



# Leadership Development: Investing and Enhancing Council Member Leadership Skills

2024 OIDD Training and Technical  
Assistance Institute



Washington State



DEVELOPMENTAL  
DISABILITIES COUNCIL

# Washington State DD Council:

- ▶ 25 members
- ▶ New Executive Director in Fall of 2022
- ▶ Several new members in 2023 as pandemic ended
- ▶ Determined we need a more accessible, established and welcoming experience for Council membership and staff

## Three Pieces to Our Approach:

- ▶ Council Accessibility Assessment
- ▶ Council Member Feedback Survey
- ▶ Diversity Equity and Inclusion (DEI) Initiative

# Council Accessibility Assessment:

Worked with consultant, Wandke Accessibility

- ▶ Focused on:
  - Meeting Structure
  - Information (State Plan, Council Meeting Packets, etc.)
  - Assistive Technology
  
- ▶ Met with Council Membership and Staff for small group feedback sessions
- ▶ Reviewed materials
- ▶ Completed report with suggested next steps

# Council Member Feedback Survey:

- ▶ Collaboratively Designed by: Council Co-Chairs, Wandke Accessibility and Council Staff
- ▶ Asked Membership for their perceptions and experiences as council members
- ▶ Offered multiple ways to complete (in person support, QR code/online, over the phone).
- ▶ Results shared and reviewed by Membership and Staff
- ▶ Helped to prioritize Membership Committee and Staff next steps

# Diversity Equity and Inclusion (DEI) Initiative:

Awarded to Off Shootz Consulting

- ▶ Four Month Project for Council Members and Staff
- ▶ Focuses on:
  - Establishing common understanding
  - Identifying our values and priorities
  - Creating agreements and tools to work together
- ▶ Train the Trainer element to sustain Project work

## Contact Us for More Information:

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# Development Days Overview



## Our Mission

The mission of the Illinois Council on Developmental Disabilities (the Council) is to help lead change in Illinois so all people with intellectual and developmental disabilities exercise their right to equal opportunity and freedom.

## Council Overview

*“A small body of determined spirits fired by an unquenchable faith in their mission can alter the course of history”. - Mahatma Gandhi*

# Our Issue: NEVER ENOUGH TIME

- ▶ Our meetings are justifiably packed with current topics.
  - ▶ Started as a need to talk about our grant projects in depth.
  - ▶ Surveyed members on topics they would like to dig into.
  - ▶ Quickly took off as a way to continue to develop our Council Members between meetings.
- ▶ Started RIGHT before the world changed in early 2020.

# What is a Development Day?

ICDD Development Days are a pivotal quarterly virtual event design for Council members to enhance their leadership skills and deepen their understanding of critical issues, policies, and best practices in systems change.

HIGHLY ENCOURAGED (But not mandatory)

# Logistics

- ▶ Take place in the months between our Council meetings
- ▶ Virtual
- ▶ 4hrs long
  - ▶ Session 1 10am-12pm
  - ▶ Session 2: 1pm-3pm

# Topics we have covered

- ▶ Grantee Showcases
- ▶ Legislative Session Overviews
- ▶ DEI Trainings
- ▶ Future of the Field
  - ▶ In partnership with National Leadership Consortium
  - ▶ Open to the public and intentional invite opportunities

# Future of the Field Agenda Samples

## 2023

- ▶ Advocacy & Changing the System: Max Barrows, Green Mountain Self Advocates
- ▶ The Workforce: Challenges and Innovations: Serena Lowe (CareSource) and Joe Macbeth (National Alliance for Direct Support Professional) and Syard Evans (Arkansas Support Network)
- ▶ Ache of Your Absence: A Discussion on Belonging: Erick Carter, Baylor Center on Developmental Disabilities

## 2024

- ▶ Future Trends in the Disability Service Sector: Angela Rapp Kennedy
- ▶ Building Better Support and Communication Across Systems: Carly Winnie Using Technology as Support: Opportunities in Everyday Technology: Corey Dalglish
- ▶ Moving to a System of Equality and Inclusion: Anita Cameron



# Council Member Development

NEW YORK STATE COUNCIL ON DEVELOPMENTAL DISABILITIES  
COUNCIL MEMBER DEVELOPMENT PROGRAM



## PHASES OF COUNCIL MEMBER DEVELOPMENT:

### 1) APPLYING FOR COUNCIL MEMBERSHIP

- Communication with each potential member.
- Welcome new members in Full Council meeting.

## 2.) JOINING THE COUNCIL

- Send New Council Member Orientation Guide.
- Match with mentor One-Year (focus on guide).

- 
- Invite new members to a three-session Lunch and Learn Training Series:

Session #1 – How Council connects with national network of agencies and organizations.

Session #2 – How Council connects with state network of agencies.

Session #3 – How Council member connects with and gets involved in their council.

- Offer Council Member Resources web page.

### 3. ENGAGING A COUNCIL ROLE

- Invite new council members to serve in a council leadership role.
- Ensure ongoing that council member is involved and developing in leadership as they serve (example, the annual Advocacy Institute).

## 4. FINISHING COUNCIL TERM

- Suggest options for local, state, or national post - term leadership roles through state appointments office or Council agency members.
- Send off council member formally with appreciation in a full Council meeting.

## COUNCIL CONCERNS ADDRESSED:

- Primary goal? Build confidence & competence.
- Staffing? Ideally the entire council conducts the member development program together.
- Funding? This program requires little additional funding.

## NEBRASKA COUNCIL ON DEVELOPMENTAL DISABILITIES

- ▶ Investing and Enhancing Council Member Leadership Skills with NCDD
- ▶ Kristen Larsen, Executive Director, NCDD
- ▶ Matt Kaslon, NCDD Vice Chair and Self-advocate



# Beyond Tokenism: People with Complex Needs in Leadership Roles 2014 Report

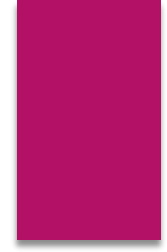
- ▶ NCDD embraces findings from the Michigan DD Council *Beyond Tokenism* report written in 2014 by TASH members, Dr. Mark Friedman, Dr. Ruthie-Marie Beckwith, and Dr. James Conroy, which addresses board inclusion.
- Report provided strategies to support people with complex needs to be fully included and not treated like a token.
- Report provided strategies to support inclusion for everyone on the board - those with and without disabilities



Beyond Tokenism  
Report noted that  
Inclusive Board  
Practices Provide:

- **Authentic Membership:** People with disabilities feel like they are equal members.
- **Deliberate Communication:** They can understand information and receive and communicate with the other members.
- **Full Participation:** They have what they need to be actively involved in the group.
- **Meaningful Ways to Contribute:** Have roles and responsibilities that help the group.
- **True Influence:** Feel like they are making a difference in what the group does and how they do it.
- **Mentors and Supports**

# The Nebraska Governor Appoints **25** NCDD Members



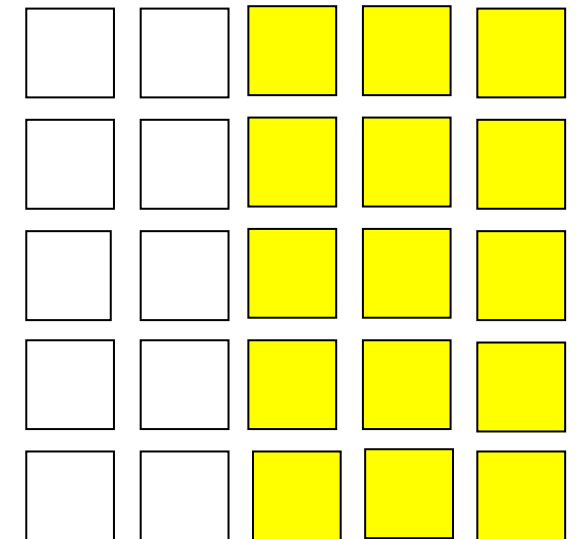
**Federal law states:**

AT LEAST 60% of the members must be:

- adults with developmental disabilities

**OR**

- immediate family members of people with developmental disabilities.
  - One member must live in or must have lived in an institution in the past or be an immediate family member of the same.



NCDD currently has **seven** self-advocates on the Council.

# How does NCDD engage members who have a disability?

- New Member Orientation
- Support to Council Member Self-Advocates Policy Provides:
  - ❖ Assistance with transportation.
  - ❖ Assistance reviewing meeting materials. Assistance before, during, and after meetings understanding meeting topics.
  - ❖ Personal care assistance as needed.
- Encouraging leadership roles and committee involvement.

# NCDD On-Boarding – New Member Orientation

- Info about NCDD members, including agency representatives.
- NCDD mission, how we impact advocacy, capacity building, & systemic change.
- Info on the DD Act & how it sets the roadmap for all Council work.
- Explanation of DD Network Partners.
- The Federal Role (ACL/AoD) in administering Councils.
- Council reporting requirements – PPR and State Plan.

## NCDD Member Orientation (continued)

- Examples on major Council activities.
- Council member responsibilities & Council member terms.
- Detailed info on Council Standing Committees.
- Info about quarterly meetings, expense reimbursement.
- Council Staff Responsibilities.
- Council State Plan and current Goals and Objectives.

# Support to Council Member Self-Advocates Policy

- ▶ Council membership includes individuals with I/DD, family members, and agency representatives. For some Council members with an I/DD, assistance may be needed to participate in quarterly Council meetings, or other Council-approved trainings or activities. In these instances, the Council member will select a personal support person of their choosing. This can be a family member or a service provider who will assist as needed with transportation, review of meeting materials, personal care, etc.
- ▶ The Council member will choose their support person and ensure the person is willing to serve in this capacity. Upon notification by the Council member, Council staff will work directly with the support person to establish the terms of the contract to provide the appropriate supports to the Council member. Reimbursable expenses may include mileage; meals; hotel, conference registrations, and other travel expenses, if applicable; and a daily stipend or hourly rate.
- ▶ It is the responsibility of the Council member to notify Council staff of any changes that occur with their support person.
- ▶ These support costs are built into the NCDD annual budget.

# Facilitating Member Involvement at Meetings

- Members are encouraged to arrive by 9:00 AM to allow 30 minutes for Networking Partners Program, before meeting begins at 9:30 AM. Council members are encouraged to use this time to network with others and provide mentoring as needed to newer members.
- Agenda item for Member Updates  
Time is provided for Council members to share any advocacy and/or disability activities they have been involved with since last meeting.
- Chair may ask direct questions to self-advocates during discussion times for their perspective. Support staff may encourage self-advocates to share their opinion.







BESSING	NEUMANN
BRADY	OBRIEN
BRODECKY	FEDERSEN
BULLARD	FRICE
CADY	CALLAN
CALLAN	REGAN
CARSTEN	REYNOLDS
CROWLEY	SCHULTZ
DAFOE	SLEPICKA
GILLETTE	STEWART
GREEN	SULLIVAN
HOWARD	VAN KIRK
HOWELL	WARNER
JELLEN	WELLS
KASPAR	LI GOVERNOR
MATTSON	
MCGOWAN	



# NCDD Members; Self-advocates in Elected Leadership Positions

NCDD revised By-Laws in February 2019. Major change included having annual elections for Standing Committee Chair positions, rather than Chair appointing them. Self-advocates stepped up and have been running for officer or Committee Chair positions!

## **Current FFY2024 Elected Self-advocate Leaders:**

- Matt Kaslon – Vice-Chair
- Jason Gieschen – Secretary; Initiated adding the Pledge of Allegiance at meetings
- Quintin Corwin – Grant Review Committee Chair (Serving his 2nd year in this position.)
- Caitlin Donaldson – Planning Committee Chair
  - ❖ Each of them serves on the NCDD Executive Committee
  - ❖ All four self-advocate Executive Committee Members plan to attend the NACDD 2024 July Conference to grow in their roles.

# Info about Matt Kaslon

Matt was appointed to NCDD in Nov. 2019 & is serving his final term through Oct. 2025.

In 2019, Matt was serving on Nebraska Youth Leadership Council. NCDD reached out to NYLC and asked the facilitator to encourage members to apply to NCDD.

Matt also joined NeSILC, State Rehabilitation Council, Olmstead Plan work groups, & Liberty Healthcare's statewide Human & Legal Rights Advisory Committee.

Matt is very passionate and enjoys contributing to almost every Council discussion.

## Info about Matt Kaslon (continued)

- ▶ Fun fact - Matt ran for Planning Committee Chair at his first meeting and has been running for leadership positions since! He has run for NCDD Chair the past three years.
- ▶ In FFY2024 he was elected Vice-Chair.
- ▶ In FFY2023 Matt was elected and served as Planning Committee Chair

# Matt's strategies for success on NCDD

- Matt's support staff, Sherry, assists with:
  - ❖ Transportation
  - ❖ Reviewing meeting materials
  - ❖ Discussing Council business to prepare him for his leadership contributions
- Matt seeks mentoring from other Council members
  - ❖ After being elected Vice Chair this year, he asked if he could serve on all three of the Council's Standing Committees: Legislative & Advocacy, Planning, & the Grant Review Committee to broaden his knowledge. (NCDD members typically serve on one.)
- This year Matt makes it a point to sit next to Chair Rachel Siffing at quarterly meetings.
  - ❖ Matt gives an icebreaker question at the beginning of Council meetings.

# CONTACT INFORMATION

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▶ NCDD Vice-Chair

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- ▶ [Itacchelp.org](http://Itacchelp.org)