

Cindy Haber Center, Inc.  
Baldwin, Clarke, Washington &  
Mobile Counties

Three Year Plan

2020-2022

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**I. Introduction**

Cindy Haber Center, Inc. is a public non-profit agency created under Act 310 of the 1967 Regular Session of the Alabama Legislature serving Baldwin, Clarke, Washington and Mobile Counties. Act 310 gives the Board of Directors authority to establish and maintain programs which assist individuals with developmental and intellectual disabilities.

Baldwin and Clarke Counties incorporated in 1994 and merged services in 1996. Washington County joined Baldwin and Clarke Counties in services and planning during 2009. Mobile county services joined Baldwin, Clarke and Washington Counties in February 2019.

Cindy Haber Center, Inc. which interacts with individuals, family members, advocates, service providers and school systems, focuses efforts in developing a Three Year Plan (herein called The Plan) on an individual driven plan which addresses the needs of individuals with a diagnosis of intellectual/developmental disabilities.

**II. Established Statements**

The population as of the 2015 census estimate is as follows by county:

Baldwin	203709
Clarke	24,675
Washington	16,805
Mobile	414,588

Local government participation must be significantly increased in order to develop needed resources and services.

Program funding guidelines, such as the Medicaid Waiver, must be flexible to encourage movement within the services delivery system.

Funding resources must be made available for individuals not eligible for programs provided through the Medicaid Waiver.

Supported Employment programs for training shall be developed to promote support in the workplace.

### **III. Mission Statement**

It is the mission of Cindy Haber Center, Inc. to provide for a system of effective and efficient services to the citizens of Baldwin, Clarke, Washington and Mobile Counties with a diagnosis of Intellectual Disabilities/Developmental Disabilities. This system of services endorses the precepts that services shall be individual driven, shall be provided in the least restrictive setting, shall maximize person served and family input, shall use existing support systems, shall be outcome oriented, and shall utilize family, person served, and employee satisfaction as a major indicator of quality.

### **IV. Vision Statement**

The vision of Cindy Haber Center, Inc., is to provide or ensure the provision of services and supports that are high quality, efficient, and cost effective as possible within the resources available, such that persons with developmental disabilities may live with dignity as fully functioning, participating, and contributing members of our community, regardless of their ability.

### **V. Plan Development**

Cindy Haber Center, Inc., Executive Director will compile data from individuals requesting services. Data is collected via community agencies, community meetings, staff and others from the individual providing input and expressing immediate needs. Feedback is gathered from citizens on the waiting lists, concerned citizens, individuals who participate in the satisfaction survey, individuals enrolled in services, staff members assisting individuals receiving services and via the Alabama Department of Mental Health. These methodologies of collecting information from stakeholders are essential in the development of this plan.

Cindy Haber Center, Inc. Board of Directors is responsible for providing the overall philosophy, direction, monitoring, and approval of The Plan. The Executive Director is responsible for preparing, implementing, and evaluating The Plan.

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Cindy Haber Center, Inc. requests input for the planning process through public meetings, face book page, newsletters, correspondence via mail, and contact from individuals, family members or guardians, as well as from various agencies, Children Facilitation team and school systems.

Cindy Haber Center, Inc., Intake Coordinator distributes brochures and contact information to the Special Education division at the local public school division in Baldwin, Clarke, Washington and Mobile Counties.

Early Intervention provides brochures to local day cares, physician offices and developmental centers for public awareness.

The reputation and experience base of Cindy Haber Center, Inc. has grown considerably over the past several years by enhancing its presence throughout the four counties served. Cindy Haber Center, Inc. personnel serve on various committees and attend meetings such as Community Council meeting in Clarke County, and The Children's Facilitation team meeting in Baldwin County.

Input from key stakeholders is obtained through surveys. Satisfaction Surveys are sent to all individuals receiving waiver services to evaluate satisfaction regarding services as well as to assess future service needs. Areas of need are addressed by the team.

A needs assessment is conducted by the Intake Coordinator for person interested in services within the designated counties. The needs assessment is performed to evaluate current needs and update information as requested by the individual. The individual is placed on the waiting list if they are approved eligible for services by the Alabama Department of Mental Health.

## VI. Service Philosophy

Persons who have a diagnosis of intellectual/developmental disabilities shall have opportunity to have the supports and services needed to lead independent lifestyles, participate in community living, and exercise personal choice.

Assistance to access a variety of services is available within the local community to meet the needs of most individuals.

Supports and services that are public funded should complement the natural support networks. Building on natural supports shall be family, friends, co-workers, neighbors and community functions. The range of services available should enable the individual to make personalized, effective and economical choices.

Services shall promote integration of people with intellectual/developmental disabilities into all aspects of community life. Personal economic independence, productivity, and self-sufficiency shall be promoted.

Efforts shall be made to provide effective personal security to provide effective personal security to individuals with developmental/intellectual disabilities, including the right to live and work in a safe and secure environment, reliable health services, and protection from abuse, neglect, and economic exploitation.

Service systems should attempt to ensure that the human, civil, and legal rights of individuals with intellectual/developmental disabilities are recognized, protected, and respected.

Informed choices made by individuals with developmental/intellectual disabilities and their families/advocates, as well as their rights, values and needs, are of primary concern in the development and operation of services.

## VII. Assumptions

In the development of this Three Year Plan, 2020 -2022, the following issues were considered.

Funding currently received from the Alabama Department of Mental Health will be maintained at current levels. Supported Employment funding via Alabama Department of Mental Health/DD Division and Alabama Department of Rehabilitative Services will be continued in order for on the job training, and supports to be increased.

Alabama Department of Rehabilitative Services funds Project Search and Milestones program for Supported Employment Services.

Early Intervention Services is funded by Alabama Department of Mental Health and Alabama Department of Rehabilitation Services.

Alabama's Home and Community Based Waiver (Medicaid ID and LAH Waivers) will continue to be available. Funding for Supported Employment are essential to enhance employment for persons meeting the ID/DD criteria.

Local government funding is necessary to assist in meeting the needs of its citizens.

The Plan shall be reviewed yearly to determine needs and assess.

Individuals on the Alabama Department of Mental Health Waiting List need services. Cindy Haber Center, Inc. staff will contact individuals on the waiting list as least two times per year.

Single Point of Contact services by Cindy Haber Center, Inc. will refer individuals to Supported Employment, the Alabama Waiting List, or other options in the community.

## VIII. Services Provided and Population Served

Cindy Haber Center, Inc. provides services in Baldwin, Clarke, Washington and Mobile Counties. The area of service is limited to these four counties to persons who meet the eligibility criteria as defined by the Alabama Department of Mental

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Health. Baldwin County provides Early Intervention services of which infants and toddlers shall meet eligibility requirements of the Early Intervention program and guidelines.

**Areas of Service**

Cindy Haber Center, Inc. provides a single entry point into all services provided to individuals with a diagnosis of intellectual disabilities. The Center assists families in arranging assessments for eligibility determination.

Case Management provides quality services to targeted groups of individuals with a diagnosis of intellectual disabilities (IQ below 70 and functions in the mild, moderate, severe/profound range of intellectual disabilities). Such services include needs assessment, case planning, service arrangement, social support, reassessment and follow-up, and monitoring.

Service Coordination is provided for infants and toddlers and their families who meet Part C eligibility criteria for Early Intervention Services. Such services include needs assessment, case planning, service arrangements, social support, reassessment and follow-up, and monitoring.

Supported Employment provides opportunities for assistance in employment. Project Search and Milestones programs provides job coach and training assistance on the job.

**Service Providers**

- Baldwin County - Six providers
- Clarke County - Three providers
- Washington County - Two providers
- Mobile County - Forty -three providers

**IX. Waiting List Assessment**

Individuals seeing Medicaid Waiver Services in Alabama shall call Alabama Department of Mental Health (ADMH) at 1.800.361.4491. The ADMH will contact

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Cindy Haber Center, Inc. to initiate an intake to determine eligibility. Cindy Haber Center is the single point of contact for intakes in each of the four counties. The Intake Coordinator meets with the individual and obtains information for eligibility.

To request placement on the statewide waiting list. Cindy Haber Center, Inc. submits the waiting list packet of an individual to ADMH Region III. When eligibility is determined by Region III, an individual may be placed on the waiting list.

Currently, Cindy Haber Center, Inc. obtains a copy of the waiting list for Baldwin, Clarke, Washington and Mobile Counties from Region III. We began services in Mobile county in 2019, so data prior to 2019 is not available.

Individuals on the Waiting List:

County	October 2017	October 2018	October 2019
Baldwin	120	111	95
Clarke	30	26	18
Washington	15	13	8
Mobile	unk	unk	117

#### X. Current Services/Supports

##### Case Management – Age 3 years and Older

Individuals listed in each county receive targeted case management and/or service coordination through Cindy Haber Center, Inc.

Baldwin	192
Clarke	65
Washington	35
Mobile	540

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### **Early Intervention Case Management - Birth to Age 3 years**

Approximately 65 individuals within Baldwin County receive target case management throughout the year and/or service coordination through Cindy Haber Center, Inc.

### **Supported Employment**

Currently approximately 22 individuals participate in Supported Employment in Baldwin County via Project Search and Supported Employment Milestones Programs.

### **Current Individuals Serviced in Medicaid Waivers**

<b>County</b>	<b>ID Waiver</b>	<b>LAH Waiver</b>
Baldwin	167	16
Clarke	44	10
Mobile	501	30
Washington	34	

## **XI. Funding Source**

### **Current Funding Resources and Allocations**

Alabama Department of Mental Health

Special Education Trust Fund

Baldwin County Commission

United Way of South Alabama, Inc.

Alabama Department of Rehabilitation Services

**The prospect of increasing funding sources is limited. Cindy Haber Center is utilizing local community resources such as:**

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Local City and County Government  
 Individual and Family Support Services  
 Catholic Social Services  
 Baldwin EMC  
 Community Organizations

## **XII. Areas of Greatest Unmet Needs**

Without question, the most frequent request is from individuals on the waiting list who desperately desire to have services. Many individuals, along with their families, have expressed their concern as the waiting list does not have a time limit or time frame. Currently, approximately 1900 individuals are on the waiting list, some of which have been on this list for years.

Another vital area of need is transportation for Supported Employment services and community integration. Transportation via public transportation authority is on demand and is not a scheduled bus route.

Another significant area of need is educating families on the importance of planning for long term needs regarding Waiver services and Supported Employment Services needed for the time after high school instruction is completed should be requested by age 14.

## **XIII. Effective Community Outreach**

Distribute brochures to schools and local community agencies about eligibility for Medicaid Waiver, Early Intervention and Supported Employment services.

Inform individuals of the available services and the process of waiting list.

Effectively address the need for waiver services in Baldwin, Clarke, Washington and Mobile Counties.

Conduct community meeting in Baldwin, Clarke, Washington and Mobile Counties.

## **Goals and Objectives**

### **Supported Employment Services**

Maintain a supported employment program to promote opportunities for individuals to promote employment and community integration.

Promote employment opportunities to individuals during the Intake Process for services and options.

Inform individuals of supported employment and job coaches to assist them on the job. Promote opportunities and community integration.

### **Annual Survey**

Conduct an annual survey/needs assessment for individuals enrolled in services.

Continue to utilize the information from the annual survey as a measurement of needs for this three- year plan.

### **Knowledge of Waiting List**

Contact the individual on the waiting list at least twice yearly to assess their current needs and identify any changes in their needs.

As needed, update the Alabama Department of Mental Health forms for the individual on the waiting list as applicable.

### **Regulations and Standards**

Proactive in compliance of regulations and standards for Medicaid Waiver Services and all guidelines for program compliance. Ensure staff training in compliance of guidelines and regulations.



