

CULLMAN COUNTY 310 AUTHORITY FIVE-YEAR PLAN

INTRODUCTION

As we enter the next five years the Cullman County 310 Authority has the opportunity to provide individuals with developmental disabilities and their families the wide range of services that have so badly been needed in Cullman County. From early intervention and one of the only integrated daycare programs in Alabama to workshop rehabilitation and group home living, the Cullman County 310 Authority will continue to meet the growing challenges of serving Cullman County's developmentally disabled population with philosophy approach of "wellness" and "recovery" instead of the old traditional "treat the illness" approach. All of these needs will continue to present opportunities for us to improve both the effectiveness of treatment and supportive services that will ensure that the 310 Authority will not accept complacency but move forward as we accept the future challenges and needs that individuals with developmental disabilities will face.

MISSION

It is the mission of the Cullman County 310 Authority to provide for a system of effective and efficient services to citizens with developmental disabilities. This system of services endorses the precepts that services shall be client and family driven; shall be provided in the least restrictive setting; shall maximize client and family input; shall use existing support systems; shall be outcome oriented; and shall utilize family, client, and employee satisfaction as major indicators of quality.

Implied in the mission statement are the following Principles of Services:

1. People with developmental disabilities should have the basic services they need to lead self-sufficient lives, receive quality services, hold jobs, participate in community life, and exercise personal choice.
2. Publicly financed services must be provided, but complement -- not displace, the natural support networks upon which people with developmental disabilities rely. These networks -- family, friends, schoolmates, co-workers, and neighbors -- are enormously important so people with developmental disabilities are included in community life. Building on natural supports is the most powerful and effective means of assisting people with disabilities.
3. Services for people with developmental disabilities must be anchored in a clear understanding of each person's unique needs and preferences. Services should build on each individual's strengths instead of focusing on his/her weaknesses.
4. Wide varieties of service strategies should be available so that the system has the capacity to provide a diverse array of services that are personalized, effective, and economical.

5. People with developmental disabilities should make their own choices unless they are not competent to make such decisions. Public services, therefore, must recognize choices that people with developmental disabilities make concerning where they wish to live, from whom they receive services are furnished, and the activities in which they wish to engage.
6. Effective systems of service not only respect the decisions that people with developmental disabilities make about their own lives but include people with developmental disabilities in making decisions concerning the formulation of public policy at all levels.
7. A system of services should recognize and promote maximum integration of people with developmental disabilities into all aspect of community life.
8. One fundamental aim of a system of services must be to promote the personal economic independence, productivity, and self-sufficiency of people with developmental disabilities.
9. A system of service should attempt to ensure that people with developmental disabilities enjoy personal security, including the right to live and work in a safe and secure environment, have access to consistent and reliable health services; and have protection from abuse-neglect and economic exploitation.
10. A system of services must promote and value quality. Client, family, and employee satisfaction must be key measures of the quality of the services which are furnished to an individual. The system must be outcome/goal oriented.
11. A system of services should attempt to ensure that the human, civil, and legal rights of persons with developmental disabilities are explicitly recognized, protected, and respected.

SERVICE PHILOSOPHY

The philosophy which we believe should guide the planning, development, implementation, and evaluation of services for people with developmental disabilities includes the following elements:

1. Individuals with developmental disabilities are, first and foremost, people with basic human needs, aspirations, desires, and feelings; second, citizens of a community who are afforded all the rights, privileges, opportunities, and responsibilities accorded other citizens; and finally, individuals who happen to have a disabling condition.
2. People with developmental disabilities are recognized as having diverse needs, concerns, strengths, motivations, goals, and abilities which can best be addressed

through the coordinated and cooperative efforts of an interagency network of human services providers.

3. Family unity is frequently the most important resource and support to individuals with developmental disabilities.
4. The rights, wishes, values, and needs of clients and family members are paramount in planning and operating the mental health services system.
5. The system is sensitive to other members of the developmental disabilities population who are members of minority or ethnic groups; elderly individuals; or people with multiple disabilities, autism, cerebral palsy, and epilepsy.
6. Local communities are the most knowledgeable regarding their local environment, issues, strengths or gaps in the service system, and opportunities.
7. Staff who work effectively with individuals with developmental disabilities are highly regarded and valued resources of the system.

BACKGROUND

The Cullman County 310 Authority's day habilitation program moved to its new building and location from Sportsman's Lake Drive to 1807 Beech Avenue SE. during the early 1990s. At this time the program consisted of only the day habilitation training program and a part-time workshop where several day habilitation clients worked on small contracts from various industries a few hours each week.

Since 1993, under the direction of the Center's Executive Director, work began and continued by the 310 on expanding all of the facility's programs to approximately 200 individuals at the start of 2007. In 1998, what started as a part-time endeavor with the Tennessee Valley Rehabilitation Center evolved into what it is today, Top Quality Industries fully operated by the 310 Authority with over 45 workers with developmental disabilities working on site in the workshop and out in the community ranging from Walmart to American Trim and Perfection Chain Products to name a few. With this goal reached, the 310 Authority began developing case management services to serve the clients and their families' needs. Currently the Authority has a case manager who serves the needs of the workshop clients.

In 1994 the 310 Authority began the process of opening an Infant Toddler Program called T.O.D.D.'s Club (toddlers overcoming developmental delays). This program arranges services like physical and occupational therapy for children up to 3 years of age without any cost to the families. Currently the program serves over 35 individuals providing services ranging from speech to occupational and physical therapies. In addition, the Cullman 310 Authority began its summer sitter service for individuals who were out on summer break and needed a place to socialize and learn while their parent or parents were at work.

In 1995 after months of planning the 310 Authority opened its first group home in Cullman. The Nail House Group Home opened its doors in January of 1996 and has 5 residents. In 1997, the 310 Authority opened its second group home in Hanceville Alabama. The Thomason/Lowry House opened in August of 1997 with 4 residents and currently 6 males reside there. The facility's third group home, the Bama-Jackson House, opened on January 3rd 1998 in Hanceville, Alabama. In that home 3 ladies reside. The fourth group home, Connie's House, was opened in October of 2000 in Vinemont, Alabama and currently has 6 residents. In May 2003 the Bobby King home was opened in the City of Cullman. This home currently serves 4 residents. In March of 2006 a parent made a donation to purchase our 6th residential facility. This home is located in the Holly Pond area and 3 ladies reside there.

Also in 1995, the Cullman 310 Authority began work with Wallace State Community College to begin an adult education program located full time at the Margaret Jean Jones Center for the benefit of the clients. Today the 310 Authority has expanded the program to Monday through Thursday with each client being provided the opportunity to develop their reading and writing skills to the best of their abilities. Instructions even include the usage of computers and interactive programs that stimulates learning.

In 1998 the Cullman 310 Authority opened a new facility, the Achievement Center, built to house all of the various programs, except for the day habilitation program, including our integrated day care which is only one of very few in the state. We call it T.O.D.D.'s Friends Daycare to coincide with the Early Intervention Program T.O.D.D.'s Club. The daycare will provide care for infants and young children up to the age of 5 who is disabled or non-disabled and currently has over 40 children in its care.

Also, in 1999 the B. Herman Reid Park was built with the aid of the Cullman County Civitan Club on the facility's grounds for the clients' enjoyment. This park includes a walking trail, picnic area, and basketball/volleyball court.

Construction is complete on our exercise facility which includes a basketball court and additional classrooms for people who are in need of day services.

CURRENT FUNDING SOURCES:

CCCDD, Inc. currently receives additional funding from City of Cullman, Cullman County and United Way of Cullman County.

GREATEST AREA OF UNMET NEEDS:

Our greatest area of unmet needs is funding for individuals on statewide waiting list. Because of this huge obstacle there are no services available for students coming out of high schools nor for families who have kept their children at home for years and are no longer able to care for them. Waivered slots have become a precious commodity not so easily attained by people who need it. More residential homes are needed in our area for the aging population of our clients and especially their caregivers.

PLANNING PROCESS:

With assistance from our Quality Enhancement Team (QE), the Cullman 310 Board requests input into the planning process through correspondence from individuals, family members or guardians, as well as from various agencies and school systems. The QE team collects input from key stakeholders through surveys. Satisfaction Surveys are sent to all individuals receiving services to determine satisfaction with services as well as to assess future service needs. Areas of need are addressed by the team and presented to the Board of Directors. A needs assessment is conducted by the intake coordinator for persons interested in services in our county and if the person is approved eligible for services by the Alabama Department of Mental Health, they are placed on the waiting list for services. There are currently 36 individuals on the statewide waiting list who are requesting services in Cullman County.

PLAN MONITORING:

The Board will meet at regular intervals to review management reports on surveys, services, financial standings, consumer input, quality improvement and other issues of concern. Annually, the board will evaluate the plan, and its implementation. The Board will make any necessary adjustments or changes. The Board will review its mission and vision statement.

GOALS:

1. To continue quality services under the rate cuts.
2. To continue advocating for individual's needs
3. To conduct annual survey/needs assessment for individuals receiving services.

CULLMAN COUNTY 310 AUTHORITY 5-YEAR PLAN QUANTITY OF SERVICES

Projections of future needs and placement numbers are based on the facility's current waiting lists, the Cullman Child Development Center's graduation forecast, and the Cullman 310 Authority's own residential survey of residential needs over the next 5 years. This survey was sent to families and care givers who have individuals attending the day habilitation program and TQI workshop. The survey's results had a response rate of approximately 80% and its findings were considered valid and reliable. Furthermore, program costs and increases are based on funding from DMH/MR.

PROJECTIONS & PERCENTAGES:

RESIDENTIAL SERVICES: 28 individuals residing in 6 group homes. During the duration of the next 5 years, estimates of individuals needing placement from Cullman County is projected to be over 15 which is a 60% increase over individuals currently receiving residential placements from the Cullman 310 Authority. Estimates of individuals needing future placement were obtained from the CCCDD, Inc.'s waiting list, Cullman Child Development Center's graduation forecast, and the Cullman 310 Authority's own 2007 residential survey of residential needs over the next 5 years.

ADULT DAY HABILITATION PROGRAM: Currently there are 70 individuals involved in adult training. Additional individuals needing services from the program over the next 5 years is projected to be at 30 which is a 47% increase over current client enrollment. Projections for individuals needing placement in the training program were obtained from the CCCDD, Inc.'s waiting list and the Cullman Child Development Center's graduation forecast.

SUPPORTED EMPLOYMENT: The Cullman 310 Authority's TQI Workshop currently has approximately 45 full and part time employees and projects a 50% increase in employment which will place approximately 20 additional individuals in the TQI Workshop over the next 5 years. Estimates of new employees were obtained from the TQI workshop's waiting list and through projections from the CCCDD, Inc.'s adult training program of clients graduating/progressing into the work program.

EARLY INTERVENTION TO INFANTS AND TODDLERS - TODD'S CLUB:

TODD's Club early intervention program currently serves 38 infants and toddlers. It is projected that over the next 5 years individuals needing these services will increase by approximately 9 children or 30% yearly. Estimates were obtained from the TODD's CLUB waiting list and through projections of physician's referrals over the next 5 years.

TODD'S CLUB INTEGRATED DAY CARE: The 310 Authority's integrated daycare has 45 children in its care with approximately 30%, 14 children, considered having a disability of one form or another. Enrollment increases over the next 5 years will be dependent on the attrition/drop out rate as well as the graduation rate due to age and entering school programs. Projections were obtained through the daycare's waiting list.