



Nevada
Commission on Autism Spectrum Disorder
Strategic Planning Kick-off Meeting

August 10, 2014



Overview of Agenda

1

•Welcome & Introductions

2

•Overview of Strategic Planning Process

- Confirm Project Approach and Timelines
- Confirm Role and Responsibilities of SEI, Commission Steering Committee, and Commission Subcommittees

3

•Presentation of Strategic Plan Template

- Approval of Template

4

•Vision, Mission, Guiding Principles and Goals

- Review, Modify, Re-affirm organizational framework of the Commission

5

•Review of Research Plan

- Add, Modify and Approve Research Plan

6

•Outreach Approach

- Add, Modify and Approve Research Approach

6

•Calendaring

- Identification of Future Meeting Dates/Times/Locations
- Identification of Subcommittee Meeting Attendance
- Next Steps



Welcome & Introductions

Lisa Watson

Client Services manager at Social Entrepreneurs, Inc.

The Commission has contracted with Social Entrepreneurs, Inc. (SEI) to assist in developing its 2015-2020 Strategic Plan.

SEI will work with this steering committee to guide all activities related to strategic plan development over the next 5 months.



Welcome & Introductions

- Name
- Representation (Parent, Service Provider, State Representative, Advocate, etc.)
- Tell us the first concert you ever attended?



Strategic Planning Process

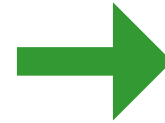
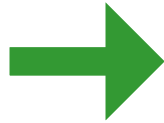
A Strategic Plan will be established by December 31, 2014. Outcomes of the planning process include:

- Confirmation of the most pressing needs of individuals with ASD across the lifespan.
- Establishment of a five-year strategic plan that will be used to guide the Commission in responding to those needs.
- Development of a framework to measure Commission progress in meeting strategic goals and objectives.



The Steering committee will guide the following

Strategic Planning Process



Complete a Situational Assessment:

- Local, State & National Data
- Outreach: Key Informant Interviews, Subcommittee Engagement, and Statewide Survey

Identify / Confirm:

- Pressing Needs
- System Strengths / Weaknesses
- Critical issues that need to be addressed

Develop a plan with specific goals and objectives for FY 2015-2020.

Establishment of an executive summary that can be used as a communication tool.



Strategic Planning Workplan

Phase I: Organization & Data Collection

Aug

- Steering Committee Kick-off Meeting
- Establish Research & Outreach Plan
- Establish Strategic Plan Template
- Establish, or reaffirm Strategic Orientation of the Commission (Vision, Mission)
- Collect, Review and Inventory Data for Situational Assessment
- Complete Introduction “Our Charge” Section of Report
- Issue Statewide Survey

Sept

- Complete Strategic Orientation “Our Framework” Section of the Report
- Facilitate Subcommittee Discussions
- Complete Key Informant Interviews
- Analyze Results of Statewide Survey
- Complete Outreach Summary Report
- Identify Critical Issues



Strategic Planning Workplan

Phase 2: Strategic Plan Development

Oct

- Complete Methods “Our Process” Section of the Report
- Complete Situational Analysis “Our Reality” Section of Report
- Steering Committee Meeting #2 - Teleconference
- Prioritize Critical Issues and Establish Goals
- Complete Goals and Strategies “Our Future” Section of Report

Nov

- Complete Executive Summary “Our Story” Section of the Report
- Steering Committee Meeting #3 – Teleconference
- Review Report and provide necessary modifications
- Make Final Edits to Report based on Steering Committee Feedback



Strategic Planning Workplan

Phase 3: Stakeholder Review and Plan Adoption



Dec

- Steering Committee Meeting #4 – In Person
- Review, Modify and Approve Final Strategic Plan



Strategic Plan Template

The background of the slide features a 3D-rendered scene of white puzzle pieces. A vibrant green path is formed by the recessed areas of these pieces, leading from the top left towards the bottom right. The lighting creates soft shadows, giving the pieces a sense of depth and texture.

Strategic Plan Template: Table of Contents

- **Our Story** (Executive Summary)
- **Our Charge** (Introduction & Purpose of Plan)
- **Our Framework** (Strategic Orientation: Vision, Mission, Values)
- **Our Process** (Methods & Approach)
- **Our Reality** (Situational Analysis)
- **Our Future** (Goals & Strategies)
- **Our Living Plan** (Updating & Evaluating the Plan)
- **Appendices**



Strategic Plan Template

Our Story *(Executive Summary)*

This section summarizes the key information from all of the other sections of the strategic plan down into a 3-4 page executive summary. It will be written so that an outsider can easily read and understand the mission of the organization, its overall major issues and goals, and key strategies to reach the goals.



Strategic Plan Template

Our Charge (Introduction & Purpose of Plan)

This section provides background information about the commission and the purpose of the plan. It provides context and historical perspective leading up to the development of the strategic plan.



Strategic Plan Template

Our Framework (Strategic Orientation)

This section will establish, refine or revisit the mission of the Commission, define the vision (what will it look like when the mission has been fulfilled?) and articulate the core values/guiding principles held by the Commission.



Strategic Plan Template

Our Process (Methods and Approach)

This section will outline the methods and the approach to the strategic planning process through each phase of development.



Strategic Plan Template

Our Reality (Situational Analysis)

This section of the report will describe the current reality of individuals with ASD in each stage of life for residents throughout Nevada. It will describe the most pressing needs facing the population, as well as strengths and weaknesses of the service system.



Strategic Plan Template

Our Future (Goals and Strategies)

This section lists all of the near-term and full-term goals of the Commission. It will also identify specific strategies that will be pursued to achieve both the near-term and full-term goals over time.



Strategic Plan Template

Our Living Plan (Updating & Evaluating Plan)

This section describes how the Commission will measure and report on its success and lessons learned. Specific milestones for progress are described, along with the resources and tools needed to conduct evaluation, and the method and frequency for reporting and discussing results. It also describes the process and timing for reviewing and updating the strategic plan document to reflect significant changes over time.

The top of the slide features a graphic of several interlocking puzzle pieces. The pieces are white with a green interior, and they are arranged to form a curved, green shape that resembles a stylized 'S' or a similar abstract form. The background of the slide is a solid, vibrant green.

Strategic Plan Template

Appendices

- Key Informant Summary Report
- Consumer Survey Summary Report
- Subpopulation Summary Report



Strategic Orientation



What a Vision Statement Should be...

The vision statement is a vivid description of what kind of future the organization is trying to create. It is a clear and compelling goal that serves to unify an organization's efforts.

An effective vision should stretch the limits of imagination, yet not be so unrealistic that it is total fantasy



Vision

All Individuals with Autism Spectrum Disorder living the independent life, they choose.

Support systems in place, which create a life without limits.



Vision

- Which of these two statements represent your vision?
- Do you want to change or modify the Commission's Vision Statement?



What a Mission Statement Should be...

The mission defines the fundamental purpose for the organization to exist.

A great mission statement is broad, fundamental, inspirational and enduring. It should serve to guide the organization throughout its existence, providing a compelling sense of purpose that is meaningful to everyone involved in the organization.



Mission

- Does the Commission have a Mission Statement?
- If so, what is it, and should it be reviewed?
- If not, do you have any interest in establishing one?



What Values can do for the Commission...

Core Values, also called Guiding Principles, shape and influence the actions of a group. Core Values are those principles and beliefs that are held dear and which shape how people think and act within the group.

Values statements can ***act as a compass*** to keep a group on course.



Core Values / Guiding Principles

- Does the Commission have core values and/or guiding principles?
- If so, what are they, and should they be reviewed?
- If not, do you have any interest in establishing these?



Research Approach



Research Approach

Research will be conducted to help inform the situational analysis section of the Strategic Plan.



Research Approach

Research will focus on the following areas:

- Prevalence of ASD
- ASD Resources Available
- Subpopulations of Individuals Living with ASD
- Barriers to Accessing Services
- Insurance Coverage
- Screening & Diagnosis
- Time Between Need & Service Delivery
- Community Awareness
- Provider Capacity / Cultural Competency of Service Providers
- Client Satisfaction
- System Strengths & Weaknesses
- Best Practice Implementation



Research Approach:

Prevalence of ASD

Key Questions: *How many people in Nevada are living with ASD?*

Data Sources:

- CASD 2013 Report to the Governor
- ATAP Data/Impact Reports
- CDC Data



Research Approach:

ASD Resources Available

Key Questions: *What kind of ASD services are available in the state? (by region: North, South, Rural). How do people enter the system to receive services? How are they referred into the system?*

Data Sources:

- ASD: State of the States of Services and Supports for People with ASD
- ATAP Overview Handout
- Key Informant Interviews



Research Approach:

Needs of People with ASD

Key Questions: What are the most pressing needs of people with ASD? Who needs services and does not receive them? What are the consequences of people needing services and not receiving them (to themselves as well as to the larger community)?



Research Approach:

Needs of People with ASD

Early Childhood: *Explore issues pertaining to Early Intervention, school system supports and training of teachers/aids, and parental voice in process.*

Youth: *Explore issues pertaining to HS graduation rates, transition assistance, and skill development in the following areas: personal management, employment readiness and higher education access/assistance.*



Research Approach:

Needs of People with ASD

Adults & Aging: *Explore issues pertaining to later-life identification, HCBS Issues (housing, employment, community engagement) and self-determination.*

Rural Communities: *Explore barriers to care specifically due to geographical limitations.*



Research Approach:

Needs of People with ASD

Data Sources:

- 2008 Autism Task Force Report
- CASD 2013 Report to the Governor
- 2014 ADSD Integration Plan Report
- Outreach: Key Informant Interviews, Consumer Survey, Subcommittee Discussions
- Community Living Subcommittee Report 2011
- Education Subcommittee Report 2011
- Employment Subcommittee Report 2011
- Early Intervention Subcommittee Report 2011
- Higher Education Subcommittee Report 2011



Research Approach:

Barriers to Accessing Care

Key Questions: *What are the major barriers to accessing services (lack of available providers, cultural competency deficiencies amongst providers, lack of resources to support acquisition of services, insurance approval of services needed, lack of transportation, lack of personal management skills associated with condition, etc.)?*

Data Sources:

- Key Informant Interviews
- Consumer Survey
- Subcommittee Discussion



Research Approach:

Insurance Coverage

Key Questions: *What gains have been made regarding coverage of care? What issues continue to exist that should be addressed?*

Data Sources:

- AB162
- Nevada's Commitment to Autism Document
- CASD 2010 Report to the Governor
- CASD 2013 Report to the Governor



Research Approach:

Screening & Diagnosis

Key Questions: *What gains have been made regarding screening and diagnosis of people with ASD since 2008? What issues continue to exist that should be addressed?*

Data Sources:

- CASD 2010 Report to the Governor
- CASD 2013 Report to the Governor



Research Approach:

Timeliness of Service

Key Questions: *What is the typical time it takes to access services? Is there a delay? Is it dependent upon service access point, population being served, etc.?*

Data Sources:

- Key Informant Interviews
- Consumer Survey
- Subcommittee Discussion
- Autism Commission Slide Show 2-2014



Research Approach:

Community Awareness

Key Questions: Does the public know that services are available? How does the public become aware of services? Are there any public outreach campaigns? Trainings provided to first responders/identifiers regarding services available?

Data Sources:

- Key Informant Interviews
- Consumer Survey
- Subcommittee Discussion



Research Approach:

ASD Service Provider Network

Key Questions: *What is the current capacity of the provider network based on service population? Are there efforts to increase network capacity in areas that have an identified need? Are the capacity issues more pronounced in any particular service area?*

Data Sources:

- Key Informant Interviews
- 2014 ADSD Integration Plan Report
- Nevada Rural and Frontier Data Book



Research Approach:

Cultural Competency of Providers

Key Questions: *What is the current capacity to serve people in their home language? Is there any particular areas within the ASD system of care where this is a particular challenge?*

Data Sources:

- Key Informant Interviews
- Consumer Survey
- Subcommittee Discussion



Research Approach:

Client Satisfaction with Services

Key Questions: *How satisfied are people who receive services?*

Data Sources:

- Consumer Survey



Research Approach:

Strengths & Weaknesses of Current System

Key Questions:

What are some strengths of the current service delivery system? What opportunities exist to leverage these strengths?

Where are there systems failures? What kind of policies and practices behave as barrier to effective and/or adequate service delivery? What are some recommended strategies to these flaws?



Research Approach:

Strengths & Weaknesses of Current System

Data Sources:

- Key Informant Interviews
- Consumer Survey
- Subcommittee Discussion
- Nevada's Commitment to Autism Document
- AB 162
- AB316
- AB345
- AB359
- AB162
- NRS 391.343, 391.378



Research Approach:

Evidence Based Practices

Key Questions: *What evidence based practices are being used within the current system? To what extent is NV implementing evidence based practices? What opportunities exist to expand evidence based practices?*

Data Sources:

- 2008 Autism Task Force Report
- The National Autism Center's National Standards Report
- Key Informant Interviews
- Subcommittee Discussion




Research Approach

Did we miss anything?

- Areas of Influence
- Data sources/information



Outreach Plan



3 Outreach Strategies

- Key Informant Interviews
- Subcommittee Engagement
- Statewide Survey



Key Informant Interviews



Key Informant Interviews

- Using an initial contact list, SEI will schedule and conduct key informant interviews with stakeholders by telephone to gather insight on the strengths and challenges related to the existing system(s) for individuals with ASD.



Key Informant Interviews

- There is an allowance for up to **15** interviews at the state and local level.
- Key informants will be identified and approved by the Commission with input provided by each of the Commission Subcommittees.



Key Informant Interviews

1. What communities and/or constituent groups related to individuals with ASD do you feel you can represent the best?
2. In those communities and constituent groups, what are the most significant needs or challenges facing people who need/use services?
3. To what extent are those needs currently being met?
4. What are the biggest gaps in services? Are there any gaps that are particularly pronounced based on region?
5. What works and what doesn't when seeking services? What are the major barriers to accessing services for people with ASD?
6. What opportunities or concerns do you think the Affordable Care Act will have on ASD services/systems in Nevada?



Key Informant Interviews

7. How well are programs and services coordinated across systems?
8. How well do individuals with ASD and those that care for them know about services that are available?
9. What are areas of ongoing strengths within the various systems that serve individuals with ASD in Nevada that should be maintained, expanded or leveraged in other areas?
10. What are the most critical issues that Nevada needs to address to meet the needs of people living with ASD now and in the future?
11. What policy level changes are needed to improve services for people with ASD at the local, regional, and/or state level?
12. What practical changes are needed to improve services for people with ASD at the local, regional, and/or state level?
13. Are there any other insights you would like to share at this time?



Key Informant Interviews

- Do you think the questions posed will assist in informing the strategic planning process?
- Did we miss anything?



Key Informants

- Who should we interview?
- Thoughts on soliciting names from Subcommittees?



Subcommittee Engagement



Subcommittee Engagement

- Early Childhood
- Youth & Transition
- Adults & Aging
- Rural Populations



Subcommittee Engagement

- The purpose of these discussions is to further gather perspectives and recommendations regarding priorities and strategies relevant to each service and geographic area.
- SEI will facilitate a discussion with each of the subcommittees.
- There is an allowance for **1** discussion with each of the subcommittees



Subcommittee Engagement

The discussions for each subcommittee will be based on the following framework. Progress made since the publication of the 2008 Autism Task Force Report will be identified as will recommendations for future action.

Early Childhood	Youth & Transition	Adults & Aging	Rural Communities
<i>Explore issues pertaining to Early Intervention, school system supports and training of teachers/aids, and parental voice in process</i>	<i>Explore issues pertaining to HS graduation rates, transition assistance, and skill development in the following areas: personal management, employment readiness and higher education access/assistance.</i>	<i>Explore issues pertaining to later-life identification, HCBS Issues (housing, employment, community engagement) and self-determination.</i>	<i>Explore barriers to care specifically due to geographical limitations.</i>



Statewide Survey



Statewide Survey

A statewide survey will be issued to consumers, family members, care providers, and advocates to solicit input regarding:

1. The most pressing needs of people living with ASD
2. Satisfaction with services received
3. Strengths and weaknesses of the current system
4. Suggested solutions for any identified deficiencies



Nevada Commission On Autism Spectrum Disorders

Addressing Issues across the Lifespan

We are collecting information to help the state understand what kind of services are needed to support Nevada residents with Autism Spectrum Disorder (ASD). We are also trying to identify what prevents people who need assistance from getting the help they require.

All responses will remain anonymous. If you would like to take this survey online, please go to: [insert link](#)

Respondent Profile Questions

1. What is your gender? <input type="checkbox"/> Male <input type="checkbox"/> Female		5. Do you currently or have you ever received services because of an autism diagnosis? <input type="checkbox"/> Yes <input type="checkbox"/> No	
2. What is your age? <input type="checkbox"/> 0-12 <input type="checkbox"/> 25-44 <input type="checkbox"/> 13-17 <input type="checkbox"/> 45-64 <input type="checkbox"/> 18-20 <input type="checkbox"/> 65-74 <input type="checkbox"/> 21-24 <input type="checkbox"/> 75+		<i>If you answered yes, please indicate below which agencies you have received ASD services through (check all that apply).</i> <input type="checkbox"/> NV Early intervention Services <input type="checkbox"/> NV Division of Public and Behavioral Health <input type="checkbox"/> NV Division of Health Care Financing & Policy <input type="checkbox"/> School System Supports (IEP, Behavioral Interventionist, etc.) <input type="checkbox"/> Autism Treatment Assistance Program <input type="checkbox"/> Regional Center <input type="checkbox"/> Vocational Rehabilitation	
3. What is your race/ethnicity? <input type="checkbox"/> White <input type="checkbox"/> Hispanic <input type="checkbox"/> Black/African American <input type="checkbox"/> American Indian/Alaskan <input type="checkbox"/> Pacific Islander <input type="checkbox"/> Asian <input type="checkbox"/> Mixed Race <input type="checkbox"/> Other		6. Which of the following best describes you? <input type="checkbox"/> Current consumer of ASD services <input type="checkbox"/> Former consumer of ASD services <input type="checkbox"/> Friend/family member of someone with ASD <input type="checkbox"/> Parent of a child with ASD, currently receiving services <input type="checkbox"/> Parent of a child with ASD, no longer receiving services <input type="checkbox"/> Someone in need of ASD services but not currently receiving them <input type="checkbox"/> Not sure	
4. What county do you live in? <input type="checkbox"/> Carson City <input type="checkbox"/> Lincoln <input type="checkbox"/> Churchill <input type="checkbox"/> Lyon <input type="checkbox"/> Clark <input type="checkbox"/> Mineral <input type="checkbox"/> Douglas <input type="checkbox"/> Nye <input type="checkbox"/> Elko <input type="checkbox"/> Pershing <input type="checkbox"/> Esmeralda <input type="checkbox"/> Storey <input type="checkbox"/> Eureka <input type="checkbox"/> Washoe <input type="checkbox"/> Humboldt <input type="checkbox"/> White Pine <input type="checkbox"/> Lander			

Statewide Survey

Survey Questions

1. There are a variety of services that are provided to individuals with ASD. Please indicate which of the following type of services you or someone you know have used and the extent to which it served your/their needs.

Type of Services Used	Have you used this service?		If you answered yes, please indicate to what extent you believe the level of care received was sufficient to meet the need?			
	No	Yes	Always met my needs	Usually met my needs	Sometimes met my needs	Never met my needs
INSERT						
INSERT						
INSERT						
INSERT						
INSERT						
INSERT						
INSERT						
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INSERT						

2. There are a number of reasons that people may not receive the assistance they need. We want to understand why people who need services may not be able to access care. Please indicate which of the following you believe prevents you or other people from accessing services and the severity of the issue.

Barriers to Services	Is this an issue?		If you answered yes, please indicate to what extent you believe this issue prevents you/others from accessing care.			
	No	Yes	Big Problem	Medium Problem	Little Problem	Isolated Issue
No local services available						
Lack of transportation						
Lack of medical insurance						
Insurance doesn't cover treatment						
Cost prohibitive						
Long wait lists						
Not enough services available						
Not enough service providers						
Don't know where to get help						
Service providers are rude						

Survey Questions

3. How significant of an issue is services to individuals with ASD in your community?

- This is a big issue – there are a lot of needs that remain unaddressed
- This is a moderate issue – there are ongoing needs, but services are available
- This is a minor issue – there are system improvements needed, but they are minor and do not affect the critical health or quality of life for individuals with ASD.
- This is not an issue – services being provided are sufficient to meet the needs of people.

4. On a scale of 1-10, how well do you think the current system responds to your needs or the needs of someone you know with ASD.

- | | |
|--|---|
| <input type="checkbox"/> 1 – Responds in the best way possible | <input type="checkbox"/> 6 |
| <input type="checkbox"/> 2 | <input type="checkbox"/> 7 |
| <input type="checkbox"/> 3 | <input type="checkbox"/> 8 |
| <input type="checkbox"/> 4 | <input type="checkbox"/> 9 |
| <input type="checkbox"/> 5 | <input type="checkbox"/> 10- Responds in the worst way possible |

5. *What do you think the state should focus on to address the needs of people with ASD? Please list them in order of importance.**

Most important issue to address for people with ASD:

Second most important issue to address for people with ASD:

Third most important issue to address for people with ASD:

6. It is important for us to understand unique family experiences of individuals who live with ASD. Please provide us with an experience that you have had as someone with ASD, or as someone who cares for someone with ASD that will help us describe living with ASD in Nevada.

Thank you for taking the time to complete this survey. Your input is valuable and appreciated!



Statewide Survey

- Do you think the questions posed will assist in informing the strategic planning process?
- Did we miss anything?



Statewide Survey

- Distribution Process?
- Due Date?



Calendaring & Next Steps



Future Steering Committee Meetings

- Dates
- Time
- Location (December)



Subcommittee Engagement

- Discussions
 - Dates/Times for Discussions
 - Location (for each)
- Data Collection



Next Steps

- Collect, Review and Inventory Data for Situational Assessment
- Complete Introduction “Our Charge” Section of Report
- Issue Statewide Survey
- Complete Strategic Orientation “Our Framework” Section of the Report
- Facilitate Subcommittee Discussions
- Complete Key Informant Interviews
- Analyze Results of Statewide Survey
- Complete Outreach Summary Report
- Identify Critical Issues
- Complete Methods “Our Process” Section of the Report
- Complete Situational Analysis “Our Reality” Section of Report



Thank You!