



Intellectual and Developmental Disabilities Commission Agenda

June 20th, 2024

4:25pm

Virtual via Zoom Link:

<https://us06web.zoom.us/j/89259286185?pwd=kBO6WW8CW2brkHWDpZVsXBhMta1NFy.1>

1

Phone Call-In: +13017158592,,89259286185# US (Washington DC)

Meeting ID: 892 5928 6185

Passcode: 986028

Agenda

4:25 pm		Gathering
4:30 pm	Chair	Welcome, Chair Quorum Determination Call to Order
4:30 – 5:15 pm	Chair	Introduction of Invited Guest Councilmember Gabe Albornoz
5:15-5:30		Election of Officers
5:30 pm	County Liaison	Comments/Updates -
5:40 pm	Chair	-Adhoc presentation of priorities and questions 1.) Community Engagement 2.) Special Education 3.) Workforce 4.) Other -Discussion of Priorities

6:40 pm		Public Input
6:45 pm	Chair	Adjournment

Meeting Accessibility Notice: Sign language interpreter services and other auxiliary aids or services will be provided upon request with as much advance notice as possible, preferably at least three (3) full business days before the meeting/event. To request any other reasonable accommodation or to advise us of any dietary considerations (for in-person meetings), please send a request to Ahmna.Khan@montgomerycountymd.gov. Taking these steps will help us have sufficient time to best meet your needs.

Community Engagement ADHOC Subcommittee Priority Proposal

The Community Engagement Committee envisions Montgomery County as a model of inclusion through the dedication of resources to ensure that people with disabilities feel welcome, safe, and included in all settings, public and private, across the county. Towards that end, we recommend funding a 1.0 FTE position for the IDD Commission liaison, which would include additional duties conducting outreach and education across the county as an ambassador for people with IDD. These duties would include:

- Educating the business community on the needs of people with IDD and the benefits of serving the IDD community.
- Attending resource fairs and community events to raise awareness to resources for people with IDD.
- Do targeted outreach to traditionally underserved communities to ensure that they know about resources for people with IDD.
- Conduct presentations to different audiences (business community, government agencies, community-based organizations) on how to be more inclusive (including providing information on how to be sensory-friendly and providing accessible services to children and adults who use wheelchairs, need access to changing tables, or have other environmental access needs) and on hiring people with disabilities.
- Create flyers or other outreach materials in multiple languages.

Special Education Committee Priority

The Special Education and Related Services Ad Hoc Subcommittee has been formed to place specific attention on the strategy and delivery of special education through both public and private schools. We have prioritized the gathering of data on special education and related services available through Montgomery County Public Schools.

Our ad hoc group would like Montgomery County to create a task force regarding special education services for people with IDD, age range birth to 21, to promote educational equity within the county through:

- Stakeholder engagement
- Increased communication
- Service delivery process

We recommend the task force to deliver an audit of special education service delivery provided by MCPS. The audit should include:

- Staff Development and Support - professional development, core skill requirements (for staff), recruitment and retention of staff
- Data Driven Decisions - staffing and resource allocation, curriculum setting based on student learning data, staff feedback
- Special Education Services Audit - identify service gaps, make recommendations to improve services
- Special Education Communication and Engagement - IEP communication and clarity for guardians, special education awareness and comprehension workshops
- Then, include recommendations for improvement of MCPS special education service delivery based on audit results

The task force will include representatives from: MCPS teachers union, MCPS administrator, Montgomery County, MCPS BOE, Special education teachers and paraeducators

After our priority is chosen, we will work on:

- What will we do with the recommendations of the task force?
- How will the implementation of the task for work?

Intellectual and Developmental Disabilities Commission

Ad Hoc Workforce Committee

June 2024

Proposal

The Ad Hoc Workforce Committee proposes a five-year pilot project that delivers a formal workforce development pipeline specifically for direct support professionals (DSP). The proposed pilot engages Worksource Montgomery, Montgomery College, the Interagency Coordinating Council on Developmental Disabilities (InterACC/DD) and its member organizations, Montgomery County Public Schools (MCPS), and Montgomery County to create professional development and certification, career ladders and lattices and opportunities for upward mobility, and drive wages upward toward a Montgomery County living wage.¹

Partners & Roles

Worksource Montgomery	(1) Deliver IDD system content through MoCo Career and Worksource Montgomery Career Counselors to high school students; and, (2) work with InterACC/DD and Montgomery College to develop curriculum for DSP credentialing and certification.
Montgomery College	With project partners, develop curriculum-based classes/coursework that results in the issuance of a recognized and portable DSP certification.
InterACC/DD	(1) Develop/deliver content for Montgomery College curriculum and certification; (2) commit to developing hiring priority principles for trained/certified/credentialed DSPs through this pilot; and, (3) collect outcomes data for analyses of impact and publication.
MCPS	(1) Allow for Worksource Montgomery to bring IDD system content to MCPS high school students as an option; and, (2) add Human Service track as an opt-in for students who are not planning a college 'track' as a post-secondary option. (Through MocoCap, the Montgomery County Career Advising Program—see https://mococap.com/ .)
Montgomery County	Invest in/subsidize the development and implementation of this project.

Project

National and state analyses of the DSP workforce in 2022 shows a persistently high rate of turnover (40.9% US; 33.2% Maryland), high vacancy rates among full- and part-time DSPs (15.3%/17.9%, respectively US; 16.4%/21.3%, respectively MD), and low wages (\$15.98/hour US; \$16.00/hour

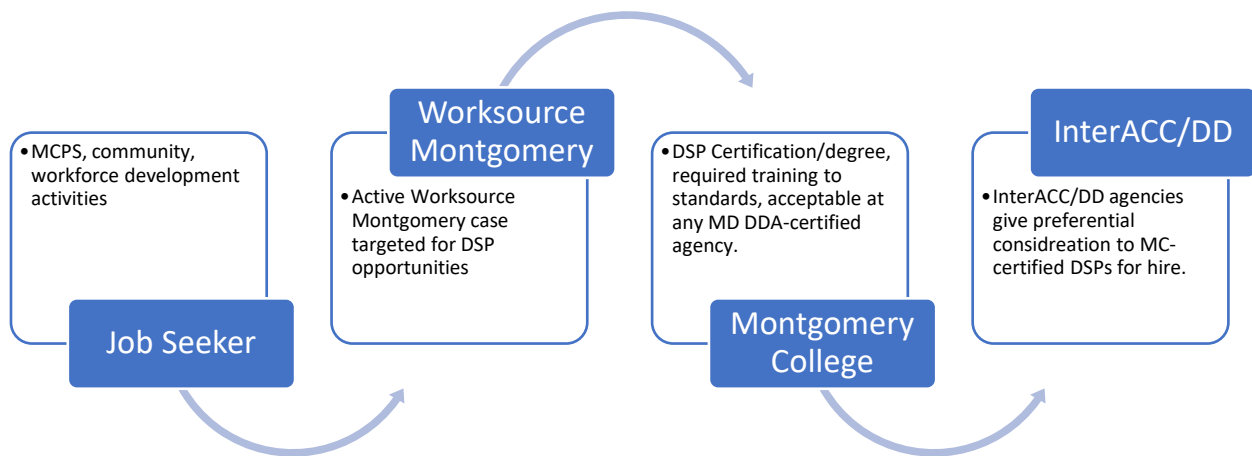
¹ The Massachusetts Institute of Technology (MIT) Living Wage Calculator is available at: <https://livingwage.mit.edu/>.

MD). Within the turnover data, an alarming percentage—62.3% US; 56.5% MD—of DSPs leave provider organizations within their first year of service.

According to the Lightcast Q1 2024 Occupation Snapshot Report, issued by Worksource Montgomery, the supply of qualified DSPs in Montgomery County is approximately 11% short of expected demand and is characterized as lower than the national average. The average compensation for a DSP in Montgomery County is \$19.52/hour, the equivalent of \$40,620/annum or approximately 200% of the federal poverty level for a 2-person household and is only 56.0% or 42.2% of a living wage² in Montgomery County for a two-adult or one-adult, one-child household, respectively. Turnover among InterACC/DD member organizations for fiscal year 2022 was 32.9% and in fiscal year 2023 was 28.0%, both beating the national and statewide turnover data. However, even at 28.0%, turnover and the instability and discontinuity in service delivery that result from it is consequential.

The pilot envisioned above, with roles played by each of the pilot’s partner organizations, is intended to deliver three primary outcomes:

1. Drive DSP wages tied to qualifications and talent.
2. Create and nurture a career trajectory, by way of targeted talent management, reskilling and upskilling, and preparing DSPs for upward mobility and opportunities for advancement in the field.
3. Issue a portable credential, recognized by the Maryland Developmental Disabilities Administration (DDA) and InterACC/DD member organizations and similar organizations across Maryland.



² [Living Wage Calculator - Living Wage Calculation for Montgomery County, Maryland \(mit.edu\)](#)



Intellectual and Developmental Disabilities In-Person Meeting Dates

Thursday October 24th 2024, 5:00-6:30pm (Location TBD)

Thursday February 20th 2025, 5:00-6:30pm (Location TBD)

Thursday May 22nd 2025, 5:00pm-6:30pm (Location TBD)