



Ability Leadership Project of NC (ALP-NC) Year 4

10/1/2021 – 12/31/2023

System Gap Addressed

- Developmental disabilities policy-based advocacy leadership development training programs involve high cost, outcomes tracking challenges, and barriers to long-term participant follow-up.
- There are no policy-based advocacy leadership development training programs where people with intellectual and other developmental disabilities (I/DD), parents, professionals and other stakeholders train together.
- Individuals with I/DD are rarely training facilitators or coordinators for policy-based advocacy leadership training initiatives geared towards individuals with I/DD and their families; and nearly never facilitators and coordinators if leadership training program is geared toward professionals.

Initiative Goals and Timeline

- Create, pilot, and evaluate structured leadership development training, comprised of a curriculum that is both integrated and group-customized for self-advocates, parents, professionals and other stakeholders.
- Graduates of the ALP-NC leadership development training will gain the skills necessary to effectively advocate for self and others.
- Graduates of the ALP-NC leadership development training Train-The-Trainer program will gain the skills necessary to train and mentor others.
- The ALP-NC inclusive leadership development training is structured to address the needs of a diverse training cohort to understand the history and evolution of the disability movement, evolution of rights and expanding protections with the emphasis on self-determination, integration, productivity, inclusion and independence in communities.
- Individuals with I/DD will have lead roles or, actively co-lead all aspects of the training, including training coordination, training facilitation, and evaluation.
- The investment by the NCCDD to Disability Rights of NC started July 2018 and will end December 2023.

Description of Activities

- Piloted an integrated leadership development training curriculum for diverse training cohorts.
- Produced a facilitator's guide to implement the ALP-NC leadership development training.
- Produced, piloted, and implemented a train-the-trainer curriculum/program for facilitators of the ALP-NC leadership development training.
- Conducted an impact evaluation for the leadership development training.
- Conducted a train-the-trainer program evaluation.
- Developed a method for maintaining long-term contact with and among training graduates.

Outcomes to Date

- Finalized the inclusive leadership development training curriculum and facilitator's guide.
- Finalized the train the trainer curriculum and facilitator's guide.
- Graduated 54 trainees with the skills necessary to effectively advocate for self and others (e.g., speak to policy and other decision-makers, give testimony, etc.) at local state and federal levels to promote systems change.
- Held 2 Train the Trainer Programs involving 13 participants
- Prepared 7 trainers of diverse representation including 3 individuals with I/DD.
- 5 trainers referred to Fall/Winter TtT are PWIDD
- Hired a person with IDD as Co-Director/program coordinator for administrative and training responsibilities.