

310 Board Plan

Autauga-Elmore Developmental Services

Board Name: Autauga-Elmore Developmental Services

County(ies) Served: Autauga, Elmore, Lowndes

Description of Services/Supports Provided: Case Management, Residential Services, Personal Care, Day Habilitation, Nursing, Specialized Medical Supplies

Population(s) Served: Children and adults with intellectual disabilities that meet the eligibility requirements of the Alabama Department of Mental Health, Division of Developmental Disabilities.

Mission Statement: It is the mission of Autauga-Elmore Developmental Services to ensure that appropriate and quality services are available and accessible to persons with intellectual disabilities and related conditions throughout their life span. These services will be family and consumer driven, proactive and creative in their response to individual needs. Service delivery will be designed to provide a wide array of service options tailored to individual and family needs. Community-based services will promote family unity by natural family and community support system and above all, enhance the quality of life for citizens with intellectual disabilities and related conditions in Autauga, Elmore, and Lowndes Counties.

The primary role of the Autauga-Elmore Developmental Services will be the provision of case management services to eligible individuals, residential supports, supported employment, personalized in-home supports, continuous quality improvement through service providers within the Agency's service area, and fiscal administration of contracts within the Agency's service area.

All individuals within the Agency's service area with a primary diagnosis of mental retardation and related conditions that manifests itself prior to the age of 18 will be eligible for services. The Agency reserves the right to develop a waiting list for services in the event of funding limitations.

Vision Statement: Continuously striving to educate ourselves, the individuals we serve, the families of those we serve, other professionals, and the community-at-large regarding all aspects of mental retardation and developmental disabilities.

All human life is valuable and worthy of respect and dignity, and individuals will be supported to exercise their rights while respecting the rights of others.

Providing intentional and meaningful support to each other, the individuals we serve, and their families.

True community can only be realized when All persons are respected and included as members of value.

All people should understand that they have choices, learn about making choices, and be afforded opportunities to exercise those choices. Support systems should work to empower people to make informed real choices for their lives.

Everyone has a dream that can be realized, and people should be empowered so that they are able to reach their own goals.

Ensuring that the individuals we serve receive adequate and individualized supports and/or services which meet their own unique wants and needs

Description of Planning Cycle: Three year period (current cycle 2023-2026)

Planning Cycle Timeframe: Meetings will be held and information will be gathered during the months of February and March every third year, beginning February 2026.

Key Stakeholders & Roles: Individuals receiving services and their families, employees, provider organizations working in our service area and the general public.

Method of Needs Assessment: Individual and Family Surveys, Staff surveys, and satisfaction surveys. Focus groups and community meetings will be utilized beginning in 2026.

Greatest Area(s) of Unmet Needs:

1. Flexible and accessible transportation
2. Stable funding for support services
3. Sufficient and qualified labor pool

Needed Expansions: Development of natural supports to enhance DMH support services.

Current Funding Resources: ID and LAH Medicaid Waivers, Medicaid State Plan Services

Future Funding Resources: Adequate funding to provide meaningful employment to support staff with a real living wage.

Three Goals and Objectives:

1. Improved local funding for support services.
2. Increased employment opportunities for individuals currently receiving Day Habilitation Services
3. Wage improvement for support staff to ensure an adequate living wage.

Plan Monitoring & Evaluation: All activities of Autauga-Elmore Developmental Services are monitored through the Quality Enhancement Plan approved annually by the Board of Directors and reviewed quarterly.