

NCA 310
Two – Year Plan
October 2025 - September 2027

Mission

It is the mission of NCA 310 to ensure provision of a system of effective and efficient services to the people of Morgan, Lawrence, and Limestone counties with intellectual and developmental disabilities. The system of services shall be person-centered, and family driven, shall be provided in the least restrictive setting, shall maximize person and family input and shall utilize their natural support system.

Vision

We intend to provide quality services for people with intellectual and developmental disabilities. We will provide support and services that recognize each person's individual strengths, dreams, and preferences. We will empower each person to live, work and recreate in their community with dignity and to the greatest degree of independence possible.

Philosophy

It is recognized that intervention and training of people with intellectual and developmental disabilities is optimal in the early years or as soon after birth as possible. When a need for services is determined whether the individual is a child or adult, NCA 310 will provide services at the earliest possible time. All service will be provided recognizing the needs of the person regardless of race, sex, creed, or national origin and in accordance with the Human Rights Assurance.

Recognizing every person possesses the potential for growth and development, specific opportunities must be provided if maximum growth and development are to occur. Effective programs for individuals with developmental disabilities must be based upon the principles of the "developmental model" which include the following:

1. Development begins at conception and continues throughout the life span of every human being.
2. Normally, human development progresses in a sequential, orderly and predictable manner. Consequently, developmental sequences can be identified and used in planning programs and assessing progress.
3. The rate and direction of development may be significantly modified by utilizing and controlling certain physical, psychological, and social aspects of the individual's environment.

4. Empowerment of people and families is crucial to attaining maximum potential.
5. Quality of life must be preserved and strived for above and beyond the minimal needs of the person.
6. Providing supports necessary will enable most people to attain an independent and productive lifestyle.

History and Resources

- Morgan, Lawrence, and Limestone Association for Retarded Children was incorporated in 1960 and operated a four-week Arts and Crafts program for Individuals with Developmental Disabilities.
- In 1977, the Morgan, Lawrence, and Limestone ARC changed their name to Center for Developmentally Disabled, North Central Alabama (CDD NCA) and re-incorporated under Act 310. At this time CDD NCA provided all services in Morgan, Lawrence, and Limestone to include Infant and Toddler services, School Age services, and Adult services.
- In 1992, CDD NCA again changed their name to North Central Alabama Mental Retardation Authority (NCAMRA) and divested all services. All Day Habilitation, Residential, and Infant and Toddler services were subcontracted by this 310 Board.
- In 2000, NCAMRA began operating the Birdie Thornton Center at the request of the consumers and family members and with the direct cooperation of the Department of Mental Health.
- In 2012 NCAMRA discontinued all subcontracted services, allowing all providers to function independently.
- In 2015, the sheltered workshop at the Birdie Thornton Center was closed.
- In 2016, NCAMRA provided Case Management services to all waiver recipients and Infant and Toddler services under the Alabama Department of Rehabilitation Services and the Department of Mental Health.
- In 2019, NCAMRA changed its name to NCA 310.
- In 2020 NCA 310 deconflicted from the Birdie Thornton Center to provide conflict free case management services per the Home and Community Based Settings Rule.
- In 2023 NCA 310 is in full compliance with the Home and Community Based Settings Rule per Medicaid guidelines.

Current Status

NCA 310 currently provides support coordination services to over 400 adults receiving waiver services. The people supported access an estimated fifteen million dollars' worth of services. We collaborate with ADMH certified residential, day, occupational, physical, speech, respite, personal care, assistive technology, remote support, and special medical supply providers within Lawrence, Limestone, and Morgan counties to assist people with their best possible life.

Needs Assessment

- Quarterly board meetings are open to the public and involve many families from our community.
- We will monitor existing waiver services through support coordination. Person and family satisfaction surveys will also be sent to individuals/families to determine their satisfaction with support coordination services. A needs assessment survey for those waiting for services will be conducted as well. People are surveyed annually regarding their satisfaction of current services and future needs.
- Addressing the needs of each consumer presented at their Person-Centered Plan meetings.

Strategic Outcomes

- People and their families and/or legally authorized representatives will receive education on Home and Community Base Services (HCBS) and their rights under the HCBS settings rule.
- Each person will have the opportunity to select services from the Home and Community Based Services (HCBS) settings, including non-disability specific settings. Services and who provides these services will be chosen by the person.
- Support Coordinators will explain to the person and their families their rights, due process, Human Rights Committee, and the support coordination's role in protecting their rights and dignity.
- Continue to offer choice and meet the needs of each of the people presently represented as well as future waiver recipients.
- People desiring to work have been and will be referred to ADRS, other supported employment agencies, and Benefits Counselor.

Plan for the Future

- Support Coordination will continue to offer case management to assist people with intellectual and developmental disabilities in receiving services that meet their strengths, interests and needs and focus not only on the skills and supports available to the person but on those that are preferred by the person or needed in order for the person to realize personal goals and dreams.

- NCA 310 will continue to work with people, parents, advocates, service providers, and school systems to develop a plan for a better future for the person. Efforts have focused on a plan that is person and family driven and addresses the needs of people with intellectual and developmental disabilities.
- The plan will be assessed and updated through need assessments surveys and data collected by support coordination staff.

All new referrals will be informed of services in the surrounding area, encouraged to exercise their right to choose and enhance their quality of life.

To ensure Freedom of Choice, NCA 310 Support Coordinators will continue to educate the person on their right to choose their services and how they receive their services. The Support Coordinator will inform the person of available community, provider, and non-disability options. e Request for Provider procedure.

1. The Support Coordinator composes a brief summary of the person and their needs.
2. A request for service(s) is sent along with the summary of the individual to all providers in the service area.
3. Any provider interested in providing the requested service(s) will respond in writing.
4. The individual and family are given the opportunity to tour interested providers' facilities.
5. The individual and family will choose the provider.
6. The chosen provider is notified, and they will complete an IRBI, if appropriate, and return it to the case manager
7. Once the case manager has received an IRBI, they will send it to the regional office with the Request for Regional Action (RFRA) for approval or denial.

Adding to these procedures, people can change providers on request, ensuring that each person receives services of their choice.