



State Council on Developmental Disabilities



STATE OF CALIFORNIA

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Governor

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MEMORANDUM

August 20, 2018

To: Sandra Smith, Interim Chair, State Council on Developmental Disabilities
From: Aaron Carruthers, Executive Director
Subject: Executive Director Accomplishments

In accordance with the federal Developmental Disabilities Assistance and Bill of Rights Act (Federal DD Act), the State Council on Developmental Disabilities (SCDD) is required to evaluate the performance of the SCDD Executive Director on an annual basis. Thank you for the opportunity to participate in this process by filling out a self-evaluation and addressing the Council's recommendations and priorities from the 2017 evaluation. I also included significant accomplishments.

I am proud to provide the following highlights of accomplishments through the evaluation period of July 2017 through June 2018. Please know the first accomplishment is having a truly great team. Through this team of committed individuals SCDD is strong and accomplishing more together. Delivering the Council's State Plan through our own staff creates a unique solution in the service delivery system and a national model for other Councils. While the items listed below are provided as Executive Director accomplishments, they are because of the team, as we all work diligently to carry out the Council's mission, goals and policy objectives.

Exited High Risk Status

- After four years of a Corrective Action Plan and special terms and conditions as a result of the 2013 Monitoring and Technical Assistance Review System (MTARS) report, the Administration on Intellectual and Developmental Disabilities (AIDD) removed the "high risk designation" from SCDD's grant.
- This brought to a close a 24 year history of concerns and inconsistencies between AIDD and SCDD that began with the 1994 AIDD Program Administrative Review and continued with the 2006 MTARS and 2013 MTARS reports
- Result is the California Council is a national model and advisor to other Councils

Funding Increased for SCDD

- Council Recommendations
 - Keep budget at or above current level
 - Advocate against decrease in SCDD budget
- Actions
 - As a result of an increase by Congress in the line-item budget for all Councils, the Administration on Community Living (ACL) increased SCDD's grant by \$971,819 in federal fiscal year 2018
 - This increase eliminates the Council's structural deficit
 - CA received 1/3 of the total increase for all Councils as a result of the application of a new funding formula, which I advocated for in 2016 and asked our national association to lobby to apply once Congress created new funds

Council Named "Employer of the Year"

- Council Recommendations
 - Invest in employees to enhance teamwork, engagement, and morale
 - Staff development and succession
 - Continue to create a safe space for open discussion
 - Continue to fill vacant positions
- Actions
 - Created regular staff holiday and social activities for headquarter staff
 - Council approved plan to reclassify Office Technicians. This creates upward mobility. Now any employee can work toward any level in the organization
 - Decreased vacancy from 23% to 18%
 - Began bi-monthly All Staff Call, monthly HQ staff meetings
 - Began planning for an All Staff in-person conference
 - Exit interviews with HR to monitor trends in employee changes
- Named "Employer of the Year" by the Association of California State Employees with Disabilities. Award given to a small state department with a high percentage of employees with disabilities and the promotion of employees with disabilities

Continued Leadership on the Fight to Retain Medicaid Funding

- Council Recommendations
 - Keep Council Informed on Federal healthcare
 - Advocate against proposed decrease in Medicaid funding
- Actions
 - Led California's campaign in response to Medicaid cuts
 - Visited every member of the CA Congressional delegation and delivered Medicaid letters for their constituents
 - Entered into an MOU with Stanford Law School to research how the civil rights and individual entitlement in the Lanterman Act can be preserved if federal funding is dramatically reduced. SCDD is the co-client with DRC.

Reached Millions of Californians

- Council Recommendations
 - Meet State Plan objectives
 - Continue to advocate for people with developmental disabilities
- Actions:
 - In 2017, State Plan work reached 2,571,000 Californians
- The year before I began, the Council's work reached 58,000 Californians, now we reach more people per month than Council used to reach in a year

Built Strong Coalitions for Systems Change

- Council Recommendation
 - Work to educate officials and community members on capabilities of people with I/DD and continue to work with Federal and National Partners to build strong coalitions to build systems change
- Actions
 - Served as technical advisor to an Assemblymember that led to the creation of the Assembly Select Committee on Intellectual and Developmental Disabilities
 - Council recognized by the State Assembly for its advocacy for and advancement of people with intellectual and developmental disabilities
 - Advocated for the Council priority to fund social/recreational/camp services, which was ultimately not approved in the final budget deal
 - Entered into a Community of Practice Grant on Cultural and Linguistic Competence in DD with DDS, DRC, and the 3 UCEDDs provided by the Georgetown University National Center for Cultural Competence
 - Selected as a recipient of the "Financial Empowerment: Focus on People with Disabilities" technical assistance grant from the U.S. Consumer Financial Protection Bureau to provide "Your Money, Your Goals" training
 - Gave keynote addresses on advocacy, employment, changing service models, the values of the Lanterman Act, systems change, self-determination and housing

Advanced Employment and Housing

- Secured legislation for the Council's sponsored ideas for employment
 - AB 2171 (Frazier) "One Person, One Goal"
 - AB 1274 (McGuire) Employment Data Sharing
- Executed Cycle 40 grants to:
 - Create a Strategic Housing Framework with the Lanterman Housing Alliance
 - Validate discovery as an effective employment outcome with Easterseals

Furthered the Self-Advocacy

- Supported self-advocate Council Members involved in:
 - Building standards
 - Secretary's Task Force on Developmental Services
 - Elder and Dependent Abuse Month
 - Silence=Violence Coalition
 - #MeToo movement
 - Increasing Significant Incident Reports through regional centers

Advanced Self-Determination

- The Centers for Medicare and Medicaid Services (CMS) approved the California self-determination waiver. SCDD was the sponsor of the self-determination law and an active leader in its implementation, including weekly calls. SCDD's leadership through the Statewide Self-Determination Advisory Committee led to the refocus on achieving the passage of the waiver.

Provided Consistent Solid Leadership through Litigation

- Provided leadership to the Council and team while achieving the accomplishments above during the unusual legal circumstances over the last year
- Brought the litigation to a close, including defending the Council