

Home and Community-Based Services (HCBS) Rules CONCEPT FORM

Vendor name	InClusion Specialized Programs, LLC
Vendor number(s)	HN0417 HN0419
Primary regional center	North Bay Regional Center
Service type(s)	Specialized Residential Facilities
Service code(s)	113
Number of consumers currently serving and current staff to consumer ratio.	Eight (8)
Have you or the organization you work with been a past recipient of HCBS Funding?	No.
Please provide a brief description of the service/ setting that includes what a typical day consists of and how services are currently provided; include barriers to compliance with the HCBS rules.	Residential services are in compliance with regulatory guidelines but existing barriers to Person Centered Thinking and Planning have been identified. These barriers very much exist on a philosophical level and our organization would benefit from intensive training at the direct services level as well as with senior leadership and administrators to create a culture of choice, options and supports that are sensitive to the needs of the people we support.
Identify which HCBS federal requirements this concept addresses that are currently out of compliance.	Federal Requirement #1,3,4,5,7
Narrative/description of the concept; include justification for the funding request and explain how the concept would achieve proposed outcomes.	InClusion Specialized Programs, LLC will obtain the services of Tom Pomeranz, respected specialist in the area of Person-Centered Thinking and deinstitutionalization in the corporate culture of organizations that support people with I/DD. Mr. Pomeranz will lead "Train the Trainers" workshops with key leadership members and management staff to create compliance and establish best practices for person centered approaches, planning and thinking resulting in major improvements in the quality of life for the individuals receiving our services.
Please describe your person-centered approach ¹ in the	With the people we support currently in mind, the approaches and strategies will be to establish a culture of

¹ A person-centered approach emphasizes what is important to the individual who receives services and focuses on personal preferences, satisfaction, and choice of supports in accessing the full benefits of community living. For

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concept development process; how did you involve the individuals for whom you provide services?	person-centered thinking that becomes embedded in the hiring process, ongoing training and expectations for ALL members of the InClusion team.
Does the concept address unmet service needs or service disparities? If so, how?	Yes. The areas of unmet needs are more at the core of the organization and while all of our staff members are well meaning and dedicated, there are disparities among the approaches and philosophies for our services. These trainings will be critical for bringing uniformity to our organization's person-centered practices on a very real level.
Estimated budget and timeline; identify all major costs and benchmarks — attachments are acceptable.	In discussing the menu of services available, the fees for Mr. Pomeranz are reviewed in the attached calculation sheet which also delineates all other costs associated in implementing these trainings with InClusion Specialized Programs personnel.
Total requested amount.	\$ 40,848.00
What is your plan for sustaining the benefits, value, and success of your project at the conclusion of 2018-19 HCBS Funding?	By training key leadership personnel and direct services employees and videotaping the workshops sessions, InClusion Specialized Programs will be able to benefit from this program moving forward by establishing an organizational culture of person-centered thinking at every level. As this curriculum will be presented to every new hire in the organization with competency-based training, we anticipate that this philosophy will be embedded which will enrich the lives of the people we support for years to come. The idea is that by changing our thinking we will change our actions and every day practices—ultimately providing superior supports for the people receiving our services.