

# Appendix A

## Vision, Mission, Values and Guiding Principles

## ***VISION STATEMENT***

By 2008, every Coloradoan with a developmental disability will:

- Be provided assurances for his/her health and safety;
- Receive needed resources that represent a blend of private and public dollars;
- Receive effective and efficient services and supports;
- Have a service system that is easy to access and understand;
- Have a service system that values and realizes meaningful collaboration;
- Be provided the opportunity to be gainfully employed,
- Have access to a system that exemplifies inclusive practices; and
- Be provided the opportunity to make informed choices about his/her life.

## ***MISSION STATEMENT***

The mission for the Colorado Division for Developmental Disabilities is to join with others to offer the necessary supports with which all people with developmental disabilities have their rightful chance to:

- Be included in Colorado community life;
- Make increasingly responsible choices;
- Exert greater control over their life circumstances;
- Establish and maintain relationships and a sense of belonging;
- Develop and exercise their competencies and talents; and
- Experience personal security and self-respect.

## ***CORE VALUES***

- The **health and safety** of individuals with developmental disabilities is a critical aspect of the decision making process.
- The **individual is a valued resource and partner** within Colorado's developmental disabilities system, as is his/her family when appropriate.
- **Self-determination** empowers individuals to control the direction of their lives and to make informed and responsible choices about services and how to direct their resources.
- Programs and services are based on **inclusive practices** that support person-centered planning, community employment and full participation in society.
- Every person, regardless of disability, will be given the opportunity to be **gainfully employed**.
- An **informed and involved community** is a vital resource of natural supports.
- Our system supports and respects the **diversity** of racial, cultural, religious, and gender differences of individuals and communities.
- **Meaningful partnerships** among the constituency of Colorado's developmental disabilities system are predicated upon trust and a commitment to the person with a developmental disability.
- **Well-informed and involved advocacy** is the responsibility of all members of the constituency and contributes to the overall strength and integrity of the service system.
- A commitment to having a **strong and diverse provider network** is essential to providing continuity of care and quality services and supports.
- A commitment to **ingenuity in research and utilization of technology** will assure innovation and state-of-the-art services.
- To achieve our vision and enable true collaboration, it is imperative that the **leadership** of all organizations **be accessible, forthright and trustworthy**.
- **All employees are valued** as critical resources and as professionals who deserve competitive pay and professional development opportunities.
- innovation and state-of-the-art services.

# ***CORE VALUES OF THE SELF-DETERMINATION AD HOC COMMITTEE***

Across the country, there is emerging a common set of core values that are consistently connected to Self-determination. These core values provide the essential context from which a Self-determination process in Colorado should be implemented. Self-determination for persons with developmental disabilities must result in the following:

- **Freedom**  
to choose a meaningful life in the community
- **Authority**  
over a specific amount of public dollars
- **Support**  
to organize resources in ways that are life enhancing and meaningful to the individual with a disability
- **Responsibility**  
for the wise use of public dollars and recognition of the contribution individuals with disabilities can make to their communities
- **Confirmation**  
of the important leadership role that self-advocates must play in any system that is designed to provide services and supports for them and support for the self-advocacy movement

# ***GUIDING PRINCIPLES OF THE SELF-DETERMINATION AD HOC COMMITTEE***

A Self-determination process provides an opportunity for persons with developmental disabilities to act in partnership with a variety of paid and unpaid support networks. This joint venture should be reliant on the recognition of interdependence among all the parties. As the committee worked through a myriad of issues, there were several occasions when they believed that specific guidance should be provided to all stakeholders in order to guide the behavior of the system in everyday practice. The committee has initially identified several guiding principles that provide a context for how Self-determination should be implemented in Colorado. The State, however, may find that additional principles may prove useful as a Self-determination process evolves.

## **Informed Choice is Fundamental to Self-determination**

The person receiving services, including families of children, should have the opportunity to have sufficient information and experience from which to make a decision. Informed choice should be actively promoted by the developmental disabilities system through full disclosure of options and transparency of system procedures. It should also be supported through training for self-advocates, families, providers and other involved persons. It should be recognized that some individuals will need to have actual experience with different options in order to exercise informed choice. A system of checks and balances should be embedded within the Self-determination process to assess the extent to which full disclosure of options is provided.

## **A Free Market System Facilitates Self-determination**

Choice and Control should be predominant themes of a Self-determination model. Individuals should be encouraged to dream about the life of their choosing and supported to obtain that life. The opportunity to individually develop or recruit new providers and/or other resources or means to meet a person's needs or to access existing providers allows the person to exercise greater control over their life circumstances.

## **Services must be for the Best Interest of the Consumer**

The living arrangements and types of services selected by the consumer should be provided for the best interest of the person receiving services. At times, there may be secondary benefits to primary care givers, but services should first be in the best interest of the person and intended for the success of their Life Plan. Additionally, there should be a balance between an individual's desire to self-direct services and the State's interest to ensure the person's health and safety, and to promote its core values.

### **Opportunities for Community Contribution**

During life planning activities, the person and their support network should give primary consideration to what opportunities are available for the person to be an active member of their community. Contribution to a person's community can take many different forms, such as employment or other means for the production of income, volunteer activities, or other activities that promote a positive societal-image and/or self-image for persons with developmental disabilities. When determining what opportunities are available, consideration should be given to the person's preferences, age (i.e. retirement, minor under age 18), and abilities of the persons (e.g. medical condition).