



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.
- Individuals with I/DD have lead roles or actively co-lead all aspects of the training, including training coordination, training facilitation, and evaluation.
- Finalized the inclusive leadership development training curriculum and facilitator's guide.
- Finalized the Train the Trainer curriculum and facilitator's guide.
- During DRNC contract 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.
- Hired a person with IDD as Co-Director/program coordinator for administrative and training responsibilities.
- In March 2024, began promoting for a new training cohort to begin in April 2024.