

Oklahoma Rehabilitation Council Strategic Plan for FFY2023

The Oklahoma Rehabilitation Council complies with the Federal Rehabilitation Act mandates through its strategic plan process and the following functions and related tasks.

The Mission of the Oklahoma Rehabilitation Council (ORC) is “To facilitate consumer education and empowerment, to assure services are of high quality and lead to the employment of individuals with disabilities within the state of Oklahoma.”

Program and Planning Committee

Reviews, analyzes and advises DSA on the Core Common Measures of Section 106 of the *Rehabilitation Act of 1973*, as amended, by the Workforce Innovation and Opportunity Act (WIOA). Active participation in the DRS State Plan Meetings. Active participation on the DRS Statewide Assessment and analyze the trends of the Case Surveys.

Goal 1

In accordance with Section 105 (A)(c)(i) of the Rehab Act, the Program and Planning Committee, will quarterly or as necessary, review, analyze and advise the Designated State Agency (DSA) on the performance measurements, client surveys, Statewide Assessment, and other relevant data.

Program and Planning Committee Objectives	Met	Unmet/Reason
<p>Objective 1.1 Review, analyze, and advise the DSA regarding the performance of the State unit's responsibilities, particularly related to</p> <ul style="list-style-type: none"> a) Eligibility, including order of selection; b) The extent, scope and effectiveness of services provided; and c) Functions performed by DSA that affect or potentially affect the ability of individuals with disabilities in achieving employment outcomes. 		
<p>Objective 1.2 Advise the DSA regarding activities and assist in the preparation of the</p>		

Vocational Rehabilitation (VR) portion of the State Plan, amendments to the plan, applications, reports, needs assessments and evaluation.		
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Program and Planning Committee Activities	Status	Unmet/Reason
Activity 1.1 - Develop, agree to, and review State Plan goals, priorities, and recommendations.		
Activity 1.2 - Evaluate the effectiveness of the program and submit reports to the RSA Secretary under the Office of Special Education and Rehabilitation Services (OSERS).		
Activity 1.3 - Review and evaluate Field Coordinators data on the performance activities of the DSA at the quarterly ORC meetings.		

Goal 2

The Program and Planning Committee will support quality customer services, career planning and effective employment.

Program and Planning Committee Objectives	Met	Unmet/Reason
Objective 2.1 - Assist the DSA with the continued improvement of consumer satisfaction surveys and review survey outcomes.		
Objective 2.2 To avoid duplication of efforts and enhance the number of individuals served, encourage coordination of activities among WIOA partners to move all clients to successful employment.		

Program and Planning Committee Activities	Met	Unmet/Reason
Activity 2.1 Review findings related to special programs conducted by the DSA and give recommendations for continued or improved quality of service.		
Activity 2.2 Serve as a repository for disability-specific groups. Make recommendations to the Oklahoma Rehabilitation Council for potential collaboration, partnership, and/or initiatives with disability-specific groups.		

Executive Committee

Comprised of the SRC Chair, Vice-Chair, and 3 members-at-large. The Executive Committee also consists of the Associate Director and Director of Sponsored Programs of the OSU, Department of Wellness, who oversees the contractual administration of the ORC. Ensures that committees are assigned to meet the requirements of Section 105 of the Rehab Act with regard to Public Hearings, State Plan, Comprehensive Needs Assessment, Customer Satisfaction and Annual Report.

Goal 3

Maintain standing committees that address the goals and objectives outlined by the ORC, the DSA State Plan, and the Rehabilitation Act (i.e., Policy and Legislative Committee, Program and Planning Committee, and Transition and Employment Committee). Every ORC member will serve on a committee(s).

Executive Committee Objectives	Met	Unmet/Reason
Objective 3.1 Prepare and submit to the Governor and to the Secretary no later than 90 days after the end of the Federal fiscal year an annual report on the status of vocational rehabilitation programs operated within the State and make the report available to the public through appropriate modes of communication.		
Objective 3.2 Resources. The Council, in conjunction with the Designated State		

<p>Agency, must prepare a plan for the provision of resources, including staff and other personnel that may be necessary and sufficient for the Council to carry out its functions under this part. The resource plan must, to the maximum extent possible, rely on the use of resources in existence during the period of implementation of the plan. Any disagreements between the Designated State Agency and the Council regarding the amount of resources necessary to carry out the functions of the Council must be resolved by the Governor, consistent with paragraphs (i)(1) and (2) of this section. The Council must, consistent with State law, supervise and evaluate the staff and personnel that are necessary to carry out its functions. Those staff and personnel that are assisting the Council in carrying out its functions may not be assigned duties by the Designated State Agency or any other agency or office of the State that would create a conflict of interest.</p>		
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Executive Committee Activities	Met	Unmet/Reason
<p>Activity 3.1 Meet with DSA Division Administrators and the State Director quarterly, or as needed to maintain regular communication.</p>		
<p>Activity 3.2 As a Council vacancy opens, the Program Manager will recruit, recommend, and consult with the Governor’s Deputy of Appointments to ensure membership compliance with the Rehabilitation Act.</p>		
<p>Activity 3.3 Actively recruit and outreach with businesses and disability organizations to educate them on the services of DSA as well as the SRC purpose.</p>		
<p>Activity 3.4 Continue to coordinate with the DSA Division Administrators to ensure the attendance of Field Coordinators and</p>		

associate members to attend quarterly meetings.		
Activity 3.5 The ORC will send at least one representative to the SILC quarterly meetings, and a SILC representative will attend and report to the ORC on SILC activities.		
Activity 3.6 Explore opportunities for orientation of SILC members on the role of the ORC.		
Activity 3.7 Continually review and update the ORC Website.		
Activity 3.8 Review and approve the Council's Strategic Plan after the Strategic Planning Meeting.		
Activity 3.9 ORC will continue to support the partnership between the DSA and OKTVR and will assist the OKTVR with the planning of their activities.		

Policy and Legislative Committee

Activities include, but are not limited to, advocacy and education, policy and State Plan review, State Plan Public Hearings and Success Stories. Also, responsible for the reviewing/monitoring of pending and current disability-related legislation, particularly with respect to impact on funding; suggest/develop legislation as needed. Active participation on the DRS Policy Re-engineering Committee. Support DRS with both national and state efforts to enhance advocacy activities and services for VR and Services for the Blind and Visually Impaired (SBVI) clientele.

Goal 4:

The ORC will build capacity for consumer education and empowerment to showcase awareness and education for both consumers and employers.

Policy and Legislative Committee Objectives	Met	Unmet/Reason
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<p>Objective 4.1 To avoid duplication of efforts and enhance the number of individuals served, coordinate activities with the activities of other councils within the State, including the Statewide Independent Living Council, the Advisory Panel of the Individuals with Disabilities Education Act, the State Developmental Disabilities Planning Council, the State Mental Health Planning Council, the State Assistive Technology Act Program and the State Workforce Development Board.</p>		
<p>Objective 4.2 Provide for coordination and the establishment of working relationships between the designated State Agency and the Statewide Independent Living Council and centers for independent living within the State</p>		
<p>Objective 4.3 Support DSA with disability-related legislation during the Oklahoma Legislative Session</p>		
<p>Objective 4.4 Support DSA efforts with Access for All Initiative for all job seekers, businesses, and employers worksites through all levels of Oklahoma Works. Working with the Governor’s Council for Workforce and Economic Development (GCWED), system partners bring sharper focus on developing and employing more Oklahomans with disabilities.</p>		

<p>Policy and Legislative Committee Activities</p>	<p>Met</p>	<p>Unmet/Reason</p>
<p>Activity 4.1 Partner with DSA on “People with Disability Awareness Day (PWDAD)” by marketing the event, setting up an exhibitor booth, and participating in the legislative visits.</p>		
<p>Activity 4.2 Continue participation and input with VR/SBVI Division Staff to ensure the DSA</p>		

<p>administrative rules align with the Rehabilitation Act, Oklahoma consumer needs, and employment outcomes.</p>		
<p>Activity 4.3 The ORC will partner with the Council of State Administrators of Vocational Rehabilitation (CSAVR) on federal legislative initiatives by attending the spring and/or fall meetings and by participating in national sub-committee activities and providing updates to full council. The ORC Program Manager will provide the Council with any DSA policy updates during each ORC Council Quarterly meeting.</p> <p>NEW</p> <p>The DSA will share updates with the Council after the Council of State Administrators of Vocational Rehabilitation (CSAVR) spring and fall conferences.</p>	<p>OLD</p>	
<p>Activity 4.4 Provide public comment on administrative rule changes, promote consumer attendance at all public hearings, and distribute flyers with a summary of proposed changes and information on public hearings.</p>		
<p>Activity 4.5 ORC PM will coordinate to share pertinent disability-related information and resources with OK Congressional members in their local district offices.</p>		
<p>Activity 4.6 ORC will visit with State Legislators to share information and stories as appropriate. ORC will also partner with different disability-related agencies/groups to share their success stories and DSA information with legislators as appropriate.</p>		

Transition Committee

Active participation in the Oklahoma Transition Council. Support DRS with statewide efforts to enhance transition activities and services for youth in secondary settings to increase successful employment outcomes.

Goal 5

Facilitate the communication of transition services information and growth of partnerships between Tribal VR, DRS, DDS, OSDE, ODMHSAS, Career Tech, and other agencies/partners.

Transition Committee Objectives	Met	Unmet/Reason
Objective 5.1 The ORC will continue to increase and update transition resource links on the DSA website, including resources for self-advocacy and self-determination.		
Objective 5.2 The ORC will share new resources, including the DRS Transition Newsletter, and continue to promote awareness for student and family engagement.		
Objective 5.3 The ORC will promote increased student and family involvement in transition planning by inviting transition students and families to share their transition experience and professionals (educators, VR counselors and others) to share information (via a one-pager, virtually, in person, etc.) about transition programs (Pre-ETS, BEST, STEP, Project SEARCH, VIBE, STEM, Career Expos, etc.), including best practices, at one of the quarterly ORC meetings.		

Goal 6

Continue to work with the DSA on the needs assessment of individuals with disabilities for transition career services and pre-employment transition services. This goal will satisfy the final requirement listed in the VR Services portion of the Unified State Plan – Description – Statewide Assessment.

Transition Committee Objectives	Met	Unmet/Reason
Objective 6.1 The ORC will continue to collaborate with the DSA Process Improvement staff on the needs		

assessment instrument to determine the needs of youth.		
Objective 6.2 The ORC will utilize the needs assessment on transition services final report in the next state planning update.		

Goal 7

Promote self-advocacy and self-determination resources for youth and their families to increase future opportunities for success.

Transition Committee Objectives	Met	Unmet/Reason
Objective 7.1 The ORC will promote self-advocacy and self-determination trainings and resources for youth and their families to increase future opportunities for success by partnering with the Developmental Disabilities Council of Oklahoma, Developmental Disabilities Services, OK Family Network, OU Center for Learning and Leadership, Oklahoma Inclusive Post-Secondary Education Alliance, the Oklahoma Parent’s Center, and others.		
Objective 7.2 The ORC will disseminate self-advocacy and self-determination training opportunities and/or resources.		

Transition Committee Objectives	Met	Unmet/Reason
Activity 7.1 With the assistance of the Committee, the ORC Program Manager, will invite and schedule at least one student and their family to share their transition experience at one of the Quarterly ORC meeting or the Transition Committee meetings.		
Activity 7.2 With the assistance of the Committee, the ORC PM will invite and schedule professionals (employers, educators, VR counselors, and others) to share their experience hiring youth with		

disabilities and/or information about transition programs at one of the quarterly ORC meetings or the Transition Committee meetings.		
Activity 7.3 The ORC will annually review the State Department of Education, Special Education Child Count Data to study trends and report to DSA in order for the DSA to have an awareness of future needs of both consumers and personnel.		
Activity 7.4 The ORC Transition Committee will assist with the dissemination of the Transition Folders to students, families, special ed teachers, support staff, VR counselors, and partner agencies.		
Activity 7.5 The ORC will disseminate information about the transition fairs that the Pre-ETS Specialists and DRS will host for students and families within school districts across the state.		

Employment Committee

With an increased emphasis on employment under the new Workforce Innovation and Opportunity Act (WIOA), this committee will work together to strengthen coordination with employment and training services for individuals with disabilities who are job seekers.

Goal 8

The ORC will collaborate with DSA to proactively promote Job Readiness and evidence-based supported employment and education to increase employment and education rates.

Employment Committee Objectives	Met	Unmet/Reason
Objective 8.1 Partner with the DRS Business Services Program (BSP) and Oklahoma ABLE Tech to provide employers in Oklahoma information regarding accessibility in the workplace in order to		

create a viable employment marketplace for VR/SBVI clientele.		
Objective 8.2 Expand the dissemination of employment resources to all ORC stakeholders.		
Objective 8.3 Support the DRS BSP mission and assist the Business Advisory Council (BAC) when needed.		
Objective 8.4 Assist in the professional development of DRS Staff and Clients on workforce.		
Objective 8.5 Expansion of workplace learning, including but not limited to apprenticeships or internships for youth and adult clients. Creation of a development plan for adult clients on how to leverage work-based learning opportunities.		
Objective 8.6: Create a plan for accessibility and accommodations training for key business stakeholders. Facilitated by ABLE Tech and the Business Advisory Council		
Objective 8.7: Design a community engagement plan for consumers and other stakeholders to link to our employment resources.		

Employment Committee Activities	Met	Unmet/Reason
Activity 8.1 Identify ORC Stakeholders to include in the identification and dissemination of employment resources in an accessible format.		
Activity 8.2 Identify critical occupations within industry ecosystems to target the dissemination of employment resources.		

Activity 8.3 Expand training options for Consumers to receive further soft skills employment training.		
Activity 8.4 Update ORC's website with employment resources.		
Activity 8.5 Support Business Services Career events.		
Activity 8.6 Adults: Building out a work-based learning referral system.		
Activity 8.7 ABLE Tech will design and manage the employment resource page in partnership with other related agencies.		