



## **Draft Goals and Objectives for October 1, 2026 – September 30, 2031**

Released for Public Comment  
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Comment on the goals and objectives by January 29, 2026:

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## Contents

Background .....	3
Who Is the Virginia Board for People with Disabilities?.....	3
What Does the Virginia Board for People with Disabilities Do? .....	3
What Are Strategic Plans, Goals, and Objectives? .....	4
What Topics Can the Board Work on? .....	4
How Did the Board Create the Goals and Objectives?.....	5
How Can I Comment on the Goals and Objectives? .....	6
Draft Goals and Objectives .....	7
Goal 1 (Community Services and Housing) .....	7
Goal 2 (Education and Employment) .....	8
Goal 3 (Health) .....	9
Goal 4 (Self-Advocacy) .....	10

## Background

### Who Is the Virginia Board for People with Disabilities?

Each state has an organization that helps people with developmental disabilities (DD). A law called the DD Act created them.

In Virginia, this organization is called the Virginia Board for People with Disabilities. It is also called “the Board.”

#### Did you know?

A **developmental disability** (DD) starts before age 22. People with DD often need supports and services for life. Down syndrome, autism, and cerebral palsy are examples of DD.

The Board wants people with disabilities to be independent and make their own decisions. The Board also wants them to participate in their communities.

### What Does the Virginia Board for People with Disabilities Do?

A lot of the Board’s work is education and outreach. The Board can advocate but not lobby. The Board does not provide services for people with disabilities.

#### Did you know?

**Advocating** is giving information to policymakers. The information must be facts and not opinions. The information must describe the whole issue in a fair way.

**Lobbying** asks a policymaker to vote yes or no on a bill. Lobbying can also ask the people to tell their policymakers how to vote.

The Board works in 3 ways:

1. The Board educates policymakers. The Board makes comments, attends workgroups, and does research.
2. The Board gives money to other organizations to help people with DD.
3. The Board teaches people with DD and their families how to advocate. The Board’s training programs include the Youth Leadership Academy, Partners in Policymaking, and the Alumni Development Program.

Go to [the Board’s website](#) for more information.

## What Are Strategic Plans, Goals, and Objectives?

The Board creates a strategic plan every five years. The plan identifies what people with DD need. It also includes goals and objectives that describe how the Board will help meet these needs.

### Did you know?

**Goals** describe what the Board wants to achieve. They are broad and not detailed. The Board works on goals for 5 years.

**Objectives** describe how the Board will work on its goals. They are more specific than goals. The Board can work on objectives for 1 to 5 years.

## What Topics Can the Board Work on?

The Board can work on 9 topics. The Board does not have enough money to work on all 9 topics.

The Board picked 6 topics for its next strategic plan: Community services, housing, education and early intervention, employment, health, and self-advocacy. The Board did not pick 3 topics: Childcare, recreation, and transportation. However, some of the Board's work on health is related to these 3 topics.

### Did you know?

**Childcare** takes care of children up to age 18. Daycare programs and after school programs are examples of childcare.

**Community services** help you live and participate in your community. Many community services are in the Medicaid Developmental Disabilities waiver. Assistive technology and personal assistance services are examples of community services.

**Early intervention** helps children with developmental delays learn important skills. They also help families meet their children's needs. Speech therapy and physical therapy are examples of early intervention.

**Education** includes kindergarten through 12<sup>th</sup> grade. It also includes higher education like college.

### Did you know? (Continued)

**Employment** is work that you are paid for. There are services to help people with DD get a job and keep a job.

**Health** includes physical health and mental health. Healthcare should meet a person's unique needs. This kind of healthcare is called "person-centered" care.

**Housing services** help people pay for somewhere to live. Housing services also help people get skills to live on their own.

**Recreation** is things you like to do for fun. Art, games, music, and sports are examples.

**Self-advocacy** is making your own choices. Self-advocacy is also helping create and change rules that impact you.

**Transportation** helps people get to medical appointments and other places in the community.

### How Did the Board Create the Goals and Objectives?

The Board got comments from people earlier this year. The Board reviewed the comments in June. The Board chose topics in September. The Board approved the goals and objectives in December. The Board wants your comments again now.

When the Board wrote the goals and objectives, it thought about 6 things:

- 1) The Board's purpose according to the DD Act
- 2) Comments from people in Virginia and related data
- 3) Resources including money, time, and staff knowledge
- 4) Whether the Board can change its work if there is new information
- 5) Federal rules for the Board's strategic plan
- 6) Plain language when possible

## How Can I Comment on the Goals and Objectives?

The Board wants your comments on the goals and objectives. The Board is taking comments for 45 days. The deadline is January 29, 2026. There are 4 ways you can comment:

**Web:** <https://www.surveymonkey.com/r/Objectives>

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The Board will review the comments in March 2026. The Board will also decide if the draft goals and objectives need to change. If they are changed, the Board will ask for more comments.

The Board will send the strategic plan to the federal government in August 2026. The federal government must approve the plan before the Board can get more money. The Board will start working on this strategic plan in October 2026.

## Draft Goals and Objectives

The Board wants comments on the draft goals and objectives below. They are for October 1, 2026 to September 30, 2031.

**Goal 1 (Community Services and Housing):** By October 2031, Virginians with developmental disabilities and their supporters will have maintained or improved access to services that help them live in their communities.

**Objective 1-1:** By October 2031, the Board will provide education and other support to maintain or increase policies and practices that help Virginians with developmental disabilities get community services that meet their needs.

**Objective 1-2:** By October 2031, the Board will provide education and other support to maintain or increase policies and practices that help Virginians with developmental disabilities get accessible, affordable, and safe housing that meets their needs.

**Objective 1-3:** By October 2031, the Board will provide outreach, training, and technical assistance to Virginians with developmental disabilities, their supporters, and other people to improve their ability to find, understand, and use information about community services and housing options.

**Goal 2 (Education and Employment):** By October 2031, Virginians with developmental disabilities will maintain or improve their ability to participate in inclusive school and work environments that fully identify, develop, and use their strengths throughout their lives.

**Objective 2-1:** By October 2031, the Board will provide education and other support to maintain or increase policies and practices that promote a welcoming and supportive K-12 school environment that meets the needs of Virginia students with developmental disabilities.

**Objective 2-2:** By October 2031, the Board will provide education and other support to maintain or increase policies and practices that make post-secondary education more accessible for Virginians with developmental disabilities.

**Objective 2-3:** By October 2031, the Board will provide education and other support to maintain or increase policies and practices that promote a welcoming and supportive work environment that meets the needs of Virginians with developmental disabilities.

**Objective 2-4:** By October 2031, the Board will provide education and other support so that Virginians with developmental disabilities and their supporters are better able to understand and choose their education and work options.



**Goal 3 (Health):** By October 2031, Virginians with developmental disabilities will have maintained or improved access to services that support health and well-being.

**Objective 3-1:** By October 2031, the Board will provide education and other support to maintain or increase policies and practices that help Virginians with developmental disabilities get high-quality, accessible healthcare that meets their needs.

**Objective 3-2:** By October 2031, the Board will provide education and other support so that Virginians with developmental disabilities can better understand and choose person-centered health and disability services.

**Objective 3-3:** By October 2031, the Board will provide education and other support to increase opportunities for Virginians with developmental disabilities to have healthy lifestyles.

**Objective 3-4:** When needed, the Board will provide support to reduce emerging needs related to natural and manmade disasters that affect the health and well-being of Virginians with developmental disabilities.

**Goal 4 (Self-Advocacy):** By October 2031, Virginians with developmental disabilities and their family members will be better able to advocate for themselves and others so that they can lead their own lives.

**Objective 4-1:** Annually, the Board will provide funding or other support to create or strengthen a state self-advocacy organization led by people with developmental disabilities.

**Objective 4-2:** Annually, people with developmental disabilities will provide mentorship and leadership training to their peers so they may become leaders.

**Objective 4-3:** Annually, the Board will provide outreach and training to Virginians with developmental disabilities and their family members to increase knowledge that supports or expands their participation in cross-disability leadership coalitions.