



## Ability Leadership Project of NC – Year 1

3/1/2024 – 12/31/2024

### System Gap Addresses

- 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 the leadership training program is geared toward professionals.

### Initiative Goals and Timeline

- Graduates of the ALP-NC leadership development training will gain the skills necessary to effectively advocate for self and others.
- Design and produce virtual education and meetings that are accessible and seamless for the end user.
- Tailor the training approach and content to align with ALP-NC's values, methodologies, and mission, specifically addressing the needs of people with I/DD and their family members. Integrate practical examples and relevant case studies to enhance the training's applicability and effectiveness.
- Update facilitating strategies and techniques to suit the facilitators' skill sets and learning styles, focusing on interactive, participant-engaged methods.
- Incorporate modern technological tools and digital platforms to reflect the latest trends and best practices in digital learning.
- Develop unique participant engagement techniques, ensuring the training resonates with ALP's target audience.
- Refine the learning objectives, language, and terminology to closely align with ALP-NC's goals, target audience, and mission.
- Restructure and reformat the training sessions to better meet the operational needs and preferences of the initiative staff and leaders.
- Develop a method for maintaining long-term contact with training graduates.

### Outcomes to Date

- Transitioned contract to Community Bridges Consulting Group (CBCG) from Disability Rights NC who piloted and launched the initiative starting March 2024.
- Individuals with I/DD have lead roles and actively co-lead all aspects of the training, including training coordination, training facilitation, and evaluation.
- Finalized the inclusive leadership development training curriculum and created the Leaders Guide
- Rebranded "trainers" as "facilitators. Developed Facilitator's Guide and accompanying facilitator's tools. Created a Facilitator Orientation including 2 orientation videos.
- During DRNC contract:
  - Graduated 54 trainees with the skills necessary to effectively advocate for their 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 two Train the Trainer programs involving 13 participants.
  - Prepared seven trainers of diverse representation including three individuals with I/DD.
- With Community Bridges Consulting Group contract:
  - Created distinct roles, including: Co-directors, Senior Facilitators, Junior Facilitators, Producers, and Leader Advocates.
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  - Trained 2 cohorts of 22 graduates a.k.a. Leader Advocates (9/Cohort 1; 13/Cohort 2).
  - Established two styles of training classes: monthly and bi-weekly.
  - Started Monthly Facilitator and Alumni Meet-Ups, and Learning Team meetings
  - In May 2024 started a monthly e-newsletter.
  - Created and implemented an Alumni Survey that garnered 14 responses from 45 recipients.

- Established practical assessment plans and practices.
- Instituted on-going Leader engagement efforts including in-person advocacy at the May I/DD Caucus.