

Performance Plan 2025/2026

"Our plan of striving to Achieve, Equality, Independence and Empowerment." July 1, 2025, through June 30, 2026

List of Measures: Public Policy Performance Measures (Required, Related to Employment, Related to Reducing Disparities and Improving Equity in Purchase of Services Expenditures)

Measures	Statewide Average as of January 2024	KRC Baseline as of January 2024	Statewide Average as of December 2024	KRC Baseline as of December 2024	Activities Regional Center will Employ to Achieve Outcome
1. Number and percent of minors residing with families (own family, foster family, guardian). <i>(higher is better)</i>	99.67% 225,410	99.71% 7,584	99.7% 252,143	99.7% 9,028	- Continue to develop programs to serve children. - Provide information and referral to parents about Family Resource Center(s). - Promote generic resources. - Provide enhanced training to service coordination staff on available service delivery options (Self-Determination, Participant Directed services, etc.) to allow individuals/families more flexibility in creating support plans that would better fit their individual family circumstance. - Promote Social Recreational activities. - Promote respite services. - Provide training to service coordinators on the respite tool and how to implement tool fairly and objectively.



PERFORMANCE CONTRACT PLAN

Measures	Statewide Average as of January 2024	KRC Baseline as of January 2024	Statewide Average as of December 2024	KRC Baseline as of December 2024	Activities Regional Center will Employ to Achieve Outcome
2. Number and percent of adults residing in independent living. (higher is better)	9.09% 17,896	7.53% 424	8.9% 18,216	7.7% 451	• Service Coordinators will discuss and provide Independent Living Services (ILS) options with consumers and families using a person-centered process. • Provide training to service coordinators on ILS. • Meet with ILS providers on a quarterly basis. • Provide enhanced training to service coordination staff on available service delivery options (Self-Determination, Participant Directed Services, etc.) to allow clients more flexibility in creating support plans that would better fit their individual. • Promote individual's choice regarding their preferred living option. • Promote Social Recreational activities. • Promote generic resources.



PERFORMANCE CONTRACT PLAN

Measures	Statewide Average as of January 2024	KRC Baseline as of January 2024	Statewide Average as of December 2024	KRC Baseline as of December 2024	Activities Regional Center will Employ to Achieve Outcome
3. Number and percent of adults residing in supported living. (higher is better)	4.78% 9,403	7.93% 447	4.7% 9,477	7.2% 427	- Continue to provide information on Supported Living Service (SLS) options to consumers and families using a person-centered process. - Provide training to service coordination staff on available service delivery options (Self-Determination, Participant Directed Services, etc.) to allow clients more flexibility in creating support plans that would better fit their individual. - Promote individual's choice regarding their preferred living option. - Promote Social Recreational opportunities. - Provide training to service coordination staff on Supported Living Services (SLS).
4. Number and percent of adults residing in Adult Family Home Agency (AFHA) homes. (higher is better)	0.74% 1,452	3.34% 188	0.7% 1,484	3.2% 190	- Continue to work with AFHA providers to comply with statutory monitoring requirements. - Increase AFHA availability /capacity. - Promote individual's choice regarding their preferred living option. - Promote Social Recreational opportunities. - Provide service coordination staff training on different living arrangements.



PERFORMANCE CONTRACT PLAN

Measures	Statewide Average as of January 2024	KRC Baseline as of January 2024	Statewide Average as of December 2024	KRC Baseline as of December 2024	Activities Regional Center will Employ to Achieve Outcome
5. Number and percent of adults residing in family homes (home of parent or guardian). (higher is better)	69.02% 135,873	69.10% 3,893	69.9% 142,439	70.2% 4,139	- Continue to provide services and support to maintain consumers in the family home. - Provide service coordination staff with ongoing training on available service delivery options (Self-Determination, Participant Directed services, etc.) to allow clients/families more flexibility in creating support plans that would better fit their individual family circumstance. - Promote Social Recreational opportunities. - Educate and inform Service Coordinators on Coordinated Family Supports (CFS). - Provide training to the community on Coordinated Family Supports (CFS). - Promote respite services.
6. Number and percent of adults residing in home settings (independent or supported living, Adult Family Home Agency, and Family homes). (higher is better)	83.63% 164,624	87.89% 4,952	84.2% 171,616	88.3% 5,207	- Continue to provide services and support to maintain consumers in a home like setting. - Provide service coordination staff with ongoing training on available service delivery options (Self-Determination, Participant Directed services, etc.) to allow clients /families more flexibility in creating support plans that would better fit their individual family circumstance. - Promote Social Recreational opportunities. - Educate and inform Service Coordinators on Coordinated Family Supports (CFS). - Promote respite services. - Promote generic resources.



PERFORMANCE CONTRACT PLAN

Measures	Statewide Average as of January 2024	KRC Baseline as of January 2024	Statewide Average as of December 2024	KRC Baseline as of December 2024	Activities Regional Center will Employ to Achieve Outcome
7. Number and percent of minors living in facilities serving greater than 6 (ICF, SNF, CCF). (lower is better)	0.03% 60	0.00% 0	0.02% 52	0.00% 0	- Continue to identify and track children at risk of institutional placement. - Train staff on Assembly Bill 2083 (AB2083) - Children and Youth System of Care. - Develop resources for youth transitioning from facilities to community living. - Provide training focusing on developing effective interviewing skills to service coordination staff on how to identify individuals and families with unmet needs.
8. Number and percent of adults living in facilities serving greater than 6 - (ICF, SNF, CCF). (lower is better)	1.52% 3,000	0.87% 49	1.39% 2,854	0.81% 48	- Continue to identify and track adults in large facilities. - With the assistance of clinical staff, service coordination will review the appropriateness of current placement and assess placement options based on medical needs. - Develop resources for adults transitioning from facilities to community living.



PERFORMANCE CONTRACT PLAN

Public Policy Performance Measures (Related to Employment)

Measures	Statewide Average	KRC	Statewide Average	KRC Baseline	Activities Regional Center will Employ to Achieve Outcome
1. Number and percentage of individuals, ages 16-64 with earned income. (higher is better)	2021 13.88% \$11,888	2021 11.66% \$12,814	2023 15.20% \$14,251	2023 11.87% \$14,124	- Identify consumers ages 16-64 with earned income. - Maintain local partnership agreement between KRC, local educational agencies, and Disability Works California formerly known as Department of Rehabilitation (DOR). - Provide ongoing training to service coordination staff and service providers on KRC's Employment First Policy and other client employment initiatives. - Educate and inform Service Coordinators on Coordinated Career Pathways (CCP). - Promote Coordinated Career Pathways (CCP) to service coordination staff, community members and service providers. - Provide training to the community on Coordinated Career Pathways (CCP). - KRC will utilize DDS's Community Placement Plan (CPP) and Community Resource Development Plan (CRDP) funds to develop a resource that offers benefits counseling to individuals served, as well as training for service coordination staff.
2. Average annual wages for individuals ages 16-64. (higher is better)	2021 \$11,888	2021 \$12,814	2023 \$14,251	2023 \$14,124	- Track progress. - Continue to educate supportive employment providers on KRC's employment first policy and Competitive Integrated Employment policies. - Provide ongoing training to service coordination staff and service providers on KRC's Employment First Policy and other client employment initiatives. - Educate and inform Service Coordinators on Coordinated Career Pathways (CCP). - Promote Coordinated Career Pathways (CCP) to service coordination staff, community members and service providers.



PERFORMANCE CONTRACT PLAN

Measures	Statewide Average	KRC	Statewide Average	KRC Baseline	Activities Regional Center will Employ to Achieve Outcome
3. Annual earnings of individuals ages 16-64 compared to people with all disabilities in California. (higher is better)	2021 \$30,783	TBD	2022 \$29,382	TBD	- Track progress. - Identify consumers ages 16-64 with earned income. - Maintain local partnership agreement between KRC, local educational agencies, and Disability Works California formerly known as Department of Rehabilitation. - Provide ongoing training to service coordination staff and service providers on KRC's Employment First Policy and other client employment initiatives. - Educate and inform Service Coordinators on Coordinated Career Pathways (CCP).
4. Number of adults who entered in competitive, integrated employment following participation in a Paid Internship Program (PIP). (higher is better)	2021-22 1,527	2021-22 56	2022-23 2,650	2022-23 97	- Provide training and information to staff, community, and local providers regarding the Paid Internship Program (PIP). - Identify and track consumers participating in PIP. - Partner with local businesses, Disability Works California formerly known as Department of Rehabilitation (DOR), and schools to increase the number of PIP participants. - Provide ongoing training to service coordination staff and service providers on KRC's Employment First Policy and other client employment initiatives. - Educate and inform Service Coordinators on Coordinated Career Pathways (CCP). - Promote Coordinated Career Pathways (CCP) to service coordination staff, community members and service providers. - Track progress. - Promote the Paid Internship Program (PIP).



PERFORMANCE CONTRACT PLAN

Measures	Statewide Average	KRC	Statewide Average	KRC Baseline	Activities Regional Center will Employ to Achieve Outcome
5. Percentage of adults who entered in competitive, integrated employment following participation in a Paid Internship Program (PIP). <i>(higher is better)</i>	2021-22 12%	2021-22 16%	2022-23 10%	2022-23 18%	- Track progress. - Maintain local partnership agreement between KRC, local educational agencies, and Disability Works California formerly known as Department of Rehabilitation (DOR). - Provide ongoing training to service coordination staff and service providers on KRC's Employment First Policy and other client employment initiatives. - Educate and inform Service Coordinators on Coordinated Career Pathway (CCP). - Promote the Paid Internship Program (PIP).
6. Average hourly or salaried wages and hours worked per week for adults who participated in a Paid Internship Program (PIP) during the prior fiscal year. <i>(higher is better)</i>	2021-22 \$15.08/hr 15 hrs/wk	2021-22 \$14.83/hr 15.45 hrs/wk	2022-23 \$15.96/hr 14 hrs/wk	2022-23 \$15.45/hr 20 hrs/wk	- Track progress. - Analyze the data obtained from DDS' annual Report. - Provide ongoing training to service coordination staff and service providers on KRC's Employment First Policy and other client employment initiatives. - Educate and inform Service Coordinators on Coordinated Career Pathway (CCP). - Promote the Paid Internship Program (PIP).



PERFORMANCE CONTRACT PLAN

Measures	Statewide Average	KRC	Statewide Average	KRC Baseline	Activities Regional Center will Employ to Achieve Outcome
7. Average wages and hours worked for adults engaged in competitive, integrated employment, on behalf of whom incentive payments have been made. (higher is better)	2021-22 \$15.63/hr 22 hrs/wk	2021-22 \$15.04/hr 29 hrs/wk	2022-23 \$16.51/hr 21 hrs/wk	2022-23 \$15.70/hr 24 hrs/wk	- Track progress. - Provide ongoing training to service coordination staff and service providers on KRC's Employment First Policy and other client employment initiatives. - Educate and inform Service Coordinators on Coordinated Career Pathways (CCP). - Promote the Paid Internship Program (PIP).
8. Total number of 30 day, 6-month and 12-month incentive payments as a goal for the fiscal year.	2021-22 \$1000 (53) \$1250 (42) \$1500 (25)	2021-22 \$1000 (11) \$1250 (8) \$1500 (5)	2022-23 \$2,000 (1,031) \$2,500 (849) \$3,000 (804)	2022-23 \$2,000 (21) \$2,500 (20) \$3,000 (12)	- Track progress. - Provide ongoing training to service coordination staff and service providers on KRC's Employment First Policy and other client employment initiatives. - Educate and inform Service Coordinators on Coordinated Career Pathways (CCP). - Promote the Paid Internship Program (PIP).



PERFORMANCE CONTRACT PLAN

Measures	Statewide Average	KRC	Statewide Average	KRC Baseline	Activities Regional Center will Employ to Achieve Outcome
9. Percentage of adults who reported having competitive integrated employment as a goal in their IPP. (higher is better)	2020-21 State Avg 35%	TBD	2020-21 State Avg 35%	TBD	- KRC to develop a plan on how to track employment as a goal on the IPP. - Provide service coordination staff with training on the proper development of IPPs. - Analyze the National Core Indicator Survey (NCI) to determine course of action. - Educate and inform Service Coordinators about Coordinated Career Pathway (CCP).

Public Policy Performance Measures (Related to Reducing Disparities and Improving Equity in Purchase of Services Expenditures)



Performance Contract Plan 2025-2026
 Approved by KRC Board: May 27, 2025
 Approved by DDS: July 15, 2025

PERFORMANCE CONTRACT PLAN

Measures	KRC FY 2022-23 % Utilized ALL AGES	KRC FY 2022-23 Age & Utilized	KRC FY 2023-24 % Utilized ALL AGES	KRC FY 2023-24 Age & Utilized	Activities Regional Center will Employ to Achieve Outcome
Percent of Total annual purchase of service expenditures by individual's race/ethnicity and age: *Birth to age two, inclusive. *Age three to 21, inclusive. *Twenty-two and older.	Asian 64.5% Black/AA 63.2% Native Hawaiian or Other Pacific Islander 76.2% Hispanic 60.7% Native American 71.5% White 63.6%	0-2 58.4% 3-21 55.5% 22 - ^ 65.1%	Asian 71.2% Black/AA 69.2% Native Hawaiian or Other Pacific Islander 67.4% Hispanic 64.1% Native American 76.3% White 69.8%	0-2 60.2% 3-21 59.2% 22 - ^ 71.0%	- KRC will utilize the DDS Disparity Grant(s) to implement a plan to address disparity for KRC consumers. - Conduct outreach and training through educational presentations about regional center services in venues serving families with young children in KRC's catchment area. - Train staff to thoroughly assess the needs of the consumer and families in order continue with the referral process, which is essential to access the correct service. - Service Coordinators will closely review the utilization of services on a semiannual basis and identify barriers in accessing services. - Service Coordinators to work closely with clients, families, and vendors when services are not utilized. - KRC to provide training to service coordination staff on different modalities of service delivery (Self-Determination, Participant Directed services, etc.) utilizing specialized staff (enhanced service coordinators, participant choice specialists, Deaf and Hard of Hearing specialist, etc.). - Build stronger partnerships with Family Resource Centers. - Provide service coordination staff training on Purchase of Service Data.



PERFORMANCE CONTRACT PLAN

Measures	KRC FY 2022-23 % Utilized ALL AGES	KRC FY 2022-23 Age & Utilized	KRC FY 2022-23 % Utilized ALL AGES	KRC FY 2022-23 Age & Utilized	Activities Regional Center will Employ to Achieve Outcome
Number and percent of individuals receiving only case management services by age and race/ethnicity: *Birth to age two, inclusive. *Age three to 21, inclusive. *Twenty-two and older.	Asian 24.3% - Black/AA 21.6% - Native Hawaiian or Other Pacific Islander 0.0% - Hispanic 26.3% - Native American 0.0% - Other 27.0% - White 24.4%	0-2 4.3% - 3-21 37.0% - 22 - ^ 20.6%	Asian 21.3% - Black/AA 21.2% - Native Hawaiian or Other Pacific Islander 0.0% - Hispanic 20.7% - Native American 0.0% - Other 26.4% - White 22.4%	0-2 3.2% - 3-21 29.9% - 22 - ^ 18.7%	• Service coordination staff will document all services to meet client's need(s) in the IPP (to include but not limited to natural supports, generic supports and RC supports). • Hire additional Service Coordinators to reduce caseload ratio with approved allocation. • Train service coordination staff to thoroughly assess the needs of the consumer and families, and to follow through with the referral process essential to access the correct service. • KRC to provide training to service coordination staff on different modalities of service delivery (Self-Determination, Participant Directed services, etc.) utilizing specialized staff (enhanced service coordinators, participant choice specialists, Deaf and Hard of Hearing specialist, etc.). • Complete semiannual monitoring of Purchase of Services (POS) Expenditures. • KRC will deaggregate data from fiscal year 2023/2024, on individuals with no Purchase of Service (POS).



PERFORMANCE CONTRACT PLAN

Measures	Yes/No	Activities Regional Center will Employ to Achieve Outcome
1. Unqualified independent audit with no material finding(s)	Yes in prior reporting period.	Establish, apply, and maintain good business practices and generally accepted accounting principles.
2. Substantial compliance with Department fiscal Audit	Yes in prior reporting period.	Establish, apply, and maintain good business practices and generally accepted accounting principles.
3. Operates within OPS budget	Yes in prior reporting period.	Develop plan to operate within the operational funds' allocation.
4. Certified to participate in Home and Community – Based Services Waiver.	Yes in prior reporting period.	Maintain compliance with Medicaid/ HCBS Waiver Requirements.
5. Compliance with Vendor Audit Requirements per contract, Article III, Section 10.	Yes in prior reporting period.	Maintain compliance with contract.



PERFORMANCE CONTRACT PLAN

Measures	Statewide Average as of January 2024	KRC Baseline as of January 2024	Statewide Average as of December 2024	KRC Baseline as of December 2024	Activities Regional Center will Employ to Achieve Outcome
6. CDER/ESR Currency	98.08%	96.87%	95.6%	97.0%	Continue to monitor completion of CDER/ESR.
Measures	Statewide Target	FFY 2022-23 Report	FFY 2022-23 Report	FFY 2023-24 Report	Activities Regional Center will Employ to Achieve Outcome
7. Intake/Assessment and IFSP timelines (0-2)	100%	93.80%	93.90%	96.9%	Implement to ensure timely completion of intake/assessment and IFSP. Maintain compliance with T17 requirements [R3].



PERFORMANCE CONTRACT PLAN

Measures	Statewide Target	KRC Baseline as of July 2022	Statewide Target	KRC Baseline as of June 2024	Activities Regional Center will Employ to Achieve Outcome
8. Intake/assessment timelines for consumers ages 3 and above.	100%	92.26%	100%	96.56%	- Implement plan to ensure timely completion of intake/assessment in accordance review of W&I section 4642 & 4643 - Complete a comprehensive review of the Intake Process to move towards meeting statutory requirements. - Recruit and develop sufficient clinical resources (psychologists) to provide thorough assessment for individuals applying for Lanterman services.



PERFORMANCE CONTRACT PLAN

Measures	Federal Revenue Audit Report 2021	Federal Revenue Audit Report 2023	Federal Revenue Audit Report 2024	Activities Regional Center will Employ to Achieve Outcome
9. IPP Development (WIC Requirements (2.6a)	97%	TBD	97.69%	- Comply with all requirements of WIC 4646.5(c)(3) for timely completion of individual program plans for consumers receiving services under the Lanterman Act. - Hire additional Service Coordinators to reduce caseload ratio per state allocated funds. - Enhance training on IPP timelines, including familiarity with WIC codes for service coordination staff. - New Service Coordinators will be trained in all aspects of a Person-Centered IPP process, including timelines. - Trainings for community members and families on the IPP process. - Tracking satisfaction and sending surveys to families. - Tracking IPP satisfaction through randomized surveying of families. - Continue to track Individual Program Plan (IPP) within timelines. - Tracking completion of quarterly visits.



PERFORMANCE CONTRACT PLAN

Measures	State Target	FFY 2022-23 Report	FFY 2023-24 Report	Activities Regional Center will Employ to Achieve Outcome
10. An initial IFSP Development Part C 45-day timeline (Title 17 Requirements)	100%	92%	100%	• Comply with all requirements of Title 17 for timely completion of Individualized Family Service Plan (IFSP). • Service coordination staff will be trained in all aspect of the IFSP process, including timelines. • Thoroughly document any delays in meeting the 45-day timeline, ensuring that exceptional family circumstances are clearly accounted for. • KRC will ensure to have adequate resources to complete the assessment in a timely manner.



PERFORMANCE CONTRACT PLAN

STATEMENT OF ASSURANCES

This is to assure that **Kern Regional Center** Fiscal Year (FY) 2025-2026 Performance Contract was developed in accordance with the requirements specified in Welfare & Institutions Code (WIC) section 4629 and the Department of Developmental Services' (Department) FY 2025-2026 Performance Contract Guidelines.

The performance contract was developed through a public process which included:

- The regional center's governing board conducted one or more public meetings regarding its prior period contract performance objectives and outcomes. This meeting(s) included notification to the Department, individuals served, families and individual community members at least 30 days prior to the meeting. Providing meeting and meeting materials with language access and scheduled meetings at times and locations that promoted attendance by the public. Consideration was given on strategies to promote opportunities for public comment by diverse language, racial and ethnic communities [WIC section 4629 (f)(1)];
- Providing information, in an understandable form, to the community about regional center services and supports, including budget information and baseline data on services and supports and regional center operations [WIC section 4629(c)(B)(i)];
- Conducting a public meeting where participants provided input on performance objectives and using focus groups or surveys to collect information from the community [WIC section 4629(c)(B)(ii)]; and,
- Circulating a draft of the performance objectives to the community for input prior to presentation at a regional center board meeting where additional public input was taken and considered before adopting objectives [WIC section 4629(c)(B)(iii)].

Regional Center Executive Director:

Enrique Roman, Kern Regional Center Executive Director

Date:

08/07/25

