 2: *Health and Dental Care needs of people with developmental and other disabilities are met.***

**Objective 1:** Advocate to the legislature and other policymakers for the increase of health and dental care services for people with developmental and other disabilities.

**Objective 2:** Advocate to the legislature and other policymakers for dental services to be added as a covered service (100%) under the Medically Indigent Program (MIP).

**Objective 3:** Advocate to the legislature and other policymakers for the recruitment of appropriate medical professionals to meet the health care needs of people with developmental disabilities.

***Health Performance Targets:***

**HE01:** People have needed health and dental services through council efforts:

**HE02:** Dollars leveraged for health services:

**HE03:** Health care programs/policies created/improved:

**HE04:** People improved health services:

**HE05:** People trained in health services:

**GUAM DEVELOPMENTAL DISABILITIES COUNCIL  
5-YEAR STRATEGIC STATE PLAN (FY 2007 thru FY 2011)**

**HE06:** People involved in systems advocacy about health:

**HE06A:** Self-Advocates active in systems advocacy about health:

**HE06B:** Family members active in systems advocacy about health:

**HE06C:** Others active in systems advocacy about health:

**HE07:** People trained in systems advocacy about health:

**HE07A:** Self-Advocates trained in systems advocacy about health:

**HE07B:** Family members trained in systems advocacy about health:

**HE07C:** Others trained in systems advocacy about health:

***Health Outcome:***

- 50 people including policymakers will be informed by September 2007
- 50 people including policymakers will be informed by September 2008
- 50 people including policymakers will be informed by September 2009
- 50 people including policymakers will be informed by September 2010
- 50 people including policymakers will be informed by September 2011

**Area of Emphasis: Education (ED)**

**Goal 1:**     ***Students reach their educational potential and infants and young children reach their developmental potential.***

**Objective 1:** Advocate to effect greater student and family involvement in obtaining adequate and improved transition services for employment and higher education opportunities.

**Objective 2:** Collaborate with the Tri-Agencies and Guam Public School System (Division of Special Education), Department of Integrated Services for Individuals with Disabilities (DISID), Center for Independent Living, Guma Mami, Inc., Catholic Social Services, and other service providers on providing training to transition students (beginning at age 14) and their families.

**Objective 3:** Support the Guam Public School System's effort in improving services for students with Developmental Disabilities.

**Goal 2:**     ***DD Council is involved with activities and planning that affect the educational programs of children with developmental disabilities.***

**GUAM DEVELOPMENTAL DISABILITIES COUNCIL  
5-YEAR STRATEGIC STATE PLAN (FY 2007 thru FY 2011)**

**Objective 1:** Monitor and provide input on legislation and policy affecting special education and early childhood programs and services.

**Objective 2:** Continue involvement and support in the various committees and subcommittees in the Center for Excellence in Developmental Disabilities Education, Research, and Service (CEDDERS).

***Education Performance Targets:***

- ED01:** Students have the education and support they need to reach their educational goals through Council efforts:
- ED02:** Infants and young children have services/support needed to reach developmental goals through Council efforts:
- ED03:** Students transitioned from school to community and jobs:
- ED04:** Children transitioned from early intervention and pre-school to inclusive classrooms/schools.:
- ED05:** Dollars leveraged for education:
- ED06:** Education programs/policies created/improved:
- ED07:** Post-secondary institutions improved inclusive education:
- ED08:** Schools improved IEP:
- ED09:** People facilitated inclusive education:
- ED10:** People trained in inclusive education:
- ED11:** People active in systems advocacy about inclusive education:
- ED12:** Parents or guardians trained regarding their child's educational rights:

***Education Outcome:***

- 900 students will receive training by September 2007
- 900 students will receive training by September 2008
- 900 students will receive training by September 2009
- 900 students will receive training by September 2010
- 900 students will receive training by September 2011

**GUAM DEVELOPMENTAL DISABILITIES COUNCIL  
5-YEAR STRATEGIC STATE PLAN (FY 2007 thru FY 2011)**

**Area of Emphasis: Quality Assurance (QA)**

**Goal 1:** *People have the information, skills, opportunities, and support to live free of abuse, neglect, financial and sexual exploitation, and violation of their human and legal rights, and the inappropriate use of restraints or seclusion.*

**Objective 1:** Coordinate with the Department of Public Health and Social Services to identify existing specialized medical professionals and specialized medical services available on island and ensure the inclusion of their current contact information in the Guam GetCare services directory under the ADRC program.

**Objective 2:** Advocate to the legislature and other policy makers for the availability of specialized medical services for people with developmental disabilities, including but not limited to: 1): neurologist; 2): Developmental Pediatrician; 3): Autism Specialist; 4): Geneticist; 5): Child Psychiatrist; 6): Orthopedic Specialist; 7) Behavioral Specialist.

**Goal 2:** *Quality assurance systems contribute to and protect self-determination, independence, productivity, integration and inclusion in all facets of community life.*

**Objective 1:** Review Public Law 24-252, (2% Law) prescribing the employment of individuals with disabilities within the government sector, and identify and reactivate employment opportunities for people with developmental disabilities.

**Objective 2:** Continue monitoring and submit a letter of support to the legislature, reporting results of the monitoring of the Individualized Budgeting

Program, administered by the DISID, which promotes consumer-driven, person-centered delivery of services.

**Objective 3:** Continue collaboration with DISID on the implementation and administration of the Aging and Disabilities Resource Center (ADRC) program to ensure adherence to the prescribed 3-Year "Work Plan" for the ADRC grant.

**Goal 3:** *Requirements imposed by the Americans with Disabilities Act (ADA) are complied-with by all pertinent public and private organizations in the community.*

**Objective 1:** In coordination with the Division of Evaluation, Enforcement and Compliance (DEEC), advocate to the legislature, policy makers, law enforcement

**GUAM DEVELOPMENTAL DISABILITIES COUNCIL  
5-YEAR STRATEGIC STATE PLAN (FY 2007 thru FY 2011)**

agencies, and other organizations in the community for the full respect and cooperation for the adherence to ADA requirements in the community.

**Objective 2:** Monitor and support the implementation and operation of the Division of Evaluation, Enforcement and Compliance (DEEC), DISID to ensure quality services and supports for individuals with developmental disabilities.

***Quality Assurance Performance Target:***

- QA01:** People benefiting from quality assurance efforts of the Council:
- QA02:** Dollars leveraged for quality assurance programs:
- QA03:** Quality assurance programs/policies created/improved:
- QA04:** People facilitated quality assurance:
- QA05:** People trained in quality assurance:
- QA06:** People active in systems advocacy about quality assurance:
- QA06A:** Self-Advocates active in systems advocacy about quality assurance:
- QA06B:** Family members active in systems advocacy about quality assurance:
- QA06C:** Others active in systems advocacy about quality assurance:
- QA07:** People trained in systems advocacy about quality assurance:
- QA07A:** Self-Advocates trained in systems advocacy about quality assurance:
- QA07B:** Family members trained in systems advocacy about quality assurance:
- QA07C:** Others trained in systems advocacy about quality assurance:
- QA08:** People trained in leadership, self-advocacy, and self determination:
- QA09:** People attained membership on public and private bodies and other leadership coalitions:

**GUAM DEVELOPMENTAL DISABILITIES COUNCIL  
5-YEAR STRATEGIC STATE PLAN (FY 2007 thru FY 2011)**

**QA10:** Number of entities participating in partnership or coalition created or sustained as result of Council efforts:

***Quality Assurance Outcome:***

- 50 People will be informed and assisted by September 2007
- 50 People will be informed and assisted by September 2008
- 50 People will be informed and assisted by September 2009
- 50 People will be informed and assisted by September 2010
- 50 People will be informed and assisted by September 2011

**Area of Emphasis: Community Support (CS)**

**Goal 1:** *Individuals have access to other services available or offered in a community, including formal and informal community supports that affect their quality of life.*

**Objective 1:** Continue collaboration with DISID to seek grant funding for the development and expansion of communication and information technology that supports services for people with developmental disabilities.

**Objective 2:** Continue collaboration with DISID and the Department of Public Health and Social Services (DPHSS) to pursue additional funding through Federal Grants and other resources for the sustainability of the Aging and Disabilities Resource Center (ADRC) program.

**Objective 3:** Advocate and seek legislation for funding of a Personal Care Attendant (PCA) Program for daily consumer support and to help ensure the safety and well-being of consumers while riding the Public or Para-Transit transportation systems.

**Goal 2:** *People with developmental disabilities will have access to services and supports, as well as to opportunities to create and market their wares alongside other island vendors.*

**Objective 1:** Advocate for and participate in the planning and development of the "Inclusion for All" project; wherein, various services, programs, including recreational and entrepreneurial activities for people with developmental disabilities are centralized and integrated in the immediate vicinity of an easily accessible business zone for the island's residents and off-island visitors.

***Community Supports Performance Target:***

**CS01:** Individuals receive formal/informal community supports.

**CS02:** Dollars leveraged for formal/informal community supports.

**GUAM DEVELOPMENTAL DISABILITIES COUNCIL  
5-YEAR STRATEGIC STATE PLAN (FY 2007 thru FY 2011)**

- CS03:** Programs/policies created/improved formal/informal community supports:
- CS04:** People facilitated formal/informal community supports:
- CS05:** People trained in formal/informal community supports:
- CS06:** People active in systems advocacy about formal/informal community supports:
- CS06A:** Self-Advocates active in systems advocacy about formal and informal community supports:
- CS06B:** Family members active in systems advocacy about formal and informal community supports:
- CS06C:** Others active in systems advocacy about formal and informal community supports:
- CS07:** People trained in systems advocacy about formal and informal community supports:
- CS07A:** Self-Advocates trained in systems advocacy about formal and informal community supports:
- CS07B:** Family members trained in systems advocacy about formal and informal community supports:
- CS07C:** Others trained in systems advocacy about formal and informal community supports:
- CS08:** Building/public accommodations became accessible:

***Community Support Outcome:***

- Public awareness and preparedness are enhanced by ongoing public information activities by the Council.

**Area of Emphasis: Transportation (TR)**

***Goal 1: People have transportation services for work, school, medical, and personal needs.***

**GUAM DEVELOPMENTAL DISABILITIES COUNCIL  
5-YEAR STRATEGIC STATE PLAN (FY 2007 thru FY 2011)**

**Objective 1:** Continue active involvement with the Transportation Commission and the Mobility Planning Services Institute to develop a viable Public and Para-Transit transportation system.

**Goal 2:**        ***To advocate for the increase and improvement of para-transit services for people with developmental disabilities.***

**Objective 1:** Advocate for the enforcement of current Government of Guam laws that require transportation contractors to provide Transportation Care Attendants (TCA) in Para Transit vehicles, to ensure the safety and well-being of the riders.

**Objective 2:** Advocate for increase of Para-Transit vehicles to accommodate transportation demand and to ensure the availability of back-up vehicles that are ADA compliant in the event of unforeseen travel route interruptions.

**Objective 3:** Advocate for the increase and improvement of Para-Transit operating hours to allow for adequate waiting and pick-up times.

***Transportation Performance Target:***

- TR01:**        People have transportation services for work, school, medical, and personal needs:
  
- TR02:**        Dollars leveraged for transportation programs:
  
- TR03:**        Transportation programs/policies created/improved:
  
- TR04:**        People facilitated transportation:
  
- TR05:**        People trained in transportation:
  
- TR06:**        People active in systems advocacy about transportation:
  
- TR06A:**       Self-Advocates active in systems advocacy about transportation:
  
- TR06B:**       Family members active in systems advocacy about transportation:
  
- TR06C:**       Others active in systems advocacy about transportation:
  
- TR07:**        People trained in systems advocacy about transportation:
  
- TR07A:**       Self-Advocates trained in systems advocacy about transportation:
  
- TR07B:**       Family members trained in systems advocacy about transportation:

**GUAM DEVELOPMENTAL DISABILITIES COUNCIL  
5-YEAR STRATEGIC STATE PLAN (FY 2007 thru FY 2011)**

**TR07C:** Others trained in systems advocacy about transportation:

***Transportation Outcome:***

100 People will be informed/trained by September 2007.  
100 People will be informed/trained by September 2008.  
100 People will be informed/trained by September 2009.  
100 People will be informed/trained by September 2010.  
100 People will be informed/trained by September 2011.

**Area of Emphasis: Housing (HO)**

**Goal 1:** *Adults with developmental disabilities have opportunities and information needed to make choices about where and with whom they live.*

**Objective 1:** Coordinate with Guam Housing and Urban Renewal Authority (GHURA) to conduct an assessment to identify various impediments and their relative gaps or barriers that are currently preventing adults with developmental disabilities from obtaining housing of their choice.

**Objective 2:** Collaborate with pertinent agencies and consumers to determine solutions to eliminate gaps or barriers that prevent adults with developmental disabilities from obtaining housing of their choice.

**Objective 3:** Advocate for funding to increase the number of accessible housing in the community as well as identification of funding for supportive services that will allow individuals with developmental disabilities to live on their own.

**Goal 2:** *Consumers and service providers will be educated on the type of housing services that are currently available and what the requirements are in obtaining such services.*

**Objective 1:** Coordinate with Guam Housing and Urban Renewal Authority to conduct training on the "Fair Housing Act" (and how to address fair housing violations and other accessible housing alternatives for individuals with DD.)

**Objective 2:** Collaborate for training of all caseworkers that coordinate services for people with developmental disabilities.

***Housing Performance Targets:***

**HO01:** Individuals have a home of their choice through Council efforts.

**GUAM DEVELOPMENTAL DISABILITIES COUNCIL  
5-YEAR STRATEGIC STATE PLAN (FY 2007 thru FY 2011)**

- HO02:** People moved from congregate settings to homes in the community.
- HO03:** Dollars leveraged for housing:
- HO04:** Banks made mortgage funds available to enable people to own homes.
- HO05:** Housing programs/policies created/improved:
- HO06:** Units of affordable, accessible housing made available:
- HO07:** People facilitated home ownership/rental:
- HO08:** People trained housing:
- HO09:** People active in systems advocacy about housing:
- HO09A:** Self-Advocates active in systems advocacy about housing:
- HO09B:** Family members active in systems advocacy about housing:
- HO09C:** Others active in systems advocacy about housing:
- HO10:** People trained in systems advocacy about housing:
- HO10A:** Self-Advocates trained in systems advocacy about housing:
- HO10B:** Family members trained in systems advocacy about housing:
- HO10C:** Others trained in systems advocacy about housing:

***Housing Outcome:***

- *50 people will be informed by September 2007*
- *50 people will be informed by September 2008*
- *50 people will be informed by September 2009*
- *50 people will be informed by September 2010*
- *50 people will be informed by September 2011*

**Area of Emphasis: Recreation (RE)**

***Goal 1: People benefit from inclusive recreation, leisure and social activities consistent with their interests and abilities.***

**GUAM DEVELOPMENTAL DISABILITIES COUNCIL  
5-YEAR STRATEGIC STATE PLAN (FY 2007 thru FY 2011)**

**Objective 1:** Collaborate closely with the Guam Visitors Bureau, the Department of Parks and Recreation, and the Office of Community Integration to explore the possibility of creating accessible recreational activities for the enjoyment of residents and visitors who have disabilities.

**Objective 2:** Individuals with developmental disabilities will have opportunities to enjoy increased or enhanced recreational activities through Council collaborative efforts.

**Objective 3:** Determine which recreational areas on Guam are accessible to all individuals and make the information available in the Council's website.

***Recreation Performance Target:***

- RE01:** People active in recreational activities through council efforts:
- RE02:** Dollars leveraged for recreation programs:
- RE03:** Recreation programs/policies created/improved:
- RE04:** People facilitated recreation:
- RE05:** People trained in recreation:
- RE06:** People active in systems advocacy about recreation:
- RE06A:** Self-Advocates active in systems advocacy about recreation:
- RE06B:** Family members active in systems advocacy about recreation:
- RE06C:** Others active in systems advocacy about recreation:
- RE07:** People trained in systems advocacy about recreation:
- RE07A:** Self-Advocates trained in systems advocacy about recreation:
- RE07B:** Family members trained in systems advocacy about recreation:
- RE07C:** Others trained in systems advocacy about recreation:

***Recreation Outcome:***

- 50 people are informed by September 2007
- 50 people are informed by September 2008
- 50 people are informed by September 2009

**GUAM DEVELOPMENTAL DISABILITIES COUNCIL  
5-YEAR STRATEGIC STATE PLAN (FY 2007 thru FY 2011)**

- 50 people are informed by September 2010
- 50 people are informed by September 2011

***Area of Emphasis: Cross Cutting (CR)***

**Goal 1:**     ***People with developmental disabilities are identified along with their various types of disabilities, and are registered in a reliable database system for more efficient and timely assistance in services available in the community.***

**Objective 1:** The DD Council will coordinate with DISID for the development of a disabilities registry that will list all people with developmental and other disabilities to include their distinct types of disabilities.

**Objective 2:** Advocate for the development and maintenance of a Special Needs Registry to help identify people with developmental and other disabilities who may need assistance during an emergency.

**Objective 3:** Collaborate closely with DISID and the Guam Mayor's Council to ensure that all people with developmental and other disabilities are identified and registered at their respective village Mayor's office.

**Goal 2:**     ***People with developmental disabilities are informed and assured of immediate emergency care in the event of a disaster.***

**Objective 1:** Advocate to Guam Homeland Security for the development of a comprehensive Emergency Preparedness Management Plan to ensure that people with developmental and other disabilities are appropriately cared for during emergencies and catastrophic disasters.

**Objective 2:** Support the development of a comprehensive Emergency Preparedness Handbook for people with developmental and other disabilities or one that is incorporated into a disaster preparedness plan for all residents.

**Objective 3:** Ensure that both the Emergency Preparedness Management Plan and the Emergency Preparedness Handbook are available in the Council's Website.

**Goal 3:**     ***To educate and bring awareness to policy makers, government agencies, and community organizations regarding persons with developmental disabilities.***

**GUAM DEVELOPMENTAL DISABILITIES COUNCIL  
5-YEAR STRATEGIC STATE PLAN (FY 2007 thru FY 2011)**

**Objective 1:** Utilize the availability of radio air time to disseminate information and to invoke dialogue about programs and services on developmental disabilities.

**Objective 2:** Collaborate with DISID to publish an electronic version of the services directory in the Guam Get Care system of the Aging and Disabilities Resource Center (ADRC) program.

**Objective 3:** Encourage the involvement of the Council and other public and private organizations in program displays or presentations at various events in the community.

**Goal 4:** *The DD Council will establish a web site and provide information on all Council activities, as well as the linkages to other services and programs that are available in the community for people with developmental disabilities.*

**Objective 1:** Pursue the development of a Council Website to promote awareness and information relevant to people with developmental disabilities.

**Objective 2:** Maintain ongoing collaboration with pertinent organizations to ensure that information in the Council's Website is kept current.

***Cross Cutting Performance Targets:***

**CR01:** Public policymakers are educated by the Council about issues related to Council initiatives.

**CR02:** Residents are estimated to have been reached by Council public education, awareness.

**CR03:** Copies of correspondence about issues related to Council initiatives are distributed to policymakers.

***Cross Cutting Outcome:***

- 10,000 people will be informed by September 2007
- 10,000 people will be informed by September 2008
- 10,000 people will be informed by September 2009
- 10,000 people will be informed by September 2010
- 10,000 people will be informed by September 2011