

# **Guam Developmental Disabilities Council**

## **Program Performance Report**

**For Federal Fiscal Year 2014**

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Guam Developmental Disabilities Council  
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## Section I: Identification

**State or Territory:** GU - Guam Developmental Disabilities Council  
**Reporting Period:** October 1, 2013 through September 30, 2014

### Name of Person to Contact Regarding PPR Information

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### State Authority

State Authority Establishing Council:  
Did the State authority change in this fiscal year? N/A

### Designated State Agency

Did your DSA change? N/A  
If 'yes', Name?  
Is the new DSA a service provider? N/A

## Section II: Comprehensive Review Update

The economy depends on US national defense spending, tourism, other services. Total US grants, wages and salaries, and procurement outlays amounted to approximately \$1.6 billion in 2014. Over the past 30 years, tourism has grown to become the largest income source following national defense.

In 2011, the Calvo Tenorio Administration was faced with a 300 Million deficit. Governor Calvo issued Executive Order 2012-01 to establish guidelines in support of the fiscal stabilization, deficit reduction, cost-containment and for improved efficiency in government operation. By 2014, the Administration remained committed to managing the finances and its continued commitment to paying obligations in a timely manner such as tax refunds, current/outstanding obligations, and implementing the overdue Hay Study.

The Council focuses on 5 areas of emphasis as required in the 2012-2016 Five-Year State Plan. The areas include self-advocacy, education, employment, transportation, and disaster preparedness. The Standing Committees focused on supporting initiatives to improve the quality of life of individuals with intellectual and developmental disabilities and their families considering the mandated Sequestration and staff shortage due to retirement. The Council completed the recruitment process for a Program Coordinator I and is on board since August 2014. The Council was sequestered \$13,610 in 2013.

In 2014, the Council voted unanimously to reduced cost by reducing the General Membership Meetings, Council Membership Training, supplies, equipment, and travel cost. The budget sequestration in 2013 was an automatic spending cut affecting many federally funded programs and services. However, many service agencies managed to provide services to individuals with developmental disabilities and their families even with limited funding. For instance, the State of our public transportation continues to experience funding challenges making it difficult for many to find or keep jobs, especially people with developmental or other disabilities. Many individuals with or without disabilities are still unemployed. The unemployment rate is at 8.2% in which the Council will continue to advocate with the Division of Vocational Rehabilitation, One Stop Career Center-Department of Labor, and other related partners to provide employment opportunities to individuals with intellectual and developmental disabilities.

The Tri-Agency consisting of the Center for Excellence in Developmental Disabilities Education, Research and Service (CEDDERS) and Guam Legal Services-Disability Law Center (GLSC-DLC) continue to work collaboratively to build capacity, systems change, and advocacy to the Guam Community. Other agency partners include the Department of Integrated Services for Individuals with Disabilities (DISID), Division of Vocational Rehabilitation(DVR), Department of Labor (DOL), Guam Regional Transit Authority (GRTA), Guam Department of Education, Division of Special Education (GDOE SPED), Self Advocates in Action (SiñA), Mayor's Council of Guam, and other agencies.

The Council will continue to support the Self-Advocacy Movement and spread self-advocacy by providing funding for training opportunities to develop membership and leadership skills. The Council will also continue to collaborate with a self-advocacy organization to include self-advocates in all levels and value their voice and viewpoints as they facilitate the developmental disabilities awareness activities, conferences, and other initiatives in the community.

## Section III: Progress Report - Goals and Objectives

### Goal 1: Self Advocacy

Promote and support the development of leadership and self advocacy capacity among people with developmental disabilities and their family members.

| Area of Emphasis                       | Planned for this Goal | Areas Addressed |
|--|-----------------------|-----------------|
| Quality Assurance                      | planned               |                 |
| Education and Early Intervention       |                       |                 |
| Child Care                             |                       |                 |
| Health                                 |                       |                 |
| Employment                             |                       |                 |
| Housing                                |                       |                 |
| Transportation                         |                       |                 |
| Recreation                             |                       |                 |
| Formal and Informal Community Supports |                       |                 |

| Strategies  | Planned for this Goal | Strategies Used |
|---|-----------------------|-----------------|
| Outreach  |                       |                 |
| Training  | planned               |                 |
| Technical Assistance  |                       |                 |
| Supporting and Educating Communities                        | planned               |                 |
| Interagency Collaboration and Coordination                  | planned               |                 |
| Coordination with Related Councils, Committees and Programs | planned               |                 |
| Barrier Elimination   | planned               |                 |
| Systems Design and Redesign                                 |                       |                 |
| Coalition Development and Citizen Participation             |                       |                 |
| Informing Policymakers                                      | planned               |                 |
| Demonstration of New Approaches to Services and Supports    |                       |                 |
| Other Activities  |                       |                 |

| Intermediaries/Collaborators         | Planned for this Goal | Actual |
|--------------------------------------|-----------------------|--------|
| State Protection and Advocacy System | planned               |        |
| University Center(s)                 | planned               |        |
| State DD Agency                      | planned               |        |

#### Other Collaborators Planned:

Self Advocates in Action (SINA)

Department of Integrated Services for Individual with Disabilities (DISID)

Division of Vocational Rehabilitation (DVR)

Department of Education, Division of Special Education (GDOE SPED)

#### Other Collaborators Actual:

#### Objective 1.1:

**Support leadership training by people with developmental disabilities and their family members for other people with developmental disabilities and their family members who may become leaders in Guam.**

Implementation activities:

a. Council will co-sponsor at least three (3) self advocacy training events on-island and one (1) off-island for consumers to develop self advocacy and leadership skills, and to increase awareness in the areas related to developmental disabilities.

Activities undertaken were:  All met  Partially met  Not met

Timelines:

a. 4th Quarter of each Federal Fiscal Year (FFY) 2012-2016

Timelines established were:  All met  Partially met  Not met

Annual Progress Report:

The Council is proud to announce the Self Advocates In Action (SiñA) which means “We Can” Organization through Executive Order No 2014-08 is officially the Statewide Self-Advocacy Organization for Guam.

The Council funded 3 self-advocacy training workshop contracts to SiñA to conduct training to youths in high school and adults with developmental disabilities. The workshop provided opportunities for participants to learn and develop self-advocacy leadership skills and to increase awareness in the areas related to developmental disabilities. The training workshop empowered participants to address an area of concern and advocate for change. Over 30 participants completed the training workshop.

The Council funded a professional presenter/trainer from off island to conduct self-advocacy training in our 2014 Self Advocacy Conference entitled: The Path to Speaking Up, held on September 27, Hyatt Regency Hotel. The main presenter, Dr. Teresa Garate, Ph.D., M.Ed., President & CEO, Neumann Family Services in Chicago, Illinois, shared tools that could help individuals become self-advocates. Students, parents, caregivers, and service providers had the opportunity to share and demonstrate situations where other people made decisions for them that did not fit their needs. They engaged in self-advocacy building activities to help build their skills creating humorous role playing and group interactions. Over 100 participants attended the conference.

The Council supported 3 members of the SiñA to attend the 2014 Self Advocates Becoming Empowered (SABE) Conference held at Oklahoma City, Oklahoma. SiñA members were selected to facilitate a session titled: “Ensuring Equality Through Networking.” SiñA members shared their knowledge, tools, and skills of Self-Advocacy and Self-Determination. SiñA mentioned persons with disabilities and their families can assertively network with their peers, policymakers, government agencies, service providers, other disability organizations, and the community to achieve independence, inclusion, and integration. SiñA also stressed that the voices are the strongest and the need to take a seat and collaborate with network partners to ensure the needs and equal access are met. Over 40 participants participated in the session.

The Council conducted several Disability Awareness and Sensitivity Training Workshop to government agencies and policy makers to increase awareness, sensitivity, and improve attitudes towards individuals with developmental disabilities and their families. About 40 participants participated in the training. The Council will collaborate with SiñA to take the lead in facilitating the training beginning 2015.

## Performance Measures

### Performance Measure 1.1 (self-advocacy/advocacy):

|   |    |
|---|----|
| SA01 People trained in area related to goal/objective:                    | 30 |
| SA02 People trained in leadership, self-advocacy, and self-determination: | 6  |
| SA03 People trained in systems advocacy:                                  | 6  |

### Performance Measure 1.2 (self-advocacy/advocacy):

|   |    |
|---|----|
| SA04 People active in systems advocacy:   | 50 |
| SA05 People attained membership on public/private bodies and leadership coalitions: | 5  |
| SA06a Other self-advocacy measure:  | 0  |
| SA06b Other self-advocacy measure:  | 0  |
| SA06c Other self-advocacy measure:  | 0  |

### Performance Measure 2.1 (systems change):

|   |   |
|---|---|
| SC01 Programs/policies created or improved:                             | 1 |
| SC02 Number of organizations involved coalitions/networks/partnerships: | 5 |
| SC03 Organizations engaged in systems change efforts:                   | 5 |
| SC04 Number of public policymakers educated:                            | 0 |
| SC05 Members of the general public reached:                             | 0 |
| SC06a Other systems change measure:                                     | 0 |
| SC06b Other systems change measure:                                     | 0 |
| SC06c Other systems change measure:                                     | 0 |

### Performance Measure 3 (resource leveraging):

|                         |          |
|-------------------------|----------|
| RL01 Dollars Leveraged: | \$26,500 |
|-------------------------|----------|

## Objective 1.2:

### **1.2 Support and expand participation of people with developmental disabilities in cross-disability and culturally diverse leadership coalitions.**

#### Implementation activities:

b. Support people with developmental disabilities to plan, conduct and participate in cross disability and cross cultural training, meetings and conferences.

c. To empower consumers by regularly disseminating consumer information using I Lina'la-ta (Our Life) newsletter.

Activities undertaken were:



All met



Partially met



Not met

Timelines:

b. 4th Quarter of each Federal Fiscal Year (FFY) 2012-2016

c. Quarterly each Federal Fiscal Year (FFY)  
2012-2016

Timelines established were:



All met



Partially met



Not met

Annual Progress Report:

For the past 2 years, our Council Chairperson and a self-advocate continues to be empowered in the national level by serving as a member of the NACDD & AIDD Project Advisory Committee responsible for the planning the annual Conference and Technical Assistance (TA) Institute. The Committee was responsible for planning, developing, coordinating, and implementing the Conference and TA institute, July 2014, at Washington D.C.

The Council supported the development and publication of the I Lina'lata Newsletter featuring stories of individuals with developmental disabilities and their families in the community. The newsletter disseminates information and awareness on planned activities, functions, and scheduled events. It is published quarterly through a collaborative partnership with the Tri-agency within the specified timeline.

Performance Measures

Performance Measure 1.1 (self-advocacy/advocacy):

|   |    |
|---|----|
| SA01 People trained in area related to goal/objective:                    | 30 |
| SA02 People trained in leadership, self-advocacy, and self-determination: | 6  |
| SA03 People trained in systems advocacy:                                  | 6  |

Performance Measure 1.2 (self-advocacy/advocacy):

|   |    |
|---|----|
| SA04 People active in systems advocacy:   | 50 |
| SA05 People attained membership on public/private bodies and leadership coalitions: | 3  |
| SA06a Other self-advocacy measure:  | 0  |
| SA06b Other self-advocacy measure:  | 0  |
| SA06c Other self-advocacy measure:  | 0  |

Performance Measure 2.1 (systems change):

|   |        |
|---|--------|
| SC01 Programs/policies created or improved:                             | 1      |
| SC02 Number of organizations involved coalitions/networks/partnerships: | 5      |
| SC03 Organizations engaged in systems change efforts:                   | 1      |
| SC04 Number of public policymakers educated:                            | 15     |
| SC05 Members of the general public reached:                             | 10,000 |
| SC06a Other systems change measure:                                     | 0      |
| SC06b Other systems change measure:                                     | 0      |
| SC06c Other systems change measure:                                     | 0      |

Performance Measure 3 (resource leveraging):

RL01 Dollars Leveraged:

\$8,000

Objective 1.3:

**1.3 Establish or strengthen a program for the direct funding of a State Self-Advocacy organization led by people with developmental disabilities.**

Implementation activities:

d. Support a self advocacy organization in at least one submission of a grant per year.

Activities undertaken were:



All met

Partially met

Not met

Timelines:

d. 4th Quarter of each Federal Fiscal Year (FFY) 2013-2016

Timelines established were:



All met

Partially met

Not met

Annual Progress Report:

The SiñA Organization was awarded a mini grant by the Council to conduct Self-Advocacy Training Workshops to individuals with developmental disabilities and their families. Participants engaged in self-advocacy building activities to help build their skills to include role playing and group interactions.

Performance Measures

Performance Measure 1.1 (self-advocacy/advocacy):

|   |    |
|---|----|
| SA01 People trained in area related to goal/objective:                    | 30 |
| SA02 People trained in leadership, self-advocacy, and self-determination: | 6  |
| SA03 People trained in systems advocacy:                                  | 6  |

Performance Measure 1.2 (self-advocacy/advocacy):

|   |    |
|---|----|
| SA04 People active in systems advocacy:   | 50 |
| SA05 People attained membership on public/private bodies and leadership coalitions: | 3  |
| SA06a Other self-advocacy measure:  | 0  |
| SA06b Other self-advocacy measure:  | 0  |
| SA06c Other self-advocacy measure:  | 0  |

Performance Measure 2.1 (systems change):

|   |   |
|---|---|
| SC01 Programs/policies created or improved:                             | 1 |
| SC02 Number of organizations involved coalitions/networks/partnerships: | 5 |



|   |   |
|---|---|
| SC03 Organizations engaged in systems change efforts: | 5 |
| SC04 Number of public policymakers educated:          | 0 |
| SC05 Members of the general public reached:           | 0 |
| SC06a Other systems change measure:                   | 0 |
| SC06b Other systems change measure:                   | 0 |
| SC06c Other systems change measure:                   | 0 |

Performance Measure 3 (resource leveraging):

|                         |         |
|-------------------------|---------|
| RL01 Dollars Leveraged: | \$5,000 |
|-------------------------|---------|

## Section III: Progress Report - Goals and Objectives

### Goal 2: Transportation

People with developmental disabilities have access to transportation services for work, school, medical and other personal needs.

| Area of Emphasis                       | Planned for this Goal | Areas Addressed |
|--|-----------------------|-----------------|
| Quality Assurance                      |                       |                 |
| Education and Early Intervention       |                       |                 |
| Child Care                             |                       |                 |
| Health                                 |                       |                 |
| Employment                             |                       |                 |
| Housing                                |                       |                 |
| Transportation                         | planned               |                 |
| Recreation                             |                       |                 |
| Formal and Informal Community Supports |                       |                 |

| Strategies  | Planned for this Goal | Strategies Used |
|---|-----------------------|-----------------|
| Outreach  |                       |                 |
| Training  | planned               |                 |
| Technical Assistance  |                       |                 |
| Supporting and Educating Communities                        | planned               |                 |
| Interagency Collaboration and Coordination                  | planned               |                 |
| Coordination with Related Councils, Committees and Programs | planned               |                 |
| Barrier Elimination   | planned               |                 |
| Systems Design and Redesign                                 | planned               |                 |
| Coalition Development and Citizen Participation             |                       |                 |
| Informing Policymakers                                      | planned               |                 |
| Demonstration of New Approaches to Services and Supports    |                       |                 |
| Other Activities  |                       |                 |

| Intermediaries/Collaborators         | Planned for this Goal | Actual |
|--------------------------------------|-----------------------|--------|
| State Protection and Advocacy System | planned               |        |
| University Center(s)                 | planned               |        |
| State DD Agency                      | planned               |        |

#### Other Collaborators Planned:

Guam Regional Transit Authority (GRTA)

Dept. of Integrated Services for Individuals with Disabilities (DISID)

DVR State Rehabilitation Council (SRC)

#### Other Collaborators Actual:

### Objective 2.1:

#### 1. Support advocacy, training and education initiatives to improve and expand Para transit services to people with developmental disabilities.

#### Implementation activities:

- a. Advocate for the autonomy of the Guam Regional Transit Authority (GRTA) to improve

transportation services.

- b. Collaborate with DD network to conduct training to improve Para Transit.
- c. Support a transportation forum as a means to improve the Para transit services to individuals with developmental disabilities.
- d. Continue advocating to improve policies and procedures of Para transit.
- e. Advocate to increase the fleet of Para transit to accommodate demand and ensure availability and reliability of services.
- f. Support and participate in the planning of maintaining and building new bus shelters.
- g. Promote at least one policy or initiative that promotes the improvement of Para transit services.

Activities undertaken were:  All met  Partially met  Not met

Timelines:

- a. 2012-2016
- b. 2012-2016
- c. 2013 & 2016
- d. 2012-2016
- e. 2012-2016
- f. 2012-2016
- g. 2012, 2014 & 2016

Timelines established were:  All met  Partially met  Not met

Annual Progress Report:

The Council continues to collaborate with GRTA by serving in their Board and providing input to improve transportation services for individuals with or without disabilities who rely on the system to get from place to place. GRTA has made some improvements in services and training of operators, but continues to be challenging generally because of insufficient funding.

Through an Executive Order by the Administration, a pilot mass transit program was conducted which had the promise of improving public transportation services but ended due to lack of funding to keep it running. For regular users of mass transit, these were major improvements to the public transportation for those who can't drive, such as the disabled, and those who can't afford their own transportation.

On May 2011, the Council's Tri-Agency partner hosted a Transportation Forum to provide input

and address the benefits the system provides and identify existing and continuing problems in which inadequate funding contributed to many of the concerns brought on by riders. The Council is scheduled to host a Transportation Forum on March 2015 for updates and public input to understand and improve transportation services with a focus on Para Transit services for individuals with developmental disabilities and families.

GRTA is in the process of outsourcing the bus shelters through an RFP/MOU. The Contract will include reconstruction of shelters, maintaining shelters, and meeting ADA requirements. There are over 500 Para Transit riders and a minimum of 37,000 rides throughout 2014.

## Performance Measures

### Performance Measure 1.1 (self-advocacy/advocacy):

|   |    |
|---|----|
| SA01 People trained in area related to goal/objective:                    | 20 |
| SA02 People trained in leadership, self-advocacy, and self-determination: | 20 |
| SA03 People trained in systems advocacy:                                  | 20 |

### Performance Measure 1.2 (self-advocacy/advocacy):

|   |    |
|---|----|
| SA04 People active in systems advocacy:   | 50 |
| SA05 People attained membership on public/private bodies and leadership coalitions: | 3  |
| SA06a Other self-advocacy measure:  | 0  |
| SA06b Other self-advocacy measure:  | 0  |
| SA06c Other self-advocacy measure:  | 0  |

### Performance Measure 2.1 (systems change):

|   |    |
|---|----|
| SC01 Programs/policies created or improved:                             | 1  |
| SC02 Number of organizations involved coalitions/networks/partnerships: | 5  |
| SC03 Organizations engaged in systems change efforts:                   | 5  |
| SC04 Number of public policymakers educated:                            | 10 |
| SC05 Members of the general public reached:                             | 0  |
| SC06a Other systems change measure:                                     | 0  |
| SC06b Other systems change measure:                                     | 0  |
| SC06c Other systems change measure:                                     | 0  |

### Performance Measure 3 (resource leveraging):

|                         |          |
|-------------------------|----------|
| RL01 Dollars Leveraged: | \$16,000 |
|-------------------------|----------|

## Section III: Progress Report - Goals and Objectives

### Goal 3: Education

Students with developmental disabilities have access to appropriate educational supports and services that are integrated and promote inclusion in all facets of student life.

| Area of Emphasis                       | Planned for this Goal | Areas Addressed |
|--|-----------------------|-----------------|
| Quality Assurance                      |                       |                 |
| Education and Early Intervention       | planned               |                 |
| Child Care                             |                       |                 |
| Health                                 |                       |                 |
| Employment                             |                       |                 |
| Housing                                |                       |                 |
| Transportation                         |                       |                 |
| Recreation                             |                       |                 |
| Formal and Informal Community Supports |                       |                 |

| Strategies  | Planned for this Goal | Strategies Used |
|---|-----------------------|-----------------|
| Outreach  | planned               |                 |
| Training  | planned               |                 |
| Technical Assistance  |                       |                 |
| Supporting and Educating Communities                        | planned               |                 |
| Interagency Collaboration and Coordination                  | planned               |                 |
| Coordination with Related Councils, Committees and Programs | planned               |                 |
| Barrier Elimination   | planned               |                 |
| Systems Design and Redesign                                 |                       |                 |
| Coalition Development and Citizen Participation             |                       |                 |
| Informing Policymakers                                      |                       |                 |
| Demonstration of New Approaches to Services and Supports    |                       |                 |
| Other Activities  |                       |                 |

| Intermediaries/Collaborators         | Planned for this Goal | Actual |
|--------------------------------------|-----------------------|--------|
| State Protection and Advocacy System | planned               |        |
| University Center(s)                 | planned               |        |
| State DD Agency                      | planned               |        |

#### Other Collaborators Planned:

Guam Department of Education, Division of Special Education (GDOE SPED)  
Guam Advisory Panel for Students with Disabilities (GAPSD)

#### Other Collaborators Actual:

### Objective 3.1:

#### 1. Students and their families will improve their skills to access appropriate educational services and supports.

##### Implementation activities:

- a. Collaborate with Tri-Agency, Guam Department of Education-Division of Special Education (GDOE SPED), and other DD organizations to sponsor an annual conference for students with disabilities and their families.

b. Support the publication of a “Student and Parent Guide Book for Transitioning Planning” to guide parents and families to prepare students with disabilities to enter post-secondary environments.

Activities undertaken were:  All met  Partially met  Not met

Timelines:

a. 3rd Quarter of each Federal Fiscal Year (FFY 2012-2016)

b. Spring 2013

Timelines established were:  All met  Partially met  Not met

Annual Progress Report:

The Council in partnership with GDOE SpEd ensures students with intellectual and developmental disabilities have access to supports and services needed to succeed in school. Several Council members actively serve on the Advisory Panel for Students with Disabilities (GAPSD). GAPSD advises GDOE SpEd by providing input to improve GDOE SpEd services as required by IDEA.

The Tri-Agency sponsored the 20th Annual Guam Systems for Assistive Technology conference with the theme: “Evolution of Assistive Technology” held on March 28. The presentation focused on how far AT has come within the GDOE SpEd, showcasing data and AT devices utilized by children with or without disabilities.

Council collaborated with the Tri-Agency partners, GDOE SpEd and other agency partners to sponsor a conference entitled: 2014 Self Advocacy Conference: The Path to speaking Up, held on September 27. The participants included individuals with disabilities, parents, caregivers, and service providers. The conference focused on tools that could help individuals become successful self-advocates. Participants engaged in self-advocacy activities by role playing and group interactions. Over 150 participated in the conference.

The Council supported the publication of 600 Transition Planning Workbooks with the Tri-Agency to include our newest partnership with Parents Empowering Parents known as PEP. PEP is a non-profit organization that empowers parents of children with disabilities and provides the Guam disability community with education & training, advocacy and support. PEP utilized the Transition Planning Workbook materials in their training to parents and students throughout the year.

### Performance Measures

Performance Measure 1.1 (self-advocacy/advocacy):

|   |    |
|---|----|
| SA01 People trained in area related to goal/objective:                    | 30 |
| SA02 People trained in leadership, self-advocacy, and self-determination: | 0  |
| SA03 People trained in systems advocacy:                                  | 0  |

Performance Measure 1.2 (self-advocacy/advocacy):

|   |   |
|---|---|
| SA04 People active in systems advocacy: | 0 |
|---|---|

|   |   |
|---|---|
| SA05 People attained membership on public/private bodies and leadership coalitions: | 0 |
| SA06a Other self-advocacy measure:  | 0 |
| SA06b Other self-advocacy measure:  | 0 |
| SA06c Other self-advocacy measure:  | 0 |

Performance Measure 2.1 (systems change):

|   |   |
|---|---|
| SC01 Programs/policies created or improved:                             | 0 |
| SC02 Number of organizations involved coalitions/networks/partnerships: | 5 |
| SC03 Organizations engaged in systems change efforts:                   | 0 |
| SC04 Number of public policymakers educated:                            | 0 |
| SC05 Members of the general public reached:                             | 0 |
| SC06a Other systems change measure:                                     | 0 |
| SC06b Other systems change measure:                                     | 0 |
| SC06c Other systems change measure:                                     | 0 |

Performance Measure 3 (resource leveraging):

|                         |          |
|-------------------------|----------|
| RL01 Dollars Leveraged: | \$18,000 |
|-------------------------|----------|

Objective 3.2:

**Same Objective as #1**

Implementation activities:

c. Advocate to improve student and family involvement in obtaining adequate and improved transition services for higher education and employment opportunities. Collaborate with Tri-Agency, GDOE SPED, Department of Integrated Services for Individuals with Disabilities (DISID)/Division of Vocational Rehabilitation (DVR)/Division of Support Services (DSS) and other DD service providers in providing training to transition students (beginning at age 14) and their families.

d. Conduct an assessment of current parent trainings conducted by Tri-Agency or offered by other DD Service Organizations

Activities undertaken were:  All met  Partially met  Not met

Timelines:

c. 2012-2016

d. 2012-2016

Timelines established were:  All met  Partially met  Not met

Annual Progress Report:

The Council supported the publication of the Transition Planning Workbook for students with special needs preparing to become adults. The workbook was instrumental in many of PEP's Parent and Student Trainings throughout the year. The Council also supported PEP's 1st Annual Sunset 5K Family Run/Walk Event which lighted the way for individuals with disabilities and their families.

PEP collaborated with the Council, Tri-Agency, and GDOE SpEd to sponsor their 1st Annual Conference on Disabilities on May 24 attended by over 100 participants. The Conference entitled: "Don't Look Now, Your Behavior is Showing! Strategies to Assist in Teaching Ownership and Management of Behavior presented by Keynote Speaker Jo Mascorro, M. Ed, Consultant for Education The conference focus was to help parents, related service providers, school coaches, and potential employers to understand behaviors of children with disabilities and how to address or manage those behavior properly with a positive outlook.

Performance Measures

Performance Measure 1.1 (self-advocacy/advocacy):

|   |    |
|---|----|
| SA01 People trained in area related to goal/objective:                    | 30 |
| SA02 People trained in leadership, self-advocacy, and self-determination: | 0  |
| SA03 People trained in systems advocacy:                                  | 0  |

Performance Measure 1.2 (self-advocacy/advocacy):

|   |   |
|---|---|
| SA04 People active in systems advocacy:   | 0 |
| SA05 People attained membership on public/private bodies and leadership coalitions: | 0 |
| SA06a Other self-advocacy measure:  | 0 |
| SA06b Other self-advocacy measure:  | 0 |
| SA06c Other self-advocacy measure:  | 0 |

Performance Measure 2.1 (systems change):

|   |   |
|---|---|
| SC01 Programs/policies created or improved:                             | 0 |
| SC02 Number of organizations involved coalitions/networks/partnerships: | 5 |
| SC03 Organizations engaged in systems change efforts:                   | 0 |
| SC04 Number of public policymakers educated:                            | 0 |
| SC05 Members of the general public reached:                             | 0 |
| SC06a Other systems change measure:                                     | 0 |
| SC06b Other systems change measure:                                     | 0 |
| SC06c Other systems change measure:                                     | 0 |

Performance Measure 3 (resource leveraging):

|                         |         |
|-------------------------|---------|
| RL01 Dollars Leveraged: | \$6,000 |
|-------------------------|---------|



## Section III: Progress Report - Goals and Objectives

### Goal 4: Employment

People with developmental disabilities have opportunities to be informed and obtain employment in the community.

| Area of Emphasis                       | Planned for this Goal | Areas Addressed |
|--|-----------------------|-----------------|
| Quality Assurance                      |                       |                 |
| Education and Early Intervention       |                       |                 |
| Child Care                             |                       |                 |
| Health                                 |                       |                 |
| Employment                             | planned               |                 |
| Housing                                |                       |                 |
| Transportation                         |                       |                 |
| Recreation                             |                       |                 |
| Formal and Informal Community Supports |                       |                 |

| Strategies  | Planned for this Goal | Strategies Used |
|---|-----------------------|-----------------|
| Outreach  | planned               |                 |
| Training  |                       |                 |
| Technical Assistance  |                       |                 |
| Supporting and Educating Communities                        | planned               |                 |
| Interagency Collaboration and Coordination                  | planned               |                 |
| Coordination with Related Councils, Committees and Programs | planned               |                 |
| Barrier Elimination   | planned               |                 |
| Systems Design and Redesign                                 |                       |                 |
| Coalition Development and Citizen Participation             |                       |                 |
| Informing Policymakers                                      | planned               |                 |
| Demonstration of New Approaches to Services and Supports    |                       |                 |
| Other Activities  |                       |                 |

| Intermediaries/Collaborators         | Planned for this Goal | Actual |
|--------------------------------------|-----------------------|--------|
| State Protection and Advocacy System | planned               |        |
| University Center(s)                 | planned               |        |
| State DD Agency                      | planned               |        |

#### Other Collaborators Planned:

Department of Integrated Services for Individuals With Disabilities

DVR State Rehabilitation Council (SRC)

One Stop Career Center (OSCC), Department of Labor (DOL)/Agency for Human Resources Development (AHRD)

#### Other Collaborators Actual:

### Objective 4.1:

#### 1.1 Increase referral, information, training, advocacy and policy monitoring on inclusive topics and issues

#### Implementation activities:

- a. Collaborate with DISID/DVR to identify and refer adults with developmental disabilities for

educational/vocational opportunities and services.

- b. Collaborate with DVR, DOE SPED, and other DD to promote information on training and employment opportunities for students exiting high school.
- c. Participate and support efforts to disseminate information about employment by maintaining membership with DVR's State Rehabilitation Council (SRC).
- d. Monitor and support the federal and local legislation and policies that mandates government and non-government organizations to employ persons with disabilities.
- e. Advocate for establishment of training program for individuals with disabilities to be qualified as job coaches.
- f. Advocate for employment funding.

Activities undertaken were:  All met  Partially met  Not met

Timelines:

- a. 2012-2016
- b. 2012-2016
- c. 2012-2016
- d. 2012-2016
- e. 2012-2016
- f. 2012-2016

Timelines established were:  All met  Partially met  Not met

Annual Progress Report:

The Council referred over 30 adults with developmental disabilities to attend DISID/DVR Orientation for assessment for educational or vocational opportunities and services. The Council coordinates and provides DISID/DVR an opportunity to present information on program services and mandates during the Council's Quarterly General Membership Meeting, Tri-Agency, GDOE SpEd, and other DD Organization partners to disseminate information about employment during outreach activities, conferences, and meetings.

The Council collaborated with the Tri-Agency to host the 20th Annual GSAT Assistive Technology Conference. The conference provided information to participants on the evolution of assistive technology from a vocational rehabilitation perspective providing a description of how VR services evolved with assistive technology and addressing individuals with disabilities challenges in overcoming barriers to employment and information about loan programs for self-employment. Over 150 participated in the conference.

As reported in 2014, the Council anticipates coordinating and collaborating with DISID/DVR in a

Project Search Initiative by September 2015 as Employment was rank as the top areas of emphasis. Project Search is a high school transition program that provides training and education intended to lead to employment for individuals with disabilities.

The Council will collaborate with agency partners to advocate to the legislature to restore and sustain DISID Evaluation, Enforcement, and Compliance (DEEC) that was inadvertently abolished by Public Law 26-76. DISID DEEC will ensure compliance of Public Law 26-109 requiring Two Percent (2%) hiring of individuals with Severe Disabilities in the community.

## Performance Measures

### Performance Measure 1.1 (self-advocacy/advocacy):

|   |    |
|---|----|
| SA01 People trained in area related to goal/objective:                    | 30 |
| SA02 People trained in leadership, self-advocacy, and self-determination: | 5  |
| SA03 People trained in systems advocacy:                                  | 5  |

### Performance Measure 1.2 (self-advocacy/advocacy):

|   |   |
|---|---|
| SA04 People active in systems advocacy:   | 0 |
| SA05 People attained membership on public/private bodies and leadership coalitions: | 0 |
| SA06a Other self-advocacy measure:  | 0 |
| SA06b Other self-advocacy measure:  | 0 |
| SA06c Other self-advocacy measure:  | 0 |

### Performance Measure 2.1 (systems change):

|   |   |
|---|---|
| SC01 Programs/policies created or improved:                             | 0 |
| SC02 Number of organizations involved coalitions/networks/partnerships: | 5 |
| SC03 Organizations engaged in systems change efforts:                   | 0 |
| SC04 Number of public policymakers educated:                            | 0 |
| SC05 Members of the general public reached:                             | 0 |
| SC06a Other systems change measure:                                     | 0 |
| SC06b Other systems change measure:                                     | 0 |
| SC06c Other systems change measure:                                     | 0 |

### Performance Measure 3 (resource leveraging):

|                         |         |
|-------------------------|---------|
| RL01 Dollars Leveraged: | \$5,000 |
|-------------------------|---------|

## Objective 4.2:

### **2.1 Support opportunities in the post-secondary education to individuals with developmental disabilities that lead to employment.**

Implementation activities:

a. Promote policies and network with DVR in preparing students in transition for postsecondary education, vocational training and or jobs/career of their choice.

Activities undertaken were:  All met  Partially met  Not met

Timelines:

a. 2012-2016

Timelines established were:  All met  Partially met  Not met

Annual Progress Report:

The Council supported SiñA Organization to conduct the Self-Advocacy Training Workshop to youths transitioning from high school to post-secondary and or employment. The youths learned that self-advocacy was an important step to self-determination. They also learn that student self-advocates make choices, direct their own IEP, ask for accommodations, and learn to explain their strengths, interest, and needs. The training ended with a field trip to the University of Guam and Guam Community College. It was a wonderful experience for youths to practice post-secondary life that may lead them to employment. SiñA reported youths being highly satisfied with the field trip activity. About 12 youths participated in the training

Performance Measures

Performance Measure 1.1 (self-advocacy/advocacy):

|   |    |
|---|----|
| SA01 People trained in area related to goal/objective:                    | 12 |
| SA02 People trained in leadership, self-advocacy, and self-determination: | 12 |
| SA03 People trained in systems advocacy:                                  | 12 |

Performance Measure 1.2 (self-advocacy/advocacy):

|   |   |
|---|---|
| SA04 People active in systems advocacy:   | 0 |
| SA05 People attained membership on public/private bodies and leadership coalitions: | 0 |
| SA06a Other self-advocacy measure:  | 0 |
| SA06b Other self-advocacy measure:  | 0 |
| SA06c Other self-advocacy measure:  | 0 |

Performance Measure 2.1 (systems change):

|   |   |
|---|---|
| SC01 Programs/policies created or improved:                             | 0 |
| SC02 Number of organizations involved coalitions/networks/partnerships: | 5 |
| SC03 Organizations engaged in systems change efforts:                   | 0 |
| SC04 Number of public policymakers educated:                            | 0 |
| SC05 Members of the general public reached:                             | 0 |
| SC06a Other systems change measure:                                     | 0 |
| SC06b Other systems change measure:                                     | 0 |

SC06c Other systems change measure:

0

Performance Measure 3 (resource leveraging):

RL01 Dollars Leveraged:

\$7,000

## Section III: Progress Report - Goals and Objectives

### Goal 5: Emergency Preparedness

People with developmental disabilities have increase information so they can access immediate care in the event of a disaster.

| Area of Emphasis                       | Planned for this Goal | Areas Addressed |
|--|-----------------------|-----------------|
| Quality Assurance                      | planned               |                 |
| Education and Early Intervention       |                       |                 |
| Child Care                             |                       |                 |
| Health                                 |                       |                 |
| Employment                             |                       |                 |
| Housing                                |                       |                 |
| Transportation                         |                       |                 |
| Recreation                             |                       |                 |
| Formal and Informal Community Supports |                       |                 |

| Strategies  | Planned for this Goal | Strategies Used |
|---|-----------------------|-----------------|
| Outreach  | planned               |                 |
| Training  |                       |                 |
| Technical Assistance  |                       |                 |
| Supporting and Educating Communities                        | planned               |                 |
| Interagency Collaboration and Coordination                  | planned               |                 |
| Coordination with Related Councils, Committees and Programs | planned               |                 |
| Barrier Elimination   |                       |                 |
| Systems Design and Redesign                                 | planned               |                 |
| Coalition Development and Citizen Participation             |                       |                 |
| Informing Policymakers                                      |                       |                 |
| Demonstration of New Approaches to Services and Supports    |                       |                 |
| Other Activities  |                       |                 |

| Intermediaries/Collaborators         | Planned for this Goal | Actual |
|--------------------------------------|-----------------------|--------|
| State Protection and Advocacy System | planned               |        |
| University Center(s)                 | planned               |        |
| State DD Agency                      | planned               |        |

#### Other Collaborators Planned:

Department of Homeland Security (DHS)

Mayor's Council of Guam

Department of Integrated Services for Individuals with Disabilities (DISID)

Division of Vocational Rehabilitation (DVR)

Department of Public Health & Social Services (DPHSS)

DD Organizations

#### Other Collaborators Actual:

### Objective 5.1:

#### 1. Facilitate the development and maintenance of a Special Needs Registry to help

**identify people with developmental disabilities who may need assistance during an emergency by September 30, 2014.**

Implementation activities:

- a. Coordinate a Memorandum of Understanding with the Department of Homeland Security, Mayor’s Council, Government agencies, Tri-Agency partners, and other DD organizations to identify and list individuals with disabilities in the registry who may require assistance during emergencies

Activities undertaken were:  All met  Partially met  Not met

Timelines:

- a. September 2014

Timelines established were:  All met  Partially met  Not met

Annual Progress Report:

Despite challenges with the initial contractor hired to develop the Special Needs Registry, the Council was able to obtain another contractor to develop the Special Needs Registry called Individuals with Intellectual and Developmental Disabilities (IIDD) Registry in Web base similar to the DD Suite. This Registry contains information on individuals with developmental disabilities and their families and information will be shared with the Mayor’s Council to ensure individuals needing assistance during a disaster is provided the immediate attention it deserves. Data entry is anticipated to be on-going.

The Council was not able to complete the Memorandum of Understanding (MOU) due to some challenges with personnel. The Council anticipates completing the MOU by September 2015.

**Performance Measures**

Performance Measure 1.1 (self-advocacy/advocacy):

|   |    |
|---|----|
| SA01 People trained in area related to goal/objective:                    | 28 |
| SA02 People trained in leadership, self-advocacy, and self-determination: | 3  |
| SA03 People trained in systems advocacy:                                  | 3  |

Performance Measure 1.2 (self-advocacy/advocacy):

|   |   |
|---|---|
| SA04 People active in systems advocacy:   | 0 |
| SA05 People attained membership on public/private bodies and leadership coalitions: | 0 |
| SA06a Other self-advocacy measure:  | 0 |
| SA06b Other self-advocacy measure:  | 0 |
| SA06c Other self-advocacy measure:  | 0 |

Performance Measure 2.1 (systems change):

|   |   |
|---|---|
| SC01 Programs/policies created or improved: | 0 |
|---|---|

|   |   |
|---|---|
| SC02 Number of organizations involved coalitions/networks/partnerships: | 0 |
| SC03 Organizations engaged in systems change efforts:                   | 8 |
| SC04 Number of public policymakers educated:                            | 0 |
| SC05 Members of the general public reached:                             | 0 |
| SC06a Other systems change measure:                                     | 0 |
| SC06b Other systems change measure:                                     | 0 |
| SC06c Other systems change measure:                                     | 0 |

Performance Measure 3 (resource leveraging):

|                         |         |
|-------------------------|---------|
| RL01 Dollars Leveraged: | \$6,000 |
|-------------------------|---------|

Objective 5.2:

**2. Partner with the Department of Homeland Security to facilitate the development of a Comprehensive Emergency Preparedness Handbook which will be incorporated into a disaster preparedness plan for the community.**

Implementation activities:

b. Collaborate with the Department of Homeland Security, Mayors Council, government agencies, Tri-Agency, and other DD organizations to ensure Emergency Preparedness Handbook is posted in their website.

c. Provide copies of the Comprehensive Emergency Preparedness Handbook during outreach activities to individuals with disabilities to serve as a guide during emergencies.

Activities undertaken were:  All met  Partially met  Not met

Timelines:

b. 2012-2016

c. 2012-2016

Timelines established were:  All met  Partially met  Not met

Annual Progress Report:

The Council in partnership with the Tri-Agency and Department of Homeland Security continue to work collaboratively to ensure the Comprehensive Emergency Preparedness Handbook is available in their respective websites. The Council funded 600 copies of the handbook which were distributed during 2014 outreach events and will continue distribution in 2015 outreach events.

Performance Measures



|   |         |
|---|---------|
| Performance Measure 1.1 (self-advocacy/advocacy):                                   |         |
| SA01 People trained in area related to goal/objective:                              | 28      |
| SA02 People trained in leadership, self-advocacy, and self-determination:           | 3       |
| SA03 People trained in systems advocacy:  | 3       |
| Performance Measure 1.2 (self-advocacy/advocacy):                                   |         |
| SA04 People active in systems advocacy:   | 0       |
| SA05 People attained membership on public/private bodies and leadership coalitions: | 0       |
| SA06a Other self-advocacy measure:  | 0       |
| SA06b Other self-advocacy measure:  | 0       |
| SA06c Other self-advocacy measure:  | 0       |
| Performance Measure 2.1 (systems change):   |         |
| SC01 Programs/policies created or improved:   | 0       |
| SC02 Number of organizations involved coalitions/networks/partnerships:             | 0       |
| SC03 Organizations engaged in systems change efforts:                               | 8       |
| SC04 Number of public policymakers educated:  | 0       |
| SC05 Members of the general public reached:   | 0       |
| SC06a Other systems change measure:   | 0       |
| SC06b Other systems change measure:   | 0       |
| SC06c Other systems change measure:   | 0       |
| Performance Measure 3 (resource leveraging):  |         |
| RL01 Dollars Leveraged:   | \$3,500 |

## Section IV: Satisfaction with Council Supported or Conducted Activities

### Individual Survey Responses:

|                      |   |
|----------------------|---|
| Number of responses: | 39  |
| Respect (%):         | Yes 39.00%   No 0.00%   |
| Choice (%):          | Yes 35.00%   No 4.00%   |
| Community (%):       | Yes 37.00%   No 2.00%   |
| Satisfaction (%):    | 28.00% Strongly Agree   9.00% Agree   2.00% Disagree   0.00% Strongly Disagree  |
| Better life (%):     | 21.00% Strongly Agree   17.00% Agree   1.00% Disagree   0.00% Strongly Disagree |
| Rights (%):          | Yes 33.00%   No 6.00%   |
| Safe (%):            | Yes 34.00%   No 5.00%   |

### Individual Comments:

2014 Self Advocacy Conference: "The Path to Speaking Up"  
September 27, 2014, 8:00am-5:00pm  
Hyatt Regency Hotel, Tumon Guam

- It has been helpful with the project activity.
- I enjoyed this conference.
- Learning about self advocacy.
- They have made a path for me to speak up.
- Helpful cause it made me know my real life. Also it helps me communicate more.
- I don't know (IDK)
- Understanding an IPE that fits my goal. A disability opinion.
- Satisfied
- Role playing
- Helpful because it adds for wellness I used.
- Learning about Individual Placement Support (IPS)
- The empowerment of individual advocates for self & others. Strongly educated and empowered. Will take to the work site.
- Not helpful knowing I must seek jobs for myself.
- Role playing was very helpful.
- Interaction has been helpful and role play.
- Interaction has been helpful.
- It strengthened my advocacy skills.
- Learning about self advocacy.
- Everything in general.
- The idea that we can all take part in self advocate activities.
- People sharing their thoughts about self advocacy.
- Handouts, use of forms, and filling out.

### Stakeholder Survey Responses:

|                        |  |
|------------------------|--|
| Number of responses:   | 12   |
| Choices & Control (%): | 5.00% Strongly Agree   4.00% Agree   3.00% Agree Somewhat   0.00% Disagree Somewhat   0.00% Disagree   0.00% Strongly Disagree |
| Participation (%):     | 6.00% Strongly Agree   1.00% Agree   4.00% Agree Somewhat   1.00% Disagree Somewhat   0.00% Disagree   0.00% Strongly Disagree |

Satisfaction (%): 6.00% Strongly Agree | 3.00% Agree | 3.00% Agree Somewhat | 0.00% Disagree Somewhat | 0.00% Disagree | 0.00% Strongly Disagree

**Stakeholder Comments:**

2014 Self Advocacy Conference: "The Path to Speaking Up"  
September 27, 2014, 8:00am-5:00pm  
Hyatt Regency Hotel, Tumon Guam

No comments provided.

## Section V: Measures of Collaboration

**Critical issues/barriers affecting individuals with developmental disabilities and their families that the collaboration has jointly identified:**

1. Lack of Employment Opportunities for People with Disabilities
2. Inadequate Transportation Services

## Section V: Measures of Collaboration

### Issue 1: Lack of Employment Opportunities for People with Disabilities

**Description of collaborative issue/barrier or expected outcome:**

Program eligibility requirements and the lack of active participation from employers.

**Life Areas:**

- |  |  |   |                                     |
|--|--|---|-------------------------------------|
| <input type="checkbox"/> Self-Determination    | <input type="checkbox"/> Health            | <input type="checkbox"/> Transportation | <input type="checkbox"/> Recreation |
| <input checked="" type="checkbox"/> Employment | <input type="checkbox"/> Education         | <input type="checkbox"/> Childcare      | <input type="checkbox"/> Housing    |
| <input type="checkbox"/> Community Inclusion   | <input type="checkbox"/> Quality Assurance |   |                                     |

**Council roles and responsibilities in collaboration:**

Advocate for people with intellectual and developmental disabilities to obtain educational and employment opportunities by collaborating with DVR and ensure program compliance.

**Problems encountered as a result of collaboration:**

The lack of commitment from employers. The need to refine and expand collaboration with both the employers and disability employment agencies.

Some Council referrals to DVR did not meet the eligibility requirements. The Council will continue collaborating with DVR to request DVR grantor to amend or adjust case-to-case program eligibility requirements to allow individuals with intellectual and developmental disabilities to be eligible for the program.

**Unexpected benefits:**

Some applicants who were not eligible for DVR obtained employment through families, friends, or other network partners.

### Issue 2: Inadequate Transportation Services

**Description of collaborative issue/barrier or expected outcome:**

Insufficient funding for GRTA

**Life Areas:**

- |  |  |  |                                     |
|--|--|--|-------------------------------------|
| <input type="checkbox"/> Self-Determination  | <input type="checkbox"/> Health            | <input checked="" type="checkbox"/> Transportation | <input type="checkbox"/> Recreation |
| <input type="checkbox"/> Employment          | <input type="checkbox"/> Education         | <input type="checkbox"/> Childcare                 | <input type="checkbox"/> Housing    |
| <input type="checkbox"/> Community Inclusion | <input type="checkbox"/> Quality Assurance |  |                                     |

**Council roles and responsibilities in collaboration:**

Collaborate with GRTA to ensure individuals with intellectual and developmental disabilities have reliable transportation services for work, school, medical, and other personal needs.

**Problems encountered as a result of collaboration:**

Due to limited funding and other related issues, some of our target population are not able to utilized transportation services for work, school, medical, and other personal needs.

**Unexpected benefits:**

Even though GRTA does not have sufficient funding for public transportation, Para Transit continues to serve our target population.

## **Section VI: Dissemination**

The Council will distribute copies of the PPR Report to Council members, the Governor and Lieutenant Governor, members of the 32nd Guam Legislature, Mayor's Council of Guam, Tri-Agency Partners, Agency Representatives, and non-profit organizations. Copies will also be available at the office, outreach, and other Council events. PPR will also be available in the Council website by January 15, 2015.