

PRIORITY SERVICE PLAN FY 2020

October 1, 2019 - September 30, 2020

DISABILITY RIGHTS MONTANA
PROTECTS AND ADVOCATES FOR THE
HUMAN, LEGAL, AND CIVIL RIGHTS OF MONTANANS
WITH DISABILITIES WHILE ADVANCING
DIGNITY, EQUALITY, AND SELF-DETERMINATION.

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WORK GROUP HOURS ALLOCATION (FY2020)

CORE SERVICES/OUTREACH										
	PAAT	CAP	PAIR	PADD	PAIMI	PABSS	PATBI	PAVA	Total Hrs.	FTE
CG	52	72	500	494	598	52	52	260	2,080	1.000
CS	52	72	598	416	578	52	52	260	2,080	1.000
BZ	52	52	208	572	572	52	52	520	2,080	1.000
Total	156	196	1,306	1,482	1,748	156	156	1,040	6,240	3.000

ABUSE & NEGLECT									
	PAAT	PAIR	PADD	PAIMI	PATBI	PAVA	PABRP	Total Hrs.	FTE
BE	104	364	546	546	52	156	312	2,080	1.000
CR	0	52	1,560	208	52	208	0	2,080	1.000
VACANT	0	312	676	884	52	156	0	2,080	1.000
KP	0	52	104	611	13	0	0	780	0.375
Total	104	780	2,886	2,249	169	520	312	7,020	3.375

EDUCATION										
	PAAT	CAP	PAIR	PADD	PAIMI	PABSS	PATBI	PAVA	Total Hrs.	FTE
VACANT	156	72	264	936	522	26	52	52	2,080	1.000
Total	156	72	264	936	522	26	52	52	2,080	1.000

DISCRIMINATION, EMPLOYMENT, BENEFITS, ACCESS, & VOTING											
	PAAT	CAP	PAIR	PADD	PAIMI	PABSS	PATBI	PAVA	PABRP	Total Hrs.	FTE
BB	208	260	200	225	225	208	26	208	0	1,560	0.750
KH	26	936	78	52	104	52	26	52	650	1,976	0.950
EB	104	130	286	182	104	1,144	26	104	0	2,080	1.000
Total	338	1,326	564	459	433	1,404	78	364	650	5,616	2.700

POLICY						
	PAIR	PADD	PAIMI	PATBI	Total Hrs.	FTE
BB	104	195	195	26	520	0.250
BFO	52	65	65	26	208	0.100
Total	156	260	260	52	728	0.350

LEGAL PROGRAM SUPPORT										
	PAAT	CAP	PAIR	PADD	PAIMI	PABSS	PATBI	PAVA	Total Hrs.	FTE
JS	19	36	71	149	131	36	12	46	500	0.240
RW	104	26	176	780	780	52	72	90	2,080	1.000
Total	123	62	247	929	911	88	84	136	2,580	1.240

ADMINISTRATION											
	PAAT	CAP	PAIR	PADD	PAIMI	PABSS	PATBI	PAVA	PABRP	Total Hrs.	FTE
BFO	76	143	230	530	458	145	23	182	85	1,872	0.900
KK	76	143	282	595	523	145	49	182	85	2,080	1.000
KH	4	7	14	30	27	7	2	9	4	104	0.050
FP	76	143	282	595	523	145	49	182	85	2,080	1.000
JS	57	107	211	446	392	109	37	136	85	1,580	0.760
Total	289	543	1,019	2,196	1,923	551	160	691	344	7,716	3.710

Grant	Total FTE
PAAT	0.56
CAP	1.06
PAIR	2.08
PADD	4.40
PAIMI	3.87
PABSS	1.07
PATBI	0.36
PAVA	1.35
PABRP	0.63
TOTAL FTE	15.375

Grant	% FTE
PAAT	3.65%
CAP	6.88%
PAIR	13.56%
PADD	28.61%
PAIMI	25.16%
PABSS	6.96%
PATBI	2.35%
PAVA	8.76%
PABRP	4.08%
TOTAL	100.00%

Grant	Total Hrs.
PAAT	1,166
CAP	2,199
PAIR	4,336
PADD	9,148
PAIMI	8,046
PABSS	2,225
PATBI	751
PAVA	2,803
PABRP	1,306
TOTAL HRS	31,980

Grant	% Funds
PAAT	3.32%
CAP	8.77%
PAIR	11.40%
PADD	26.88%
PAIMI	28.44%
PABSS	6.64%
PATBI	3.32%
PAVA	6.53%
PABRP	4.70%
TOTAL	100.00%

**Disability Rights Montana has established
the following priorities to achieve freedom from
discrimination for people with disabilities.**

Following is a description of the priority areas, the rationale, and the work to be accomplished:

CORE SERVICES

Disability Rights Montana is required to provide information on and referral to people with disabilities and the public inquiring about services, programs, and the civil rights of people with disabilities. Timely and accurate information and referral services will be provided to every person that contacts Disability Rights Montana.

People with disabilities experience difficulty in accessing and participating in the voting process. Disability Rights Montana will work with the people with disabilities, Clerks and Recorders, and the Secretary of State to identify barriers to voting and to develop and implement strategies to remove those barriers. Strategies will include surveying polling places for physical accessibility, training on disability awareness and etiquette, and accessible voting methods and technology.

ABUSE & NEGLECT

Disability Rights Montana will work to protect from abuse and neglect all adults and children who are living in congregate living facilities such as residential care facilities, mental health facilities, and developmental disability facilities. Disability Rights Montana will review all reports of serious incidents, including abuse, neglect, death, seclusion, restraint (physical, mechanical, and chemical), and rights violations. Disability Rights Montana will assure proper investigations to identify system-wide failures and pursue legal strategies that target systemic change to assure safe, humane, and appropriate services and the least restrictive living environments.

DISCRIMINATION, EMPLOYMENT, BENEFITS, AND ACCESS (DEBA)

People with disabilities who want to work will have access to rehabilitation services and benefits. Disability Rights Montana will: 1) provide technical assistance to people with disabilities seeking reasonable accommodations to maintain their employment; and 2) represent people who experience difficulty accessing vocational rehabilitation services, independent living services, and other services funded under the Rehabilitation Act.

People with disabilities often experience difficulty in physical and program access to public and government facilities and programs. Disability Rights Montana will continue its county services access monitoring project to assure people with disabilities can physically enter and access government services located in county courthouses and buildings.

People with disabilities often experience difficulty in their return to work efforts. Disability Rights Montana will ensure that Social Security Beneficiaries (SSB) are supported in their return to work efforts by providing accurate information or available work incentives and providing advocacy and legal representation when their rights are violated.

EDUCATION

Every student deserves the opportunity to succeed. Disability Rights Montana receives calls nearly every day from families of people with disabilities requesting assistance regarding education services, particularly in public elementary and secondary schools. Specific learning disabilities and speech-language impairments continue to represent the largest proportion among those disabilities identified under the special education laws. It is our belief that these disabilities, along with autism spectrum disorders and emotional disturbance, continue to be inadequately addressed in schools, although significant shortfalls exist across all disability categories. With the increased diagnoses of autism spectrum disorders and Montana's growing population of school aged children, Disability Rights Montana expects the number of students receiving special education services to continue to grow. Through collaboration, advocacy, and litigation Disability Rights Montana will protect the rights of students with disabilities to access educational programs, services, activities, and benefits free from discrimination on the basis of disability and to receive a free and appropriate public education.

OUTREACH AND TRAINING

In order to fully participate, exercise choice and self-determination, people with disabilities and the general public can benefit from disability rights and awareness training. Disability Rights Montana will sponsor disability rights and awareness training throughout the state with an emphasis on minority, under-served communities. Disability Rights Montana will produce and distribute an electronic newsletter quarterly and enhance its electronic presence.

POLICY

Disability Rights Montana pursues policy work to preserve the gains made through individual advocacy and to address and correct system issues. Disability Rights Montana will monitor: 1) Monitor and participate in law, policy, and rule changes affecting the rights and opportunities of people with disabilities, and affecting the ability of DRM to serve people with disabilities; and 2) Educate law and policy makers through oral and written communications in legislative and executive branch forums.

CORE SERVICES

1. PRIORITY/GOAL STATEMENT: Disability Rights Montana will provide information, referral, and short-term assistance. DRM will develop and provide resource materials to people with disabilities, and assist people with disabilities to register to vote.

Objective 1:	Provide reliable, timely information and referral services to all callers.	
	Target Population:	People calling Disability Rights Montana for information and referral
	Target:	100% of all callers (200 PAIMI)
	Funding:	*Eight Core Grants
Objective 2:	Provide short-term assistance for non-priority issues to eligible persons with disabilities.	
	Target Population:	People with disabilities requesting assistance with non-priority issues
	Target:	35 service requests (20 PAIMI)
	Funding:	PAIMI/PAAT/PAIR/PADD/PATBI/PAVA
2. PRIORITY/GOAL STATEMENT: Disability Rights Montana will promote independent and private voting for people with disabilities, through education and training activities.		
Objective 3:	Provide and sponsor voter education and registration events for people with disabilities throughout Montana.	
	Target Population:	People with disabilities and the general public
	Target:	People with disabilities
	Funding:	PAVA
* Eight Core Grants = PADD, PAIMI, PAIR, CAP, PAAT, PATBI, PABSS, PAVA		
Objective 4:	Work with Secretary of State, Clerks and Recordors, election officials, disability community, and the general public to ensure that people with disabilities have equal access to the voting process.	
	Target Population:	People with disabilities who vote or seek to vote
	Target:	1 project
	Funding:	PAVA

ABUSE & NEGLECT

1. PRIORITY/GOAL STATEMENT: Disability Rights Montana will protect people with disabilities in facilities from abuse, neglect, seclusion/restraint, violations of civil rights and protect their right to receive appropriate services with privacy, dignity, and autonomy.

Objective 1: Identify and monitor all instances of abuse, neglect, seclusion, restraint (+chemical restraint), and violation of civil rights, affecting people with mental illness receiving services and pursue legal remedies. Identify systemic issues to effect change in practice, policy, rule or law.

Target Population:	PAIMI-eligible youth and adults living in or receiving treatment from public and private institutions and facilities (MSH, MMHNCC, YGBR, Shodair)
Target:	Review 100% of allegations (100 PAIMI)
Funding:	PAIMI

Objective 2: Identify and monitor all instances of abuse/neglect, seclusion, restraint (+chemical restraint), and violation of civil rights at the Montana Developmental Center (MDC) and pursue legal remedies. Identify systemic issues to effect change in practice, policy, rule or law.

Target Population:	All residents at MDC
Target:	Review 100% of allegations
Funding:	PADD

2. PRIORITY/GOAL STATEMENT: Disability Rights Montana will protect people with disabilities living in community settings from abuse and neglect, violation of civil rights, and protect their right to receive appropriate services in the least restrictive environment.

Objective 3: Monitor DD community services, investigate, advocate, and bring legal action when appropriate to protect the rights of people living in community services.

Target Population:	People with disabilities living in community services
Target:	All PADD eligible persons seeking community living placement options and services.
Funding:	PADD/PATBI

Objective 4	Respond to abuse and neglect allegations of people with disabilities living in the community that are not PADD or PAIMI eligible.	
	Target Population:	People with disabilities living in community services
	Target:	2 service requests
	Funding:	PAIR/PATBI
3. PRIORITY/GOAL STATEMENT: Disability Rights Montana will protect people with disabilities right to be discharged and transitioned from institutions to community services with appropriate supports.		
Objective 5:	Monitor, investigate, advocate, and bring legal action when appropriate when a person from Montana State Hospital (MSH) is not discharged appropriately and timely.	
	Target Population:	Patients at MSH who are ready for discharge
	Target:	5 service requests / 1 Project (2 PAIMI SR)
	Funding:	PAIMI/PADD
Objective 6:	Monitor the transition for all residents from the Montana Developmental Center (MDC) to community services.	
	Target Population:	MDC residents
	Target:	5 service requests / 1 Project
	Funding:	PADD
4. PRIORITY/GOAL STATEMENT: Strengthens oversight of representative payees by performing onsite reviews of payee performance, on behalf of the Social Security Administration (SSA).		
Objective 7:	Target Population:	Organizational and individual representative payees as identified by the SSA
	Target:	All SSA required reviews
	Funding:	PABRP

5. PRIORITY/GOAL STATEMENT: Protect people with disabilities who are receiving home and community based waiver services, so to minimize their risk of institutionalization.

Objective 8:	Target Population:	Represent selected individuals who have received notice that their waiver services are being terminated.
	Target:	10 service request (2 PAIMI)
	Funding:	PADD/PAIMI/PATBI

**DISCRIMINATION, EMPLOYMENT, BENEFITS,
AND ACCESS (DEBA)**

1. PRIORITY/GOAL STATEMENT: Disability Rights Montana will promote independent living, meaningful employment, and access to governmental services and programs and public accommodations, for people with disabilities.

Objective 1: Review cases, provide short-term assistance, technical assistance, and represent individuals who have been discriminated against on the basis of disability or denied reasonable accommodations by employers, using such individualized strategies as filing administrative complaints, lawsuits, and appeals.

Target Population:	People with disabilities who are employed or seeking employment
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Target:	30 service requests (1 PAIMI)
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Funding:	PAIR/CAP/PAAT/PATBI/PAIMI/PADD
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2. PRIORITY/GOAL STATEMENT: Ensure that people with disabilities receive appropriate services from Montana Vocational Rehabilitation, Independent Living Centers, and other programs funded by the Rehabilitation Act.

Objective 2: Represent qualified individuals in accordance with the Client Assistance Program (CAP) program requirements to include applicants and clients of the State Vocational Rehabilitation Program.

Target Population:	People with disabilities receiving or seeking services from Vocational Rehabilitation and other programs funded by the Rehabilitation Act
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Target:	60 service requests
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Funding:	CAP/PABSS
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Objective 3: Address institutional concerns and issues with the delivery of services by the State Vocational Rehabilitation Program through periodic communication with the Chief of Field Services for Montana Vocational Rehabilitation and participation on the State Vocational Rehabilitation Program.

Target Population:	People with disabilities receiving or seeking services from Vocational Rehabilitation and other programs funded by the Rehabilitation Act
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Target:	2 projects
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Funding:	CAP/PABSS
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Objective 4:	Participate in training, outreach, and communication to address services to under-served populations including American Indians and individuals age 14 - 24.	
	Target Population:	People with disabilities receiving or seeking services from Vocational Rehabilitation and other programs funded by the Rehabilitation Act
	Target:	2 projects
	Funding:	CAP/PABSS
3. PRIORITY/GOAL STATEMENT: Challenge discrimination on the part of government entities, and ensure that people with disabilities enjoy equal access to all governmental benefits and services.		
Objective 5:	Review cases, provide technical assistance, and represent individuals who have been denied meaningful access to benefits or services or otherwise discriminated against on the basis of disability by governmental entities, using such individualized strategies as filing administrative complaints, lawsuits, and appeals.	
	Target Population:	People with disabilities who are using or seeking access to government benefits or services
	Target:	10 service requests (1 PAIMI)
	Funding:	PAIR/PAAT/PAVA/PADD/PATBI/PAIMI
4. PRIORITY/GOAL STATEMENT: Challenge discrimination on the part of places of public accommodation and ensure that people with disabilities enjoy equal access, particularly physical access, to places of public accommodation.		
Objective 6:	Review cases, provide technical assistance, and represent individuals who have been discriminated against or denied meaningful access to the benefits or services of places of public accommodation, using such individualized strategies as filing administrative complaints, lawsuits, and appeals.	
	Target Population:	People with disabilities seeking access to places of public accommodation
	Target:	10 Service Requests (1 PAIMI)
	Funding:	PAIR/CAP/PADD/PAAT/PATBI/PAIMI

5. PRIORITY/GOAL STATEMENT: Ensure that Social Security Beneficiaries (SSB) are supported in their return to work efforts by providing accurate information or available work incentives and providing advocacy and legal representation when their rights are violated.		
Objective 7:	Investigate and review any complaint of improper or inadequate services provided to Social Security Beneficiaries (SSB) with disabilities by service providers, employers, or other entity involved in the SSB return to work effort.	
	Target Population:	SSB with disabilities with a complaint of improper or inadequate services by service providers, employers, or other entities
	Target:	10 Service Requests
	Funding:	PABSS/CAP
Objective 8:	Provide information and referral to Social Security Beneficiaries (SSB) with disabilities about work incentives and employment, and other SSA-related issues.	
	Target Population:	SSB with disabilities calling about work incentives and employment
	Target:	100% of all SSB callers
	Funding:	PABSS/CAP
Objective 9:	Provide consultation to and legal representation on behalf of Social Security Beneficiaries with disabilities to protect their rights.	
	Target Population:	SSB with disabilities desiring to work
	Target:	40 Service Requests
	Funding:	PABSS/CAP

EDUCATION

1. PRIORITY/GOAL STATEMENT: Disability Rights Montana will protect the rights of students with disabilities to access educational programs, services, activities, and benefits free from discrimination on the basis of disability and to receive a free and appropriate public education.

Objective 1:	Provide information and referral to students with TBI, DD/ID, ASD, ED, and other qualifying disabilities to obtain the supports and services they need to progress in their education.	
	Target Population:	All callers requesting information and referral
	Target:	100% of callers are provided information and referral. (2 PAIMI)
	Funding:	PADD/PAIMI/PAIR/PATBI/PAAT/PAVA
Objective 2:	Provide advocacy and/or legal representation in cases that present education, school-related issues of particular severity as determined by the Education Work Unit.	
	Target Population:	Students with disabilities
	Target:	2 Service Requests (1 PAIMI)
	Funding:	PADD/PAIMI/PAIR/PATBI/PAAT/PAVA
Objective 3:	Collaborate with community-based groups to improve educational and transition outcomes for students with disabilities of all ages.	
	Target Population:	Students with disabilities
	Target:	2 Projects (1 PAIMI project)
	Funding:	*Eight Core Grants
* Eight Core Grants = PADD, PAIMI, PAIR, CAP, PAAT, PATBI, PABSS, PAVA		

OUTREACH/TRAINING

1. PRIORITY/GOAL STATEMENT: Disability Rights Montana will promote disability rights and awareness and keep the public informed of its activities.

Objective 1:	Provide and sponsor disability-rights-related awareness and training events throughout the state targeting minority and under-served persons with disabilities.	
	Target Population:	People with disabilities, minority groups, first responders, and the general public
	Target:	20 events (10 PAIMI) (2 in each region)
	Funding:	*Eight Core Grants
Objective 2:	Produce and disseminate an electronic newsletter and publications.	
	Target Population:	People with disabilities and the general public
	Target:	Quarterly Electronic newsletters
	Funding:	*Eight Core Grants
Objective 3:	Enhance DRM's interactive electronic presence (website) to leverage technology to distribute information and receive input.	
	Target Population:	People with disabilities and the general public
	Target:	Enhance website
	Funding:	*Eight Core Grants
* Eight Core Grants = PADD, PAIMI, PAIR, CAP, PAAT, PATBI, PABSS, PAVA		

POLICY

1. PRIORITY/GOAL STATEMENT: Disability Rights Montana will promote policies, statutes, and regulations in the State of Montana that are reflective and responsive of the equal, civil, and legal rights of people with disabilities.

Objective 1:	Monitor and respond to law, policy, and rule changes affecting the rights and opportunities of people with disabilities, and affecting the ability of DRM to serve people with disabilities between legislative sessions.	
	Target Population:	People with disabilities who are the subject of laws, policy, and rules of the State of Montana.
	Target:	Six projects (1 PAIMI)
	Funding:	*Eight Core Grants; Unrestricted Funds
Objective 2:	Educate law and policy makers through oral and written communications in legislative and executive branch forums during the state legislative session and in legislative interim committee forums.	
	Target Population:	People with disabilities eligible for DRM services.
	Target:	Six projects (1 PAIMI)
	Funding:	*Eight Core Grants; Unrestricted Funds
* Eight Core Grants = PADD, PAIMI, PAIR, CAP, PAAT, PATBI, PAVA, PABSS		

CIVIL RIGHTS

1. PRIORITY/GOAL STATEMENT: Disability Rights Montana will increase protection and recognition of the rights of people with disabilities through advocacy and/or legal representation.

Objective 1: Provide advocacy and/or legal representation for people with disabilities in cases with the potential for establishing precedent, enforcing and clarifying constitutional and other rights. *This can only be used with prior approval of the Executive Director.*

	Target Population:	All people with disabilities who are eligible for DRM services
	Target:	1 PAIMI
	Funding:	*Eight Core Grants

* Eight Core Grants = PADD, PAIMI, PAIR, CAP, PAAT, PATBI, PAVA, PABSS

FY 2020 Disability Rights Montana Calendar

2019

October

Tuesday, 1st FY 2020 Begins
Monday, 7th Executive Committee Meeting
Monday, 14th Columbus Day/Office Open

November

Friday, 1st Executive Committee Meeting
Friday, 8th Board of Directors Call
Monday, 11th Veterans Day/Office Closed
Thursday, 28th Thanksgiving /Office Closed
Friday, 29th Day after Thanksgiving/Office Closed

December

Friday, 6th Executive Committee Meeting
Friday, 13th Board of Directors Call
Wed-Tues, 25th-31st Christmas Holiday Break/Office Closed

2020

January

Wednesday, 1st New Year's Day/Office Closed
Friday, 3rd Executive Committee Meeting
Friday, 17th Board of Directors/AC Mailing
Monday, 20th Martin Luther King Jr. Day/Office Closed
Thursday, 30th PAIMI AC Meeting
Friday, 31st Board of Directors Meeting

February

Friday, 7th Executive Committee Meeting
Friday, 14th Board of Directors Call
Monday, 17th Presidents' Day/Office Closed

March

Friday, 6th Executive Committee Meeting
Friday, 13th Board of Directors Call

April

Friday, 3rd Executive Committee Meeting
Friday, 10th Board of Directors/AC Mailing
Thursday, 23rd PAIMI AC Meeting
Friday, 24th Board of Directors Meeting

May

Friday, 1st Executive Committee Meeting
Friday, 8th Board of Directors Call
Monday, 25th Memorial Day/Office Closed

June

Friday, 5th Executive Committee Meeting
Friday, 12th Board of Directors Call

July

Friday, 3rd Independence Day (observed)/Office Closed
Friday, 10th Executive Committee Meeting
Friday, 17th Board of Directors/AC Mailing
Thursday, 30th PAIMI AC Meeting
Friday, 31st Board of Directors Meeting

August

Friday, 7th Executive Committee Meeting
Friday, 14th Board of Directors Call

September

Friday, 4th Executive Committee Meeting
Monday, 7th Labor Day/Office Closed
Friday, 11th Board of Directors/AC Mailing
Thursday, 24th PAIMI AC Meeting
Friday, 25th Board of Directors Meeting