

Grant Approval Memo



Grantee: Alaska Association on Developmental Disabilities
Request Amount: \$25,000.00
Project Title: IDD System Capacity Development
Grant Term: 7/1/2026 to 6/30/2027
Trust Staff: Kelda Barstad

Staff Analysis:

- What does this project do?
Trust funds will support general operations of the Alaska Association on Developmental Disabilities (AADD) to build system capacity to better serve Trust beneficiaries with an intellectual or developmental disability (IDD). This includes partial executive director salary, executive director travel to rural areas, and support for a level-3 direct support professionals' summit.
- Who is receiving the funds?
The Alaska Association on Developmental Disabilities (AADD) is a statewide network of organizations and care coordinators dedicated to advancing high-quality, individualized, community-based services for Alaskans with developmental disabilities. Founded more than 30 years ago, AADD was created to unify the voice of providers—to share expertise, develop best practices, and advocate for a strong, person-centered service system that supports individuals to live the lives they choose in their home communities. AADD incorporated as a 501(c)3 nonprofit in October 2003 and has 86 members and 20 formal partner organizations.
- Why is staff recommending this project?
AADD is a critical partner linking the work of the Trust to dozens of IDD providers and other stakeholders dedicated to serving beneficiaries with an IDD. A strong IDD provider organization benefits the overall system of care through enhancing the training and skills of its members to provide quality services and advocacy for Trust beneficiaries. AADD has worked diligently with members and partners to establish a sustainability plan for general operations.
- Will this be a multi-year project?
This is the last year of a multi-year project to support operations. This project was previously identified as an authority grant budget line item in FY27. It is expected that the Trust will continue to support AADD to execute targeted projects in the future.

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Trust Five Year Funding History

<u>Fiscal Year</u>	<u>Project Title</u>	<u>Amount</u>	<u>Status</u>	<u>Final Expended</u>
2026	IDD System Capacity Development	\$45,000	Active	Grant ends 6/30/2026
2026	Complex Care - Providers United to Create Options	\$25,000	Active	Grant ends 2/28/2026, final report due 3/31/2026
2025	IDD System Capacity Development	\$65,000	Closed	\$65,000
2025	Building a System to Achieve Employment First for All	\$135,000	Active	Grant ends 6/30/2026
2025	Cost of Care: Collaborating on Solutions	\$8,250	Closed	\$8,250
2025	Strengthening Services by Sharing Stories of Lived Experience	\$25,000	Closed	\$25,000
2024	IDD System Capacity Development	\$65,000	Closed	\$65,000
2024	Reigniting Alaska's Employment First Movement	\$5,000	Closed	\$5,000
2024	Alaska Alliance of Direct Support Professionals Organizational Development	\$11,050	Closed	\$11,050
2023	DD System Capacity Development	\$65,000	Closed	\$65,000
2022	DD System Capacity Development	\$65,000	Closed	\$65,000
2022	Study on Care Coordination Services in Alaska	\$90,000	Closed	\$90,000

Comp Plan Identification

<u>Area of Focus</u>	<u>Objective</u>	<u>Comments</u>
Area of Focus 7: Services in the Least Restrictive Environment	7.2 Increase access to effective and flexible, person-centered, long-term services and supports in urban and rural areas to avoid institutional placement where inappropriate	

Trust Focus Area Connection

<u>Budget Area</u>	<u>Strategy</u>	<u>Comments</u>
Housing & Home & Community Based Services	HHCBS - Housing and Home and Community Based Services policy coordination and capacity development	

Project Description (from grant application)

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Problem Addressed

While provider agencies have made significant progress adapting to CMS's Final Rule requirements, Medicaid Redesign (SB740), and the transition to the Individualized Supports Waiver, Alaska's developmental disabilities service system continues to navigate major challenges. But thanks to the support of the Trust over the past eight years, AADD is much better positioned to support providers through these challenging times. Current challenges include the continued push for rate reform, adjusting to everchanging federal requirements and expectations, and ongoing workforce struggles – from the direct support professionals to many new leaders at the CEO level. AADD has developed strong networks, both at the state and federal level, and is at the point where it can leverage these networks to identify resources and provide support to the provider network. This final year of funding will provide some flexibility while AADD's board of directors finalizes and implements AADD's sustainability plan for the future.

Beneficiary Groups

Primary beneficiaries are individuals with intellectual and developmental disabilities receiving Medicaid waiver services throughout Alaska, with particular attention to those in rural and remote communities where provider capacity is most fragile. Secondary beneficiaries include the Direct Support Professionals, care coordinators, and agency leadership who deliver and manage these services.

Target Population and Geographic Area

AADD's 101 member organizations serve all regions of Alaska, including urban centers, rural communities, and remote villages across the state's diverse geographic landscape. This project will support providers serving approximately 2,500 individuals with developmental disabilities statewide.

Project Activities

- 1) **System Advocacy and Best Practice Integration:** AADD will maintain engagement with national organizations including ANCOR and similar entities to ensure Alaska providers benefit from emerging best practices, policy developments, and innovative service delivery models. This includes disseminating information through weekly newsletters, facilitating peer learning opportunities, and connecting Alaska's experience to national trends affecting the developmental disabilities field.
- 2) **Leadership Support and Change Management:** AADD will provide targeted technical assistance to provider leadership navigating evolving state and federal requirements. This includes facilitating dialogue between providers and state agencies, offering interpretation of regulatory changes, and supporting agencies in adapting operational practices to new requirements while maintaining service quality and person-centered approaches.
- 3) **Agency Sustainability and Workforce Development:** AADD will continue developing workforce strategies, including expanding partnerships focused on advocacy and policy work, sharing retention strategies for Direct Support Professionals, and providing resources that strengthen agency capacity to recruit, train, and retain qualified staff in Alaska's challenging labor market.

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Expected Outcomes

- Leadership demonstrates increased capacity to navigate regulatory requirements independently
- AADD's member network demonstrates strengthened peer support and knowledge-sharing capacity
- The developmental disabilities service system maintains or improves service quality and access during the final transition year, including an increased awareness of and commitment to Alaska's Shared Vision.

Community Support

This project has strong support from Senior and Disabilities Services (SDS) as evidenced by ongoing partnership and collaboration on implementation challenges. AADD's 101 member organizations actively participate in capacity-building activities and have consistently identified the need for this support. The project aligns with Alaska's Shared Vision for community-based, flexible services and reflects the collective commitment of stakeholders across the developmental disabilities system to ensure successful transition and long-term sustainability.

Grantee Proposed Evaluation Measures (from grant application)

AADD will provide a detailed narrative that describes the timeline, activities, successes, challenges and any lessons learned during the FY27 project year.

Proposed Project Performance Measures (developed by the Trust)

Provide a detailed narrative that describes the timeline, activities, successes, challenges, and any lessons learned during the grant term for the project's three primary objectives:

- 1 – System Advocacy and Best Practice Integration.
- 2 – Leadership Support and Change Management.
- 3 – Agency Sustainability and Workforce Development.

Sustainability (from grant application)

AADD's membership has more doubled since the Trust started providing capacity-building support. In addition AADD's experience and ability to manage grants has expanded. AADD will sustain operations through a combination of membership fees, grant project management, and possibly fees generated for services such as training or resource opportunities. The AADD board of directors has committed to developing a more detailed funding plan to be implemented in FY27. This will include revamping membership dues and evaluating other revenue generating opportunities. AADD will be able to sustain its current level of operations and has the capacity to grow its membership and impact, which will generate additional revenue to support that growth.

Who We Serve (from grant application)

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This project directly serves beneficiaries with intellectual and developmental disabilities who receive Medicaid waiver services. These individuals depend on a stable, well-functioning provider system to access the community-based supports that enable them to live, work, and participate fully in their communities.

How Beneficiaries Will Be Better Off

Quality of Services: AADD’s work to highlight best practices, provide training and mentorship, and elevate Alaska’s Shared Vision will create stronger provider organizations that are better able to provide quality, person-directed support.

Improved Workforce Stability: Ideally, beneficiaries will experience greater consistency in their DSP relationships through AADD's workforce development initiatives. Reduced staff turnover means beneficiaries build meaningful, sustained relationships with the people supporting them—critical for trust, communication, and quality of life. AADD’s support of the Alaska Alliance of DSPs, along with initiatives like the Goodlife U pilot and involvement with DSP certification are strengthening the workforce.

Stronger Advocacy Voice: Beneficiaries benefit from having their needs and experiences accurately represented in policy discussions with state agencies. AADD's role facilitating dialogue between providers and SDS ensures that implementation challenges are identified and addressed before they negatively impact service delivery, and that beneficiary perspectives inform ongoing policy development.

This project recognizes that beneficiaries cannot achieve full community inclusion and quality of life without a strong, stable provider infrastructure. By investing in the agencies that directly serve Trust beneficiaries, this capacity-building work creates the conditions necessary for beneficiaries to live the lives they choose in their home communities.

Estimated Numbers of Beneficiaries Served Experiencing (from grant application)

Developmental Disabilities:	2,500
Alzheimer’s Disease & Related Dementias:	300
Substance Abuse	25
Traumatic Brain Injuries:	100
Secondary Beneficiaries (family members or caregivers providing support to primary beneficiaries):	5,000
Number of people to be trained	300

Project Budget (from grant application)

Personnel Services Costs	\$5,000.00
Personnel Services Costs (Other Sources)	\$0.00
Personnel Services Narrative	Approximately 4-5 hours/month of ED time focused on AADD's strategic priorities including DSP workforce-related projects (support for the Alaska Alliance of DSPs, facilitation of

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	best practices and expansion of national DSP certification), support for new DD leaders, facilitating increased understanding across the service system regarding system changes such as the interRAI and participant-directed services, continued outreach to grow membership and implementation of AADD's long-term sustainability plan.
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Travel Costs	\$15,000.00
Travel Costs (Other Sources)	\$0.00
Travel Costs Narrative	\$1,500: outreach trips by AADD around Alaska including Kotzebue, Fairbanks, Anchorage \$3,500: DSP travel (AADSP participation in AADD events) \$10,000: for AADD leadership to participate in national conferences/events - ANCOR, Advancing States, Policy Summit

Other Costs	\$5,000.00
Other Costs (Other Sources)	\$0.00
Other Costs Narrative	To support a Statewide Summit in Anchorage being planned for all DSPs who have achieved Level 3 national certification - this aligns with AADD's top strategic priority of creating a system that values DSPs.

Other Funding Sources (from grant application)

None	\$0.00
Total Leveraged Funds	\$0.00