Though confronted with a range of challenges, 2010-2011 was a year of accomplishment for the NCCDD and the initiatives it supports. A key part of our mission is to encourage innovation in addressing the needs of people with intellectual and other developmental disabilities (I/DD) and we are pleased to report progress in several areas.

The Mountain Area Health Education Center has made great strides in helping provide better preparation for physicians caring for people with developmental disabilities. Its mini-fellowship in Adult Developmental Medicine has been transformed into a national curriculum in Developmental Medicine. Numerous collaborators have assisted in promoting education programs for medical professionals to raise the standard of care for people with I/DD.

Proactively, the NCCDD funded the Advancing Strong Leadership in Developmental Disabilities program to ensure that those who will guide NC’s DD System in the future will have the skills needed to succeed. This is essential to prepare for the pending retirement of a generation of organization leaders.

The Council concluded a thorough opinion gathering process and adopted its new five-year plan, charting goals and areas of emphasis for the years ahead. There will continue to be much to do to serve the interests and aspirations of people with I/DD, and the Council welcomes the challenge and the opportunity.

Yours truly,

Holly Riddle, J.D., M.Ed.
Executive Director, NCCDD

Robert Rickelman, Ph.D.
NCCDD Chairman
Committed to expanding opportunities and promoting full inclusion for people with intellectual and other developmental disabilities (I/DD), the North Carolina Council on Developmental Disabilities (NCDD) seeks to support initiatives to foster positive systems change. Under authority granted in the Developmental Disabilities Assistance and Bill of Rights Act, PL 106-402, the Council funds a range of initiatives undertaken by nonprofit organizations, universities and government agencies. These initiatives include work in the following areas:

**STRENGTHENING HEALTH CARE**

To help address the lack of training physicians receive on the needs of people with I/DD, the NCDD provided funding for Mountain Area Health Education Center (MAHEC) to continue its work on the National Curriculum Initiative in Adult Developmental Medicine.

During the year, the Asheville-based center formed key partnerships, such as that with the American Academy of Developmental Medicine and Dentistry, presented in national venues, and sought pilot sites in North Carolina for the country’s first curriculum in adult developmental medicine.

The NCDD also funded the North Carolina Relationships initiative, which seeks to provide education for people with I/DD that supports healthy social and emotional relationships and encourages providers to adopt policies and practices that promote healthy, safe and caring relationships for people.

**PROVIDING QUALITY SUPPORT SERVICES**

To promote increased quality in the supports provided for people with I/DD, the NCDD has funded the College of Direct Support (CDS) initiative. The CDS provides competency-based online training. Several hundred direct support professionals have participated in the program.

Data shows significant increases in job satisfaction and a reduced turnover rate for those who have taken the training. The College of Direct Support also covers career responsibilities, professional procedures, person-centered practices and the ethics training essential to a values-driven profession.

The initiative, led by the grantee, Monarch, Inc., on behalf of the Council of Community Programs, involves 15 other provider agencies. The Council funded the initiative in response to projections that North Carolina will face a shortage of qualified direct support professionals to meet the future demand from people with I/DD and their families.

**EDUCATION ADVANCES**

The Beyond Academics™ program at the University of North Carolina, Greensboro, reached a new milestone with the first graduates of its four-year, certificate program in Integrative Community Studies. The initiative prepares students for a self-determined lifestyle, emphasizing careers, meaningful avocations, and community living. Students live in campus housing, attend classes and receive experience in mastering everyday living skills.

**NCDD FIVE YEAR PLAN**

Capping more than a year of more intensive opinion gathering among people with I/DD, their families and authorities in the field, the NCDD adopted its new five-year plan to guide its activities. The Council’s funder, the U.S. Administration on Developmental Disabilities, requires periodic reviews so that the needs and goals of the people served will be the prime driver for the work of all Councils in the U.S. and territories.

The blueprint for the plan was developed through an initiative with the Carolina Center on Developmental Disabilities, UNC at Chapel Hill.

A key tool in soliciting feedback on the plan was an Internet survey. This enabled people to share thoughts on education, community involvement and full inclusion; it led to the greatest response ever in plan development. People with I/DD, their families, professionals and others all contributed their views on Council activities for the years ahead.

Greater self-determination, improved supports and employment, and opportunities to fully participate in the community were all identified as areas of emphasis for the Council in the future.

**FUTURE LEADERS IN I/DD**

People selected as among those who are likely to lead North Carolina organizations serving people with I/DD in the future are in their third year of the Advancing Strong Leadership in DD program.

Led by Steven Edelman and Nancy Weiss of the University of Delaware’s National Leadership Consortium on Developmental Disabilities, the program wins praise from participants and professionals alike.

Over 20 class members in the three-year program learned from authorities in the state and nation, with a chance to have a dialogue with presenters at the top of the field.

The initiative was prompted by the expected retirement of many “baby boom” organization leaders in the near future, indicating a need to prepare a new generation.

Zondra Moss, of Easter Seals UCP, sees the program as a great experience, adding that it helped her focus her vision for the future and “develop a plan of action that will make me a more effective advocate and leader.”

Participants included, clockwise from top: Lindsay Allen, Jennifer Waite, Zondra Moss, Scott Bailey, Robin Paige, Tanja Taylor, Holly Aughtry, Kent Erb, Jennifer Bowman, Daniel Brown, Melissa Burness, Katy Nichols, Jesse Smathers, Melinda Rue.

**THE ABILITY TO ADVOCATE**

Developing the ability of people with I/DD and their families to advocate for their interests is a key mission of NCDD. The Partners in Policymaking™ program is a major component of meeting this goal.

A class of almost 30 people with I/DD and family members participated in the 2010-2011 program, attending a total of eight weekend sessions where they interacted with national and state experts in the field.

Through interactive presentations on the history of disability policy, the legislative process process and communicating with lawmakers, Partners participants learn how to make their voices heard.

Hundreds of advocates in North Carolina have graduated from the program over the past 20 years, with many going on to leadership roles in shaping public policy, advancing the role of self-advocates and promoting full inclusion in the community.

**PARTNERSHIPS FOR 2010-2011**

**ADVANCING STRONG LEADERSHIP IN DEVELOPMENTAL DISABILITIES**

UNIVERSITY OF DELAWARE, NATIONAL LEADERSHIP CONSORTIUM ON DEVELOPMENTAL DISABILITIES

**BEYOND ACADEMICS**

UNC-GREENSBORO

**BUILDING A STRONGER ASANC**

ASSOCIATION OF SELF-ADVOCATES OF NORTH CAROLINA

**COLLEGE OF DIRECT SUPPORT (CDS)**

HEWITT CONSULTING

**CDS PHASE II RESEARCH/EXPANSION**

HEWITT CONSULTING

**COMPREHENSIVE COMMUNICATIONS PLAN**

THE WALLACE GROUP

**DEVELOPMENT INITIATIVE FOR 5-YEAR PLAN**

CAROLINA INSTITUTE ON DD, UNC-CHAPEL HILL

**MAKING OUR VOICES HEARD**

HUMAN SERVICES RESEARCH INSTITUTE

**NATIONAL CURRICULUM INITIATIVE IN ADULT DEVELOPMENTAL MEDICINE**

MOUNTAIN AREA HEALTH EDUCATION CENTER

**NORTH CAROLINA ALLIANCE FOR FULL PARTICIPATION**

INSTITUTE ON COMMUNITY INTEGRATION

**NORTH CAROLINA RELATIONSHIPS INITIATIVE**

HUMAN SERVICES RESEARCH INSTITUTE

**SEEING IS BELIEVING**

COMMUNITY RESOURCE ALLIANCE

**SUMMIT ON DD TECHNICAL ASSISTANCE COLLABORATIVE**

HUMAN SERVICES RESEARCH INSTITUTE

**TASKFORCE ON INCLUSIVE CHILDCARE**

SOUTHWESTERN CHILD DEVELOPMENT COMMISSION