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State Plan for Independent Living (SPIL)

State: Georgia

Agency: Georgia Department of Labor - Division of Rehabilitation Services

Plan for: 2011-2013

Submitted in fiscal year: 2010

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Part I: Assurances

Section 1: Legal Basis and Certifications

1.1 The designated State unit (DSU) eligible to submit the State Plan for Independent Living (SPIL or the plan) and authorized under State law to perform the functions of the State under the State Independent Living Services (SILS) and Centers for Independent Living (CIL) programs.

Georgia Department of Labor - Rehabilitation Services

1.2 The separate State agency eligible to submit the plan and authorized under State law to provide vocational rehabilitation (VR) services to individuals who are blind.

NA

1.3 The Statewide Independent Living Council (SILC) that meets the requirements of section 705 of the Act and is authorized to perform the functions outlined in section 705(c) of the Act in the State.

Statewide Independent Living Council of Georgia Inc.

1.4 The DSU and, if applicable, the separate State agency authorized to provide VR services to individuals who are blind, and the SILC are authorized to jointly develop, sign and submit this SPIL on behalf of the State, and have adopted or otherwise formally approved the SPIL.

Yes

1.5 The DSU, and, if applicable, the separate State agency authorized to provide VR services to individuals who are blind, may legally carry out each provision of the plan and will comply with all applicable Federal statutes and regulations in effect with respect to the three-year period it receives funding under the SPIL.

Yes

1.6 The SPIL is the basis for State operation and administration of the program. All provisions of the SPIL are consistent with State law.

Yes

1.7 The representative of the DSU and, if applicable, of the separate State agency authorized to provide VR services to individuals who are blind, who has the authority under State law to receive, hold, and disburse Federal funds made available under the SPIL and to submit the SPIL jointly with the SILC chairperson is Timothy S. Evans, Deputy Commissioner Georgia Department of Labor.

Section 2: SPIL Development

2.1 The plan shall be reviewed and revised not less than once every three years, to ensure the existence of appropriate planning, financial support and coordination, and other assistance to appropriately address, on a statewide and comprehensive basis, the needs in the State for:

- The provision of State independent living services;
- The development and support of a statewide network of centers for independent living;
- Working relationships between programs providing independent living services and independent living centers, the vocational rehabilitation program established under title I, and other programs providing services for individuals with disabilities.

Yes

2.2 The DSU and SILC conduct public meetings to provide all segments of the public, including interested groups, organizations and individuals, an opportunity to comment on the State plan prior to its submission to the Commissioner and on any revisions to the approved State plan.

Yes

2.3 The DSU and SILC establish and maintain a written description of procedures for conducting public meetings in accordance with the following requirements. The DSU and SILC shall provide:

- appropriate and sufficient notice of the public meetings;
- reasonable accommodation to individuals with disabilities who rely on alternative modes of communication in the conduct of the public meetings, including providing sign language interpreters and audio-loops; and
- public meeting notices, written material provided prior to or at the public meetings, and the approved State plan in accessible formats for individuals who rely on alternative modes of communication.

Yes

2.4 At the public meetings to develop the State plan, the DSU and SILC identify those provisions in the SPIL that are State-imposed requirements beyond what would be required to comply with the regulations in 34 CFR parts 364, 365, 366, and 367.

Yes

2.5 The DSU will seek to incorporate into, and describe in, the State plan any new methods or approaches for the provision of IL services to older individuals who are blind that are developed under a project funded under chapter 2 of title VII of the Act and that the DSU determines to be effective.

Yes

2.6 The DSU and SILC actively consult, as appropriate, in the development of the State plan with the director of the Client Assistance Program (CAP) authorized under section 112 of the Act.

Yes

Section 3: Independent Living Services

3.1 The State, directly or through grants or contracts, will provide IL services with Federal, State, or other funds

Yes

3.2 Independent living services shall be provided to individuals with significant disabilities in accordance with an independent living plan mutually agreed upon by an appropriate staff member of the service provider and the individual, unless the individual signs a waiver stating that such a plan is unnecessary.

Yes

3.3 All service providers will use formats that are accessible to notify individuals seeking or receiving IL services under chapter 1 of title VII about:

- the availability of the CAP authorized by section 112 of the Act;
- the purposes of the services provided under the CAP; and
- how to contact the CAP.

Yes

3.4 Participating service providers meet all applicable State licensure or certification requirements.

Yes

Section 4: Eligibility

4.1 Any individual with a significant disability, as defined in 34 CFR 364.4(b), is eligible for IL services under the SILS and CIL programs authorized under chapter 1 of title VII of the Act. Any individual may seek information about IL services under these programs and request referral to other services and programs for individuals with significant disabilities, as appropriate. The determination of an individual's eligibility for IL services under the SILS and CIL programs meets the requirements of 34 CFR 364.51.

Yes

4.2 Service providers apply eligibility requirements without regard to age, color, creed, gender, national origin, race, religion or type of significant disability of the individual applying for IL services.

Yes

4.3 Service providers do not impose any State or local residence requirement that excludes any individual who is present in the State and who is otherwise eligible for IL services from receiving IL services.

Yes

Section 5: Staffing Requirements

5.1 Service provider staff includes personnel who are specialists in the development and provision of IL services and in the development and support of centers.

Yes

5.2 To the maximum extent feasible, a service provider makes available personnel able to communicate:

- with individuals with significant disabilities who rely on alternative modes of communication, such as manual communication, nonverbal communication, nonverbal communication devices, Braille or audio tapes, and who apply for or receive IL services under title VII of the Act; and
- in the native languages of individuals with significant disabilities whose English proficiency is limited and who apply for or receive IL services under title VII of the Act.

Yes

5.3 Service providers establish and maintain a program of staff development for all classes of positions involved in providing IL services and, if appropriate, in administering the CIL program.

The staff development programs emphasize improving the skills of staff directly responsible for the provision of IL services, including knowledge of and practice in the IL philosophy.

Yes

5.4 All recipients of financial assistance under parts B and C of chapter 1 of title VII of the Act will take affirmative action to employ and advance in employment qualified individuals with significant disabilities on the same terms and conditions required with respect to the employment of individuals with disabilities under section 503 of the Act.

Yes

Section 6: Fiscal Control and Fund Accounting

6.1 All recipients of financial assistance under parts B and C of chapter 1 of title VII of the Act will comply with applicable EDGAR fiscal and accounting requirements and will adopt those fiscal control and fund accounting procedures as may be necessary to ensure the proper disbursement of and accounting for those funds.

Yes

Section 7: Recordkeeping, Access and Reporting

7.1 In addition to complying with applicable EDGAR recordkeeping requirements, all recipients of financial assistance under parts B and C of chapter 1 of title VII of the Act will maintain records that fully disclose and document:

- the amount and disposition by the recipient of that financial assistance;
- The total cost of the project or undertaking in connection with which the financial assistance is given or used;
- the amount of that portion of the cost of the project or undertaking supplied by other sources;
- compliance with the requirements of chapter 1 of title VII of the Act and Part 364 of the regulations; and
- other information that the Commissioner determines to be appropriate to facilitate an effective audit.

Yes

7.2 With respect to the records that are required by 34 CFR 364.35, all recipients of financial assistance under parts B and C of chapter 1 of title VII of the Act will submit reports that the Commissioner determines to be appropriate.

Yes

7.3 All recipients of financial assistance under parts B and C of chapter 1 of title VII of the Act will provide access to the Commissioner and the Comptroller General, or any of their duly authorized representatives, to the records listed in 34 CFR 364.37 for the purpose of conducting audits, examinations, and compliance reviews.

Yes

Section 8: Protection, Use, and Release of Personal Information

8.1 Each service provider will adopt and implement policies and procedures to safeguard the confidentiality of all personal information, including photographs and lists of names in accordance with the requirements of 34 CFR 364.56(a)(1-6).

Yes

Section 9: Signatures

As the authorized signatories, we will sign, date and retain in the files of the state agency(ies) and the Statewide Independent Living Council the Part I: Assurances, 1-8, and the separate Certification of Lobbying forms ED-80-0013 (available in [MS Word](#) and [PDF](#) formats) for the state independent living program (Part B) and the centers for independent living program (Part C).

The effective date of this SPIL is October 1, 2010.

Section 9: Signature for SILC Chairperson

Name

Shelly Simmons

Title

SILC Chairperson

Signed?

Yes

Date signed

06/30/2010

Section 9: Signature for DSU Director

Name

Timothy S. Evans

Title

Deputy Commissioner Georgia Department of Labor

Signed?

Yes

Date signed

06/30/2010

Section 9: Signature for Separate State Agency for Individuals Who Are Blind

Is there a Separate State Agency for Individuals Who Are Blind?

No

Name

N/A

Title

Signed?

No

Date signed

Part II: Narrative

Section 1: Goals, Objectives and Activities - Screen 1

1.1 Goals and Mission

Describe the overall goals and mission of the State's IL programs and services. The SPIL must address the goals and mission of both the SILS and the CIL programs, including those of the State agency for individuals who are blind as they relate to the parts of the SPIL administered by that agency.

Goal Name:

Mission

Goal Description:

The mission of Georgia's Independent Living (IL) Program is to promote a philosophy of independent living that includes consumer control, peer support, self-help, self-determination, equal access, and individual and systems advocacy to maximize the leadership, empowerment, independence and productivity of individuals with significant disabilities, and to promote and maximize the integration and full inclusion of individuals with significant disabilities into the mainstream of American society.

Note: In Georgia, the DSU does not have a separate IL program as do some states. All CILs receive both Part C and Part B funding; some CILs have state dollars and some have additional sources of revenue from other public grants or from private sources.

Goal Name:

1. Improve Independent Living Services in Georgia.

Goal Description:

1.a. At a minimum, the current level of funding for CILs will be maintained with funding increases being the optimum outcome.

1.b. CILs will have a shared understanding among the CILs of how 704 report data is completed and shared definition of quality services in Independent Living.

1.c. Each CIL will have at least one new funding source by 2013.

1.d. By the end of 2011, there will be a defined plan to increase the rate of referrals from the Georgia Vocational Rehabilitation (VR) Program to CILs.

1.e. By the end of 2011, VR and IL will develop a plan that identifies service needs for people with visual disabilities and a process for expanding rehabilitation and orientation and mobility services to people with and without vocational goals.

1.f. By the end of 2013, Georgia stakeholders will agree on a funding formula for CILs.

1.g. Information on "How to Start a Center for Independent Living" will be developed for distribution to the unserved areas of the state.

Goal Name:

2. Conduct and participate in advocacy activities.

Goal Description:

2.a. SILC board members and IL Network volunteers are engaged in advocacy activities.

2.b. A consumer perspective is included in the Georgia Olmstead Plan.

2.c. At least five people from the IL community will participate in the transportation committee by the end of 2011.

2.d. At least five people from the IL community will participate in a housing committee by the end of 2012.

2.e. At least five people from the IL community will be engaged in health advocacy efforts by the end of 2013.

2.f. Information on candidates' positions on disability policy will be disseminated before the Fall 2010 elections.

2.g. At least five people from the IL community will be engaged in Assistive Technology/Adaptive Equipment (AT/AE) advocacy efforts by the end of 2012.

Goal Name:

3. Maintain the SILC organizational health.

Goal Description:

3.a. By the end of 2011, information on the Georgia SILC website is fully accessible and provides visitors with current information and resources pertinent to the mission and goals of Georgia's IL program.

3.b. The Orientation Manual for the SILC board will be updated by the end of FY 2011.

3.c. By 2012, a written leadership development plan will be in place for the SILC board.

3.d. A written succession plan for the SILC Executive Director adopted by the end of 2011. For SILC board succession planning, there will be at least five potential SILC board nominees at all times.

Part II: Narrative

Section 1: Goals, Objectives and Activities - Screen 2

1.2 Objectives

1.2A. Specify the objectives to be achieved and the time frame for achieving them.

Goal(s) from Section 1.1	Objective to be achieved	Time frame start date	Time frame end date
1. Improve Independent Living Services in Georgia.	<p>a. Maintain or improve current public investment in Independent Living (IL) services. Responsible Parties: CILs, SILC, and DSU. The CILs actually perform the grassroots activities and services. The SILC provides leadership, collaboration and communication. The DSU provides coordination and technical assistance.</p>	10/01/2010	09/30/2013
1. Improve Independent Living Services in Georgia.	<p>b. Support the efforts of CILs to engage in program evaluation and improvement efforts. Responsible Parties: CILs, SILC, and DSU. The CILs actually perform the grassroots activities and services. The SILC provides leadership, collaboration and communication. The DSU provides coordination and technical assistance.</p>	10/01/2010	09/30/2013
1. Improve Independent Living Services in Georgia.	<p>c. Support the efforts of CILs to develop new resources for IL services. Responsible Parties: CILs, SILC, and DSU. The CILs actually perform the grassroots activities and services. The SILC provides leadership, collaboration and communication. The DSU provides coordination and technical assistance.</p>	10/01/2010	09/30/2013
1. Improve Independent Living Services in Georgia.	<p>d. Increase the number of referrals from Vocational Rehabilitation (VR) to CILs. Responsible Parties: CILs, SILC, and DSU. The CILs actually perform the grassroots activities and services. The SILC provides leadership, collaboration and communication. The DSU provides coordination and technical assistance. After collaborating with the SILC and CILs, the DSU VR Leadership will provide communication and training to field staff to improve policies and procedures for increased referrals of VR clients to CILs.</p>	10/01/2010	09/30/2013
1. Improve Independent Living Services in Georgia.	<p>e. Explore the possibility of a joint project between VR, the Georgia Independent Living Network and advocates for Georgians who are blind to expand the availability of rehabilitation teachers and orientation and mobility instructors. Responsible Parties: CILs, DSU, SILC, Advocacy Organizations for the Blind. All parties will work together to improve the availability of services for people who are blind or visually impaired.</p>	10/01/2010	09/30/2011

1. Improve Independent Living Services in Georgia.	f. Examine the funding formulas from the federal agency and other states in order to determine an optimum funding formula for Georgia's IL programs. Responsible Parties: CILs, DSU, SILC. All parties will participate in analyzing available information and collaborating to develop an optimum funding formula.	10/01/2010	09/30/2013
2. Conduct and participate in advocacy activities.	a. Coordinate with other councils and agencies to ensure persons who have disabilities have access to community-based resources that promote personal choice and facilitate the achievement of their independent living goals. Responsible Parties: AAAs, CILs, DCH, GCDD, SILC. All parties will collaborate to assist people with disabilities to achieve their IL goals.	10/01/2010	09/30/2013
2. Conduct and participate in advocacy activities.	b. Participate in Georgia's Olmstead Planning Committee. Responsible Parties: SILC Chair	10/01/2010	09/30/2011
2. Conduct and participate in advocacy activities.	c. Advocate for the expansion and increased availability of accessible transportation especially in rural areas. Responsible Parties: SILC Board members & Volunteers.	10/01/2010	09/30/2013
2. Conduct and participate in advocacy activities.	d. Advocate for the expansion of affordable, accessible housing. Responsible Parties: SILC Board Members & Volunteers	10/01/2011	09/30/2013
2. Conduct and participate in advocacy activities.	e. Improve access to health insurance/health care. Responsible Parties: SILC Board Members & Volunteers	10/01/2012	09/30/2013
2. Conduct and participate in advocacy activities.	f. Provide a disability policy perspective in 2010 state elections. Responsible Parties: SILC Board Members & Volunteers	10/01/2010	11/30/2010
3. Maintain the SILC organizational health.	a. Update and modernize the SILC website. Responsible Parties: SILC Website Committee	10/01/2010	09/30/2011
3. Maintain the SILC organizational health.	b. Update and modernize the Orientation Manual for the SILC Board. Responsible Parties: SILC Staff	10/01/2010	09/30/2011
3. Maintain the SILC organizational health.	c. Develop new leadership for the SILC Board. Responsible Parties: SILC Membership Committee	10/01/2010	09/30/2012

3. Maintain the SILC organizational health.	d. Develop succession plans for key staff and for board leadership. Responsible Parties: SILC Staff & Executive Committee	10/01/2010	09/30/2011
1. Improve Independent Living Services in Georgia.	g. Develop a "How to Start a Center for Independent Living" brochure for distribution to people from unserved areas of the state who inquire about CIL services. Responsible Parties: SILC	10/01/2010	09/30/2013
2. Conduct and participate in advocacy activities.	g. Advocate for the expansion and increased availability of assistive technology/adaptive equipment. Responsible Parties: SILC Board Members & Volunteers	10/01/2010	09/30/2013

Part II: Narrative

Section 1: Goals, Objectives and Activities - Screen 3

1.2 Objectives

1.2B Describe the steps planned regarding outreach to populations in the State that are unserved or underserved by programs under title VII, including minority groups and urban and rural populations.

- Identify the populations to be designated for targeted outreach efforts

The priority underserved populations targeted for outreach efforts are (1) people who inquire but are not enrolled into Title I services (Goal 1 Objective d) and (2) people with visual impairments with and without Title I services (Goal 1 Objective e.). In addition the CILs are engaged in targeted outreach efforts to the following underserved populations: People in rural areas: Native Americans with disabilities; people on waiting lists for home modifications and adaptive equipment; people in nursing facilities; refugees with disabilities; Latinos with disabilities; people with sensory disabilities especially those who are deaf-blind; youth (age 18-30) who have left the education system; and seniors who want to age in place. Finally the 58 counties in the state with no CIL services are targeted for outreach efforts because they are unserved.

- Identify the geographic areas (i.e., communities) in which the targeted populations reside

Targeted underserved are areas with a CIL. Georgia will work to 1) improve services to people with visual impairments and 2) improve the rate of referral from VR to IL. About 148640 people reside in one of the 58 unserved counties out of 159 total. The following are counties that are unserved by any CIL: Appling Atkinson Bacon Ben Hill Berrien Bleckley Brantley Brooks Bulloch Butts Candler Carrol Charleton Chatahoochee Clinch Coffee Colquitt Cook Crisp Dodge Dooly Dougherty Echols Harris Heard Irwin Jeff Davis Lamar Lanier Laurens Lee Long Lowndes Macon Marion Meriwether Montgomery Pierce Pike Quitman Schley Spalding Stewart Sumter Talbot Taylor Telfair Terrell Tift Treutlen Troup Turner Upson Ware Wayne Webster Wheeler Wilcox and Worth. Unless the economy recovers significantly Georgia is unlikely to have the capacity to start new CILs in the next SPIL cycle. Based on the population of people with disabilities the following unserved regions need CIL services: 1. The 18 counties in south central Georgia just above Florida are home to 396866 people of whom 46433 have disabilities. 2. The ring of nine counties surrounding the southern and western border of Metro Atlanta is where 365664 people live of whom 42788 have disabilities. 3. The five counties in the northeast border of the Bainbridge Advocacy Individual Network (BAIN) service area is home to 207759 people of whom 24308 have disabilities. 4. The 13 rural counties around Columbus are home to 174528

people of whom 20420 have disabilities. 5. The nine counties the Dublin area are home to 125584 people of whom 14693 have disabilities. The considerations involved in decisions as to which geographic area(s) would be the first priority to develop a new CIL include: 1) the population of the area and 2) the presence of disability leadership within that area.

- Describe how the needs of individuals with significant disabilities from minority group backgrounds will be addressed

BAIN – BAIN and the Native American VR Program are working on a cooperative agreement to enhance their ability to provide IL services on Georgia’s only reservation. BAIN also focused American Recovery and Reinvestment Act (ARRA) resources to reduce their waiting lists that include a majority of minority group consumers.

Disability Connections – DC is using ARRA Part B funds to reduce the waiting lists. Part C ARRA dollars are enhancing staff skills and technology to serve rural counties and transition from nursing facilities.

disAbility Link – d-Link has dedicated ARRA Part B funds toward employment placement services, and has a partnership with Disability Resource Group for outreach to immigrant communities.

disAbility Link, NW - d-LINK NW has a full time coordinator for nursing facility transition. d-LINK NW has a part time peer supporter who speaks Spanish. This peer supporter is also hard of hearing and plans to learn sign language.

Disability Resource Center - DRC has an advocacy coordinator whose role is to travel to serve the rural counties. DRC has a part-time Nursing Facility Transition coordinator. DRC staff participate in High School Transition Councils to outreach to high school students.

Living Independence for Everyone – LIFE has an advocacy coordinator whose role is to travel to serve the rural counties. For outreach to the Deaf community, LIFE purchased a video phone, recruited two board members who are deaf, and is working with the Georgia Council for the Hearing Impaired on the ongoing problem of lack of interpreter services at area health facilities.

Multiple Choices – MC has directed ARRA funding toward outreach to the most rural counties.

Walton Options for Independent Living – In an effort to reach out to the counties outside of Richmond, WOIL hired an advocacy coordinator whose role is to travel to the rural counties to identify and train local advocates in those counties.

1.3 Financial Plan

Describe in sections 1.3A and 1.3B, below, the financial plan for the use of Federal and non-Federal funds to meet the SPIL objectives.

1.3A Financial Plan Tables

Complete the financial plan tables covering years 1, 2 and 3 of this SPIL. For each funding source, provide estimated dollar amounts anticipated for the applicable uses. The financial plan table should include only those funding sources and amounts that are intended to support one or more of the objectives identified in section 1.2 of the SPIL. To the extent possible, the tables and narratives must reflect the applicable financial information from centers for independent living. Refer to the SPIL Instructions for additional information about completing the financial tables and narratives.

Year 1 - 2011 Approximate funding amounts and uses

Sources	SILC resource plan	IL services	General CIL operations	Other SPIL activities
Title VII Funds				
Title VII Funds Chapter 1, Part B		\$759,288		
Title VII Funds Chapter 1, Part C			\$2,427,990	
Title VII Funds Chapter 2, OIB (only those provided by the OIB grantee to further a SPIL objective)				
Other Federal funds - Sec. 101(a)(18) of the Act (Innovation and Expansion)	\$236,250			
Other Federal funds - other		\$72,908		
Non-Federal funds - State funds	\$17,100	\$229,577		
Total	253350	1061773	2427990	0

Year 2 - 2012 Approximate funding amounts and uses

Sources	SILC resource plan	IL services	General CIL operations	Other SPIL activities
Title VII Funds				
Title VII Funds Chapter 1, Part B		\$550,001		
Title VII Funds Chapter 1, Part C			\$2,249,814	
Title VII Funds Chapter 2, OIB (only those provided by the OIB grantee to further a SPIL objective)				
Other Federal funds - Sec. 101(a)(18) of the Act (Innovation and Expansion)	\$236,250			
Other Federal funds - other		\$79,908		
Non-Federal funds - State funds	\$17,100	\$238,493		

Sources	SILC resource plan	IL services	General CIL operations	Other SPIL activities
Total	253350	868402	2249814	0
Year 3 - 2013 Approximate funding amounts and uses				
Title VII Funds				
Title VII Funds Chapter 1, Part B		\$550,001		
Title VII Funds Chapter 1, Part C			\$2,249,812	
Title VII Funds Chapter 2, OIB (only those provided by the OIB grantee to further a SPIL objective)				
Other Federal funds - Sec. 101(a)(18) of the Act (Innovation and Expansion)	\$236,250			
Other Federal funds - other		\$72,908		
Non-Federal funds - State funds	\$17,100	\$238,493		
Total	253350	861402	2249812	0

1.3B Financial Plan Narratives

1.3B(1) Specify how the part B, part C and chapter 2 (Older Blind) funds, if applicable, will further the SPIL objectives.

The financial plan provides a combination of funds, including state matching funds, to the CILs and the SILC to enable them to achieve the goals and objectives of this SPIL. The funds are not limited to specific goals or objectives, but instead are used to maximize overall IL services for individuals with disabilities. The ARRA funds in particular are making it possible for CILs to reach out to those in their service areas that are underserved, e.g. rural areas, those on waiting lists, those in nursing facilities, or people with disabilities who are from minority groups. While Chapter 2 (Older Blind) funds are not provided under this SPIL, the local CILs coordinate those services very well with other Title VII programs. The coordinators of those programs regularly attend IL Network meetings, readily share information and refer to one another. The Older Blind Program, CILs and VR have consumers who are blind with common service needs, so these programs intend to collaborate to expand specialists who provide services such as Orientation and Mobility or Rehabilitation Teachers, especially in rural areas. However, those program's funding streams are not combined.

1.3B(2) Describe efforts to coordinate Federal and State funding for centers and IL services, including the amounts, sources and purposes of the funding to be coordinated.

The sources and amounts of all federal, state and non-federal funds to provide IL services and support CIL operations are included in the Financial Plan Tables in section 1.3 A.

While the CILs will collaborate with other programs such as VR and Older Blind to improve availability of services for individuals who are blind, especially in rural areas, those funds will not be combined or coordinated. No program will duplicate services to consumers. The programs coordinate well with each other to avoid duplication.

The 1.3 A format did not provide separate rows to identify Parts B and C American Recovery and Reinvestment Act (ARRA) funds, so those funds are included in the totals for Part B and Part C funds in the Financial Tables.

Part B ARRA funds are \$209,287 of the total \$759,288 in Year 1. Those funds are available through 2011.

Part C ARRA funds are available in all three years and are included in 1.3 A as follows:
2011: ARRA funds = \$523,377 of the total \$2,427,990.

2012: ARRA funds = \$345,201 of the total \$2,249,814.

2013: ARRA funds = \$345,199 of the total \$2,249,812.

The SILC, CILs and DSU work together to maximize the effective use of all funds. The Part B and state funds are used to expand IL services and are not used for CIL operations. Please refer to Section 2.2! for specific details about these funds.

Representatives from the SILC, CILs, and DSU are forming work groups to develop an IL funding formula, increase referrals of consumers from VR to CILs, enhance CIL resource development, and expand quality improvement processes. There will also be a work group to collaborate on increasing services for people with visual impairments in both Title I and Title VII services systems. These initiatives should enhance the coordination of services and maximize the effective use of available funds.

1.3B(3) Describe any in-kind resources including plant, equipment or services to be provided in support of the SILC resource plan, IL services, general CIL operations and/or other SPIL objectives.

GDOL provides an IL Liaison to provide technical support and assistance to the SILC and CILs. GDOL local contract managers process CIL invoices and provide technical assistance as needed. Additionally, the three work groups described in the prior section will require a time investment on the part of all stakeholders who are funded by Title I and by Title VII. Finally, the investment of Title I I&E funds for SILC operations strengthens the capacity of the CILs to provide more and better services since the DSU now invests Part B funds totally with the CILs to provide IL services rather than funding SILC operations.

1.3B(4) Provide any additional information about the financial plan, as appropriate.

N/A

1.4 Compatibility with Chapter 1 of Title VII and the CIL Work Plans

1.4A Describe how the SPIL objectives are consistent with and further the purpose of chapter 1 of title VII of the Act as stated in section 701 of the Act and 34 CFR 364.2.

The SPIL objectives are consistent with the Title VII of the Act in that they promote the IL philosophy of equal access, individual and systems advocacy, leadership development and integration/full inclusion and productivity of people with disabilities.

1.4B Describe how, in developing the SPIL objectives, the DSU and the SILC considered and incorporated, where appropriate, the priorities and objectives established by centers for independent living under section 725(c)(4) of the Act.

The SILC and the DSU held joint hearings on the SPIL and the VR 110 State Plan; CIL directors were in attendance at those hearings. The CIL directors participated in the development of SPIL goals and objectives through a variety of means. The operational plans contained in their 704 reports were reviewed so that these issues are considered in SPIL development. CIL staff participated in public hearings. The SILC and the DSU held regular conference calls during SPIL development, so that goals and objectives were reviewed and refined. The most recent public hearing was held in May of 2010 at the Spring SILC meeting that included CILs along with other members of the public.

1.5 Cooperation, Coordination, and Working Relationships Among Various Entities

Describe the steps that will be taken to maximize the cooperation, coordination and working relationships among the SILS program, the SILC, and centers; the DSU, other State agencies represented on the SILC and other councils that address the needs of specific disability populations and issues; and other public and private entities determined to be appropriate by the SILC.

The description must identify the entities with which the DSU and the SILC will cooperate and coordinate.

The Georgia IL program maximizes cooperation, coordination and working relationships through many activities that include but are not limited to:

- Holding quarterly IL Network meetings that include all CILs;
- Including representatives from the Georgia Department of Labor, Rehabilitation Services, VR, the Assistive Technology Program, the Older Blind Program, the VR programs for Deaf Services and Blind Services, the VR Social Security Work Incentive Planning Assistance Project, the Client Assistance Program and other partners in quarterly IL Network Meetings;
- Sharing information at regular meetings through joint members on the SILC and the SRC;
- Working in coalitions such as the Unlock the Waiting List! Campaign, Georgians for a Health Future, the Olmstead Planning Committee, 2020 Georgia and others to assure that the

consumer and disability perspective is articulated;

- Partnering with the Governor's Council on Developmental Disabilities (DD), the Georgia Advocacy Office, the Department of Community Affairs and others to create new opportunities in housing, employment, transportation and other needed support services; and
- Networking, sharing information, and keeping up with trends through membership in national groups such as the Association of Programs in Rural IL (APRIL), National Council on IL members (NCIL), American Association of People with Disabilities (AAPD), etc.

Examples of collaborative partnership activities include:

- Two SILC board members serve on the state's Olmstead Planning Committee;
- The State Housing Coordinator from the Georgia Department of Community Affairs attends SILC board meetings to share information and receive input from the IL Network regarding accessible and affordable housing;
- All CILs have been provided with a sample Memo of Understanding between the Housing Authority and the CIL based on a successful partnership in Macon;
- The SILC board includes a board member who directs Disabled Student Services for Columbus State University. She provides information about IL to her colleagues as well as informs the IL Network of resources available through these offices in the university system;
- The SILC, the DD Council and an adult education consultant jointly developed a proposal to the adult and technical education system to expand and strengthen a training program for direct support professionals; the aim of this proposal is to improve the quality and supply of the work force providing day to day assistance to people with disabilities across all ages and disability types;
- The CILs maintain working partnerships with Georgia's Social Security Disability Benefits Navigators/Work Incentive Specialists/Options Counselors;
- The SILC Executive Director (ED) serves on an advisory committee for Medicaid waiver services to people with physical disabilities and brain injury;
- The SILC Treasurer serves on the Medical Care Advisory Committee to the Georgia Department of Community Health which includes Medicaid services;
- The CILs have working relationships with Veterans Agencies and with local agencies serving people with Developmental Disabilities, Mental Illness and Aging Services in their communities;
- The SILC board members and ED have initiated discussions with the Director of the State Office of Aging in an effort to establish working relationships between Aging and IL with particular emphasis on better inclusion of IL in the latest trend – Aging and Disability Resource Centers; and
- IL staff and volunteers monitor state and local transportation agencies to identify and resolve accessibility issues. Additionally, some IL staff and volunteers have successfully been included in the agencies' transportation planning efforts.

1.6 Coordination of Services

Describe how IL services funded under chapter 1 of title VII of the Act will be coordinated with and complement other services to avoid unnecessary duplication with other Federal, State, and

local programs, including the OIB program authorized by chapter 2 of title VII of the Act, that provide IL- or VR-related services.

The Georgia IL program maximizes cooperation, coordination and working relationships through many activities that include but are not limited to:

- Holding quarterly IL Network meetings that include all CILs;
- Including representatives from the Georgia Department of Labor, Rehabilitation Services, VR, the Assistive Technology Program, the Older Blind Program, the VR programs for Deaf Services and Blind Services, the VR Social Security Work Incentive Planning Assistance Project, the Client Assistance Program and other partners in quarterly IL Network Meetings;
- Sharing information at regular meetings through joint members on the SILC and the SRC;
- Featuring resource staff from relevant programs such as rental assistance, home ownership, home modification, emergency management, telecommunications programs, etc at the IL Network meetings;
- Working in coalitions such as the Unlock the Waiting List! Campaign, Georgians for a Health Future, the Olmstead Planning Committee, 2020 Georgia and others to assure that the consumer and disability perspective is articulated;
- Partnering with the Governor's Council on Developmental Disabilities (DD), the Georgia Advocacy Office, the Department of Community Affairs and others to create new opportunities in housing, employment, transportation and other needed support services; and
- Networking, sharing information, and keeping up with trends through membership in national groups such as the Association of Programs in Rural IL (APRIL), National Council on IL members (NCIL), American Association of People with Disabilities (AAPD), etc.

Examples of collaborative partnership activities include:

- Two SILC board members serve on the state's Olmstead Planning Committee;
- The State Housing Coordinator from the Georgia Department of Community Affairs attends SILC board meetings to give and receive input from the IL Network regarding accessible and affordable housing;
- All CILs have been provided with a sample Memo of Understanding between the Housing Authority and the CIL based on a successful partnership in Macon;
- The SILC board includes a board member who directs Disabled Student Services for Columbus State University. She provides information about IL to her colleagues as well as informs the IL Network of resources available through these offices in the university system;
- The SILC, the DD Council and an adult education consultant jointly developed a proposal to the adult and technical education system to expand and strengthen a training program for direct support professionals; the aim of this proposal is to improve the quality and supply of the work force providing day to day assistance to people with disabilities across all ages and disability types;
- The CILs maintain working partnerships with Georgia' Social Security Disability Benefits Navigators, Community Work Incentive Coordinators, Work Incentive Specialists and Options Counselors;
- The SILC Executive Director (ED) serves on an advisory committee for Medicaid waiver services to people with physical disabilities and brain injury;

- The SILC Treasurer serves on the Medical Care Advisory Committee to the Georgia Department of Community Health which includes Medicaid services;
- The CILs have working relationships with Veterans Agencies and with local agencies serving people with Developmental Disabilities, Mental Illness and Aging Services in their communities;
- The SILC board members and ED have initiated discussions with the Director of the State Office of Aging in an effort to establish working relationships between Aging and IL with particular emphasis on better inclusion of IL in the latest trend – Aging and Disability Resource Centers; and
- IL staff and volunteers monitor state and local transportation agencies to identify and resolve accessibility issues. Additionally, some IL staff and volunteers have successfully been included in these agencies' transportation planning efforts.

1.7 Independent Living Services for Individuals who are Older Blind

Describe how the DSU seeks to incorporate into, and describe in, the State plan any new methods or approaches for the provision of IL services to older individuals who are blind that are developed under the Older Individuals who are Blind program and that the DSU determines to be effective.

The DSU administers the Older Individuals who are Blind (OIB) grant by contracting with Community Rehabilitation Programs to provide services older blind people throughout the State of Georgia. CILs sometimes provide office space and otherwise collaborate with the OIB program.

The GDOL/VR Director of Blind Services oversees the OIB grant. A part time manager was hired through OIB ARRA funds to expand and enhance the program in activities called Project Independence. These activities will focus on outreach, information and referral, low vision screenings, and training in rural and unserved areas. When the ARRA funding ends on September 30, 2011, the Director of Blind Services will resume grant management duties.

The OIB program continues to increase involvement and provide services to Native Americans in Georgia. The Grant intends to provide at least two vision screenings per year for this underserved population. The program will continue to offer computer training and low vision awareness programs to persons over the age of 55 who are experiencing low vision including those who are also hard of hearing. The OIB will continue to require comprehensive independent living plans and documentation that validates a visual impairment on all customers being served.

The OIB program will increase involvement with the Regional Library Systems both for advertisement and assistance with sites for computer training. OIB will continue expansion and collaboration with the Division of Aging and the Coalition of Advocates for Georgia's Elderly. The program is continuing to improve fiscal management protocols among the Grant Manager, the older blind contractors and the accounting and budget units within the GDOL. The part time grants manager will attend all training events and meetings of OIB/Project Independence

service providers to aid in obtaining input and information for the overall program.

The OIB will continue to hold fall and spring contractors meetings. In addition to representatives from the National Federation of the Blind of Georgia and the Georgia Council of the Blind, community partners will be invited to participate. William Sansing from the Mississippi State University Rehabilitation Research and Training Center on Blindness and Low Vision will continue to be the consultant and program evaluator and participate in the Georgia bi-annual contractors meetings. Mississippi State will also conduct all of the program participant surveys.

Part II: Narrative

Section 2: Scope, Extent, and Arrangements of Services

2.1 Scope and Extent

2.1A Check the appropriate boxes in the SPIL Instrument table indicating the types of IL services to be provided to meet the objectives identified in section 1.2 of this SPIL, and whether the services will be provided by the CILs or by the DSU (directly and/or through contract or grant).

Table 2.1A: Independent living services	Provided by the DSU (directly)	Provided by the DSU (through contract and/or grant)	Provided by the CILs (Not through DSU contracts/grants)
Core Independent Living Services - Information and referral	No	Yes	Yes
Core Independent Living Services - IL skills training	No	Yes	Yes
Core Independent Living Services - Peer counseling	No	Yes	Yes
Core Independent Living Services - Individual and systems advocacy	No	Yes	Yes
Counseling services, including psychological, psychotherapeutic, and related services	No	No	No
Services related to securing housing or shelter, including services related to community group living, and supportive of the purposes of this Act and of the titles of this Act, and adaptive housing services (including appropriate accommodations to and modifications of any space used to serve, or occupied by, individuals with significant disabilities)	No	Yes	Yes
Rehabilitation technology	No	Yes	Yes
Mobility training	No	Yes	Yes
Services and training for individuals with cognitive and sensory disabilities, including life skills training, and interpreter and reader services	No	Yes	Yes
Personal assistance services, including attendant care and the training of personnel providing such services	No	No	No
Surveys, directories and other activities to identify appropriate housing, recreation, accessible transportation and other support services	No	No	Yes
Consumer information programs on rehabilitation and IL services available under this Act, especially for minorities	No	No	Yes

and other individuals with disabilities who have traditionally been unserved or underserved by programs under this Act

Education and training necessary for living in the community and participating in community activities	No	No	Yes
Supported living	No	No	No
Transportation, including referral and assistance for such transportation	No	No	Yes
Physical rehabilitation	No	No	Yes
Therapeutic treatment	No	No	No
Provision of needed prostheses and other appliances and devices	No	No	No
Individual and group social and recreational services	No	No	Yes
Training to develop skills specifically designed for youths who are individuals with significant disabilities to promote self-awareness and esteem, develop advocacy and self-empowerment skills, and explore career options	No	No	Yes
Services for children with significant disabilities	No	No	Yes
Services under other Federal, State, or local programs designed to provide resources, training, counseling, or other assistance of substantial benefit in enhancing the independence, productivity, and quality of life of individuals with significant disabilities	No	Yes	Yes
Appropriate preventive services to decrease the need of individuals with significant disabilities for similar services in the future	No	No	Yes
Community awareness programs to enhance the understanding and integration into society of individuals with disabilities	No	No	Yes
Other necessary services not inconsistent with the Act	No	Yes	Yes

2.1B Describe any service provision priorities, including types of services or populations, established for meeting the SPIL objectives identified in section 1.2.

As described in the section on the underserved, VR and IL are working together to improve referrals from VR to CILs as well as to enhance services to people with visual impairments, particularly in rural areas. These are the service provision priorities.

2.1C If the State allows service providers to charge consumers for the cost of services or to consider the ability of individual consumers to pay for the cost of IL services, specify the types

of IL services for which costs may be charged and for which a financial need test may be applied, and describe how the State will ensure that:

- Any consideration of financial need is applied uniformly so that all individuals who are eligible for IL services are treated equally; and
- Written policies and consumer documentation required by 34 CFR 364.59(d) will be kept by the service provider.

Indicate N/A if not applicable.

N/A

2.2 Arrangements for State-Provided Services

2.2A If the DSU will provide any of the IL services identified in section 2.1A through grants or contractual arrangements with third parties, describe such arrangements.

As shown in Financial Tables in 1.3A, the DSU provides funds for Independent Living (IL) services, not general CIL operations. The DSU provides the IL services funded by Title VII, Chapter 1, Part B and state funds identified in section 2.1A through contractual arrangements with the eight Georgia CILs. The contract deliverables of IL Services include but are not limited to: (a) information and referral, (b) IL skills training, (c) peer counseling and support (d) individual and systems advocacy (e) custom home accessibility modifications; (f) specialized adaptive equipment purchases or repair; (g) Braille instruction and/or Orientation and Mobility services (h) nursing home transition.

Also, contract funds may provide IL Community Services including but not limited to: (a) Community and Systems advocacy, (b) Outreach efforts, (c) Publications (d) Community Education/Integration Services, (e) Maintaining Registries/Libraries/Databases, and (f) Collaboration/Networking activities.

The FY 11 contracts are in process. The FY 10 contract amounts and fund sources (Federal = F and State = S) for each CIL are:

BAIN \$98,237 (F) 61,254 (S);

Disability Connections \$93,600 (F) \$40,671 (S);

Disability Link \$88,207 (F) \$13,086 (S);

Disability Link, NW \$75,895 (F) \$13,086 (S);

Disability Resource \$76,100 (F) \$13,086 (S);

LIFE \$65,576 (F) \$13,086 (S);

Multiple Choices \$29,407 (F), \$13,092 (S);

Walton Options \$80,822 (F) \$13,086 (S).

2.2B If the State contracts with or awards a grant to a center for the general operation of the center, describe how the State will ensure that the determination of an individual's eligibility for services from that center shall be delegated to the center.

Not Applicable.

Part II: Narrative

Section 3: Design for the Statewide Network of Centers

3.1 Existing Network

Provide an overview of the existing network of centers, including non-Part C-funded centers that comply with the standards and assurances in section 725 (b) and (c) of the Act, and the geographic areas and populations currently served by the centers.

Georgia has eight Title VII - Part C funded CILs. Each CIL also receives Part B funds that include matching state funds via contract with the DSU to provide IL services. Additionally, the following three CILs receive specific state funds through purchase of service contracts with the DSU for IL services: Bainbridge Advocacy Individual Network, Middle Georgia CIL (aka Disability Connections), and Walton Options for Independent Living.

Please note that the first county listed for each center is the location of the CIL office. The description of population served is based on a three year average from the 704 reports for fiscal years 2007, 2008, and 2009.

1. Bainbridge Advocacy Individual Network (BAIN) is located in Bainbridge and serves 11 counties in southwest Georgia: Decatur, Calhoun, Clay, Baker, Early, Grady, Miller, Mitchell, Thomas, Randolph and Seminole.

Population served: 61% female, 39% male; 67% African American, 31% White, <=1% each: Hispanic, Asian, and Pacific Islander. Consumers reported the following types of disability: 57% physical, 20% vision, 14% multiple disabilities, and <=5% each: cognitive, mental/emotional, or hearing. Consumers were nearly evenly divided between adults aged 25-59 and older adults 60+ (47% each). The remaining 6% were children ages 5-19 and young adults ages 20-24 (3% each).

2. Middle Georgia CIL, also known as Disability Connections (DC), is located in Macon and serves 12 counties in middle Georgia: Bibb, Baldwin, Crawford, Houston, Jasper, Jones, Monroe, Peach, Pulaski, Putnam, Twiggs and Wilkinson. According to RSA's records, the service area for Disability Connections does not include Pulaski County. If further analysis of the Disability Connections service area indicates the need to revise this section, the SPIL may be revised at a later date.

Population served: 59% female, 41% male; 68% African American, 31% White, <=1% each: Native American, Hispanic, and Pacific Islander. Consumers reported the following types of disability: 64% physical, 11% mental/emotional, 10% multiple disabilities, 7% cognitive, 6% vision, and 2% hearing. Only 23% of consumers served were older adults 60+ while 67% of consumers were ages 25-59; The remaining 10% was a mix of children and young adults.

3. disABILITY LINK (d-LINK) is located in metro Atlanta and serves 12 counties: DeKalb, Cherokee, Clayton, Cobb, Coweta, Douglas, Fayette, Fulton, Gwinnett, Henry, Newton, and Rockdale.

Population served: 50% female, 50% male; 69% African American, 24% White, 4% Hispanic, and <=1% each: Asian, Native American, and Pacific Islander. Consumers reported the following types of disability: 53% physical, 13% mental/emotional, 12% multiple disabilities, 6% cognitive, 5% vision, and 1% hearing. The remaining 9% reported a disability that did not fit any of these categories. Only 21% of consumers served were older adults 60+ while 75% of consumers were ages 25-59; The remaining 4% were a mix of children and young adults.

4. disABILITY LINK NW is located in Rome and serves 15 counties in northwest Georgia: Floyd, Bartow, Catoosa, Chattooga, Walker, Dade, Fannin, Gilmer, Gordon, Haralson, Murray, Paulding, Pickens, Polk and Whitfield. According to RSA's records, the service area for disABILITY LINK NW does not include Polk County. If further analysis of the disABILITY LINK NW service area indicates the need to revise this section, the SPIL may be revised at a later date.

Population served: 53% female, 47% male; 70% White, 19% African American, 11% Hispanic, and 1% Native American. Consumers reported the following types of disability: 61% physical, 22% multiple disabilities, 7% mental/emotional, and <=5% each cognitive, vision, and hearing. Only 36% of consumers served were older adults 60+ while 51% of consumers were ages 25-59; 9% were children age 19 and under and 4% were young adults age 20-24.

5. Disability Resource Center (DRC) is located in Gainesville and serves 13 counties in northeast Georgia: Hall, Banks, Dawson, Forsyth, Franklin, Habersham, Hart, Lumpkin, Rabun, Stephens, Towns, Union, and White.

Population served: 52% female, 48% male; 79% White, 17% African American, 3% Hispanic, and 1% Native American. Consumers reported the following types of disability: 52% physical, 31% multiple disabilities, 6% vision, and 4% each cognitive, and mental/emotional. Only 31% of consumers served were older adults 60+ while 57% of consumers were ages 25-59; 7% were children age 19 and under and 5% were young adults age 20-24.

6. Living Independence for Everyone (LIFE) is located in Savannah and serves 11 counties in southeast Georgia. According to RSA's records, the LIFE service area is comprised of Chatham, Bryan, Camden, Effingham and Liberty counties. LIFE also serves the following additional counties: Bulloch, Evans, Glynn, McIntosh, Tattnall and Toombs. If further analysis of LIFE's service area indicates the need to revise this section, the SPIL may be revised at a later date.

Population served: 64% female, 36% male; 60% African American, 39% White, <1% each Hispanic and Asian. Consumers reported the following types of disability: 75% physical, 7% multiple disabilities, 7% vision and <=3% each mental/emotional, cognitive, and hearing. More than half (55%) of consumers served were older adults 60+ while 38% of consumers were ages 25-59; 3% were children age 19 and under and 2% were young adults age 20-24.

7. Multiple Choices (MC) is located in Athens and serves 10 counties in middle and eastern Georgia: Clarke, Barrow, Elbert, Greene, Jackson, Madison, Morgan, Oconee, Oglethorpe, Walton. According to RSA's records, the service area for MC does not include Morgan County. If further analysis of the MC service area indicates the need to revise this section, the SPIL may be revised at a later date.

Population served: 61% female, 39% male; 43% African American, 37% White; 20% of consumers either did not report their race or identified with multiple racial groups. Consumers reported the following types of disability: 52% physical, 16% multiple disabilities, 11% vision and <=5% each mental/emotional, cognitive, and hearing. More than half (52%) of consumers served were adults ages 25-59; 32% were older adults 60+, 8% were children age 19 and under and 7% were young adults age 20-24.

8. Walton Options for Independent Living (WOIL) is located in Augusta and serves 16 counties in east Georgia: Richmond, Burke, Columbia, Emanuel, Glascock, Hancock, Jefferson, Jenkins, Johnson, Lincoln, McDuffie, Screven, Taliaferro, Warren, Washington and Wilkes.

Population served: 68% female, 32% male; 62% African American, 31% White, <=1% each Native American, Asian, and Pacific Islander. 5% of consumers either did not report their race or identified with multiple racial groups. Consumers reported the following types of disability: 57% physical, 22% vision, 7% multiple disabilities, <=5% each cognitive, mental/emotional, hearing, and other. Over half (55%) of consumers served were older adults 60+ while 40% of consumers were ages 25-59; 2% were children age 19 and under and 2% were young adults age 20-24.

9. New Center for Independent Living in Muscogee County/Columbus, Georgia - As per the amended SPIL for 08 – 10, the newest CIL is scheduled to become operational in this SPIL cycle. According to the grant application activities and timeline, the local Advisory Board will name the new CIL in Muscogee County/Columbus, Georgia as is it developed.

3.2 Expansion of Network

Describe the design for the further expansion of the network, including identification of the unserved and underserved areas in the State and the order of priority for serving these areas as additional funding becomes available (beyond the required cost-of-living increase).

As discussed in Section 1.2 (unserved and underserved) about 15.7% of Georgians with disabilities reside in counties where there is no CIL. While the ultimate goal is to expand the IL Network to all unserved areas of the state, it is equally important to assure that existing CILs have stable funding. There is a growing trend among fund sources to fund projects or particular programs rather than to fund general operating expenses. Even though some of the Centers have had considerable success with resource development, they continue to be challenged with maintaining their core business while also meeting the deliverables of project based funding sources. Therefore, Georgia would ultimately like to achieve a minimum funding amount of

\$200,000 Part C funding per multi-county CIL for basic operations.

It is clear that this goal will have to be achieved in stages. Therefore, should additional funding (above the cost-of-living increase) become available in 2011, 2012 or 2013, the following priorities shall apply:

- 1) The newest CIL in Columbus (started with Part C ARRA funds) should receive all additional regular Part C above COLA up to an annual appropriation \$136,138, which is the 2010 Part C amount for the least funded Georgia CILs (Disability Link NW and Disability Resource Center).
- 2) Once this threshold has been achieved, any new Part C appropriations above COLA should be distributed to the least funded CILs until all have a minimum base of funding of \$200,000 annually in Part C. The newest CIL in Muscogee County must add additional counties in order to be included in this step.
- 3) New CILs should be started only after each existing CIL has achieved a minimum base Part C funding of \$200,000.
- 4) In the event that all CILs have achieved the minimum Part C base funding but new allocations are less than needed to start a new CIL, new Part C dollars above COLA shall be distributed to existing CILs using the funding formula developed to distribute ARRA funds: a weighted average based 60% on new consumers served and 40% population.
- 5) When all of the above steps have been accomplished, areas targeted for new CILs are based on two factors: Population and grassroots disability leadership. While all unserved areas will need leadership, the following unserved regions are ranked from most to least populous: 1) South central region; 2) Southwestern border of Metro Atlanta; 3) Southwestern region near BAIN; 4) Counties that surround the developing CIL in Muscogee and 5) Southeast region bordering DC, LIFE and WOIL. Once the 2010 census data is available, this information may be revised.

3.3 Section 723 States Only

3.3A If the State follows an order of priorities for allocating funds among centers within a State that is different from what is outlined in 34 CFR 366.22, describe the alternate order of priority that the DSU director and the SILC chair have agreed upon. Indicate N/A if not applicable.

N/A

3.3B Describe how the State policies, practices and procedures governing the awarding of grants to centers and the oversight of these centers are consistent with 34 CFR 366.37 and 366.38.

N/A

Part II: Narrative

Section 4: Designated State Unit (DSU)

4.1 Administrative Support Services

4.1A Describe the administrative support services to be provided by the DSU for the SILS (Part B) program and, if the State is a Section 723 State, for the CIL (Part C) program. Refer to the SPIL Instructions for additional information about administrative support services.

The DSU IL Liaison participates in IL meetings and activities, provides technical assistance, creates and renews contracts, processes invoices for payment, reviews and recommends requests for budget revisions and facilitates the approval of such requests by the DSU. Financial and technical assistance in budget development is available through the GDOL budget office.

The DSU manages contract reviews. VR Regional Contract Specialists (RCSs) along with the IL Liaison and a CIL director (peer reviewer) will answer the following questions: Did the contractor meet the deliverables? Were contract dollars expended for the purpose of meeting these contract deliverables?

In the event that the DSUs funds are utilized for CIL operating expenses, the contract manager shall review the CILs cost allocation plan to assure that the DSU dollars and RSA dollars are utilized in accordance with the cost allocation plan.

The State IL Liaison is responsible for monitoring SILC program and budget activities. To keep abreast of activities, she participates in quarterly SILC meetings, reviews monthly programmatic and expenditure reports, and participates in the quarterly evaluation of SILC/SPIL activities.

Administrative support services are provided primarily to the SILC by the DSU IL Liaison/SILC contract manager and the GDOL/VR budget office and contract services.

4.1B Describe other DSU arrangements for the administration of the IL program, if any.

N/A

Part II: Narrative

Section 5: Statewide Independent Living Council (SILC)

5.1 Resource plan

5.1A Describe the resource plan prepared by the SILC in conjunction with the DSU for the provision of resources, including staff and personnel, made available under parts B and C of chapter 1 of title VII, section 101(a)(18) of the Act, and from other public and private sources that may be necessary to carry out the functions of the SILC identified in section 705(c). The description must address the three years of this SPIL.

- Refer to the SPIL Instructions for more information about completing this section.

For more information click the icon.

SILC staff currently consists of an Executive Director and a .5 FTE Business Manager.

The resource plan for the SILC consists of \$236,250 in Title I I&E funds and \$17,100 in state funds. With this allocation, the SILC will fund personnel needed to support relevant activities of this SPIL throughout the three year period, as well as these general SILC administrative functions which are specifically the responsibilities of the SILC and its committees: jointly develop the SPIL; monitor, review and evaluate the SPIL; coordinate activities with the SRC; ensure open and accessible public meetings; and submit annual reports. These funds also support the costs of the independent office space.

5.1B Describe how the following SILC resource plan requirements will be addressed.

- The SILC's responsibility for the proper expenditure of funds and use of resources that it receives under the resource plan.

In the early years of operation, the SILC Board developed and approved financial management policies that are consistent with state and federal requirements. Prior to the beginning of each fiscal year, the SILC develops a budget which the board reviews and approves. This budget is submitted along with proposed contract deliverables to the DSU; these deliverables are based on SILC responsibilities in the current SPIL. After the contract is executed, the SILC submits a monthly programmatic report and a monthly expense report to the DSU IL Liaison who reviews (a) the monthly narrative which reports progress on SPIL goals and (b) the SILC invoice. Upon approval of the invoice, the SILC is reimbursed for the prior month expenditures toward contract deliverables. Programmatic reports are also sent to the board on a monthly basis and quarterly financial reports are provided at board meetings. In addition to these practices, The SILC contracts with a CPA firm to conduct its annual audit in accordance with state and federal requirements. Audit reports are forwarded to the Georgia Department of Labor, the Georgia Department of Audits and Accounts and to the SILC board.

- Non-inclusion of conditions or requirements in the SILC resource plan that may compromise the independence of the SILC.

The Georgia Department of Labor recognizes the SILC as an independent entity in all aspects of interaction. The contract between the SILC and the DSU focuses on SPIL activities rather than on day-to-day SILC operations which are clearly the responsibility of the SILC board of directors.

- Reliance, to the maximum extent possible, on the use of resources in existence during the period of implementation of the State plan.

Based on years of experience, the annual resource plan is a realistic but conservative budget. The SILC and the DSU have worked together to create goals and objectives that build on past successes as well as achievable and mutually beneficial goals and objectives.

5.2 Establishment and Placement

Describe how the establishment and placement of the SILC ensures its independence with respect to the DSU and all other State agencies. Refer to the SPIL Instructions for more information about completing this section.

The Statewide Independent Living Council (SILC) of Georgia, Inc. is a 501(c) 3 non-profit agency, incorporated in 1995 and housed in an independent corporate office separate from the DSU. The SILC of Georgia, Inc. Board Members are the SILC Members appointed through administrative procedure by the Commissioner of the Georgia Department of Labor as required by 34 CFR 364.21 and described in Section 5.3 of this SPIL.

Section III of the Georgia Constitution specifies that the Commissioner of Labor is an elected executive officer who shall be elected in manner prescribed for members of the General Assembly and the electors shall be the same. It also specifies that the Commissioner of Labor shall be elected at the same time and hold office for the same term as the Governor.

O.C.G.A. 34-15-2 transferred the Division of Rehabilitation Services to the Department of Labor effective July 1, 2001 and vested all authority with the Commissioner of Labor. Further, O.C.G.A. 34-15-2 (e) (2) states: "The Division of Rehabilitation Services of the Department of Labor shall conform to federal standards in all respects necessary for receiving federal grants and the Commissioner of the Department of Labor is authorized and empowered to effect such changes as may, from time to time, be necessary in order to comply with such standards." O.C.G.A. 34-15-11 provides that the Division of Rehabilitation Services of the Department of Labor is the designated state unit for the independent living program. O.C.G.A 34-2-3 provides for the election, terms of office, compensation, removal and duties of the Commissioner of Labor. Those duties include the authority to administer and enforce the law, rules and regulations assigned to the Department of Labor. Therefore, the Commissioner of Labor is the appropriate entity within the State responsible, in accordance with State law, for making appointments to the SILC.

The SILC functions in accordance with its own bylaws independently of any state agency, including the DSU. The SILC works in partnership with the DSU. The SILC's current operational functions are carried out by paid SILC Executive Director (ED) and staff. The SILC Board Members hire and supervise the ED who in turn hires and supervises staff.

In addition to receiving operational funding from the DSU, the SILC also secures private donations and foundation grants that further the implementation of the SPIL and provide the SILC an increased level of independence. Federal funds will not be used to secure grants. If the SILC receives funds for activities beyond the SILC duties authorized under Title VII of the Act, the SILC will manage and account for such funds separately from its SILC resource plan and will ensure that additional activities will not undermine or conflict with the SILC's fulfillment of its statutory duties.

5.3 Appointment and Composition

Describe the process used by the State to appoint members to the SILC who meet the composition requirements in section 705(b). Refer to the SPIL Instructions for more information about completing this section.

The Commissioner of the Georgia Department of Labor, a Constitutional State Officer elected by the citizens of Georgia, makes the appointments to the SILC. Section III of the Georgia Constitution specifies that the Commissioner of Labor is an elected executive officer who shall be elected in manner prescribed for members of the General Assembly and the electors shall be the same. It also specifies that the Commissioner of Labor shall be elected at the same time and hold office for the same term as the Governor.

O.C.G.A. 34-15-2 transferred the Division of Rehabilitation Services to the Department of Labor effective July 1, 2001 and vested all authority with the Commissioner of Labor. Further, O.C.G.A. 34-15-2 (e) (2) states: "The Division of Rehabilitation Services of the Department of Labor shall conform to federal standards in all respects necessary for receiving federal grants and the Commissioner of the Department of Labor is authorized and empowered to effect such changes as may, from time to time, be necessary in order to comply with such standards." O.C.G.A. 34-15-11 provides that the Division of Rehabilitation Services of the Department of Labor is the designated state unit for the independent living program. O.C.G.A 34-2-3 provides for the election, terms of office, compensation, removal and duties of the Commissioner of Labor. Those duties include the authority to administer and enforce the law, rules and regulations assigned to the Department of Labor. Therefore, the Commissioner of Labor is the appropriate entity within the State responsible, in accordance with State law, for making appointments to the SILC.

The SILC membership is currently in compliance with all composition, voting member and term limit requirements. It is the responsibility of the SILC membership committee and the SILC Executive Director to secure qualified volunteers as nominees and present them to the

Commissioner for consideration and appointment.

The Executive Director collaborates with the DSU IL Liaison to develop a nominees from a variety of sources including but not limited to current SILC members, CIL employees, DSU recommendations, disability specific advocacy groups, visitors to the SILC website, etc. This process results in nominees who represent a broad range of individuals with disabilities and organizations interested in individuals with disabilities. To assure diverse membership, the SILC and DSU maintain the grid format developed by the Independent Living Research Utilization program to track current SILC members' type of disability, geographic area, race, gender, term limits, etc. SILC bylaws require terms of office in accordance with federal rules and regulations, i.e. no member may serve more than two consecutive three year terms.

To elect the Chair and the Executive Committee of the Council, the SILC membership committee produces a slate of SILC nominees for each Officer position: Chair, Vice Chair, Treasurer and Secretary. The entire Council votes on that slate to determine Officers.

To enhance coordination and collaboration, the SILC of Georgia, Inc. encourages attendance by representatives of state agencies who are non-voting ex-officio members of the SILC.

5.4 Staffing

Describe how the following SILC staffing requirements will be met.

- SILC supervision and evaluation, consistent with State law, of its staff and other personnel as may be necessary to carry out its functions.

Because the Georgia SILC is an independent non-profit organization, the SILC board of directors hires and supervises the Executive Director (ED), a full time position. The ED then hires and supervises other SILC staff. The board has personnel and financial policies that all SILC staff are required to observe. The SILC conducts an annual survey of stakeholders as part of the evaluation of the ED's job performance.

All SILC staff and board members have job descriptions. Annually, the Executive Committee of the SILC board conducts a performance review of the ED by sending the evaluation form by U.S. mail to all SILC board members, CIL directors as well as others with whom the ED has worked on projects committees and task forces. A return envelope is included to facilitate responses. The Executive Committee then compiles numerical scores and comments, which are anonymous, e.g. not attributed to a particular person. The ED and the Executive Committee discuss the comments, set performance goals and place the annual evaluation in the personnel file. The ED performs the same process for SILC staff under her supervision.

The DSU's role is to generate the annual contract to fund SILC operations and to review and approve the monthly invoices and programmatic reports. The DSU assigns these functions to the IL Liaison staff member who carries them out in conjunction with the DSU Contract Specialist

and other DSU budget and finance staff. The DSU does not have any supervisory role, functions or activities regarding SILC staff.

- Non-assignment of duties to SILC staff and other personnel made available by the DSU, or any other State agency or office, that would create a conflict of interest while assisting the SILC in carrying out its duties.

To prevent the occurrence of any activities or situations that represent actual or perceived conflicts of interest, the IL Liaison that is assigned to support the SILC participates only as an ex officio, non-voting member of the SILC Board. All DSU managers and staff associated with the SILC and the IL Program will become familiar with and perform functions in compliance with Federal and State laws, the Code of Ethics for Government Service, Rules of the State Personnel Board, and Georgia Department of Labor policies and procedures. Additionally, the DSU management monitors staff activities to ensure no assignment of potential conflicts of duties.

Part II: Narrative

Section 6: Service Provider Requirements

Describe how the following service provider requirements will be met:

6.1 Staffing

- Inclusion of personnel who are specialists in the development and provision of IL services and in the development and support of centers.

Each CIL in the network develops position descriptions for staff providing IL Services. These documents specify the skills and expectations required and are used in the hiring process as well as in performance reviews. Since the CILs recruit people with life experience in disability, specialists are on staff.

34 CFR 364.23) Method: Site reviews by DSU, peer reviews by CILs and technical assistance, if needed, from either or both.

- Availability, to the maximum extent feasible, of personnel able to communicate (1) with individuals with significant disabilities who rely on alternative modes of communication, such as manual communication, nonverbal communication devices, Braille, or audio tapes and (2) in the native languages of individuals with significant disabilities whose English proficiency is limited and who apply for or receive IL services under title VII of the Act.

As per Standards and Assurances, all CILs promulgate and implement policies of equal access to information for those who require alternate formats and for non-English speaking consumers to

the maximum extent possible and upon request. See 34 CFR 3Method: Site reviews by DSU, peer reviews by CILs and technical assistance, if needed, from either or both.64.23 (b)(1) and (2)

- Establishment and maintenance of a program of staff development for all classes of positions involved in providing IL services and, where appropriate, in administering the CIL program, improving the skills of staff directly responsible for the provision of IL services, including knowledge of and practice in the IL philosophy.

Each CIL is responsible for staff development and training for all positions. Training needs are documented as a part of the annual performance review. CILs provide staff training both in-house and through resources made available through IL Network meetings, IL Net, NCIL, APRIL, RSA and other relevant local, state and national organizations. See 34 CFR 364.24 Method: Site reviews by DSU, peer reviews by CILs and technical assistance, if needed, from either or both.

- Affirmative action to employ and advance in employment qualified individuals with significant disabilities on the same terms and conditions required with respect to the employment of individuals with disabilities under section 503 of the Act.

All CILs have affirmative action policies and actively recruit qualified people with disabilities. See 364.31

Method: Site reviews by DSU, peer reviews by CILs and technical assistance, if needed, from either or both.

6.2 Fiscal Control and Fund Accounting

- Adoption of those fiscal control and fund accounting procedures as may be necessary to ensure the proper disbursement of and accounting for funds made available through parts B and C of chapter 1 of title VII of the Act, in addition to complying with applicable EDGAR fiscal and accounting requirements.

Each CIL in the network is required to maintain compliance with EDGAR record keeping requirements and with CFR 364.35. The DSU's contracts require annual financial reports in accordance with Generally Accepted Accounting Principles. Those contractors receiving in excess of \$500,000 from all federal fund sources are required to follow the OMB Circular A-133 requirements. Copies of these documents are forwarded to the DSU and to the Georgia Department of Audits and Accounts. Method: Site reviews by DSU, peer reviews by CILs and technical assistance, if needed, from either or both.

6.3 Recordkeeping, Access and Reporting

- Maintenance of records that fully disclose and document the information listed in 34 CFR 364.35.

As required in their Part C grant agreements, all CILs in the IL Network are fully aware of the necessity to employ or contract with professional accounting services in order to assure that they fully comply with these requirements. All CILs with multiple funding sources have submitted cost allocation plans to RSA.

Method: Site reviews by DSU, peer reviews by CILs and technical assistance, if needed, from either or both.

- Submission of annual performance and financial reports, and any other reports that the Secretary determines to be appropriate

As required in their Part C grant agreements, all CILs submit their annual 704 reports to RSA, the SILC, and the DSU. Additionally, all CILs prepare annual financial reports. The type of report prepared depends on the size of the CIL's budget. Those with \$500,000 or more in all federal fund sources are required to conduct the annual audit in accordance with the requirements set forth in OMB Circular 133. Those who do not meet that funding level must at a minimum submit a financial compilation report, and some are required by other fund sources to conduct an annual audit. Copies of the annual audits or financial compilation reports are sent to the DSU and to the Georgia Department of Audits and Accounts. Method: Site reviews by DSU, peer reviews by CILs and technical assistance, if needed, from either or both.

- Access to the Commissioner and the Comptroller General, or any of their duly authorized representatives, for the purpose of conducting audits, examinations, and compliance reviews, to the information listed in 34 CFR 364.37.

Each CIL in the network is required to make all records available to the Commissioner or the Comptroller General or any of their duly authorized representatives upon such request.

Method: Site reviews by DSU, peer reviews by CILs and technical assistance, if needed, from either or both.

6.4 Eligibility

- Eligibility of any individual with a significant disability, as defined in 34 CFR 364.4(b), for IL services under the SILS and CIL programs.

All CILs in the Network are recipients of Title VII Part C grants and as such, they take steps to meet these requirements by determining and documenting eligibility in the Consumer Service Record (CSR). Each CIL clearly articulates that they are in the business of providing services to persons with significant disabilities as evidenced by mission statements, brochures, web sites and promotional materials. All IL services in Georgia are delivered through the Network of Centers; there is no state - run IL service system nor does the state contract with other types of service providers with Title VII funds. Method: Site reviews by DSU, peer reviews by CILs and technical assistance, if needed, from either or both.

- Ability of any individual to seek information about IL services under these programs and to request referral to other services and programs for individuals with significant disabilities.

Each CIL in the network responds to requests for information from anyone contacting them. Referrals to other services or programs are readily made. All CILs provide information and referral as evidenced by their annual 704 reports.

Method: Site reviews by DSU, peer reviews by CILs and technical assistance, if needed, from either or both.

- Determination of an individual's eligibility for IL services under the SILS and CIL programs in a manner that meets the requirements of 34 CFR 364.51.

All CILs in the network are recipients of Title VII Part C grants and meet requirements by determining and documenting eligibility in the CSR. As part of the intake phase, all consumers are informed about the Client Assistance Program. Method: Site reviews by DSU, peer reviews by CILs and technical assistance, if needed, from either or both.

- Application of eligibility requirements without regard to age, color, creed, gender, national origin, race, religion, or type of significant disability of the individual applying for IL services.

Each CIL in the network promulgates and implements a policy of non-discrimination based on age, color, national origin, race, religion or type of disability.

Method: Site reviews by DSU, peer reviews by CILs and technical assistance, if needed, from either or both.

- Non-exclusion from receiving IL services of any individual who is present in the State and who is otherwise eligible for IL services, based on the imposition of any State or local residence requirement.

None of the Georgia CILs stipulate a requirement of residency in order for an individual to receive IL Services. As evidenced in 704 reports, hurricane evacuees with disabilities have been served by CILs in Georgia.

Method: Site reviews by DSU, peer reviews by CILs and technical assistance, if needed, from either or both.

6.5 Independent Living Plans

- Provision of IL services in accordance with an IL plan complying with Sec. 364.52 and mutually agreed upon by the individuals with significant disabilities and the appropriate service provider staff unless the individual signs a waiver stating that an IL plan is unnecessary.

All CILs in the network collaborate with consumers to develop their individual IL Plans. Each plan is signed by the consumer and the collaborating CIL staff. IL Plans are periodically jointly reviewed and amended when necessary. In a few instances, consumers are not interested in a written IL Plan, so they may request that the IL Plan process be waived. The consumer and the appropriate staff person jointly sign the waiver.

Method: Site reviews by DSU, peer reviews by CILs and technical assistance, if needed, from either or both.

6.6 Client Assistance Program (CAP) Information

- Use of accessible formats to notify individuals seeking or receiving IL services under chapter 1 of title VII about the availability of the CAP program, the purposes of the services provided under the CAP, and how to contact the CAP.

Each CIL in the network is required to inform consumers of their rights under the Client Assistance Program (CAP). As a part of the IL Planning (or waiver) process, consumers verify that CAP information has been provided in the format requested.

Method: Site reviews by DSU, peer reviews by CILs and technical assistance, if needed, from either or both.

6.7 Protection, Use and Release of Personal Information

- Adoption and implementation of policies and procedures meeting the requirements of 34 CFR 364.56(a), to safeguard the confidentiality of all personal information, including photographs and lists of names.

Each CIL in the network promulgates policies and procedures to safeguard the confidentiality of a consumer's personal information. Consumers are informed of these practices as a part of intake and IL Plan development.

Method: Site reviews by DSU, peer reviews by CILs and technical assistance, if needed, from either or both.

Part II: Narrative

Section 7: Evaluation

Describe the method that will be used to periodically evaluate the effectiveness of the plan in meeting the objectives established in Section 1. The description must include the State's evaluation of satisfaction by individuals with significant disabilities who have participated in the program.

Section 7: Evaluation

Goal(s) and the related

Method that will be used to evaluate

**Objective(s) from
Section 1**

- | | |
|--|--|
| 1. Improve Independent Living Services in Georgia. | <p>a. Evaluation question: Is CIL funding stable? The method to answer this question is tracking proposed increases/decreases in local, state and federal funding. This information will be shared with appropriate stakeholders (CILs, DSU and SILC board) and strategies (re)developed.</p> <p>b. Evaluation question: Do CILs acquire knowledge about best practices in Georgia CIL operations? The methods used to share best practices are quarterly "reports from home" at IL Network/SILC meetings; summarized and disseminated annual 704 reports containing demographic data, goals and outcomes; regular conference calls with CILs to share information/solve problems/promote best practices; peer contract reviews and the use quality improvement tools such as Quality Indicators in Independent Living (QUILs). Feedback from CILs will be used to determine if this objective has been met.</p> |
| 1. Improve Independent Living Services in Georgia. | <p>c. Evaluation Question: How many CILs are successful in securing new resources, and how much have they secured? CILs will share successful resource development efforts at quarterly meetings and on conference calls. The SILC will complete letters of support when asked/needed. The SILC will provide feedback on proposals with asked/needed. Presence (or absence) of new resources will determine if this objective has been met.</p> |
| 1. Improve Independent Living Services in Georgia. | <p>d. Evaluation Questions: In 2011: Has a baseline of referrals and goals for increases of referrals from VR to IL been established? Is there an updated cooperative agreement? In 2012 and 2013: Were goals for referrals met or exceeded?</p> |
| 1. Improve Independent Living Services in Georgia. | <p>e. Evaluation Questions: In 2011: "Has a joint plan been developed to improve rehabilitation and orientation and mobility services to people with visual impairments? In 2012 and 2013: Are the goals in that plan being met? Are needed services being delivered?</p> |
| 1. Improve Independent Living Services in Georgia. | <p>f. Evaluation Question: By 2013, have the stakeholders agreed on a funding formula for Georgia CILs?</p> |
| 1. Improve Independent Living Services in Georgia. | <p>g. Evaluation Questions: For 2011: Has the document "How to start a CIL" been posted to the SILC website? For 2012 and 2013: Are people from unserved areas requesting this information? If so, how many grassroots, disability - run organizations are interested in a Center for Independent Living?</p> |
| 2. Conduct and participate in advocacy activities. | <p>a. Evaluation Question: How many SILC Board Members and IL Volunteers are participating in coalitions such as the Unlock the Waiting Lists! Campaign (growing home and community-based alternatives to nursing facilities and other institutions); 2020 Georgia, a coalition of organizations promoting a balanced approach to revenue for the state; or other</p> |

- emerging advocacy groups?
2. Conduct and participate in advocacy activities. b. Evaluation Question: Are SILC board members and IL volunteers participating in and reporting on the activities of Georgia's Olmstead Planning Committee?
2. Conduct and participate in advocacy activities. Evaluation Questions: Are at least 5 SILC board members and IL volunteers participating in 1) transportation advocacy in 2011; 2) Housing advocacy and AT/AE advocacy in 2012 and 3) Health Care Advocacy in 2013?
2. Conduct and participate in advocacy activities. Evaluation Questions: For 2011: Did the disability community initiate in and/or participate in non-partisan election activities? Did the disability community develop a voter guide?
3. Maintain the SILC organizational health. a. Evaluation Question: Was the SILC website modernized and updated by the end of 2011? Is it fully accessible, user-friendly and does it provide practical information to visitors? The last question will be answered through user feedback.
3. Maintain the SILC organizational health. b. Evaluation Questions: Was the SILC board Orientation Manual updated by the end of 2011? Does it include the most current information on Independent Living and on optimum operation of SILCs? The method to determine if this objective is met is feedback from the SILC board.
3. Maintain the SILC organizational health. c. Evaluation Questions: Did the SILC establish a Leadership Development committee in 2011? Did the SILC develop a written plan for leadership development/board recruitment in 2012? By 2013, are there at least 5 potential board nominees at all times?
3. Maintain the SILC organizational health. d. Evaluation Question: Did the SILC develop a written succession plan for the Executive Director in 2011?
- Overall Method: Each of the above evaluation questions is reviewed twice a year by the SILC Executive Committee ED and DSU. It will be noted if the objectives are met or not. If they have not been met, input from relevant stakeholders will be sought as to the need for development/implementation of alternatives strategies.
- Consumer satisfaction surveys are conducted by the CILs using various methods; most conduct telephone surveys upon either goal completion or plan completion. As stated in Section 6, the DSUs receive these data annually.

Part II: Narrative

Section 8: State-Imposed Requirements

8 State-Imposed Requirements

Identify any State-imposed requirements contained in the provisions of this SPIL.

N/A

According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless it displays a valid OMB control number. The valid OMB control number of this information collection is 1820-0527. The time required to complete this information collection is estimated to average 60 hours per response, including the time to review instructions, search existing data sources, gather the data needed, and complete and review the information collection. If you have any comments concerning the accuracy of the time estimate or suggestions for improving this form, please write to: U.S. Department of Education, Washington, D.C. 20202-4537. If you have any comments or concerns regarding the status of your individual submission of this form, write directly to: Ms. Sue Rankin-White, U.S. Department of Education, Rehabilitation Services Administration, PCP-5013, 400 Maryland Ave, SW, Washington, DC 20202-2800.