

Statewide Independent Living Council (SILC)
2017 – 2020 DRAFT Final Michigan SPIL Monitoring Report
Executive Summary of Aggregate Outcomes and Evaluation
March 17, 2021

Goal: Inclusive and Accessible Communities: Michigan’s Independent Living (IL) Program will strive to create inclusive and accessible communities so people with disabilities can participate in all aspects of society.

Objectives:

1. Michigan’s Centers for Independent Living (CILs) and SILC will engage in activities that increase awareness and access on a variety of disability-related topics that will lead to more inclusive and accessible communities. Topics may include, but are not limited to, general disability acumen, community barriers (e.g, transportation), the American’s with Disabilities Act (ADA) and civil rights, public policy, etc.

Outcomes:

- a. The CILs increased public knowledge of disability issues by providing 91,241 hours of community presentations that educated 66,473 people.
- b. The CIL Network continues to develop the Disability Network Academy (DNA) CIL staff training module to standardize CIL staff training and best practices including delivery of disability awareness trainings.
- c. The CIL Network is implementing testing of CIL staff retention of DNA training modules.
- d. SILC became and continues to be an active member of the DD Council’s COP Leadership Team whose goal is to increase the number, diversity, and capacity of formal and informal leaders to transform their state/territorial developmental disabilities (DD) systems by: (1) advancing and sustaining cultural and linguistic competence (CLC) systemically through changes in values, policy, structures, and practices; and (2) responding effectively to the growing cultural and linguistic

diversity among people with DD and their families who reside in states, territories, and tribal nations.

Evaluation: This objective was successfully met through the CILs' continued provision of the five core services and SILC's engagement with disability partners.

2. Develop the Common Disability Agenda (CDA), which is a cross-organization policy agenda that advances independence for people with disabilities.

Outcomes:

- a. The primary areas of concern from the outdated CDA continued to be transportation and employment. Advocacy, leadership development and timely access to information were also common issues as well as wages and access to training for home help workers impacting quality. Seven CDA community forums were held in 2017 and 2018. CDA participants were asked to identify their top two priority areas. Groups then focused on consensus items by creating a statement of importance and making recommendations for the future. Priority areas identified by the groups included: Employment, Self-Advocacy/Leadership, Transportation, Housing, Accessibility and Education. Due to the late 2018 departure and phasing out of a SILC staff position spearheading this effort, the CIL Network, CIL Public Policy Team, and SILC will explore more effective statewide collaborative approaches with other public policy entities to act on public policies in fluid political environments instead of the creation of a static CDA document.

Evaluation: This objective was not met due to staff turnover and the general consensus that a static Common Disability Agenda document may not be the best vehicle for the IL Network to respond to emerging issues in a fluid environment. The next SPIL may address new methodologies that allow the IL Network to be more effective in responding to emerging disability issues.

3. Develop, through a strategic thinking process, an assertive, multi-year plan to significantly improve access in our communities and implement the same.

Outcomes:

- a. In 2017, four workgroups were identified: consumer experience, enforcing regulations, increasing CIL expertise, and marketing CIL expertise. The first group created a draft plan and submitted the training portion to the Disability Network Academy planners for review and feedback. The second group began meeting in 2018 with SILC sponsoring a strategic thinking event with members of the Council, CIL Directors and staff. The group addressed four implementation initiatives regarding the creation of inclusive and accessible communities: building expertise within CILs; promoting expertise of CILs; enforcing and utilizing construction codes and ADA guidelines; and improving the consumer/community experience. Strategies were developed on how to build resources to support developing statewide expertise at CILs. The intent was to have at least one certified ADA coordinator at each CIL and a strategic plan on how to engage with community developers, planners and municipalities. Many of these initiatives continue to be addressed through the CIL Network's DNA module.

Evaluation: This objective was achieved and resulted in the successful creation and launch of the CIL Network's Disability Network Academy (DNA) which is a tiered, module based online learning system for IL employees. The tool is continually enhanced as new training opportunities emerge.

Goal: Education: Michigan's IL program will work closer with the education system to ensure students and families have the optimal educational experience.

Objectives:

1. Through their involvement with Pre-Employment Transition Services and the Community Transitions Core Service, Michigan CILs will engage with students and their families at an earlier stage in the education process to help develop independent living skills, including leadership development (youth leadership council), to help transition into adulthood.

Outcomes:

- a. 5,691 students between the ages of 14 – 26 developed CIL supported ILPs. 18,738 students received federally defined Pre-Employment Transition Services for the CILs. The ILP count does not include 2018 data due to an inconsistency in CIL data entry protocols which were

addressed by an ad hoc team. A second evaluation ad hoc team created training and tools to develop evidence based ILPs with students in group/classroom settings. The CIL Network continues to explore youth service delivery and ways to support consistency across Michigan's 15 CILs.

- b. Youth leadership development data tracking protocols are under development in NetCIL and were not tracked during the period of this SPIL. Data on the % of students who set and met transition goals and the # of students who had positive movement on the self-sufficiency matrix (SSM) was not capable of being extracted from NetCIL due to lack of standardized data entry protocols. The CIL network suspended the use of the SSM due to the inefficiencies in data entry and opted to continue using their current outcomes measurement model. These issues continue to be addressed by the CILs's NetCIL User Group.

Evaluation: This objective was partially achieved through CIL delivery of Youth Transition Services mainly through a fee for service partnership with MRS. The CIL Network is refining data entry protocols to ensure accurate tracking and reporting of youth who receive these services.

2. Michigan's CILs and SILC, in partnership with other entities, will take a lead role in return of the Michigan Youth Leadership Forum (MYLF).

Outcomes:

- a. In 2017, design for a 2018 event started and network members committed to local events leading up to the weeklong Forum with year-long mentoring to follow. However, the MYLF was not held during the period of this SPIL due to a lack of CIL resources for planning and coordination. A MYLF is being included in the next SPIL with a defined champion and resources dedicated to make sure this event occurs.

Evaluation: This objective was not achieved due to the lack of a lead agency/person and funding to spearhead this effort. This objective will be included in the next SPIL with a lead agency defined in the SPIL.

3. Michigan's IL Network will engage in systems advocacy activities to reform funding and improve special education services in Michigan.

Outcomes:

- a. The CILs provided 2,135 hours for systems advocacy on education. The CIL Network engaged in conversations with Governor Snyder's administration regarding the Special Education Task Force. Though Lt. Governor Calley addressed the deficits with the funding models with the legislature, no action was been taken that resulted in legislation to modify the funding model. At the end of 2017, the Michigan Special Education Task Force released a report indicating Michigan special education students underserved by \$700 million (shortfall of \$459 per student). The task force recommended: Expand Early On in Michigan services; Provide financial incentives for Pre-K and K-12 to implement best practices in Special Education services; Increase support for community-based supported employment transition services for students starting at age 16; Increase support for teacher professional development to prepare them to meet the needs of all learners; Reduce inequities based on ZIP code; Provide schools with both the foundation allowance and reimbursement for special education expenses; Fund regional family support service resource centers.

The January 2020 MDE report "The Path Forward Strategic Action Plan" recommended the following actions: Legislature must provide full and equitable funding specifically aligned with multiple task force recommendations including the School Finance Research Collaborative, former Governor Snyder's Educator Advisory Council, and former Lt. Governor Calley's Subcommittee on Special Education Funding; Michigan Department of Education (MDE), with the support of educational associations, will look at methods of funding that have better outcomes for special education students; and MDE, with the support of educational associations, will put together recommendations for legislatures.

Evaluation: This objective was achieved in terms of CILs providing advocacy around these education funding issues. Ultimately, the success of this objective is up to the state legislature.

4. Develop and Implement a Family Education Program to help families understand the IEP process, transition services, and promote student-led IEPs.

Outcomes:

- a. The number of families educated and number of student-led IEPs held were not part of the data sets in the statewide NetCIL database system. There was also a lack of data on the % of schools CILs interact with in their service area. Data entry protocols were not established by the CILs to capture this information. SILC staff worked with the NetCIL Users Group to develop the best means of measurement for SPIL analysis, but statewide protocols were not established and it is unknown how many CILs participated in this objective.

Evaluation: This objective was not achieved due to the lack of creating a uniform NetCIL data entry protocol and not having all CILs on board with this initiative. Closer SILC collaboration with the CIL Network on agreed upon SPIL objectives should be employed in the future to ensure successful outcomes achievement.

Goal: Employment: Michigan's IL program will partner with appropriate entities to facilitate increased employment in complete, integrated settings.

Objectives:

1. Michigan's CIL network will continue to partner with vocational rehabilitation (VR) entities: Michigan Rehabilitation Services (MRS) and the Bureau of Services for Blind Persons (BSBP), and other employment services, to assist people with significant disabilities find employment in competitive, integrated settings.

Outcomes:

- a. Though Michigan CILs are not primarily engaged in job placement services, 202 CIL consumers obtained employment and 41 maintained employment in competitive and integrated settings through the provision of CIL services. 12,349 CIL consumers developed employment goals in the ILPs. The number of employment service referrals from MRS/BSBP to the CILs was not provided to SILC for this report. 43% of CIL consumer employment goals set were met over the SPIL period. The

number of consumers who had positive movement on the self-sufficiency matrix (SSM) was not tracked as the CIL network suspended the use of the SSM because of inefficiencies in data entry. They have opted to remain using their current outcome measurement model of tracking goals set and met.

Evaluation: This objective was partially achieved through CIL provision of employment related services such as soft skills training. The tracking of consumer progress across the self-sufficiency matrix was not successful as use of the self-sufficiency matrix in NetCIL proved to be incompatible with NetCIL's reporting modules and in turn did not allow for the extraction of this complex data set. In addition, data entry proved to be time consuming and complex, and data was often lacking from participants which would have resulted in an incomplete service and outcomes picture.

2. Michigan's IL Network will participate in systems advocacy activities relating to employment, including the Office of Disability Employment Policy (ODEP) Employment First grant and assist community rehabilitation organizations and vocational rehabilitation to achieve the goals of the Employment First Executive Order and the Unified State Workforce Development Plan.

Outcomes:

- a. Through the ODEP Employment First initiative, the SPIL had intended to track the number of people who transition from a facility-based setting to a competitive, integrated employment setting and the % decline in facility-based employment. According to Michigan's ODEP grantee, there is no clear statewide resource that captures the # of people who transition from a facility-based setting to a competitive, integrated employment setting. The data that is available is self-reported from community rehabilitation agencies that received ODEP technical assistance and reported on their services. This data is included below from Table 10 of the Michigan Employment First Report:

Table 10: Michigan Provider Transformation Initiative, Competitive Integrated Employment Placement 2016-2018

N = 1,697 Placements

Employment Type/Year	Supported			Customized			Self		
	N**	Hrs	Wages	N**	Hrs	Wages	N**	Hrs	Wages
2016*	219	-	-	50	-	-	20	-	-
2017	243	20	\$9.50	211	25	\$10.30	14	6	\$3.50
2018	629	19	\$10.30	297	24	\$10.00	24	16	\$10.20
Totals	1091			548			58		
% of Total Employed	65%			32%			3%		
Ave. Hours		19.5			24.5			11.0	
Ave. Wages			\$9.90			\$10.15			\$6.85

*Average weekly hours and average hourly wages were not reported in 2016.

** Number of new positions developed during the year (not cumulative.)

Likewise, the % decline in facility-based employment can be tracked for certain populations from the Michigan Department of Health and Human Services’ (MDHHS) encounter data, the 404 Report. Access to the report through 2018 is publicly available, but 2019 data has not been officially released. Data related to this variable was reported for the I/DD population in the 2019 Employment First report, however, specific year to year data would have to be obtained from MDHHS.

FY 2017 data reported in the Michigan Employment First Report indicated that regarding the “Employment Status of Adults with Developmental Disabilities/Dual Diagnosis by PIHP/CMHSP”, out of 36,069 individuals, 8.9% were competitively employed, 16.9% were

not competitively employed, and 74.2% were not employed.
Competitive Employment includes: Full time and Part time.
Not Competitively Employed includes: sheltered workshops,
enclaves/crews, and self-employed.

Not Employed includes: facility-based day activity and not in the
labor force (homemaker, student, retired, cannot work due to extent
of disability, institutionalized, unpaid volunteer.)

Data for the following indicators will be supplied by MRS/BSBP prior
to the finalization of this report:

% increase/decrease of people who obtain employment through VR
agencies from previous years;

The % increase/decrease of people who obtain employment through
VR agencies for the period of the SPIL.

The Bureau of Services for Blind Persons (BSBP) reported 271
successful case closures from 2017-2019. The implementation of the
amendment to the Rehabilitation Act of 1973 became law on July 22nd,
2014. The Work Innovation and Opportunity Act (WIOA) did not
include the classification of homemaker as a vocational goal. BSBP
adjusted its practices and closed all homemaker cases by 2017. BSBP's
Placement data currently reflects only those consumers in competitive
integrated employment. (CIE).

Evaluation: Evaluation of this objective is ongoing.

3. SILC, in partnership with Michigan CILs, will work towards the
implementation of public policy that compensates people with disabilities at
an equal wage to those without disabilities.

Outcomes:

- a. In 2017, legislation was been introduced by State Representative Frank
Liberati to eliminate the use of subminimum wage in Michigan. CILs
discussed this issue with their legislators during Disability Network
Michigan's (DN/M) Legislative Day. As a result of the implementation
of WIOA and Michigan's Employment First initiative spearheaded by the
Developmental Disabilities Council, CROs are beginning to voluntarily
phase out payment of sub-minimum wage.

Evaluation: This objective ongoing and was partially achieved through the work of the Employment First initiative and the implementation of WIOA requirements.

4. Michigan's IL Network will promote the passage of federal legislation that authorizes and appropriates resources for the CareerACCESS pilot project

Outcomes:

- a. The goal of the 12-year CareerACCESS pilot projects is to markedly increase employment rates for American youth with disabilities and provide a more effective alternative to current SSI rules by 2027. During the 4th quarter of FY 2017, Michigan activities on the CareerACCESS project started to move forward again and collaboration with Michigan Community Mental Health began moving forward. However, there had been little movement on the initiative after the Presidential Election and budget discussions. SILC worked with the World Institute on Disability to give Michigan a pilot state designation for CareerACCESS. Michigan was ultimately not selected to be a pilot state and has not been involved in this initiative since.

Evaluation: This objective was not achieved because Michigan was not selected as a CareerACCESS pilot site.

5. Michigan's IL Network will educate the business community on the value of hiring people with disabilities.

Outcomes:

- a. The CIL Network provided 11,609 hours of community education related to employment of people with disabilities and 7,567 individuals were educated. The CILs continue exploring best practices and models of standardized training and evaluation models using the Disability Network Academy.

Evaluation: This objective is ongoing and was achieved during the SPIL period through the CILs' ongoing provision of core community services.

Goal: Emergency Preparedness: Michigan's IL program will continue to help individuals with disabilities and communities be prepared for emergency situations.

Objectives:

1. Michigan's IL network will improve processes to help consumers and communities be prepared for emergency situations.

Outcomes:

- a. In 2017 and 2018, a SILC/CIL focus group on emergency preparedness needs, barriers, and preferred communication met in Lansing. A survey of CIL activities and gaps was prepared, but progress on this objective stalled during the SPIL period. This objective will be modified and continued in the next SPIL.

Evaluation: This objective was not achieved due to the lack of an identified lead. This objective will have a lead agency identified in the next SPIL.

Goal: Long Term Services and Supports: Michigan's IL program will continue to promote community-based living as the preferred living arrangement for people with disabilities.

Objectives:

1. Michigan's CILs will provide the Community Transitions core service by engaging in contracts to do outreach to nursing facilities and transition people out of institutionalized care.

Outcomes:

- a. 2017: 2,376 NFT/MiChoice Waiver Transitions and 54 diversions
2018: 2,165 NFT/MiChoice Waiver Transitions and 39 diversions
2019: 1,789 NFT/MiChoice Waiver Transitions and 53 diversions
2020 (9/17/20): 1,265 NFT/MiChoice Waiver Transitions and 79 diversions

Evaluation: This objective was achieved through the CILs provision of core transition services and is ongoing.

2. Michigan's IL Network will engage in system advocacy activities at both a state and federal level to promote policies that place community-based living as the preferred option.

Outcomes:

- a. CILs provided 20,193 hours promoting community-based living options and educated 11,911 people through outreach.

The CILs participated in the multi-year state-level Nursing Facility Transition (NFT) re-design efforts during the SPIL period. Michigan's NFT program became a 1915 (i) State Plan Amendment service and all providers are following new guidelines for services and billing. NFT services would be more broadly available with a unified marketing approach, and it was anticipated that more people would have access to the NFT program and transition to the community. The state-level NFT re-design launched on October 1, 2018 and all providers are following Medicaid guidelines for services and billing under the unified marketing approach.

Evaluation: This objective was achieved through the CILs provision of core transition services and is ongoing.

Goal: Effective and Efficient Independent Living Program: Michigan's IL Network will continue to build a consumer driven, highly effective IL program that meets all of the federal standards and indicators as required by the Workforce Innovation and Opportunities Act.

Objectives:

1. Michigan's CILs will meet the standards and indicators as required by the Workforce Innovation and Opportunities Act.

Outcomes:

- a. CILs, with the collaboration of SILC and the DSE, developed a peer-led review process in 2017 allowing CILs to provide support to each other by identify federal compliance weaknesses, limiting risks to audit findings, ensuring Michigan CILs remain compliant with required standards and indicators, and ensure IL services are consumer led. The process was based upon the newly released guidelines utilized by the Administration on Community Living (ACL). In 2018, a pilot was conducted,

enhancements made, and three reviews were conducted. In 2019 and 2020, the DSE implemented a CIL financial review focused on 2 CFR 200. The CILs moved forward with the peer-led process to build CIL Network capacity and core competencies using peer to peer support, education, and training. In 2019/2020, ACL completed three CIL onsite reviews using their new monitoring tool. Those reports have not yet been released as of this report writing.

Evaluation: The objective was achieved and is ongoing.

2. Once established, SILC will meet the standards and indicators as required by the Workforce Innovation and Opportunities Act.

Outcomes:

- a. SILC adopted ACL compliant standards and indicators. Staff are reviewing current implementation practices to ensure full compliance.

Evaluation: This objective was achieved.

3. Michigan's IL Program will explore engaging in a marketing campaign to increase public awareness about the CILs.

Outcomes:

- a. No progress at the state level.

Evaluation: This objective was not achieved due to a lack of identified resources. Going forward, CILs and SILC will increase our public awareness through continued community education and outreach efforts.

4. Michigan's CILs will seek technical assistance through the DSE, the CIL association, ACL and ILRU to ensure compliance with the standards and indicators.

Outcomes:

- a. In 2017, both SILC and Disability Network Oakland/Macomb provided requested technical assistance to the Disability Network Wayne County/Detroit in their executive director search. In 2018, SILC Provided

technical support to the CIL Network NetCIL database system. All needs were met. DN/M provided technical assistance to CILs to prepare for the NFT re-design. SILC consulted with ILRU on various topics regarding SILC operations. In 2019, SILC staff, two Council members and the CIL Network CEO met with ACL at the SILC Congress for technical assistance on SILC operations and composition. SILC consulted with ILRU on various topics regarding SILC operations. DN/M continued to develop the DNA as an online staff development platform for CIL staff. DN/M offered training opportunities on Indirect Cost Rates, evidenced-based ILP development, and use of technology to enhance Network connectivity. In 2020, the SILC Chair and Executive Director had a phone meeting with ACL leadership for technical assistance on SILC operations and composition. SILC consulted with ILRU on various topics regarding SILC operations. DN/M continued to develop the DNA as an online staff development platform for CIL staff.

Evaluation: This objective was achieved.

5. Michigan's IL Network will develop a Culture for Excellence to help strengthen the IL program in Michigan.

Outcomes:

- a. In collaboration with The Disability Network (Flint), Disability Network Michigan and SILC, The Disability Network (Flint) developed the Disability Network Academy (DNA) to provide streamlined training and technical support to CILs across Michigan. DN/M staff participated in a Continual Quality Improvement (CQI) Academy to learn new methods for implementing and monitoring programs using a CQI approach. DN/M also developed an Evaluation Steering Committee to evaluate how CILs are reporting measurable outcomes. In 2019 and 2020, the CIL Network launched the Disability Network Academy which standardized CIL staff IL training curriculums and implemented the Culture of Excellence concept at all Michigan CILs. DN/M's evaluation steering committee continued to meet and oversee the creation of ad hoc subcommittees that explored CIL Network topics and propose solutions. An ad hoc evaluation team explored consumer satisfaction questions in an effort to

standardize questions and the corresponding scale that will be implemented across Michigan's 15 CILs.

Evaluation: This objective was achieved and is ongoing.

6. The Bureau of Services for Blind Persons will offer Part B funded IL services to people who are blind.

Outcomes:

- a. BSBP continued to utilize Part B funding to provide services to individuals that are blind and visually impaired with multiple disabilities as well as nursing home transition. As a result of WIOA eliminating the vocational goal of homemakers, the IL Part B program provided services dedicated to ensuring that Individuals maintained the least restrictive environment possible.

In 2017, 159 BSBP consumers received Part B services with 55.25% completing their goals.

In 2018, 121 consumers received Part B services with 48.34% completing their goals.

In 2019, 68 consumers received Part B services with 28.06% completing their goals.

In 2020, 70 individuals were served. 38 carried over from 2019, and 31 new cases were served. 57 cases were completed.

Evaluation: This objective was achieved and is ongoing.

7. Quality Assurance and Internal Controls for CIL Network database use/data entry protocols.

Outcomes:

- a. The development of a state NetCIL/Michigan database user manual was completed in the 3rd quarter of FY 2017. All CIL NetCIL users are required through their MRS contracts to ensure certification for NetCIL using staff. SILC provided three webinars on NetCIL usage including modules on reporting, entering of services, and completion of the CIL PPR report. In 2018, DN/M offered training to CILs on the NFT program. DN/M continued to offer trainings to CILs as programs

are added/modified. DN/M has offered NFT staff trainings on data entry protocols, Medicaid billing, transferring a Person-Centered Plan (PCP) into an ILP, Indirect Cost Rates, Evidence-based ILPs, and technology resources. The Quality assurance report protocol remains in continuous development.

Evaluation: This objective was achieved and is ongoing.