

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

Vendor name	ARC of the East Bay (formerly ARC of Alameda)
Vendor number(s)	PB2120, PB2166, HB0431, HB0427, HB0804, HB0361, HB0360
Primary regional center	RCEB
Service type(s)	Community Integration, Day Program, SEP Group, Activity Center, Work Activity Program
Service code(s)	055, 510, 950, 505, 954
Number of consumers currently serving and current staff to consumer ratio.	293 LEAP 1:3; AVP 1:6, First Step 1:3/1:6 (age based); SCOPE 1:3
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.	We have several programs fitted to individual needs. The primary structure for most consists of: Arrival and attendance, activity, (outings are frequent), lunch activity, dismissal. Our biggest barrier is time and case management, attendance and arrival take a very long time as everything is done by hand and there is no easy communication between staff. This inability to keep staff and clients in communication and informed leads to most of our non-compliance issues as well as health and safety issues. Lack of transportation and dependence on paratransit also limits the autonomy and organizational compliance with federal regulations.
Identify which HCBS federal requirements this concept addresses that are currently out of compliance.	We are out of compliance in various ways with all 5 requirements
Narrative/description of the concept; include justification for the funding request and explain how the concept would achieve proposed outcomes.	<p><i>LEAP: A program without walls</i> This is new program and our primary barrier is hiring staff. We have jobs and clients ready to go but the lack of staff to fulfill the duties. We need funds to hire the staff we need. Federal requirements outline the need for services to be tailored to the individual's needs and preferences and be integrated into the community as well as paid employment. This is exactly what this program means to do. The LEAP program is node based in structure- therefore we need mobile technology: to keep track of the client's whereabouts, mobile case management. Thus, we need an investment into mobile technology. A third need for the LEAP program to be successful is vans that are wheelchair accessible and fitted for our non-ambulatory clients. To this effect we are requesting funds for a new van.</p> <p><i>First Step Children's program:</i> This is a warm and diverse child development/child care program serving children 2 – 5 years of age with mild to moderate disabilities or developmental delays. Children with a current Individualized Education Plan (IEP) are funded</p>

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	<p>four hours daily. This program falls short of compliance with Federal requirement 4, our playground needs repair and our main rooms require renovations so that students with more serious disabilities can have a robust learning/play experience. It also falls short of meeting regulation number 5 as the current recommended approach for child development in neurodiverse children is an inclusion program. We have acknowledged this and are trying to expand our day programs for children and young adults as this has been identified as a community need. The program also fails to meet requirements for Federal requirement 3 by failing to offer assistive technology and methods for communication. Therefore, we are requesting funds for assistive technology and technological upgrades as well as funding to repair and renovate our classrooms and playground.</p> <p><i>Alternative Ventures Program (AVP) :</i></p> <p>This program is both on site and in the community. Participants are afforded the opportunity to improve their social, recreational, life and community integration skills. Occasional paid work is also available. Its primary non-compliance is with federal requirement 3, 4 and 5. We lack assistive technology and are in need of strengthening our ASL programs. We have a significant number of Deaf and Hard of Hearing individuals who have little to no recourse when trying to communicate with those of our staff who do not know ASL. While we have made great strides and have a culture of inclusion and teach our staff ASL we are still hamstrung by a lack of clear informed communication. This program fails to achieve compliance with regulation 4, in that we lack appropriate vehicles and tools for out nonambulatory clients. Therefore, we are requesting funds for assistive technology and technological upgrades; a new van and ASL training.</p> <p>SCOPE</p> <p>This program primary mission is that people with intellectual and developmental disabilities are integrated into their communities and uses “learn by doing” excursions to teach the basic life skills required. This program is non-compliant with regulations 3, 4 and 5. This program serves our most impaired clients and needs better tools for communication and assistive technology. One of the biggest issues is compliance with regulation 4, is we are extremely limited for our non-ambulatory client’s basic health and bodily autonomy because we do not have a Hoyer lift for the bathroom, nor do we have appropriate vehicles for transportation and outings in the community and due to this the clients cannot easily access the community. They are unable to choose whom they interact with because we are unable to split our staff groupings into client preferred groups. Therefore, we are requesting funds for wheelchair compliance, assistive technology technological upgrades; new vans, an electronic Hoyer lift.</p>
<p>Please describe your person-centered approach in the concept development process; how did you involve the individuals for whom you provide services?</p>	<p><u>Culture of Autonomy</u></p> <p>Personal autonomy is the capacity to decide for oneself and pursue a course of action in one's life, often regardless of any moral content. We try to uphold this as an organization for our clients. This concept is at the center of a person-centered approach.</p> <p>The ARC of the East Bay has a long history of being person driven; our primary push has always been for self-advocacy and individual rights. This movement has evolved into what is currently being coined as the neurodiversity movement. We've been practicing neurodiversity advocacy before it was cool. In our current iteration we are evolving to fit the needs of our community and continue to push our philosophy. However, we are far from perfect and need support.</p>

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	<p>The HCBS grant will allow us to fund our goals and move forward as a leader of the person first narrative.</p> <p>We have several areas of need for programs we are developing. These are our new LEAP program, the First Step Children's program and the revamp of our AVP and SCOPE programs. Each of these programs will help create and strengthen the federal requirements for compliance with the HCBS rules.</p> <p>Underlying all these programs, on an organizational level is a need for technological and facilities upgrades and initial staffing.</p>
Does the concept address unmet service needs or service disparities? If so, how?	<p>We have a significant lack of assistive technology for our clients, our computers and technological sophistication is severely behind industry standards. In our analysis we found that staff primary motivation for the job was intrinsically motivated and that our case management system was actively increasing cognitive load and decreasing time spent with the clients. We wish to implement and train our staff to use the new industry standards. This will have case management done in the moment as relevant information occurs rather than hours later. This further allows for the clients to be present and participate in actively setting up their goals. This method will help uniquely apply compliance with all HCBS regulations, but especially regulations 2, 3, 4 and 5.</p> <p>We also have needs for our individual programs which this grant can help meet; these include concepts of inclusion for children, and a decrease in institutionalization by creating programs without walls and increased community presence and participation.</p>
Estimated budget and timeline; identify all major costs and benchmarks — attachments are acceptable.	See Exhibit A- Budget
Total requested amount.	\$ 90,354.00
What is your plan for sustaining the benefits, value, and success of your project at the conclusion of 2018-19 HCBS Funding?	<p>The ARC incorporates the talents of our staff and our clients in providing in-house jobs and positions as much as possible. As such we provide hands on learning in things like maintenance, mechanics and technical training- including strict safety standards. Our goal is to teach clients trade skills to expand the quality of services, and their autonomy and economic freedom.</p> <p>If something breaks -in the spirit of neurodiversity- we harness our resilience and apply our collective skills to learn something new and figure out as a team, program, or organization, the best way to fix or solve the problem. In this spirit, as part of our strategic plan, we will be driving to become a technology center, providing job training in AB testing, mechanical Turk, tech support and computer repair.</p> <p>When our skills fail us we also are smart enough to prepare for emergencies. In this case for the tablets we also plan on purchasing apple care which will insure any hardware damage is repaired. We also have a vehicle budget for those repairs we cannot handle in-house.</p>