

**Our Vision:**                    **A community that truly includes and supports people with disabilities and affords an opportunity for fulfilled lives**

**Our Mission:**                **The mission of the Island Disability Coalition is to bring together community members dedicated to promoting the full and equal participation of individuals with disabilities in all aspects of life. The coalition will work to advocate and ensure that opportunities for self-determination, independence, empowerment, and inclusion exist in the areas including but not limited to education, housing, employment, transportation, civic engagement, socialization, and health care.**

**What We Do:**                 **The Island Disability Coalition (IDC), formed in 2017, is comprised of parents, advocates, self-advocates, educators, employers, and community members who share a vision of an Island community that includes and supports people with disabilities.**

**IDC aims to accomplish its mission in four key ways:**

- **Provide current, accurate, and accessible information to assist families and individuals to access services and supports**
- **Provide training and education opportunities relevant to the identified needs of individuals with disabilities to access inclusive opportunities and experiences**
- **Build the capacity of community partners, and the community in general, to offer inclusive opportunities and experiences**
- **Provide an environment that offers opportunities for connection, networking, collaboration, and supports for community members working towards inclusion**

**Our Goals 2019-2021:**    **Goals 1-3 focus on the development of a sustainable structure ensuring long term success of the IDC.**

**Goals 4-5 encompass the Community Action Plan, outlining steps the IDC will take to facilitate a community shift towards inclusion.**

- 1. Establish formal leadership and governance of IDC**
- 2. Create sustainability plan to ensure long term continuation and impact of IDC**
- 3. Develop IDC membership**
- 4. Improve access to information and resources for community members navigating disability**
- 5. Address 3 of the primary areas of need identified in the needs assessment:**
  - a. Increased opportunities for recreation, leisure, and relationship building for youth with disabilities**
  - b. Increase and improve transition and employment services and supports for youth with disabilities**
  - c. Facilitate training and educational opportunities to build community capacity for inclusion**

## IDC Overview:

The IDC was created in response to community members and stakeholders to address gaps in services and an overall lack of inclusive opportunities for individuals with disabilities living on Martha's Vineyard. From 2017-2019, the IDC has been actively formalizing as a community coalition. Initial funding was secured through a Tower Foundation grant. Current leadership of the IDC involves a part time coalition coordinator, and six member steering committee. The Island wide disability needs assessment identified areas of need, and the IDC aims to address such areas through a collaborative, strength based approach. Acting as a community partner and inclusion resource, the IDC will support sectors of the community in increasing opportunities and experiences for individuals with disabilities, across life domains and life span.

The IDC proposes a unique response to the needs identified in the data collection process. The response is rooted in the belief that the responsibility for inclusion falls not on one organization or agency, rather, the community as a whole is responsible to all families. To achieve true community inclusion on Martha's Vineyard, the IDC will serve as partner, support, collaborator, resource, and advocate.

To achieve the goals outlined in this strategic plan, the IDC will:

- 1. Provide current, accurate, and accessible information to assist families and individuals navigating disability** The IDC will develop and maintain a centralized disability website offering a one-stop shopping approach to families navigating disability. The IDC Navigator will offer families and community member's additional support and connection to resources, services, and programs.
- 2. Build the capacity of community partners to offer inclusive opportunities and experiences** through organizational membership, the IDC will partner with local organizations and agencies offering programs, services, or experiences to "all" community members. The IDC will connect key players to necessary resources, training, education, and assist in planning.
- 3. Provide training and education opportunities relevant to identified needs of individuals with disabilities** IDC training and education offerings will connect service providers, self-advocates, family members, educators and employers to current trends and best practices in inclusive programming.
- 4. Provide an environment that offers opportunities for connection, networking, collaboration, and natural supports for community members working towards inclusion** IDC meetings and community events are focused on creating opportunities for members of the community to naturally connect, learn of existing services and programs, collaborate on creative solutions, and find support from peers both navigating disability, and providers working to improve services. Transparency, cultural competency, and inclusion exist as the guiding principles of the IDC.

**Goal 1: Establish formal leadership and governance of the IDC**

Coalition leadership plays an essential role in moving the IDC towards its overall vision, an inclusive Martha’s Vineyard. Leadership is responsible for ensuring goals are met, outcomes are achieved, and that the IDC continues to work in response to the needs of the community. Initial leadership of the IDC was provided by an interim steering committee consisting of 7 community members representing education, families, advocates, and service providers.

Strategy	Action	Who is Responsible	Time Frame	Resources
<b>Select leadership type</b>	<ul style="list-style-type: none"> <li>• IDC General Membership to review various leadership options</li> <li>• Leadership structure selected</li> </ul>	<ul style="list-style-type: none"> <li>• General IDC Members</li> <li>• Steering Committee</li> <li>• IDC Coordinator</li> </ul>	June 2019	<ul style="list-style-type: none"> <li>• Various leadership types researched</li> <li>• Membership experience and expertise</li> </ul>
<b>Determine governance structure: role &amp; responsibilities, length of term and decision making process and organization</b>	<ul style="list-style-type: none"> <li>• Review and discuss options at IDC meetings</li> <li>• Governance structure voted on</li> </ul>	<ul style="list-style-type: none"> <li>• General IDC Members</li> <li>• Steering Committee</li> <li>• IDC Coordinator</li> </ul>	June 2019	<ul style="list-style-type: none"> <li>• Materials and resources gathered by the IDC Coordinator reviewed at meetings</li> <li>• IDC membership input</li> </ul>
<b>Recruit for Leadership</b>	<ul style="list-style-type: none"> <li>• Agenda topic for IDC Meeting</li> <li>• Determine list of core representation needed</li> <li>• Review leadership, expectations</li> <li>• Determine process for onboarding of leadership</li> </ul>	<ul style="list-style-type: none"> <li>• General IDC Members</li> <li>• Steering Committee</li> <li>• IDC Coordinator</li> </ul>	June 2019	<ul style="list-style-type: none"> <li>• IDC Coordinator</li> <li>• Members</li> <li>• IDC materials</li> <li>• Leadership FAQ materials researched by the IDC Coordinator</li> </ul>
<b>Review of Strategic Plan</b>	<ul style="list-style-type: none"> <li>• Leadership reviews annual progress including results of ongoing data collection and reports to the coalition</li> <li>• Long term goals identified</li> <li>• Adjustments to plan made based on report</li> </ul>	<ul style="list-style-type: none"> <li>• IDC Leadership</li> <li>• IDC Coordinator</li> <li>• IDC Navigator</li> </ul>	Annually by June 30 <sup>th</sup> of each year	<ul style="list-style-type: none"> <li>• Annual review results</li> <li>• Community Input</li> <li>• Leadership</li> <li>• Member Expertise</li> <li>• Performance Indicators</li> </ul>

**Goal 2: Creation of accountability and sustainability plan to ensure long term continuation and impact of IDC**

The IDC must have a system in place to measure success and effectiveness of efforts. This requires continued learning of community needs and evaluation of what is working, as well as what is not working. In addition to being held accountable, the IDC must act in a fiscally responsible manner. The development of the accountability and sustainability plan will ensure the IDC will continue to exist and work towards the overall vision of an inclusive Martha's Vineyard.

Strategy	Action	Who is Responsible	Time Frame	Resources
<b>Create a Sustainability Plan that includes assessment of accountability and method for review</b>	<ul style="list-style-type: none"> <li>Identify measurable outcomes on each strategic plan goal</li> <li>Identify process for review</li> <li>Identify how information will be recorded and shared</li> <li>Identify and explore options</li> <li>Determine method for applying for financial supports</li> </ul>	<ul style="list-style-type: none"> <li>Steering Committee</li> <li>Members</li> <li>Leadership</li> <li>IDC Coordinator</li> </ul>	To be completed by December 31 <sup>st</sup> , 2019	<ul style="list-style-type: none"> <li>Strategic Plan</li> <li>Needs Assessment Report</li> <li>Statistical data on disability</li> <li>Tower Grant Indicators</li> <li>State and local grant opportunities</li> <li>Grant Writer</li> <li>Membership expertise</li> <li>Fundraising opportunities</li> </ul>
<b>On-going assessment of community need</b>	<ul style="list-style-type: none"> <li>Utilize website to gather community input</li> <li>Explore other ways to capture community input; Survey Monkey, social media, meeting discussions, etc.</li> </ul>	<ul style="list-style-type: none"> <li>Leadership</li> <li>IDC Coordinator</li> <li>Navigator</li> </ul>	Plan developed by September 2019; Process ongoing	<ul style="list-style-type: none"> <li>Community events</li> <li>Trainings and meetings</li> <li>Focus groups</li> <li>Evaluation tools</li> <li>Website</li> <li>IDC Navigator</li> </ul>

**Goal 3: Develop IDC Membership**

Coalition membership is the most significant factor impacting success of the IDC, as the Coalition is only as strong as its membership. Organizational membership establishes community partners towards an inclusive MV, allows for collaboration, sharing of responsibility and fiscal load, and offers greater

accountability for the community as a whole to meet the needs of “all” Island residents. General membership allows for a direct link between IDC and the community, to hear directly from residents most impacted by disability, and to foster greater commitment to inclusion in all sectors of the community.

Strategy	Action	Who is Responsible	Time Frame	Resources
<b>Identify candidates for organizational membership</b>	<ul style="list-style-type: none"> <li>Review list of organizations, their mission and focus</li> <li>Identify leadership for contact information</li> </ul>	<ul style="list-style-type: none"> <li>IDC Coordinator</li> <li>General membership</li> <li>Steering committee</li> </ul>	February 2019 – June 2019	<ul style="list-style-type: none"> <li>List compiled at general IDC meeting</li> <li>Chamber of Commerce list</li> <li>IDC Coordinator List</li> </ul>
<b>Develop recruitment process</b>	<ul style="list-style-type: none"> <li>Finalize enrollment form</li> <li>Create outreach materials</li> <li>Create team of representatives to make the “ask”</li> </ul>	<ul style="list-style-type: none"> <li>IDC Coordinator</li> <li>General membership</li> <li>Steering committee</li> </ul>	February 2019 – June 2019	<ul style="list-style-type: none"> <li>Input from IDC meeting</li> <li>Funding for IDC marketing materials</li> <li>Volunteers to serve as IDC representatives for invitation process</li> </ul>
<b>Build organizational membership</b>	<ul style="list-style-type: none"> <li>Recruit in stages</li> <li>Correlate with strategic plan goals</li> </ul>	<ul style="list-style-type: none"> <li>IDC Coordinator</li> <li>Steering Committee</li> <li>IDC representatives</li> </ul>	March - September 2019 Ongoing	<ul style="list-style-type: none"> <li>IDC marketing and membership materials</li> <li>IDC representatives</li> </ul>
<b>Develop formal process for IDC General Membership (Friends of the IDC)</b>	<ul style="list-style-type: none"> <li>Finalize enrollment form</li> <li>Review for gaps in representation</li> <li>Outreach for recruitment</li> </ul>	<ul style="list-style-type: none"> <li>IDC Coordinator</li> <li>General membership</li> <li>IDC Navigator</li> </ul>	February 2019 - Ongoing	<ul style="list-style-type: none"> <li>Meeting attendance</li> <li>Email list and affiliations</li> <li>Community outreach events and programs</li> <li>Website</li> </ul>
<b>Update IDC marketing materials</b>	<ul style="list-style-type: none"> <li>Poll membership for creative marketing skills</li> <li>Enrollment Forms</li> <li>Shared materials in community/social media</li> </ul>	<ul style="list-style-type: none"> <li>IDC Coordinator</li> <li>General Membership</li> </ul>	May 2019 - September 2019 Ongoing	<ul style="list-style-type: none"> <li>Outreach materials</li> <li>General membership review</li> <li>Grant funding</li> </ul>
<b>Member recognition plan</b>	<ul style="list-style-type: none"> <li>Create process for highlighting community members taking steps towards inclusion</li> </ul>	<ul style="list-style-type: none"> <li>Steering Committee, leadership</li> <li>General membership</li> <li>IDC Coordinator</li> </ul>	Year One and Two	<ul style="list-style-type: none"> <li>Outreach opportunities</li> <li>Community practices</li> <li>Community input</li> <li>Website</li> </ul>

***Goal 4: Improve access to information and resources for community members navigating disability***

A prominent theme throughout the data collection process was the need for an organized and central disability resource. Families report not having consistent access to current and accurate information, not knowing of available programs or services, and feeling that information is disconnected and not getting to the people who need it, when they need it. The creation of an IDC Navigator position will increase direct support and guidance to families as well as community members navigating disability.

Strategy	Action	Who is Responsible	Time Frame	Resources
<b>Develop IDC Disability Website</b>	<ul style="list-style-type: none"> <li>• Research and hire firm to develop website</li> <li>• Determine existing members areas of expertise and interest in assisting in website development</li> <li>• Identify and create content areas and interactive options</li> <li>• Train Navigator, Coordinator and Leadership site maintenance</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership</li> <li>• IDC Coordinator</li> <li>• Identified members</li> </ul>	Development: July 2019 – September 2019  Go Live by January 1, 2020	<ul style="list-style-type: none"> <li>• Tower Grant funding</li> <li>• Input from leadership and general membership</li> <li>• State, federal and national resources for content</li> </ul>
<b>Recruit IDC Navigator position</b>	<ul style="list-style-type: none"> <li>• Finalize job description for IDC Navigator</li> <li>• Determine recruitment committee</li> <li>• Recruit, interview and hire</li> </ul>	<ul style="list-style-type: none"> <li>• Recruitment committee</li> <li>• IDC Coordinator</li> </ul>	July - September 2019	<ul style="list-style-type: none"> <li>• Tower Grant Funding</li> <li>• IDC Needs Assessment information</li> </ul>

**Goal 5: Address the three main areas of need identified in the Island wide disability needs assessment (5a., 5b., 5c.)**

**5a: Increase opportunities for inclusive recreation, leisure and relationship building for individuals with disabilities**

The IDC will work with and support existing entities to ensure their programs and services afford individuals with disabilities the same opportunities for access and participation as all MV residents. Working together, the IDC will support the creation of welcoming, inclusive and accommodating environments that allow for the natural development of friendships and relationships.

Strategy	Action	Who is Responsible	Time Frame	Resources
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<b>Engage existing recreational and leisure programming and services</b>	<ul style="list-style-type: none"> <li>• Target Organizational Members to establish baseline of inclusivity</li> <li>• Establish Community Inclusion Campaign Committee</li> <li>• Hold outreach and educational events</li> </ul>	<ul style="list-style-type: none"> <li>• Community Inclusion Campaign Committee</li> <li>• IDC Navigator</li> </ul>	June 2019 - Ongoing	<ul style="list-style-type: none"> <li>• IDC outreach and marketing materials</li> <li>• Membership connections</li> <li>• Website</li> <li>• Social Media</li> <li>• Tower Grant Funding for Speakers for events</li> </ul>
<b>Survey existing programs providing recreational and/or leisure opportunities for youth 0-26 with disabilities (who's doing what)</b>	<ul style="list-style-type: none"> <li>• Determine approach for interviewing program staff and leadership</li> <li>• Create brief survey tool to gather information</li> <li>• Compile information</li> <li>• Report findings out to the Coalition</li> </ul>	<ul style="list-style-type: none"> <li>• Rec. and Leisure Committee</li> <li>• Community Partners</li> </ul>	Fall 2019	<ul style="list-style-type: none"> <li>• Rural Scholars</li> <li>• Committee expertise</li> <li>• Tower Grant funding</li> </ul>
<b>Measure current inclusivity and barriers of existing programs providing recreational and/or leisure opportunities for youth 0 – 26 with disabilities</b>	<ul style="list-style-type: none"> <li>• Develop tool to measure inclusivity and barriers</li> <li>• Gather providers perception and knowledge of inclusion</li> <li>• Include Dukes County Commission on Disability to evaluate physical barriers</li> <li>• Identify options and begin implementation</li> </ul>	<ul style="list-style-type: none"> <li>• Rec. and Leisure Committee</li> <li>• Community Partners</li> </ul>	Fall 2019 – Spring 2020	<ul style="list-style-type: none"> <li>• Tower Grant funding for Consultants</li> <li>• Collaboration with MVRHS for community service project</li> <li>• Rural Scholars</li> </ul>

***5b: Increase and improve transition and employment services and supports for individuals with disabilities***

Successful transition from school to the community impacts the future of young adults with disabilities. The IDC recognizes the role of the entire community in improving the transition process.

Strategy	Action	Who is Responsible	Time Frame	Resources
<b>Identify current transition process components and key players</b>	<ul style="list-style-type: none"> <li>• Create Transition Workgroup</li> <li>• Identify providers</li> <li>• Presentations to IDC and</li> </ul>	<ul style="list-style-type: none"> <li>• Transition Workgroup</li> </ul>	Fall 2019 Spring 2019	<ul style="list-style-type: none"> <li>• MV Regional School District</li> <li>• MV Charter School</li> <li>• MVCS Disability Services</li> </ul>

	the community from identified providers regarding current available programming			<ul style="list-style-type: none"> <li>Massachusetts Rehabilitation Commission</li> </ul>
<b>Empower families and individuals with disabilities to navigate community employment</b>	<ul style="list-style-type: none"> <li>Provide and promote provision of training in areas impacting employment</li> <li>Create a resource packet with a link to the IDC website including local supports and services available</li> </ul>	<ul style="list-style-type: none"> <li>Transition Workgroup</li> <li>MVCS Disability Services</li> <li>Seven Hills</li> <li>School programs</li> <li>Community members</li> <li>Advocates</li> </ul>	Year One and Two	<ul style="list-style-type: none"> <li>IDC Website</li> <li>Resource packet</li> <li>Service providers</li> <li>Employers</li> <li>Tower Grant funds supporting consultants</li> </ul>
<b>Engage providers to identify ways to increase their capacity to serve individuals with disabilities</b>	<ul style="list-style-type: none"> <li>Invite providers to the table</li> <li>Review structure and conditions, funding sources, limitations, and requirements</li> <li>Identify ways to increase the acumen of staff providing services</li> <li>Identify options to increase services and begin implementation</li> </ul>	<ul style="list-style-type: none"> <li>Transition Workgroup</li> <li>MVCS Disability Services</li> <li>Seven Hills</li> <li>School programs</li> <li>Community members</li> <li>Advocates</li> </ul>	Year One and Two	<ul style="list-style-type: none"> <li>Tower Grant funds supporting education and training</li> <li>State and local funding</li> <li>Service providers and organizations</li> <li>MV Regional School District</li> </ul>

**5c: Facilitate training and educational opportunities to build community capacity for inclusion**

In keeping with the broad scope and vision of the IDC, we recognize that investing in training and education across all sectors of the Island to build community capacity for inclusion, will ultimately impact our success in reaching identified goals.

Strategy	Action	Who is Responsible	Time Frame	Resources
<b>Establish training and education plan and schedule</b>	<ul style="list-style-type: none"> <li>Create Community Training Committee</li> <li>Determine IDC's capacity to provide training(s)</li> <li>Explore sponsorship opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Community Training Committee</li> </ul>	Year One	<ul style="list-style-type: none"> <li>Needs Assessment</li> <li>Local, regional, national resources</li> <li>Identified areas of need and interest</li> <li>Community partners</li> </ul>

	<ul style="list-style-type: none"> <li>• Create annual training and education schedule</li> </ul>			
<b>Create opportunities to build capacity of families and individuals with disabilities</b>	<ul style="list-style-type: none"> <li>• Explore the availability of free or affordable professional disability rights legal services for individuals with disabilities and/or families</li> <li>• Identify resources needed to train individuals on person centered planning</li> </ul>	<ul style="list-style-type: none"> <li>• IDC Leadership</li> <li>• Community Training Committee</li> <li>• Membership</li> </ul>	Year One	<ul style="list-style-type: none"> <li>• Educational resources</li> <li>• Curriculum</li> <li>• Best practice review</li> <li>• Established networks and relationships with consultants</li> <li>• Person Centered Planning Training Information</li> </ul>