

## HDC Strategic Plan

### Introduction

The Human Development Center (HDC) is part of the School of Allied Health Professions (SAHP) at LSU Health New Orleans. As a University Center of Excellence for Developmental Disabilities (UCEDD), HDC extends the SAHP's mission beyond traditional academic boundaries by translating education, research, and clinical expertise into real-world impact for individuals with developmental disabilities. Through interdisciplinary training, community-based services, and applied research, HDC serves as a bridge between the university and the communities it serves—advancing inclusive access to health, workforce development, and systems change across Louisiana.

### HDC Mission

HDC's mission is to build the capacity of and inspire changes in communities by ensuring people with I/DD have access to needed community services, individualized supports, and other forms of assistance that promote self-determination, independence, productivity, and participation in all facets of community life.

### HDC Vision

HDC's vision is to build capacity and inspire change in the community so Louisianians with developmental disabilities can fully participate in healthy, inclusive communities across the lifespan.

- **HDC expands SAHP's mission**
  - *HDC operationalizes SAHP's mission in community settings by integrating interdisciplinary education, applied research, clinical innovation, and community engagement to improve outcomes for individuals with developmental disabilities and their families.*
- **HDC's Strategic Plan:**
  - Maps to SAHP **strategic categories** in addition to student-focused goals
  - Focuses on **disability population outcomes** and workforce training
  - Delivers **services + systems change + education**

- Emphasizes **lifespan + community impact**
- Highlights **interdisciplinary + translational role**

| SAHP Focus                          | HDC Focus                                                                                                      |
|-------------------------------------|----------------------------------------------------------------------------------------------------------------|
| <b>Educating students</b>           | Educating workforce + community + persons with intellectual & developmental disabilities + families + students |
| <b>Academic programs</b>            | Systems change + real-world impact                                                                             |
| <b>Clinical training</b>            | Model services + population health                                                                             |
| <b>Research</b>                     | Applied + participatory research                                                                               |
| <b>Metrics: enrollment, degrees</b> | Metrics: service data                                                                                          |

## **HDC Strategic Plan**

### **GOAL 1: Transform Systems for Individuals with Developmental Disabilities (IWDD)**

(Aligns with SAHP Strategies of Clinical Growth and Community Engagement)

#### **Objectives**

- Expand direct and model services to individuals with disabilities and their families
- Increase access to inclusive childcare and early identification systems
- Improve transition and employment outcomes
- Reduce health disparities in underserved communities

#### **Key Strategies**

- Develop **model demonstration programs**
- Expand **community-based service delivery sites**
- Scale **evidence-based practices (EBPs)**

### **GOAL 2: Build an Interdisciplinary Workforce for Lifespan Disability Care**

(Aligns with SAHP Strategies of Student Recruitment & Success and Focus on People)

#### **Objectives**

- Train students, professionals, and persons with disabilities in neurodevelopmental disabilities, Maternal Child Health (MCH) and interdisciplinary care
- Deliver Continuing Education (CE) and Professional Development (PD) to educators and professionals working in the field of disabilities
- Increase cultural & linguistic appropriate service delivery

#### **Key Strategies**

- Expand student pipeline across SAHP programs, other LSUHSC Schools and other universities
- Embed disability competencies across SAHP curricula
- Create micro-credential / certificate programs

### **GOAL 3: Awareness, Advocacy, and Knowledge Dissemination**

(Aligns with SAHP Strategy Research Across Lifespan)

#### **Objectives**

- Increase research projects
- Increase community-based participatory research
- Disseminate research findings in plain language across all mediums including journal articles, conference presentations, websites, newsletters, videos, and social media

#### **Key Strategies**

- Focus on:
  - Inclusive childcare
  - Education outcomes
  - Service disparities; areas with limited access of care
  - Fetal Alcohol Spectrum Disorder (FASD)
- Integrate Individuals with Developmental Disabilities (IWDD) and families as **co-researchers**.

### **GOAL 4: Lead Statewide Advocacy and Systems Change**

(Aligns with SAHP Strategies of Healthcare Education, Advocacy, and Community Engagement)

#### **Objectives**

- Increase engagement with policymakers and agencies
- Establish FASD infrastructure and awareness programs
- Expand collaboration with HDC's Constituent Advisory Committee and Louisiana's Developmental Disability Network partners, e.g., Disability Rights Louisiana (DRLA) and Louisiana Developmental Disability Council (LA DDC)

#### **Key Strategies**

- Policy briefs and legislative engagement

- Leadership training for self-advocates
- State-level partnerships, i.e., Disability Rights Louisiana (DRLA) and Louisiana Developmental Disability Council (LA DDC), Louisiana Department of Education, Office of Intellection and Developmental Disability Supports (OIDD), Louisiana Rehabilitation Services (LRS), Families Helping Families, Louisiana Statewide Independent Living Centers (SILCs), Governor’s Office of Disability Affairs (GODA), Youth Leadership Forum

**GOAL 5: Strengthen Infrastructure, Sustainability, and Visibility**

(Aligns with SAHP Strategy of Economic Sustainability)

**Objectives**

- Maintain high leverage funding ratio
- Expand grants, contracts, and partnerships
- Increase dissemination reach across all mediums including journal articles, conference presentations, websites, newsletters, videos, and social media
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**Key Strategies**

- Diversify funding streams
- Expand digital dissemination
- Build statewide brand recognition

**HDC Core Functions**

| Center Function / Objective                           | SAHP Strategic Priority                                | How to Frame                                               |
|-------------------------------------------------------|--------------------------------------------------------|------------------------------------------------------------|
| <b>Continuing Education; Professional Development</b> | Healthcare Education, Advocacy, & Community Engagement | Professional workforce development; Training professionals |

|                                                                |                                        |                                                                                                                                                                         |
|----------------------------------------------------------------|----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Technical Assistance; Coaching; Communities of Practice</b> | Clinical Growth + Community Engagement | Capacity-building for systems/providers; Help for providers and community group                                                                                         |
| <b>Community Training</b>                                      | Community Engagement                   | Public education outreach; Training for individuals with disabilities, families, and community groups                                                                   |
| <b>Direct services</b>                                         | Clinical Growth                        | Model clinical and community services especially screening and evaluation of Neurodevelopmental Disabilities; Work directly with children, individuals & their families |
| <b>Dissemination</b>                                           | Advocacy & Community Engagement        | Knowledge translation / public impact; sharing information through web, social media, conferences, etc.                                                                 |

HDC Areas of Expertise Teams (Core Program Areas)

| AE Area                                                         | SAHP Alignment                                                    | Notes                                                     |
|-----------------------------------------------------------------|-------------------------------------------------------------------|-----------------------------------------------------------|
| <b>Early Childhood (EC) (i.e., education, childcare access)</b> | Healthcare<br>Education, Advocacy,<br>and Community<br>Engagement | Strong alignment to<br>health equity &<br>prevention      |
| <b>Education/Transition/Employment</b>                          | Healthcare<br>Education, Advocacy,<br>and Community<br>Engagement | Bridges healthcare<br>and education<br>systems            |
| <b>Interdisciplinary Pre-Service Training</b>                   | Student Recruitment,<br>Engagement, and<br>Success                | Aligns with<br>interprofessional<br>experiential learning |