

**Background:**

An Executive Summary entitled “Leadership Development and Advocacy Training: Next Steps” is provided for review by the Committee as requested by the Committee in August. Staff will also discuss with the Committee other possible future activities that the Committee may wish to consider developing further. The Committee may discuss and vote on the Executive Summary and provide further direction to staff regarding other possible future activities.

**Project Development  
Committee****Agenda Item 7.****Expected Action:**

The Committee will consider the proposed Executive Summary and determine whether or not to recommend Council approval.

**Council Meeting****Agenda Item 14.****Expected Action:**

The Council will consider any recommendations from the Committee and determine appropriate action.

# Future Funding Proposal

## Executive Summary

### Leadership Development & Advocacy Training: Next Steps

#### **Background:**

In 2007, TCDD announced a long term goal to develop a comprehensive network of leadership and advocacy training programs and other local organizations. Through this diverse network, many different types of locally-based organizations around the state would collaborate to discover untapped resources that could be used to expand the availability of leadership development and advocacy skills training. The Council planned to construct the statewide network by building regional networks and linking them together. All participating organizations were expected to both contribute to and benefit from diverse types of expertise within the network, so that together they will be able to sustain their work when the funding provided by TCDD ceased.

Requests for Proposals were released simultaneously for multiple types of projects:

RFP 2007-1: Local Basic Advocacy Training Projects, up to \$75,000 each, per year

*(included an option for projects specifically addressing the needs of minority communities)*

RFP 2007-2: Specialized Advocacy Training Projects, up to \$75,000 each, per year

RFP 2007-3: Expansion of Existing Training Programs, up to \$25,000 each, per year

RFP 2007-4: "Advocacy U" Resource Center, up to \$75,000 per year, for one project

RFP 2007-5: Regional Network Development, up to \$25,000 each, per year

RFP 2007-6: Statewide Advanced Leadership Training Project, up to \$150,000 per year for one project

RFP 2007-7: Statewide Advocacy Network Development, up to \$100,000 per year, for one project

No organization responded to RFP 2007-5: Regional Network Development; and the grantee creating the Statewide Network was asked to also develop Regional Networks. No adjustment was made in the funding amount or duration to facilitate this modification. Additionally, no award was made for RFP 2007-3: Expansion of Existing Training Programs. Lastly, although neither Youth Leadership Training nor Peer-to-Peer Advocacy Training was funded under this group of RFPs, the Council recognized the successes of these programs and has discussed the need to continue to support further development of youth leaders and of peer-to-peer training.

The projects have differed in their interest and success in working together, although most now participate in a monthly teleconference with TCDD Project Development, Grants, and Public Policy staff, and all have met major milestones. Several barriers have been identified, including: the lack of existing Regional Networks; the insufficiency of resources invested to develop Regional Networks as a part of the Statewide Network; unexpected resistance by some to collaboration with entities from outside the State; and one basic local advocacy training, located in the Houston area, that could not start with other projects due to disruption caused by Hurricane Ike.

This Executive Summary proposes to build upon the current efforts with six activities:

- issue a revised RFP 2007-03: Expansion of Existing Training Programs, limited to TCDD grantees (past and current) who have successfully created sustainable leadership and advocacy training programs, to expand their programs and to actively contribute their expertise to members of the Statewide Network;
- issue a revised 2007-5: Regional Network Development, limited to organizations currently participating in the Statewide Network;
- issue a limited RFP to develop a Youth Leadership Advisory Committee; approve a short extension, no more than 2 years, of the Statewide Advocacy Network grant to provide continuity as the existing network grows and to transition network support completely over to member organizations; and
- develop a measurement tool to evaluate the percentage of participants in leadership and advocacy training programs continue to be involved 1-4 years after training.

Projects funded through these RFPs for which funding will end in 2011 or 2012:

<b>Project</b>	<b>Geographic Area</b> (* poverty county)	<b>Current Year's Goal</b>	<b>Status as of mid- 2010</b>
Specialized Advocacy Training (Arc of Texas)	El Paso*, Houston	Evolve traditional disability advocacy strategies to match modern political circumstances.	203 trained; established local coalitions; implemented "The Heart of the Matter Project"
Local Basic Advocacy Training (Brighton Center)	5 Upper South Texas Counties (Bexar, Comal, Bandera, Kendall, Guadalupe)	Empower parents, young adults with disabilities and community members with the knowledge/tools needed to advocate in their community	459 trained on Building Bridges Curriculum; 73 young adults trained in self-advocacy; hands-on ARDS support for 37 parents; 79 community members trained.
Local Basic Advocacy Training Project (Arc of Greater Tarrant County)	Fort Worth area	Train, organize, and provide ongoing support to a diverse group of people with disabilities, family members, and advocates.	237 trained in leadership and self-determination; follow-up training on Election preparation, Census 101, Internet Safety; measured success in online outreach.
Specialized Training (NAMI Texas)	Austin, Houston, Longview, San Antonio, El Paso*, and Amarillo	Form a collaborative; partner with diverse non-traditional/non-disability organizations, to train and certify at least 150 members to become leaders/advocates	114 mental health consumers, professionals, and family members trained using "NAMI Smarts: Telling Your Story"; has developed new relationships
Local Advocacy Training (focus on Spanish-speaking)	Houston area	Provide basic training to 100 participants	142 individuals trained; revised workplan to provide training at smaller workshops around the city; developed partnerships
Local Basic Training (Family to Family)	Houston	Provide training to at least 100 participants	Trained 163 people on Inclusive Education, Independent Living, Employment, Basic Advocacy, and People First Language; stressed the importance of networking, building and maintaining relationships. Conducted one Spanish Advocacy Training in April 2010.
"Advocacy U" (Syracuse University)	Statewide		Gathered, reviewed, vetted advocacy training materials; built & vetted secure website; website to be piloted in 2011; activities completed by grant end (ongoing maintenance plan needed); completed gap analysis
Statewide Advocacy Network (Parents Anonymous)	Statewide	Originally to connect & assist regional networks of organizations providing leadership/advocacy training; revised to establishing regional networks AND a statewide Network	Built 3 regional networks; working on Fund development; developed Benchmarks of Success;

## **State Plan Goals and Objectives:**

**Goal 1:** Texans with developmental disabilities, their family members, and/or their allies have the skills, knowledge, and support needed to advocate for services and supports that promote independence and community inclusion.

**Objective 1:** Collaborate with other organizations and agencies to increase the number of Texans with developmental disabilities, family members, and/or allies who have opportunities to participate in leadership development and/or advocacy skill training each year.

**Objective 3:** Collaborate... to establish and expand a sustainable statewide network of local advocacy organizations and individual advocates that includes at least one entity from each of the eleven Texas Health and Human Services Regions....

**Objective 5:** Explore and consider funding, each year of the plan beginning with federal fiscal year 2009, strategies to support leadership development and/or advocacy training for youth with developmental disabilities.

**Goal 2:** Texans with developmental disabilities who are considered leaders provide leadership training to individuals with developmental disabilities who may become leaders.

**Objective 2:** Explore and consider funding, each year of the plan beginning with federal fiscal year 2009, activities to support individuals of all ages who have developmental disabilities to serve as leaders and/or mentors to other individuals with developmental disabilities.

## **Expected Outcome(s):**

1. The number of organizations actively participating in the Statewide Advocacy Network will increase by 100% within 3 years of the date of approval of this Executive Summary.
2. At least one organization that has as a mission to provide funding and/or training for community development activities will commit to participating in or working with the Statewide Advocacy Network within 3 years of the date of approval of this Executive Summary.
3. The Statewide Advocacy Network will be sustainable without further funding from TCDD, except for grants provided for specific activities conducted by Network members, within 3 years of the date of approval of this Executive Summary.
4. A Youth Leadership Advisory Committee, comprised of youth who have disabilities and who have received leadership training, will be established and will develop and present to the DD Council a plan to organize and promote youth leadership across the state, within 3 years of the date of approval of this Executive Summary.
5. Within 3 years of the date of approval of this Executive Summary, at least 5 organizations participating in the Statewide Advocacy Network will receive training and/or mentoring to assist them to provide more culturally-appropriate leadership development and advocacy training, to be funded separately by the Council and provided at least in part by organizations that have received funding through TCDD's Outreach and Development Grants. Portions of this training will be made available to others through the Advocacy U website.
6. Within 3 years of the date of approval of this Executive Summary, a measurement system will be developed to determine the average percentage of graduates of Basic Leadership Development and Advocacy Training who remain active advocates and/or who become mentors to others or community organizers, 1 year, 2 years, and 3 years post-initial training.
7. At least 3,000 people will receive culturally-appropriate Basic Leadership Development and Advocacy Training, Youth Leadership Training, and/or Peer-to-Peer Training in Self-Advocacy within 3 years of the date of approval of this Executive Summary.

## **Description of Required Actions to Implement Project:**

1. Solicit applications for up to 6 organizations that meet one of the following conditions:
  - Are currently providing Basic or Specialized Leadership Development and Advocacy Training funded through the 2007 Leadership Development and Advocacy Training RFP, and have achieved the expected outcomes listed in that RFP;
  - Are currently providing Youth Leadership Training; or
  - Are currently providing Peer-to-Peer Advocacy Training.

The RFP will require that all applicant organizations:

- summarize their past successes, the barriers they encountered, and how they addressed those barriers;
- state the specific expertise or resources that they commit to providing through the Statewide Advocacy Network;
- commit to actively participating for at least 2 years in the Statewide Advocacy Network;
- describe how they plan to expand their training program in a sustainable manner; and
- agree to provide contact information for individuals they train, for the purposes of follow-up, unless participants refuse in writing.

Youth Leadership Training applicants, to continue to receive funds, must collaborate with others in the Youth Leadership Advisory Committee.

Eligible applicants not selected shall be given priority consideration for non-financial support for capacity building activities conducted by the Statewide Network. All organizations that share the goals of the Statewide Network are encouraged to participate in the Network; membership is not limited to organizations receiving TCDD funding.

Preference will be given to organizations that have a history of being able to sustain their training programs without TCDD funding.

2. Solicit applications from organizations that currently provide Youth Leadership Training and select one entity to develop a Youth Leadership Advisory Committee and assist that Committee to develop a plan to increase and promote opportunities for Youth Leadership.
3. Extend funding for the current Statewide Advocacy Training Network project, contingent upon approval of a workplan/budget that will achieve the objectives noted in this Executive Summary, to continue to expand the Network and to facilitate the transfer of responsibility for supporting the Network to an organization that is able to sustain the network without TCDD funds. TCDD staff will assist the Network by connecting Network leadership with leadership at organizations that provide funds and/or training for community development.
4. In Year Two, solicit applications from the three Regional Networks currently participating in the Statewide Network, to assist with capacity-building and/or technical assistance as their responsibility for the continued support of the Statewide Network increases.
5. TCDD staff will coordinate the development of a measurement system to determine the average percentage of people who receive Basic Leadership Development and Advocacy Training who remain active advocates and/or who become mentors to others or community organizers, 1 year, 2 years, and 3 years post-initial training.
6. Council staff will continue to explore possible means through which to support the maintenance of "Advocacy U," as is necessary.

**Proposed Funding Amount and Duration:**

For the first year of this initiative:

1. Leadership and Advocacy Projects: Up to \$40,000 for Year One, per project, for up to six projects.
2. Youth Leadership Advisory Committee development: Up to \$25,000 for Year One, for one project.
3. Statewide Leadership Advocacy Training Network: Up to \$75,000 for Year One, for one project.

For the second year of this initiative (contingent upon successful submission of Year Two workplan):

1. Leadership and Advocacy Projects: Up to \$20,000 for Year Two, per project, for up to six projects
2. Youth Leadership Advisory Committee development: Up to \$15,000 for Year Two, for one project
3. Statewide Leadership Advocacy Training Network: Up to \$50,000 for Year Two, for one project.
4. Regional Network Development: Up to \$25,000 per project, for Year Two, for up to three projects.

Funding shall not exceed \$340,000 for Year One, for all projects.

Funding shall not exceed \$260,000 for Year Two, for all projects.

**Other Considerations:**

1. Depending upon the level of support from other funding organizations and/or organizations that provide assistance with capacity development, Regional Network Development projects may not require the full \$25,000 in Year Two.
2. Because of the level of community support necessary for local advocacy training programs (including Peer-to Peer and/or Youth Leadership Training), the Council may choose to limit applicants for these projects to local organizations.