

## Ability Leadership Project of NC – CenterED Resources

Year 1 of 1

1/1/2025 – 12/31/2025

### System Gap Addresses

- Developmental disabilities policy-based advocacy leadership development training programs involve high cost, outcomes tracking challenges, and barriers to long-term participant follow-up.
- There are no policy-based advocacy leadership development training programs where people with intellectual and other developmental disabilities (I/DD), parents, professionals and other stakeholders train together.
- Individuals with I/DD are rarely training facilitators or coordinators for policy-based advocacy leadership training initiatives geared towards individuals with I/DD and their families; and nearly never facilitators and coordinators if the leadership training program is geared toward professionals.

### Initiative Goals

Graduates of the ALP-NC leadership development training will gain the skills necessary to effectively advocate for their self and others (e.g., speak to policy and other decision-makers, give testimony, etc.) at local state and federal levels to promote systems change. CenterED Resources will:

- By December 31, 2025, implement one cohort of the ALP-NC Facilitator Certification Program, graduating at least eight (8) new facilitators with at least 50% identifying as IDD.
- By December 31, 2025, implement two Leader cohorts with the goal of graduating 30 new Leaders with at least 50% identifying as IDD.
- Ensure training approach and content that aligns with ALP-NC's values, methodologies, and mission, specifically addressing the needs of people with I/DD and their family members.
- Integrate practical examples and relevant case studies to enhance the training's applicability and effectiveness.
- Update facilitating strategies and techniques to suit the facilitators' skill sets and learning styles, focusing on interactive, participant-engaged methods.
- Incorporate technological tools and digital platforms to reflect best practices in digital learning.
- Refine as needed, the learning objectives, language, and terminology to closely align with ALP-NC's goals, target audience, and mission.
- Ensure the training sessions meet the operational needs and preferences of the initiative staff and leaders.
- Maintain contact with former training graduates and the 2025 training graduates.
- Work with the NCCDD to develop and maintain a method for long-term contact with graduates.

### Outcomes to Date

ALP-NC Contractor CenterED Resources (CR) started January 1, 2025. Lead staff from CR worked with former ALP-NC contractor Community Bridges Consulting Group (CBCG) whose contract ended December 31, 2024. Prior to that, CBCG worked with Disability Rights NC for pilot programming of the ALP-NC. Since start up implementation the initiative accomplished the following:

- Individuals with I/DD began having lead roles and co-lead all aspects of the training, including training coordination, training facilitation, and evaluation.
- Finalized the Inclusive Leadership Development Training curriculum.
- Developed Facilitator's Guide and accompanying facilitator's tools. Created a Facilitator Orientation including 2 orientation videos.
- Graduated 86 trainees (including 54 with Disability Rights NC and 32 Leader Advocates with CBCG who held 3 separate Leader Cohorts). Cohort 1 with CR begins May 2, 2025. Graduation is June 20<sup>th</sup>, 2025.
- Maintained 11 Facilitator Leaders via 2 Facilitator Education Cohorts. Facilitators are trainers of diverse representation including three individuals with I/DD.
- CR is maintaining distinct roles, including: a Director, Senior Facilitators, Junior Facilitators, Producers, and Leader Advocates. Created distinct roles including: Co-directors, Senior Facilitators, Junior Facilitators, Producers, and Leader Advocates.
- CR will implement 1 style of training classes: bi-weekly.
- Maintaining Monthly Facilitator and Alumni Meet-Ups and Learning Team meetings. CR is maintaining the monthly e-newsletter. CR will maintain practical assessment plans and practices.
- Instituted on-going Leader engagement efforts including in-person advocacy at the May 2024 I/DD Caucus.