

STATEWIDE INDEPENDENT LIVING COUNCIL OF TENNESSEE

# SPIL Retreat

## *Agenda & Facilitator Guide*

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|             |                          |
|-------------|--------------------------|
| DATE        | Thursday, May 14, 2026   |
| TIME        | 9:30 AM – 5:00 PM        |
| FACILITATOR | SILC of Tennessee        |
| SPIL PERIOD | Fiscal Years 2025 – 2027 |

9

Agenda Items

7

Partner Orgs

3

SPIL Goals

7.5

Hours

# Purpose of the Retreat

*This retreat supports the review, evaluation, and future planning of Tennessee's State Plan for Independent Living (SPIL) — in alignment with Title VII of the Rehabilitation Act and the TN SPIL 2025–2027.*

Activities conducted today contribute directly to SPIL monitoring, performance measurement, and federal public-input requirements.

## WHY THIS MATTERS

The SPIL is the federally required statewide blueprint for how Tennessee delivers independent-living services. Today's input is part of the public record.



### Performance Monitoring

Track progress against SPIL goals and indicators.



### Needs Assessment

Interpret consumer and statewide data trends.



### Future Goal Development

Inform revisions and the next SPIL cycle.

# SPIL Goals Framework

The TN SPIL 2025–2027 identifies three statewide goals (Section 1.2)

## GOAL 01



### Community-Based Resources

Tennesseans with disabilities have access to the community-based resources they need to live independently.

Access • Community living • Service navigation

## GOAL 02



### Network Capacity

The Independent Living Services Network builds capacity across the state.

Workforce • Coordination • Sustainability

## GOAL 03



### Emergency Preparedness

Tennesseans with disabilities are educated about emergency preparedness.

Awareness • Planning • Resilience

Reference: TN SPIL 2025–2027, Section 1.2 — Goals

SECTION 03

# Agenda at a Glance

Color-coded by morning and afternoon blocks. Each item maps to a SPIL section.

MORNING

|          |                                     |        |
|----------|-------------------------------------|--------|
| 9:30 AM  | Call to Order & Roll Call           | 15 min |
| 9:45 AM  | Purpose of Meeting & SPIL Context   | 15 min |
| 10:00 AM | Round Robin: Review Current Goals   | 60 min |
| 11:10 AM | Statewide Needs Assessment Findings | 50 min |
| 12:00 PM | Lunch Break                         | 90 min |

AFTERNOON

|         |   |        |
|---------|---|--------|
| 1:30 PM | Systematic Review of SPIL Goals           | 60 min |
| 2:30 PM | Round Robin: Potential Goals & Indicators | 60 min |
| 3:30 PM | Review of Needs Assessment Survey         | 60 min |
| 4:30 PM | Coordination of Town Hall Meetings        | 30 min |
| 5:00 PM | Closing & Next Steps                      | —      |

7.5

Total hours

9

Working items

7

Partner orgs

3

SPIL goals reviewed

# Call to Order & Roll Call

9:30 AM

Duration: 15 min







## SPIL REFERENCE

*SPIL Governance & Oversight Responsibilities — Title VII, Sec. 704*

Open the meeting, confirm quorum, and ground participants in accessibility and consumer-driven principles.

## Facilitator Notes

-  Call the meeting to order and welcome participants.
-  Conduct roll call; confirm a quorum is present.
-  Review accessibility features and the day's flow.
-  State that participation today reflects the consumer-driven requirement of the SPIL.

## ACCESSIBILITY AT A GLANCE



### Microphones

Speak into the mic for the record.



### ASL & Captioning

Live ASL interpretation and CART captions are active.



### Restrooms & Breaks

Locations announced; breaks every 90 minutes.



### Quiet Space

Available for sensory or processing needs.

# Purpose of the Meeting & SPIL Context

9:45 AM

Duration: 15 min








## SPIL REFERENCE

Section 1.1 — Mission | Section 1.3 — Objectives

Anchor the day to the SPIL: federal requirements, shared responsibility, and the outcomes the retreat must produce.

## Key Points

-  The SPIL is Tennessee's federally required statewide plan.
-  SILC and the CILs share responsibility for implementation and evaluation.
-  Retreat outcomes feed SPIL performance monitoring.
-  Retreat outcomes inform needs-assessment interpretation.
-  Retreat outcomes guide future goal development.

## RETREAT OUTPUT FLOW



### Monitor

Track delivery against SPIL indicators.



### Interpret

Translate consumer & statewide data into meaning.



### Plan Forward

Shape the next SPIL cycle.

## FACILITATOR PROMPT

*All discussion today should connect back to SPIL goals, objectives, and measurable indicators.*

# Round Robin: Review of Current SPIL Goals

10:00 AM

Duration: 60 min



## SPIL REFERENCE

Section 1.3 — Objectives and Indicators

Format: 10 minutes per organization

$$10 \text{ min} \times 7 \text{ orgs} = 70 \text{ min}$$

### Participating Organizations

- TARP Center for Independent Living
- Disability Connection Mid-South
- Jackson Center for Independent Living
- Empower Tennessee
- Tri-State Resource and Advocacy Corp. (TRAC)
- disABILITY Resource Center
- SILC of Tennessee

### Each Organization Addresses

-  **Goal Alignment**  
Which SPIL goal(s) the organization primarily supports.
-  **Measurable Progress**  
Outcomes achieved against indicators.
-  **Barriers & Gaps**  
Challenges encountered in delivery.

### FACILITATOR CAUTION

*Redirect discussion from activities to outcomes and impact.*

# Statewide Needs Assessment: Findings & Meaning

11:10 AM

Duration: 50 min








## SPIL REFERENCE

*SPIL Development & Needs Assessment Requirements — Sec. 704(a)*

Presented by SILC of Tennessee. Walk participants through aggregated year-round data and what it means for the SPIL.

## Facilitator Notes

-  Present aggregated needs-assessment data collected year-round.
-  Highlight geographic disparities across regions.
-  Highlight underserved populations identified in the data.
-  Highlight emerging statewide trends.
-  Emphasize that needs assessments must inform SPIL goals.

## THREE THEMES TO WATCH



### Geographic Disparities

Where access varies most across Tennessee.



### Underserved Populations

Communities not yet fully reached.



### Emerging Trends

New patterns to watch for the next SPIL.

# Needs Assessment: Year-over-Year Snapshot

11:10 AM

Statewide volume

1,578

Year 1 needs identified

*Across all 4 quarters*

697

Year 2 needs identified

*Q1 – Q2 only*

1,394

Projected Year 2 pace

*If trajectory holds*

+88%

Projected YoY growth

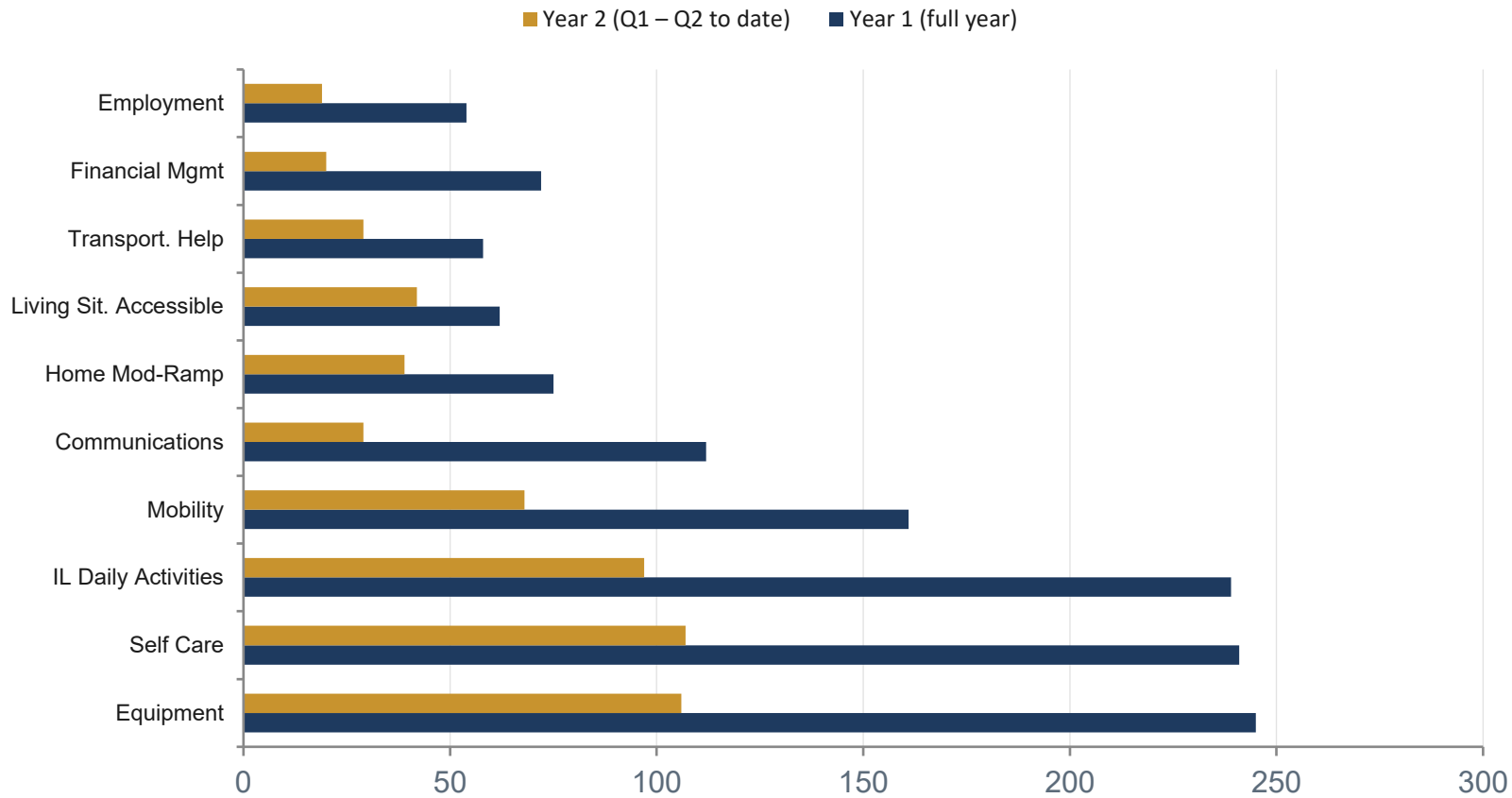
*Demand accelerating*

## WHY THIS MATTERS

Year 2 has already surpassed half of Year 1's full-year total in just six months. Service demand is accelerating — and the data is informing where the Network's investment, advocacy, and partnerships should grow next.

# Top Need Categories — Year 1 vs Year 2

Q1 – Q2 to date



Year 2 columns reflect Q1 – Q2 only (6 months). At current pace, most categories trend toward exceeding Year 1 totals.

## INSIGHTS

**Equipment, Self Care, IL Daily Activities** remain the top three priorities — both years.

**Mobility** is climbing — Year 2 already at ~42% of Year 1 in only 6 months.

**Living Situation Accessible** is on pace to surpass its Year 1 total.

# Three Trends to Watch

## TREND 01

725

Year 1 needs in top 3

### Daily-Living Demand is Steady & Dominant

Self Care, Equipment, and IL Daily Activities remain the highest-volume needs across both years — these are the foundation services consumers count on every day.

## TREND 02

+15%

Q-over-Q increase

### Mobility & Transportation Are Rising

Mobility-related concerns climbed in Year 2, especially Jan–Mar. Transportation barriers continue to limit access to healthcare, employment, and community participation.

## TREND 03

697

Year 2 needs in 6 mos

### Community Integration is Growing

Year 2 demand for inclusion, peer support, and civic participation is rising — possibly reflecting post-pandemic re-engagement and stronger outreach.

*Discussion: Which trend should the network elevate to a statewide priority for the remainder of Year 2?*

# Where We Act Together

*Six recommended actions*



## Statewide Transportation

Build statewide partnerships; advocate for accessible rural transit.



## AT & Home-Mod Funding

Expand assistive-technology and home-modification funding streams.



## Peer Support & IL Coaching

Strengthen long-term self-sufficiency through peer-led IL coaching.



## Housing Authority Partnerships

Deepen partnerships with housing authorities and accessibility contractors.



## Outreach & Intake Strengthening

Continue improving the systems that surface unmet consumer needs.



## Use Trend Data for Advocacy

Leverage Year 2 trend data for grants, SPIL priorities, and state advocacy.

### CLOSING QUESTION

*Which need category should SILC TN and the CIL Network elevate as a shared priority — and what evidence will tell us we moved the needle a year from now?*



LUNCH BREAK

**12:00 PM – 1:30 PM**

*Please return promptly — afternoon resumes with a systematic review of SPIL goals.*



Wi-Fi Available



Quiet Spaces Open



Resume at 1:30 PM

# Systematic Review of Current SPIL Goals & Objectives

1:30 PM

Duration: 60 min



## SPIL REFERENCE

Section 1 — Mission, Goals, Objectives, and Activities

Walk through each SPIL goal one at a time using official SPIL language, then test it against current evidence.

## Facilitator Notes

- Review each SPIL goal one at a time using official SPIL language.
- Discuss alignment with statewide needs-assessment findings.
- Discuss alignment with CIL service-delivery data.
- Discuss alignment with consumer feedback received.

## THREE SOURCES OF EVIDENCE



### Needs Assessment

Statewide quantitative + qualitative data.



### Service Delivery Data

CIL service records and outcomes.



### Consumer Feedback

Direct voice of Tennesseans served.

## GUIDING QUESTION

*Does this goal still accurately reflect the needs of Tennesseans with disabilities?*

# Mission & Three Statewide Goals

## MISSION

*To promote independent living in Tennessee and support the independent living philosophy, its practices, and its values to all citizens.*

### GOAL 01



#### Access to Community-Based Resources

Tennesseans with disabilities have access to the community-based resources they need to live independently.

3 objectives • 3 indicators

### GOAL 02



#### Build Network Capacity

Independent Living Services Network builds capacity.

2 objectives • 2 indicators

### GOAL 03



#### Emergency Preparedness

Tennesseans with disabilities will be educated about emergency preparedness.

2 objectives • 2 indicators

# Access to Community-Based Resources

1:30 PM

3 objectives • 3 indicators

## OBJECTIVE 1.1

### CIL Outreach to Community Groups & Partners

*Indicator 1.1.1 — Hours of outreach reported quarterly via spreadsheet.*

#### DIRECTOR ACTIONS

- Track outreach hours by audience
- Report quarterly via spreadsheet
- Cover IL philosophy + services

## OBJECTIVE 1.2

### SILC Outreach About the IL Philosophy

*Indicator 1.2.1 — SILC1st report of hours providing outreach about core services.*

#### DIRECTOR ACTIONS

- Align CIL messaging with SILC
- Co-brand events where possible
- Refer policy-level conversations to SILC

## OBJECTIVE 1.3

### Diversion & Transition Services

*Indicator 1.3.1 — Number of consumers diverted from / transitioning out of an institution.*

#### DIRECTOR ACTIONS

- Log each consumer in spreadsheet
- Capture date, county, type, outcome
- Build referral lines with discharge planners

# Build Network Capacity

1:30 PM

2 objectives • 2 indicators

## OBJECTIVE 2.1

### Annual Virtual SILC + CIL Meeting

*Indicator 2.1.1 — One annual virtual meeting organized between SILC and CILs.*

#### DIRECTOR ACTIONS

- Attend or send senior delegate
- Bring 2–3 best practices to share
- Identify TA needs to raise
- Circulate takeaways to CIL staff

## OBJECTIVE 2.2

### Annual Directors Meeting + Funding Discussion

*Indicator 2.2.1 — One annual SILC ↔ CIL directors meeting (virtual or in-person).*

#### DIRECTOR ACTIONS

- Block date when invited
- Bring funding-priority short list
- Submit formal funding request
- Align statewide messaging

# Emergency Preparedness

1:30 PM

2 objectives • 2 indicators

## OBJECTIVE 3.1

### SILC Training with Emergency Management

*Indicator 3.1.1 — Hours of SILC participation recorded; information passed to CILs.*

#### DIRECTOR ACTIONS

- Watch for SILC EMA / FEMA bulletins
- Designate a CIL prep lead
- Build local EMA relationships

## OBJECTIVE 3.2

### Annual CIL Emergency-Preparedness Activity

*Indicator 3.2.1 — Hours spent in emergency-preparedness training reported quarterly.*

#### DIRECTOR ACTIONS

- Schedule  $\geq 1$  prep training per year
- Capture date, location, partners, hours
- Submit hours via spreadsheet
- Distribute consumer artifacts (go-bag, plan)

# Director-Level Actions • All Seven Indicators

1:30 PM

Quarterly + Annual + Ongoing

| Indicator | Director Action                          | Submission            |
|-----------|--|-----------------------|
| 1.1.1     | Track outreach hours by audience         | Quarterly spreadsheet |
| 1.2.1     | Align CIL messaging with SILC philosophy | Coordinate w/ SILC    |
| 1.3.1     | Log diversion / transition consumers     | Quarterly spreadsheet |
| 2.1.1     | Attend annual virtual SILC ↔ CIL meeting | Attendance roster     |
| 2.2.1     | Attend directors meeting + funding ask   | Attendance + request  |
| 3.1.1     | Designate prep lead; absorb SILC content | SILC channels         |
| 3.2.1     | Hold annual prep training; log hours     | Quarterly spreadsheet |

## REPORTING CADENCE

Quarterly — outreach hours, diversion / transition counts, prep-training hours. Annually — SILC + CIL meetings, formal funding request. Ongoing — philosophy alignment, EMA / FEMA dissemination.

# Round Robin: Potential SPIL Goals, Objectives & Indicators

2:30 PM

Duration: 60 min | 8 min x 7 orgs + Q&A



## SPIL REFERENCE

SPIL Revision & Amendment Process — Sec. 704; SPIL Instrument

Each organization shares forward-looking proposals to inform the next SPIL — exploratory, not binding.

## Each Organization Shares

- A proposed goal area for the next SPIL cycle.
- Suggested objective(s) tied to that goal.
- Potential measurable indicators — quantitative or qualitative.

## GOAL-BUILDING SEQUENCE

1

### Goal Area

Statewide priority for IL services.

2

### Objective

Specific, achievable change to pursue.

3

### Indicator

Measurable signal of progress.

## NOTE FOR PARTICIPANTS

*Ideas shared here are exploratory and inform future SPIL development.*

# Potential SPIL Goals — Discussion Draft

2:30 PM

FY 2026 – 2028 (proposed)

HYPOTHETICAL • FOR DISCUSSION ONLY

*These goals are draft ideas — not adopted. Bring questions, edits, and counter-proposals.*

## PROPOSED GOAL 01



### Self-Advocacy & Leadership

Tennesseans with disabilities develop and exercise self-advocacy skills, take on leadership roles, and participate in civic, community, and policy decision-making.

2 objectives

## PROPOSED GOAL 02



### Financial Literacy & Economic Empowerment

Tennesseans with disabilities have access to financial education — ABLÉ accounts, budgeting, savings, and homeownership — for greater economic independence.

2 objectives

## PROPOSED GOAL 03



### Transportation Options & Accessibility

Tennesseans with disabilities — especially in rural and underserved communities — gain access to transportation through collaboration, education, and systems advocacy.

3 objectives

# Self-Advocacy & Leadership

2:30 PM

Lead: SILC-TN & CILs | Statewide

HYPOTHETICAL • FOR DISCUSSION ONLY

Goal: Tennesseans with disabilities develop self-advocacy skills, take on leadership roles, and participate in civic and policy decision-making.

## OBJECTIVE 1.1

### Consumer Self-Advocacy Skill Building

CILs assist consumers in strengthening self-advocacy skills — identifying, applying for, and participating in local, regional, and state councils, commissions, and advisory committees.

*Indicator 1.1.1 • # of consumers assisted in identifying, applying for, or joining councils / commissions / advisory committees (quarterly spreadsheet).*

## OBJECTIVE 1.2

### Leadership Development & Civic Engagement

SILC-TN and CILs expand leadership development and civic engagement — youth-led initiatives, peer mentorship, and programs like Partners in Policymaking and People First of TN.

*Indicator 1.2.1 • # of consumers, staff, council members in leadership training, peer mentorship, or speaking engagements. | Indicator 1.2.2 • # of new appointments to advisory bodies.*

# Financial Literacy & Economic Empowerment

2:30 PM

Lead: SILC-TN & CILs | Statewide

HYPOTHETICAL • FOR DISCUSSION ONLY

Goal: Tennesseans with disabilities have access to financial education — ABLÉ accounts, budgeting, savings, and homeownership — for greater economic independence.

## OBJECTIVE 2.1

### Tennessee ABLÉ Account Education

CILs educate consumers about Tennessee ABLÉ accounts through intake processes and ongoing consumer-education activities.

*Indicator 2.1.1 • # of consumers who received Tennessee ABLÉ information via intake or outreach events (quarterly spreadsheet).*

## OBJECTIVE 2.2

### Financial Literacy Events + Statewide Webinar

Each CIL hosts ≥ 1 financial-literacy event per year; SILC-TN coordinates ≥ 1 statewide virtual ABLÉ awareness webinar with ABLÉ TN and the ABLÉ National Resource Center.

*Indicator 2.2.1 • # events / attendees / topics; ≥ 50% gain new knowledge. | Indicator 2.2.2 • Webinar held; participants and evaluation outcomes reported.*

# Transportation Options & Accessibility

Lead: SILC-TN & CILs | Statewide

HYPOTHETICAL • FOR DISCUSSION ONLY

Goal: Tennesseans with disabilities — especially in rural and underserved areas — gain access to transportation through collaboration, education, and advocacy.

## OBJECTIVE 3.1

### Stakeholder Collaboration

SILC-TN, CILs, providers, and coordinators collaborate annually to share information, identify barriers, and advance accessible transit.

*Indicator 3.1.1 • Annual stakeholder meeting held; attendance + summary reported.*

## OBJECTIVE 3.2

### Provider Education

Transportation providers receive training on disability rights, accessibility, and best practices for serving riders with disabilities.

*Indicator 3.2.1 • # of trainings; # of provider staff trained; ≥ 50% gain new knowledge.*

## OBJECTIVE 3.3

### Systems Advocacy

CILs and SILC-TN engage in ongoing systems advocacy — transit meetings, regional planning, legislative and national forums.

*Indicator 3.3.1 / 3.3.2 • # of meetings attended; hours; policy / systems-change outcomes.*

# Over to the Network — Your Potential Goals

2:30 PM

8 min × 7 orgs + Q&A

*What goals, objectives, and measurable indicators would YOU propose for the next SPIL cycle?*



## Goal Area

*What statewide priority for IL services should the network elevate?*

- Name the problem you see most across your service region.
- Who is most affected — and where?
- How does this connect to the IL philosophy of consumer control?



## Objectives

*What specific, achievable changes would move the goal forward?*

- What is the lead organization (SILC-TN, CIL, partner)?
- What's the geographic scope (one region or statewide)?
- What concrete activity defines this objective?



## Indicators

*How will we know — quantitatively or qualitatively — that we've moved?*

- What can you count (hours, events, consumers, partnerships)?
- What can you capture in stories (outcomes, change)?
- How will the data be reported (spreadsheet, survey, narrative)?

### ROUND ROBIN PROMPT

*Each org has 8 minutes to share one goal area, one objective, and one measurable indicator. All ideas are exploratory.*

# Our Proposed Goals From the Needs Assessment

2:30 PM

Year 1 + Year 2 Q1–Q2 evidence

GROUNDING IN • 1,578 Y1 needs • 697 Y2 needs (6 mos) • CIL quarterly reports

## PROPOSAL A



### Equipment & DME Sustainability

#### EVIDENCE

Y1: 245 equipment needs • Y2 already 106 in 6 mos (43% of Y1 in half the time).

#### OBJECTIVE

Build a statewide network for DME refurbishment, redistribution, and waitlist tracking.

#### INDICATORS

Indicator A.1: # consumers receiving DME • Indicator A.2: avg wait-time per category • Indicator A.3: # network DME-sharing transactions.

## PROPOSAL B



### Rural Transportation Access

#### EVIDENCE

Mobility needs (161 Y1 / 68 Y2) + Transportation Help (58 / 29) keep climbing in rural areas.

#### OBJECTIVE

Build cross-CIL transportation partnerships with regional transit agencies; advocate for rural paratransit expansion.

#### INDICATORS

Indicator B.1: # partnerships established • Indicator B.2: # consumers given accessible-transit access • Indicator B.3: # policy / advocacy outcomes.

## PROPOSAL C



### Community Integration & Met-Need Tracking

#### EVIDENCE

Community Integration is rising in Y2; survey lacks met-vs-unmet tracking — equity analysis is limited.

#### OBJECTIVE

Upgrade the needs-assessment survey to capture met / partially-met / unmet status and demographic disaggregation.

#### INDICATORS

Indicator C.1: # survey responses with met-status data • Indicator C.2: # disaggregation dimensions reported • Indicator C.3: # advocacy actions informed by the data.

# Review of Current Statewide Needs Assessment Survey

3:30 PM

Duration: 60 min







## SPIL REFERENCE

Public Input & Data Collection Requirements

Examine how the survey is built, where coverage falls short, and how to broaden authentic consumer engagement.

## Facilitator Notes

-  Review the survey methodology and accessibility features.
-  Identify demographic gaps in current respondents.
-  Identify regional participation gaps across Tennessee.
-  Discuss improvements that broaden consumer engagement.

## SURVEY HEALTH CHECK

Methodology

Accessibility

Demographics

Regional Reach

# Coordination of Public Input: Town Hall Meetings

4:30 PM

Duration: 30 min








## SPIL REFERENCE

Public Participation & Stakeholder Engagement — Sec. 704(a)

Plan virtual and in-person town halls — locations, partner roles, accessibility, and alignment to SPIL public-input timelines.

## Facilitator Notes

-  Discuss virtual and in-person town hall options.
-  Coordinate regional locations across the state.
-  Define partner roles for each town hall.
-  Confirm accessibility requirements: ASL, captions, plain language.
-  Align planning with SPIL public-input timelines.

## TOWN HALL MODES



### In-Person

Regional venues; ASL, captioning, plain-language materials.



### Virtual

Statewide reach; CART captions, screen-reader friendly.



### Hybrid

Combine both modes for maximum participation.

# Closing & Next Steps

5:00 PM

Wrap-up



## SPIL REFERENCE

*SPIL Monitoring & Continuous Improvement*

Summarize the day, set expectations for documentation and reporting, and adjourn.

### Facilitator Notes

- Summarize key themes and priorities surfaced today.
- Explain how retreat outcomes will be documented.
- Explain how outcomes will be shared with stakeholders.
- Explain how outcomes will be used in SPIL reporting and planning.
- Adjourn the meeting.

### WHAT HAPPENS NEXT

1

#### Document

Formal record of decisions and themes.

2

#### Share

Distribute to network partners.

3

#### Apply

Feed into SPIL reporting and planning.

# THANK YOU

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*Your participation today directly shapes Tennessee's State Plan for Independent Living.*



## DOCUMENT

Outcomes captured for the formal SPIL record.



## SHARE

Findings distributed to network partners.



## APPLY

Insights inform reporting, monitoring, and planning.

# SPIL Retreat

Participant Handout

9:30 AM – 5:00 PM

TN SPIL 2025 – 2027

Title VII, Rehabilitation Act

## WHY WE'RE HERE

This retreat supports the review, evaluation, and future planning of Tennessee's State Plan for Independent Living (SPIL) — in alignment with Title VII of the Rehabilitation Act and the TN SPIL 2025–2027. Your participation today contributes directly to SPIL monitoring, performance measurement, and federal public-input requirements.

## THE THREE SPIL GOALS

| GOAL 01  | GOAL 02  | GOAL 03  |
|--|--|--|
| <p><b>Community-Based Resources</b></p> <p>Tennesseans with disabilities have access to the resources they need to live independently.</p> | <p><b>Network Capacity</b></p> <p>The Independent Living Services Network builds capacity statewide.</p> | <p><b>Emergency Preparedness</b></p> <p>Tennesseans with disabilities are educated about emergency preparedness.</p> |

## AGENDA AT A GLANCE

### MORNING

|          |                                   |
|----------|-----------------------------------|
| 9:30 AM  | Call to Order & Roll Call         |
| 9:45 AM  | Purpose & SPIL Context            |
| 10:00 AM | Round Robin: Review Current Goals |
| 11:10 AM | Statewide Needs Assessment        |
| 12:00 PM | Lunch Break                       |

### AFTERNOON

|         |                                 |
|---------|---------------------------------|
| 1:30 PM | Systematic Review of SPIL Goals |
| 2:30 PM | Round Robin: Potential Goals    |
| 3:30 PM | Needs Assessment Survey Review  |
| 4:30 PM | Town Hall Coordination          |
| 5:00 PM | Closing & Next Steps            |

## YOUR VOICE IN THE SPIL

|   |  |  |
|---|--|--|
| <p><b>SPEAK UP</b></p> <p>Use the mic so your input is on the record. Share goal alignment, outcomes, and barriers.</p> | <p><b>FOCUS ON OUTCOMES</b></p> <p>Connect comments to SPIL goals, objectives, and measurable indicators — not activities.</p> | <p><b>STAY ENGAGED</b></p> <p>Watch for follow-up town halls, the public-comment survey, and future SPIL drafts.</p> |
|---|--|--|

## PARTICIPATING ORGANIZATIONS

- TARP Center for Independent Living
- Jackson Center for Independent Living
- Tri-State Resource and Advocacy Corp. (TRAC)
- SILC of Tennessee
- Disability Connection Mid-South
- Empower Tennessee
- disABILITY Resource Center

## MY NOTES

| OUTCOMES & IMPACT I OBSERVED  | BARRIERS, GAPS, OR UNMET NEEDS                  |
|---|---|
| <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>   | <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> |
| <p><i>Guiding question: Does our current SPIL still reflect the needs of Tennesseans with disabilities?</i></p> |   |

# Needs Assessment Analysis

Year 1 (Q1–Q4) vs. Year 2 (Q1–Q2 to date)

## OVERVIEW

This report focuses on the "Additional Information (CILs) — Needs Assessment Results" sections from the Year 1 and Year 2 quarterly spreadsheets. Year 1 reflects all four quarters of activity; Year 2 currently includes Quarter 1 and Quarter 2 only.

The analysis surfaces consumer-identified needs, emerging service trends, and patterns that show where consumer needs are being met — and where gaps continue to grow.

## KEY TRENDS FROM YEAR 1 TO YEAR 2

- Self Care, Equipment, and Independent Living Daily Activities remained the highest-reported needs across both years.
- Mobility and Transportation-related concerns increased significantly during Year 2, especially in January – March.
- Community Integration showed noticeable growth in Year 2, indicating stronger demand for social participation and inclusion supports.
- Housing and Home Modification needs remained consistent and continue to represent long-term accessibility barriers.
- Financial Management, Employment, and Learning stayed comparatively lower but still indicate ongoing support gaps for economic independence.
- Year 2 already reached 697 total identified needs in only two quarters — compared to 1,578 across all four quarters in Year 1, suggesting service demand is accelerating.

1,578

Year 1 needs (4 Q)

697

Year 2 needs (2 Q)

≈ 1,394

Projected Year 2 pace

+88%

Projected YoY growth

## OVERALL CONSUMER NEEDS TRENDS

Year 1 documented approximately 1,578 identified consumer needs across the reporting year. Year 2 — despite only including two quarters of data so far — has already documented approximately 697 identified needs.

This trend suggests a growing demand for Independent Living services and indicates that consumers are increasingly relying on CIL supports for accessibility, self-sufficiency, and community participation.

## CONSUMER MET NEEDS & EMERGING PATTERNS

- The data suggests stronger engagement with Independent Living programs and improved identification of consumer barriers.
- Consumers appear to be accessing and utilizing more services tied directly to independent-living outcomes — particularly in mobility, equipment access, and daily-living supports.
- Needs related to Self Care and Equipment continue to dominate the assessment data, indicating these remain the most critical areas where consumer needs must be met consistently.
- Transportation and Housing-related requests increased in Year 2, suggesting that while some needs are being addressed, broader systemic accessibility barriers remain unresolved.
- The growing number of needs assessments completed in only two quarters of Year 2 reflects stronger outreach, improved intake documentation, and potentially higher community awareness of CIL services.

## Top Need Categories Comparison

Direct comparison of the highest-volume need categories across Year 1 (full year) and Year 2 (Q1 – Q2 to date).

| Need Category                       | Year 1 (Q1–Q4) | Year 2 (Q1–Q2) | Difference |
|-------------------------------------|----------------|----------------|------------|
| EQUIPMENT                           | 245            | 106            | –139       |
| SELF CARE                           | 241            | 107            | –134       |
| INDEPENDENT LIVING DAILY ACTIVITIES | 239            | 97             | –142       |
| MOBILITY                            | 161            | 68             | –93        |
| COMMUNICATIONS                      | 112            | 29             | –83        |
| HOME MOD — RAMP                     | 75             | 39             | –36        |
| FINANCIAL MANAGEMENT                | 72             | 20             | –52        |
| LIVING SITUATION ACCESSIBLE         | 62             | 42             | –20        |
| TRANSPORTATION HELP                 | 58             | 29             | –29        |
| EMPLOYMENT                          | 54             | 19             | –35        |

#### HOW TO READ THIS TABLE

Year 2 totals reflect only six months. A negative difference does not mean fewer needs — at current pace, most categories are on track to meet or exceed Year 1 totals.

## Immediate Needs Identified

The data points to six priority needs categories where consumer demand is most concentrated.

### 1. Self Care

Expand personal-assistance coordination, caregiver support, and ADL training.

### 2. Equipment

Increase DME inventory, repair services, and technology-lending programs.

### 3. Independent Living Daily Activities

Provide stronger life-skills coaching and peer support.

### 4. Mobility & Transportation

Strengthen transportation partnerships and accessible ride options.

### 5. Housing & Accessibility

Increase home-modification funding and contractor partnerships.

### 6. Community Integration

Expand inclusive recreation, peer mentoring, and civic-participation programs.

## Most Significant Need Categories

### Self Care

Consumers continue to identify self-care assistance as a top priority. This includes help with activities of daily living, personal support systems, and independent functioning. The sustained volume indicates these supports are essential for maintaining independence.

### Equipment

Requests for durable medical equipment, assistive technology, and repair / replacement services remained consistently high. This suggests consumers increasingly depend on adaptive technology to maintain community living.

### Independent Living Daily Activities

High reporting in this category reflects increased need for budgeting, meal preparation, organizational skills, and life-skills coaching. Consumers appear to need more long-term skill-building supports.

### Mobility & Transportation

Transportation barriers continue to limit access to healthcare, employment, and community participation. The Year 2 increase may indicate worsening transportation-accessibility gaps in rural and underserved areas.

### **Housing & Home Modification**

Accessibility modifications, safe housing, and independent-living environments remain critical needs. Persistent reporting indicates consumers continue experiencing delays or funding barriers related to accessible housing.

### **Community Integration**

Increased Year 2 demand in this area suggests consumers are seeking greater social participation, peer support, and opportunities for civic engagement following periods of isolation and reduced community access.

## **Strategic Takeaways**

- Demand for direct independent-living supports is increasing faster in Year 2 than in Year 1.
- The data suggests consumers are seeking more practical daily-living and accessibility supports rather than short-term informational services.
- Transportation and housing accessibility continue to create major barriers to independence across Tennessee.
- The increase in Community Integration requests may reflect growing post-pandemic re-engagement needs.
- SILC TN and CIL partners may need to prioritize funding requests tied directly to equipment, accessibility, transportation, and personal support services.
- The needs-assessment data can be leveraged to demonstrate measurable statewide impact and justify expanded investment in Independent Living services.

## **Immediate Remedies & Recommended Actions**

### **1. Statewide Transportation**

Expand statewide transportation partnerships and advocate for accessible rural transportation systems.

### **2. Assistive Technology & Home Mod Funding**

Increase funding opportunities for assistive technology and home-modification programs.

### **3. Peer Support & IL Coaching**

Develop stronger peer-support and independent-living coaching initiatives focused on long-term self-sufficiency.

### **4. Housing Authority Partnerships**

Improve partnerships with housing authorities and accessibility contractors to address persistent housing barriers.

### **5. Outreach & Intake Strengthening**

Continue strengthening outreach and intake systems that are increasing the identification of unmet consumer needs.

### **6. Use Trend Data for Advocacy**

Use Year 2 trend-growth data to support future grant applications, SPIL priorities, and state-level advocacy initiatives.

## **CLOSING REFLECTION**

**The needs assessment data is a powerful tool — both a mirror showing where Tennesseans with disabilities are asking for support and a compass pointing the IL Network toward where investment, advocacy, and partnership should grow next.**

### **CLOSING STRATEGIC QUESTION**

*Which of these need categories should SILC TN and the CIL Network elevate as a shared statewide priority — and what evidence will we use a year from now to know we moved the needle?*

# Needs Assessment Data

Year 1 (Q1–Q4) • Year 2 (Q1–Q2) • CIL Network Quarterly Reports

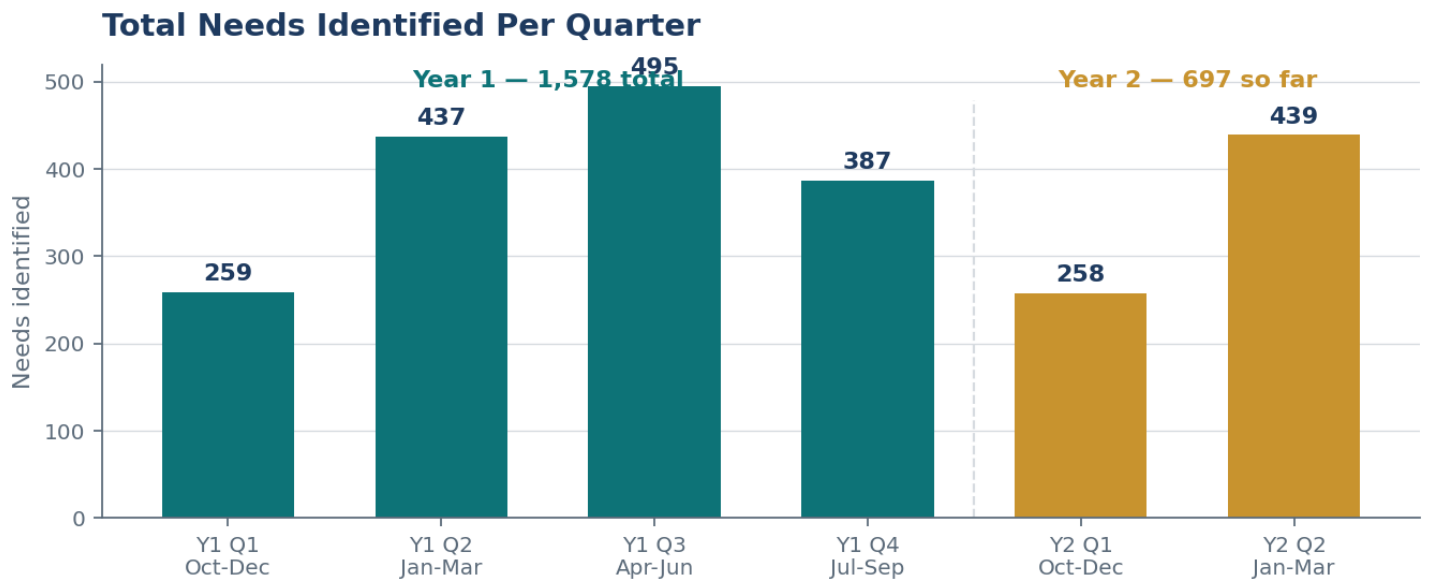
Tennessee IL Network  
 Source: Q4 / Q2 Report Sheets  
 Prepared by SILC TN

## AT A GLANCE



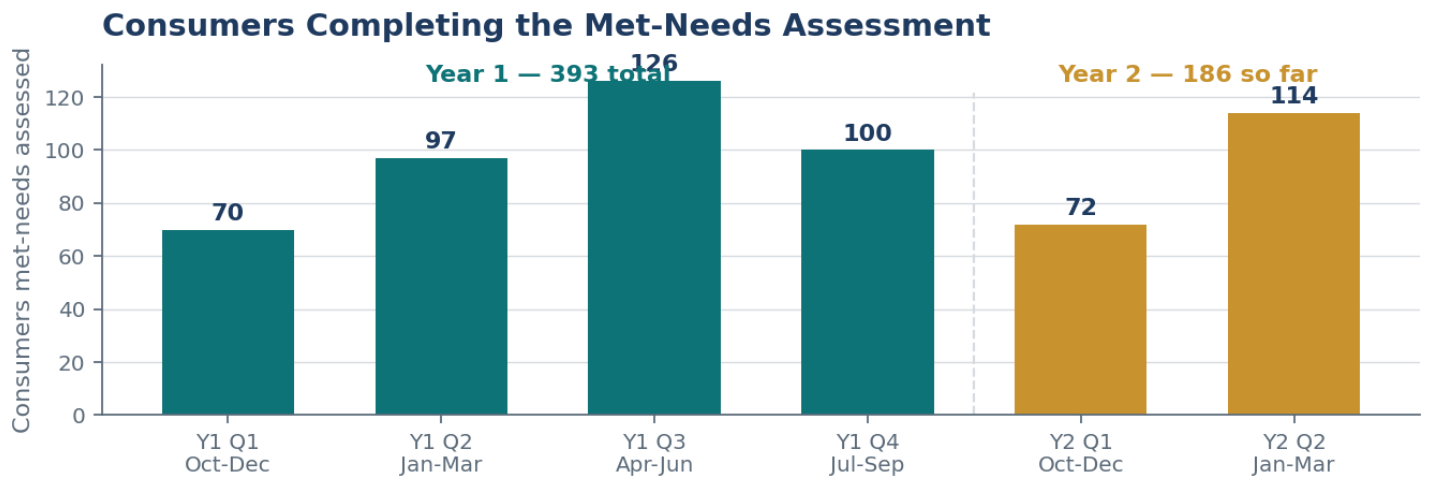
Across all of Year 1 (4 quarters) and the first half of Year 2 (Q1–Q2), Tennessee's Centers for Independent Living documented consumer needs on a consistent schedule. The graphs below pull directly from the SPIL reporting workbooks.

## TOTAL NEEDS IDENTIFIED PER QUARTER



Year 1 averaged 395 needs per quarter and peaked in Q3 at 495. Year 2 has already documented 697 needs in only two quarters — with Q2 alone topping 439, the second-highest quarter on record.

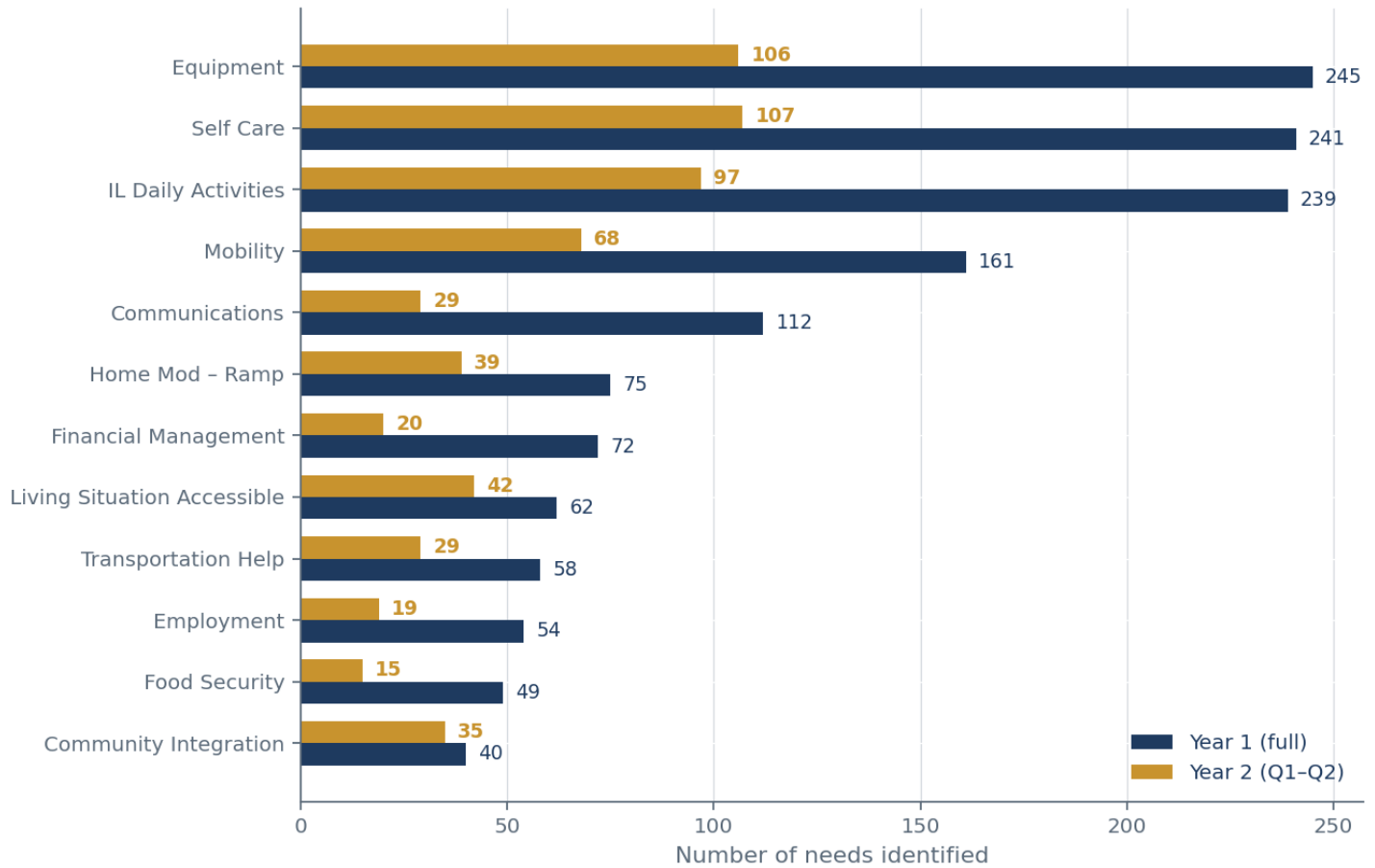
## CONSUMERS COMPLETING THE MET-NEEDS ASSESSMENT



Consumer participation climbed steadily across Year 1, peaking at 126 in Q3. Year 2 opens stronger — 72 in Q1 and 114 in Q2 — putting the network on pace to exceed Year 1's 393-consumer total.

**TOP NEED CATEGORIES — YEAR 1 VS. YEAR 2 (Q1–Q2)**

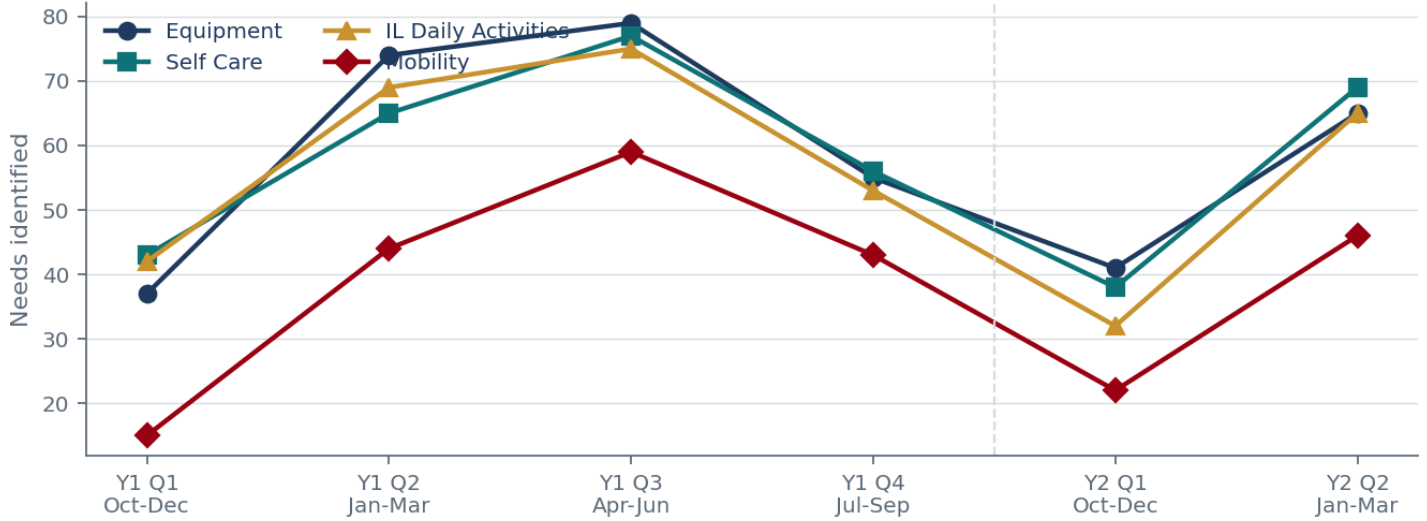
### Top Need Categories — Year 1 vs. Year 2 (Q1-Q2)



Equipment, Self Care, and IL Daily Activities remain the top three categories across both years. Most categories are on pace to meet or exceed Year 1 totals in only six months — especially Equipment (43% of Y1 in half the time), Mobility (42%), and Living Situation Accessible (68%).

#### TOP 4 NEED CATEGORIES — QUARTERLY TREND

### Top 4 Need Categories – Quarterly Trend



Year 1 shows a strong upward arc Q1 → Q3 across all four foundation categories, with a dip in Q4 followed by an early-Year-2 rebound. Mobility rose fastest in Year 1 — from 15 (Q1) to 59 (Q3) — and is rising again in Year 2.

### Full Category Breakdown

| Need Category               | Year 1 (4 Q) | Year 2 (2 Q) |
|-----------------------------|--------------|--------------|
| Equipment                   | 245          | 106          |
| Self Care                   | 241          | 107          |
| IL Daily Activities         | 239          | 97           |
| Mobility                    | 161          | 68           |
| Communications              | 112          | 29           |
| Home Mod – Ramp             | 75           | 39           |
| Financial Management        | 72           | 20           |
| Living Situation Accessible | 62           | 42           |
| Transportation Help         | 58           | 29           |
| Employment                  | 54           | 19           |
| Food Security               | 49           | 15           |
| Community Integration       | 40           | 35           |
| Self Direction              | 40           | 23           |
| Learning                    | 35           | 12           |
| Housing                     | 33           | 19           |
| Health / Mental Concerns    | 29           | 16           |
| Health Insurance            | 15           | 8            |
| Home Mod – Bath             | 9            | 8            |
| Home Mod – Other            | 9            | 5            |

### What the Data Suggests

- Year 2 is on track to surpass Year 1 — projected ≈ 1,394 needs if the current pace holds (about 88% of Year 1 in only Q1–Q2).

- Equipment, Self Care, and IL Daily Activities remain the network's consistent top-three priorities — a stable signal for service planning.
- Mobility and Home Modifications are climbing — mobility needs in Year 2 are already at 42% of Year 1 in only 6 months.
- Community Integration nearly matched its Year 1 total in just two quarters of Year 2 (40 → 35) — a steep rise worth watching.
- Consumer participation in the met-needs assessment is rising — outreach and intake practices are working.

**CLOSING QUESTION**

*Where will the IL Network direct attention, partnerships, and advocacy in the second half of Year 2 — given what consumers are telling us?*

# SPIL Goals & Objectives

Systematic Breakdown for Center Directors - TN SPIL 2025 - 2027

Tennessee IL Network  
For: CIL Executive Directors  
Prepared by SILC TN

## MISSION

To promote independent living in Tennessee and support the independent living philosophy, its practices, and its values to all citizens.

This document is a working reference for CIL Executive Directors. Each goal is broken down by objective, measurable indicator, and the concrete director-level action it requires. All goals are Statewide in geographic scope.

## GOALS AT A GLANCE

|                 |            |                       |                   |
|-----------------|------------|-----------------------|-------------------|
| 3               | 7          | 7                     | 3                 |
| Statewide goals | Objectives | Measurable indicators | Years (2025-2027) |

|           |  |
|-----------|--|
| GOAL<br>1 | <b>Access to Community-Based Resources</b><br>Tennesseans with disabilities have access to the community-based resources they need to live independently in the community. |
| GOAL<br>2 | <b>Build Network Capacity</b><br>Independent Living Services Network builds capacity.  |
| GOAL<br>3 | <b>Emergency Preparedness</b><br>Tennesseans with disabilities will be educated about emergency preparedness.  |

## Goal 1 - Access to Community-Based Resources

Tennesseans with disabilities have access to the community-based resources they need to live independently in the community.

### Objective 1.1 - CIL Outreach to Community Groups & Partners

CILs will provide outreach to community groups and partner organizations to promote access to community-based services for Tennesseans with disabilities.

#### MEASURABLE INDICATOR 1.1.1

Report from centers in the appropriate spreadsheet format for the reporting timeframe of the hours spent in outreach to community groups and partners about IL.

#### WHAT THIS MEANS FOR DIRECTORS

- Track outreach hours each quarter and submit on the agreed spreadsheet template.
- Capture the audience (community group, partner organization, service system) so the data tells a richer story.
- Include outreach focused on IL philosophy, services, and community-based resources.
- Geographic scope: Statewide. Each CIL contributes to the statewide rollup.

### Objective 1.2 - SILC Outreach About the IL Philosophy

The SILC will provide outreach to community and partner organizations about the Independent Living Philosophy.

**MEASURABLE INDICATOR 1.2.1**

Report from SILC1st for the reporting timeframe of the hours spent providing outreach to community groups and partners about core services.

**WHAT THIS MEANS FOR DIRECTORS**

- This is a SILC-led objective - directors are not asked to report hours here, but should align CIL outreach messaging with the IL philosophy SILC promotes statewide.
- Coordinate co-branded events, public-education campaigns, and joint media appearances with SILC where possible.
- Refer partners to SILC when statewide-policy or philosophy-level conversations come up.

**Objective 1.3 - Diversion & Transition Services**

Tennesseans with disabilities will receive services to live in their community, thus diverting from or transitioning out of an institution.

**MEASURABLE INDICATOR 1.3.1**

Report from centers in the appropriate spreadsheet format, indicating the number of consumers diverted from or transitioning out of an institution recorded as preventative services.

**WHAT THIS MEANS FOR DIRECTORS**

- Document each diversion and transition consumer in the spreadsheet with a preventative-services notation.
- Capture: date, county, type of institution (nursing facility, ICF, hospital, etc.), and outcome (diverted, transitioned, supported in-place).
- Build referral relationships with discharge planners, Medicaid waiver coordinators, and AAA partners.
- Geographic scope: Statewide.

**GOAL 1 DIRECTOR CHECKLIST**

*Quarterly outreach hours submitted - Outreach audience captured - Diversion / transition consumers logged with type & outcome - Coordination with SILC on philosophy-level outreach.*

**Goal 2 - Build Network Capacity**

**Independent Living Services Network builds capacity.**

**Objective 2.1 - Annual Virtual SILC + CIL Meeting**

To encourage IL relationships and sharing of best practices between SILC and CILs through one annual remote meeting. All sessions will be held virtually.

**MEASURABLE INDICATOR 2.1.1**

One annual virtual meeting is organized between SILC and CILs.

**WHAT THIS MEANS FOR DIRECTORS**

- Plan to attend (or send a senior staff representative) the annual SILC-CIL virtual meeting.
- Bring two-to-three best practices to share - peer-support models, intake systems, accessibility innovations, advocacy wins.
- Identify one or two questions or technical-assistance needs to raise at the meeting.
- Document takeaways and circulate to your CIL staff within two weeks of the meeting.

**Objective 2.2 - Annual SILC + CIL Directors Meeting**

To encourage discussion of additional funding and sharing of best practices between SILC and CIL directors through one virtual or in-person annual meeting.

**MEASURABLE INDICATOR 2.2.1**

One annual meeting is organized between the SILC and CIL directors. This meeting can be virtual or in-person.

**WHAT THIS MEANS FOR DIRECTORS**

- Director attendance is the deliverable here - block the date the moment SILC issues the invitation.
- Come prepared with a funding-priority short list (state, federal, foundation, or partnership opportunities).
- Bring a written request for additional funding tied to a specific consumer or community outcome - formal requests are expected.

- Use the meeting to align statewide messaging on advocacy, Medicaid, transportation, housing, and emergency response.

#### GOAL 2 DIRECTOR CHECKLIST

*Annual SILC-CIL meeting attended - Best practices shared - Director meeting attended - Formal funding request submitted - Takeaways circulated to CIL staff.*

## Goal 3 - Emergency Preparedness

**Tennesseans with disabilities will be educated about emergency preparedness.**

### Objective 3.1 - SILC Training with Emergency Management

The SILC will attend training with Emergency Management Agencies at the local, state, and federal levels to gain knowledge of emergency preparedness for Tennesseans with disabilities. The SILC will then pass on the information to the Independent Living (IL) Network.

#### MEASURABLE INDICATOR 3.1.1

Hours of participation recorded. Information provided to CILs.

#### WHAT THIS MEANS FOR DIRECTORS

- Watch for SILC dissemination - bulletins, calls, training summaries from FEMA / EMA partnerships.
- Designate a CIL emergency-preparedness lead who can absorb SILC-provided content and translate it for staff and consumers.
- Build a relationship with your county / regional emergency-management agency so SILC's statewide work has a local anchor.

### Objective 3.2 - Annual CIL Emergency-Preparedness Activity

CILs will inform Tennesseans with disabilities about emergency preparedness by providing at least one emergency-preparedness training or activity by each CIL annually.

#### MEASURABLE INDICATOR 3.2.1

Report from centers in the appropriate spreadsheet format for the reporting timeframe of the hours spent in emergency-preparedness training.

#### WHAT THIS MEANS FOR DIRECTORS

- Each CIL must hold at least one preparedness training or activity per year - block the date and budget on the annual calendar early.
- Capture: event date, location, attendance count, partners (EMA, fire, police, healthcare), hours spent, and consumer feedback.
- Submit hours via the spreadsheet template along with other service hours.
- Pair training with practical artifacts: go-bag checklist, personal emergency plan, accessible communication tools, backup-power planning.

#### GOAL 3 DIRECTOR CHECKLIST

*EMA contacts established locally - CIL prep lead identified - Annual prep training held - Hours and partners recorded - Consumer artifacts distributed.*

## Director-Level Action Summary - All Indicators

| Indicator | Director Action                          | Submission            |
|-----------|--|-----------------------|
| 1.1.1     | Track outreach hours by audience         | Quarterly spreadsheet |
| 1.2.1     | Align CIL messaging with SILC philosophy | Coordinate w/ SILC    |
| 1.3.1     | Log diversion / transition consumers     | Quarterly spreadsheet |
| 2.1.1     | Attend annual virtual SILC-CIL meeting   | Attendance roster     |
| 2.2.1     | Attend directors meeting + funding ask   | Attendance + request  |
| 3.1.1     | Designate prep lead; absorb SILC content | SILC channels         |
| 3.2.1     | Hold annual prep training; log hours     | Quarterly spreadsheet |

## REPORTING CADENCE AT A GLANCE

- Quarterly - outreach hours, diversion/transition consumer counts, emergency-preparedness training hours.
- Annually - attendance at SILC-CIL virtual meeting, attendance at directors meeting, formal funding request.
- Ongoing - coordination with SILC on IL-philosophy outreach, circulation of EMA / FEMA information, local relationship-building with emergency-management partners.

## Closing Reflection

**These three goals - community access, network capacity, and emergency preparedness - are the through-line of every CIL's work in Tennessee for the 2025-2027 SPIL period. Directors are the engine that makes the indicators move. The reporting is the evidence; the partnerships and consumer outcomes are the impact.**

### CLOSING QUESTION

*Across these seven indicators, which one is the strongest at your CIL today - and which one would benefit most from shared support across the network in the next twelve months?*

# Year One Strategic Review

Executive Retreat-Level Breakdown

Tennessee IL Network  
Title VII, Rehabilitation Act  
Prepared by SILC TN

## EXECUTIVE SUMMARY

Year One of the SPIL implementation demonstrated strong statewide engagement, growing collaboration across Tennessee's Independent Living (IL) Network, and measurable progress toward increasing access, emergency preparedness, and systems advocacy for Tennesseans with disabilities.

### Across all four quarters, SILC TN and Tennessee CILs consistently:

- Expanded outreach and public-awareness activities.
- Strengthened relationships with emergency management and national disability partners.
- Increased participation in statewide and national disability policy discussions.
- Advanced Independent Living philosophy through housing, transportation, healthcare, and corporate accessibility initiatives.
- Delivered emergency preparedness education and community training statewide.
- Maintained high satisfaction and positive engagement rates across initiatives.

The year also reflected organizational resilience. Several initiatives were impacted by natural disasters and recovery efforts across Tennessee — yet the network adapted, continued collaboration, and maintained momentum.

2,306

Outreach hours

393

Consumers assessed

196

Prep leadership hrs

288

Education hours

## Year One Strategic Themes

### 1. Statewide Outreach and Visibility Expanded

The IL Network significantly increased statewide visibility through:

- Community outreach events.
- Television and media appearances.
- Festival and conference participation.
- Public education campaigns.
- Partnerships with corporations and state agencies.
- Housing and transportation advocacy.

The network demonstrated a broader statewide presence than in previous years and expanded influence into both policy and public systems.

#### KEY ACCOMPLISHMENTS

- Participation in national and statewide conferences.
- Public-awareness campaigns across multiple regions.
- Collaboration with Walmart/Sam's Club accessibility advisory structures.
- Media exposure through PBS and NewsChannel 5.
- Increased engagement with transportation planning and disability housing initiatives.

### 2. Emergency Preparedness Became a Major Leadership Area

One of the strongest themes of Year One was SILC TN's growing leadership role in disability-inclusive emergency preparedness. This work included:

- FEMA collaboration.
- Healthcare coalition partnerships.
- Training development.
- Emergency management coordination.
- Community preparedness education.

- First-responder engagement.
- National conference participation.

The network positioned itself as a recognized voice in disability-inclusive emergency response and preparedness planning.

**KEY STRATEGIC PARTNERSHIPS**

- FEMA Office of Disability Integration and Coordination (ODIC).
- WATCH Coalition.
- Tennessee emergency-preparedness groups.
- HCBS Conference partners.
- Colorado Access and Functional Needs Conference.
- Knox County Police and Fire partners.

**3. Collaboration and Network Capacity Improved**

Year One reflected stronger communication and coordination between:

- SILC TN.
- Tennessee CILs.
- Frontline IL staff.
- National disability organizations.
- State agencies.
- Healthcare and housing systems.

Although some meetings were delayed due to disaster-response activity, the network maintained engagement and resumed strategic coordination later in the year.

**Goal-by-Goal Retreat Breakdown**

|                             |   |
|-----------------------------|---|
| <b>GOAL</b><br><br><b>1</b> | <p><b>Access to Community-Based Resources</b></p> <p>Tennesseans with disabilities have access to community-based resources needed to live independently.</p> |
|-----------------------------|---|

**Objective 1.1 • CIL Outreach to Community Groups & Partners**

**YEAR ONE RESULTS**

| Metric                  | Year Total |
|-------------------------|------------|
| Total Outreach Hours    | 2,306.75   |
| Average Quarterly Hours | 576.69     |
| Positive Survey Average | 94%        |

**QUARTERLY TREND • OUTREACH HOURS**

| Quarter | Outreach Hours |
|---------|----------------|
| Q1      | 792.05         |
| Q2      | 371.85         |
| Q3      | 499.70         |
| Q4      | 643.15         |

**STRENGTHS**

- Strong statewide outreach presence.
- High satisfaction and engagement rates.
- Diverse community partnerships.
- Consistent activity throughout the year.
- Strong rebound in Q4 outreach activity.

**HIGHLIGHTS BY QUARTER****Q1**

- dRC participated in community tabling fairs.
- Outreach presentations delivered to schools and community agencies.
- Continued participation on local councils and committees.

**Q2**

- Participation in Disability Day on the Hill.
- Collaboration with West Tennessee Legal Services.
- Annual PPR activities completed.

**Q3**

- Empower Tennessee featured in two television specials.
- Significant public visibility gained through media exposure.

**Q4**

- dRC participated in the Asian Festival in Knoxville.
- Thousands of attendees reached through public engagement activities.
- Expanded multicultural community exposure.

**RETREAT QUESTIONS**

*Which outreach strategies generated the greatest community impact? • How can media exposure be expanded statewide? • Which underserved populations still need targeted outreach? • How can outreach data better demonstrate long-term outcomes?*

**Objective 1.2 • SILC TN Collaboration & Systems Advocacy****MAJOR SYSTEMS-LEVEL ENGAGEMENTS****Q1**

- Participation in Sam's Club / Walmart Inclusive Member User Advisory Board.
- Advocacy for accessibility improvements in physical and digital spaces.
- Disability-employment and inclusion discussions advanced.

**Q2**

- Participation in Tennessee Mobility & Accessible Transportation Strategic Plan Update.
- Input provided regarding transportation needs of older adults and individuals with disabilities.

**Q3**

- Collaboration with Tennessee Disability Housing Institute.
- Advocacy for accessible housing standards and inclusive housing policy.

**Q4**

- Participation in Disability Squeeze Research Symposium.
- Engagement in national discussions around disability justice and economic equity.

**STRATEGIC IMPORTANCE**

This objective demonstrated SILC TN's transition from primarily service-focused engagement toward broader systems and policy leadership.

**RETREAT QUESTIONS**

*Which policy partnerships should become long-term priorities? • How can SILC TN leverage corporate partnerships more effectively? • What additional statewide systems should be targeted for collaboration? • How can advocacy outcomes be measured more clearly?*

## GOAL

## 2

**Build Independent Living Network Capacity**

The Independent Living Services Network builds capacity statewide.

**Objective 2.1 • Improve Relationships and Best-Practice Sharing Across IL Staff****YEAR ONE RESULTS**

| Metric                 | Total |
|------------------------|-------|
| Annual Meetings Held   | 1     |
| Hours of Coordination  | 1     |
| Positive Survey Rating | 100%  |

**YEAR ONE CONTEXT**

Natural disasters and emergency-response activities impacted scheduling during the first half of the year. Despite delays:

- Planning continued throughout the year.
- Staff input was gathered through surveys and Microsoft Forms.
- Strategic coordination resumed in later quarters.
- IL staff meetings were ultimately held successfully.

**SUCCESSSES**

- Maintained engagement despite operational disruptions.
- Demonstrated flexibility and resilience.
- Continued planning and communication efforts.

**CHALLENGES**

- Scheduling and coordination barriers.
- Competing disaster-response priorities.
- Capacity strain during recovery periods.

**RETREAT QUESTIONS**

*What meeting structure works best for IL staff statewide? • How can collaboration continue during emergency disruptions? • Should meetings become more regional, topic-specific, or hybrid? • What best practices should be standardized statewide?*

**Objective 2.2 • Director Collaboration & Funding Discussions****YEAR ONE RESULTS**

| Metric                  | Total |
|-------------------------|-------|
| Meetings Conducted      | 3     |
| Coordination Hours      | 4     |
| Positive Survey Average | 75%+  |

**MAJOR TOPICS COVERED**

- Additional funding opportunities.
- Disaster recovery support.
- National opportunities for post-storm recovery.
- Medicaid policy discussions.
- SPIL implementation coordination.
- IL Network strategic priorities.

**QUARTERLY HIGHLIGHTS****Q1**

- IL Meeting focused on five major network priorities.

**Q2**

- Funding and recovery information distributed statewide.

**Q3**

- IL-Network Directors Meeting held May 30, 2025.

**Q4**

- Medicaid discussions held with Jessica Podesva, J.D.

**RETREAT QUESTIONS**

*What funding opportunities should become priority targets? • How can statewide director collaboration become more consistent? • What shared advocacy agenda should the IL Network pursue? • What technical assistance do centers need most?*

**GOAL**

**3**

**Emergency Preparedness Education**

Tennesseans with disabilities will be educated about emergency preparedness.

**Objective 3.1 • SILC Emergency Preparedness Leadership**

**YEAR ONE RESULTS**

| Metric                               | Total |
|--------------------------------------|-------|
| Total Training / Participation Hours | 196   |
| Organizational Partnerships          | 29    |
| Positive Survey Average              | 96%   |

**QUARTERLY BREAKDOWN**

| Quarter | Hours | Organizations |
|---------|-------|---------------|
| Q1      | 56    | 8             |
| Q2      | 33    | 6             |
| Q3      | 55    | 7             |
| Q4      | 52    | 8             |

**MAJOR ACCOMPLISHMENTS**

**FEMA Collaboration**

- Collaboration with FEMA disability leadership.
- Preliminary disability-preparedness training videos developed.
- Expanded disability-integration planning.

**Healthcare Coalition Work**

- WATCH Coalition participation.
- Disaster-preparedness presentations.
- Regional healthcare coordination.

**National Leadership Engagement**

- Colorado Access and Functional Needs Conference participation.
- HCBS Conference partnership.
- National dialogue on managed care and emergency response systems.

**STRATEGIC SIGNIFICANCE**

This objective may represent one of the strongest statewide leadership areas developed during Year One. SILC TN increasingly positioned itself as:

- A disability-preparedness subject-matter expert.
- A connector between emergency systems and disability communities.
- A statewide coordination resource during disaster response.

**RETREAT QUESTIONS**

*Should emergency preparedness become a signature SILC TN initiative? • How can FEMA and healthcare partnerships be formalized? • What statewide emergency-preparedness gaps still exist? • How can local CIL emergency-preparedness efforts become more standardized?*

**Objective 3.2 • CIL Emergency Preparedness Education Activities**

**YEAR ONE RESULTS**

| Metric                        | Total  |
|-------------------------------|--------|
| Emergency Preparedness Events | 19     |
| Education Hours               | 288.25 |
| Positive Survey Average       | 100%   |

**QUARTERLY BREAKDOWN**

| Quarter | Events | Hours |
|---------|--------|-------|
| Q1      | 3      | 85    |
| Q2      | 2      | 65.5  |
| Q3      | 7      | 97    |
| Q4      | 7      | 40.75 |

**KEY HIGHLIGHTS**

**Q1**

- JCIL presented at TEPS conference for first responders.
- Holiday Safety Open House conducted.
- Emergency-resource education provided to consumers.

**Q2**

- dRC collaborated with Knox County Police and Fire Bureau.
- Ongoing emergency-preparedness partnerships maintained.

**Q3**

- TARP delivered collaborative choking-prevention and emergency-response training.
- Multiple agencies and community partners engaged.

**Q4**

- Empower Tennessee conducted emergency-preparedness trainings and activities.

**RETREAT QUESTIONS**

*Which preparedness activities had the greatest consumer impact? • How can preparedness training be standardized across centers? • Are there opportunities for statewide preparedness curriculum development? • How can emergency-preparedness data collection improve?*

**Consumer Outcomes & Needs Assessment**

**Met Needs Assessment Results**

| Quarter    | Consumers Completing Assessment |
|------------|---------------------------------|
| Q1         | 70                              |
| Q2         | 97                              |
| Q3         | 126                             |
| Q4         | 100                             |
| Year Total | 393                             |

**KEY OBSERVATION**

Consumer participation increased significantly throughout the year, peaking in Q3. This suggests:

- Improved consumer engagement.
- Better outreach and follow-up systems.
- Increased trust and visibility within communities.
- Stronger data-collection processes.

**RETREAT QUESTIONS**

*What contributed to the increase in Q3 engagement? • How can consumer feedback be used more strategically? • What unmet needs continue to emerge statewide? • How should data shape Year Two priorities?*

## Major Year One Successes

### 1. Expanded Statewide Visibility

SILC TN and the IL Network significantly increased public visibility through media, partnerships, and community engagement.

### 2. Strong Emergency Preparedness Leadership

The network became deeply involved in disability-inclusive emergency planning and disaster response.

### 3. Systems-Level Advocacy Growth

The organization expanded influence into transportation, housing, healthcare, and corporate accessibility systems.

### 4. Strong Collaboration During Crisis Conditions

Despite natural disasters and operational challenges, the network continued coordination and statewide activity.

### 5. High Consumer and Partner Satisfaction

Survey responses consistently reflected strong engagement and positive outcomes.

## Challenges Identified During Year One

### Operational Challenges

- Disaster-related scheduling disruptions.
- Coordination limitations across multiple centers.
- Capacity strain during emergency-response periods.
- Inconsistent meeting schedules.
- Need for stronger statewide standardization in some initiatives.

### Data Challenges

- Some measures remain activity-focused rather than outcome-focused.
- Opportunities exist to improve long-term impact tracking.
- More consistent narrative formatting could strengthen reporting clarity.

## Recommended Year Two Retreat Priorities

### Priority 1 • Formalize Emergency Preparedness Leadership

#### POTENTIAL ACTIONS

- Develop statewide preparedness curriculum.
- Formalize FEMA and EMA partnerships.
- Create rapid-response coordination framework.
- Build accessible emergency-communication tools.

## Priority 2 • Strengthen Systems Advocacy

### POTENTIAL ACTIONS

- Expand transportation and housing policy influence.
- Build additional corporate partnerships.
- Increase legislative engagement.
- Strengthen economic-equity initiatives.

## Priority 3 • Improve Statewide Coordination

### POTENTIAL ACTIONS

- Establish recurring IL Network meetings.
- Create peer-learning structures between CILs.
- Standardize reporting and data-collection practices.
- Expand shared technical assistance.

## Priority 4 • Improve Outcome Measurement

### POTENTIAL ACTIONS

- Focus more on consumer outcomes and impact stories.
- Standardize satisfaction and outcome tracking.
- Improve long-term follow-up metrics.
- Build dashboards and visual reporting systems.

## Final Retreat Reflection

**Year One demonstrated that SILC TN and Tennessee's IL Network are increasingly functioning as:**

- Community connectors.
- Systems advocates.
- Emergency-preparedness leaders.
- Disability-policy partners.
- Public-education resources.
- Cross-sector collaborators.

The year reflected both resilience and growth. While operational and coordination challenges remain, the foundation established during Year One positions SILC TN for a stronger, more strategic Year Two — focused on systems change, statewide influence, measurable outcomes, and sustainable collaboration.

**The retreat should focus not only on reviewing accomplishments, but also on defining:**

- What statewide leadership role SILC TN wants to hold moving forward.
- Which initiatives should become signature priorities.
- How to measure long-term impact more effectively.
- How to deepen collaboration across the IL Network and external partners.

### CLOSING STRATEGIC QUESTION

*Which Year One initiatives should become signature SILC TN priorities — and how will we measure success twelve months from now?*

# SPIL Year 2 — Q1 & Q2 Review

Q1: Oct – Dec • Q2: Jan – Mar

Tennessee IL Network

Prepared by SILC TN

*Retreat-Level Breakdown • A Joint Reflection by SILC TN and Tennessee's CIL Network*

## REPORTING PERIOD

- Quarter 1: October – December.
- Quarter 2: January – March.
- Focus: A shared reflection by SILC TN and Tennessee's Centers for Independent Living, working together on SPIL implementation.

## EXECUTIVE SUMMARY

During Year Two, Tennessee's Centers for Independent Living (CILs) continued implementing SPIL priorities through direct independent living services, community outreach, systems advocacy, and consumer-support activities. Together, SILC TN and Tennessee's CILs reflected on Quarter 1 and Quarter 2 — and the shared work demonstrates continued statewide progress in consumer engagement, accessibility efforts, and community-based independent living outcomes. The CIL network showed growth in direct service impact, durable medical equipment support, transportation advocacy, and community collaboration. Activities reported by CILs reflected the Independent Living philosophy and reinforced SPIL goals related to community integration, consumer control, and systems change.

### Key themes across both quarters included:

- Increased outreach to community and partner organizations.
- Expansion of independent living support services.
- Improved access to durable medical equipment (DME).
- Continued systems advocacy and transportation accessibility efforts.
- Strengthened CIL network coordination and capacity-building.
- Strong consumer satisfaction and positive survey feedback.

**112**

Q1 consumers

**128.7**

Q2 consumers

**+15%**

Quarter-over-quarter

**2**

Quarters reviewed

## Quarter 1 (October – December)

### What the IL Network Accomplished Together

#### COMMUNITY OUTREACH & INDEPENDENT LIVING PROMOTION

CILs across Tennessee focused heavily on outreach and public-awareness activities during Quarter 1. Centers worked to strengthen relationships with community organizations, local agencies, transportation systems, and disability partners.

Reported activities included:

- Independent Living philosophy education.
- Information and referral outreach.
- Community presentations and engagement.
- Partnership-building with local service systems.
- Consumer advocacy support.

#### CONSUMER SERVICE ACTIVITY

CILs reported serving approximately 112 consumers statewide. Services included:

- Information and referral.
- Independent living skills support.
- Peer support activities.
- Advocacy assistance.

- Community resource coordination.

#### TRANSPORTATION & ACCESSIBILITY ADVOCACY

One of the most notable Quarter 1 CIL activities involved collaboration with public transportation leadership. A CIL reported meeting with the Director of the Public Transit System to discuss:

- Accessible public transportation.
- Paratransit services.
- Transportation barriers impacting individuals with disabilities.
- Accessibility improvements within the Memphis community.

This work reflects SPIL goals related to systems advocacy and community accessibility.

#### SHARED OBSERVATIONS • QUARTER 1

Together, the network observed several positive trends:

- Increased community engagement efforts.
- Strong emphasis on systems advocacy.
- Expanded visibility of Independent Living services.
- Continued statewide collaboration among CILs.
- Growth in consumer outreach activity.

### QUARTER 1 • STRENGTHS & CHALLENGES

#### Strengths

Strong network collaboration, increased visibility, and systems-advocacy momentum.

- CILs demonstrated consistent statewide coordination.
- Outreach strategies aligned with SPIL objectives.
- Community relationships expanded across service areas.
- Independent Living philosophy reached additional community stakeholders.
- Transportation accessibility conversations created opportunities for future policy and systems improvements.

#### Challenges

- Growing consumer need placed pressure on staffing and resources.
- Outreach growth required additional coordination capacity.
- Transportation and accessibility issues continued to impact consumers statewide.
- Rural-access challenges remained significant.

## Quarter 2 (January – March)

### What the IL Network Accomplished Together

#### EXPANSION OF DIRECT CONSUMER SUPPORT

During Quarter 2, CILs reported increased emphasis on direct independent-living services and individualized consumer supports. Centers focused on:

- Increasing consumer independence.
- Supporting mobility and accessibility needs.
- Improving in-home safety.
- Expanding assistive equipment access.
- Strengthening community-based supports.

#### DURABLE MEDICAL EQUIPMENT (DME) SUPPORT

CILs reported significant activity related to durable medical equipment distribution and refurbishment. Equipment supports included:

- Walkers.
- Wheelchairs.
- Transfer boards.

- Shower chairs.
- Bedside toilets.
- Seizure-monitoring devices.
- Thoracic neck-brace pads.

Several CILs highlighted successful refurbishment and redistribution of donated equipment to consumers in need.

#### INDEPENDENT LIVING OUTCOMES

CIL reports demonstrated meaningful consumer outcomes, including:

- Increased mobility within the home.
- Improved community participation.
- Enhanced post-surgery recovery support.
- Increased personal safety and independence.
- Greater consumer stability through assistive equipment access.

#### SHARED OBSERVATIONS • QUARTER 2

- Increased demand for DME and direct services.
- Strong community support through donations and partnerships.
- Positive consumer response to services.
- Continued growth in consumer engagement.
- Strong alignment with Independent Living principles.

### QUARTER 2 • CONSUMER IMPACT

**128.70 consumers reported across the CIL network — reflecting growth from Quarter 1 and demonstrating increased statewide engagement and service utilization.**

#### INDEPENDENCE OUTCOMES HIGHLIGHTED

- Restored mobility.
- Increased community participation.
- Enhanced home independence.
- Expanded access to assistive supports.
- Greater consumer stability and safety.

### QUARTER 2 • STRENGTHS & CHALLENGES

#### Strengths

##### EXPANDED SERVICE DELIVERY

- Increased direct support to consumers.
- Greater utilization of DME programs.
- Stronger individualized support outcomes.

##### COMMUNITY CONTRIBUTIONS

- Community members donated gently-used equipment.
- Partnerships supported sustainability of DME loan efforts.
- Local collaboration strengthened resource availability.

##### HIGH CONSUMER SATISFACTION

- Positive service feedback.
- Continued consumer trust in CIL services.
- Strong program responsiveness.

#### Challenges

##### EQUIPMENT DEMAND

- DME requests continued to increase.
- Equipment acquisition and refurbishment required additional resources.

##### SUSTAINABILITY CONCERNS

- Long-term sustainability of equipment-loan programs remains important.
- Staffing and operational capacity continue to be critical needs.

## Highlights from the CIL Network

### Quarter 1 • CIL Services

- Information and referral services.
- Independent living skills training.
- Peer support activities.
- Systems advocacy assistance.
- Transportation advocacy.
- Community outreach and education.
- Consumer advocacy support.
- Resource coordination and referrals.

### Quarter 1 • CIL Outcomes

- Increased consumer engagement statewide.
- Improved awareness of Independent Living services.
- Expanded community partnerships.
- Increased accessibility discussions with local systems.
- Greater consumer access to community-based supports.
- Strengthened transportation-accessibility conversations.

### Quarter 2 • CIL Services

- Durable medical equipment (DME) distribution.
- Equipment refurbishment and redistribution.
- Independent living support services.
- Mobility and accessibility assistance.
- In-home independence supports.
- Community integration assistance.
- Consumer safety supports.
- Continued advocacy and referral services.

### Quarter 2 • CIL Outcomes

- Improved mobility and accessibility.
- Increased independence within the home.
- Greater community participation.
- Enhanced post-surgery recovery support.
- Improved personal safety through adaptive equipment.
- Increased consumer stability and self-sufficiency.
- Expanded access to assistive technology and supports.

## How SILC TN Showed Up Alongside the Network

### Quarter 1 • SILC Services

- Walking alongside CILs in SPIL implementation.
- Supporting statewide Independent Living coordination.
- Lifting up outreach and advocacy across the network.
- Sharing consumer-engagement data with partners.
- Backing systems-advocacy priorities together.
- Hosting space for collaboration among Tennessee CILs.

### Quarter 1 • SILC Outcomes

- Increased statewide visibility of Independent Living services.

- Stronger collaboration among CILs and community systems.
- Expanded transportation-accessibility discussions.
- Increased outreach activity aligned with SPIL priorities.
- Continued progress toward systems-advocacy goals.

### Quarter 2 • SILC Services

- Celebrating the direct-service outcomes shared by CILs.
- Supporting statewide DME efforts.
- Highlighting consumer-independence outcomes.
- Identifying statewide service-demand trends together.
- Convening collaboration and statewide planning.
- Sharing consumer-satisfaction and engagement trends.

### Quarter 2 • SILC Outcomes

- Increased consumer utilization of Independent Living services.
- Expanded access to durable medical equipment statewide.
- Improved consumer-independence outcomes.
- Positive consumer response to CIL services.
- Strong alignment between reported activities and SPIL goals.
- Continued growth in community-based Independent Living supports.

## Comparative Quarter Analysis

| Area             | Quarter 1                           | Quarter 2                          |
|------------------|-------------------------------------|------------------------------------|
| Primary Focus    | Outreach & Systems Engagement       | Direct Service Expansion           |
| Consumers Served | 112                                 | 128.70                             |
| Key Highlight    | Transit accessibility collaboration | DME and independence outcomes      |
| Strategic Theme  | Awareness & partnerships            | Independent living stabilization   |
| Systems Impact   | Transportation discussions          | Expanded community support systems |

## Statewide Themes & Shared Observations

### 1. Increased Consumer Reach

The CIL network expanded its reach and engagement across both quarters.

### 2. Strong Alignment with SPIL Goals

Activities reflected core SPIL priorities including:

- Community integration.
- Consumer empowerment.
- Systems advocacy.
- Independent Living philosophy.
- Cross-sector collaboration.

### 3. Tangible Consumer Outcomes

Quarter 2 especially demonstrated direct independence outcomes tied to equipment access and individualized support.

### 4. Growing Community Partnerships

Partnerships with transportation systems, healthcare-related supports, and community donors strengthened the statewide IL network.

## Retreat Discussion Points

### Strategic Questions

- How can the CIL network sustain growing DME demand?

- What statewide systems-advocacy opportunities should be prioritized next?
- How can outreach efforts convert into long-term systems change?
- What additional partnerships are needed to address rural-access barriers?
- How can consumer-outcome data be better captured and elevated?

### Recommended Retreat Priorities

- Expand statewide transportation advocacy.
- Strengthen DME sustainability planning.
- Increase storytelling and consumer-impact reporting.
- Enhance cross-CIL collaboration strategies.
- Identify additional funding and partnership opportunities.
- Improve statewide outcome-measurement systems.

### Network Leadership Takeaways

- Year Two demonstrates measurable statewide impact.
- Consumer engagement and direct-service outcomes are increasing.
- Outreach and systems-advocacy efforts are producing stronger partnerships.
- DME and independent-living supports remain highly impactful.
- Sustainability and capacity planning should remain central retreat priorities.

### Closing Reflection

The first two quarters of SPIL Year Two reflect meaningful progress toward strengthening independent-living supports for Tennesseans with disabilities. Quarter 1 established momentum through outreach and systems engagement, while Quarter 2 demonstrated expanded consumer impact and stronger service outcomes.

Collectively, the data reflects a growing and responsive Independent Living network that continues to advance community inclusion, accessibility, and consumer independence across Tennessee.

#### CLOSING STRATEGIC QUESTION

*How does the SILC convert Q1's awareness gains and Q2's service-delivery momentum into a sustainable, statewide model for the remainder of Year Two?*

# Potential SPIL Goals

2:30 PM Participant Handout • Round Robin

FY 2026 – 2028 (proposed)

Tennessee IL Network

Hypothetical — For Discussion

Prepared by SILC TN

## Purpose of This Session

Together, SILC TN and Tennessee's CILs will explore what the next SPIL cycle could include. This session has three parts: review three hypothetical goals SILC TN has drafted; hear each organization's proposed goal, objective, and indicator; and consider three data-driven proposals SILC TN built from the Year 1 / Year 2 needs-assessment results.

### HYPOTHETICAL — FOR DISCUSSION ONLY

*None of the goals on this handout are adopted. Bring questions, edits, and counter-proposals.*

## Part 1 — Three Hypothetical SPIL Goals

Drafted by SILC TN as a starting point for the network's conversation. Edit freely.

### Hypothetical Goal 1 — Self-Advocacy & Leadership

Tennesseans with disabilities develop self-advocacy skills, take on leadership roles, and participate in civic and policy decision-making.

#### Objective 1.1 — Consumer Self-Advocacy Skill Building

CILs assist consumers in identifying, applying for, and joining local, regional, and state councils, commissions, and advisory committees.

##### INDICATOR 1.1.1

# of consumers assisted in identifying, applying for, or joining councils/commissions / advisory committees (quarterly spreadsheet).

#### Objective 1.2 — Leadership Development & Civic Engagement

SILC-TN and CILs expand leadership development (Partners in Policymaking, People First of TN), youth-led initiatives, and peer mentorship.

##### INDICATOR 1.2.1 • INDICATOR 1.2.2

# of consumers, staff, and council members in leadership training, peer mentorship, or speaking engagements. | # of new appointments to advisory bodies during the plan period.

## Hypothetical Goal 2 — Financial Literacy & Economic Empowerment

Tennesseans with disabilities have access to financial education — ABLÉ accounts, budgeting, savings, and homeownership — for greater economic independence.

### Objective 2.1 — Tennessee ABLÉ Account Education

CILs educate consumers about Tennessee ABLÉ accounts through intake processes and ongoing consumer-education activities.

#### INDICATOR 2.1.1

# of consumers who received Tennessee ABLÉ information via intake or outreach events (quarterly spreadsheet).

### Objective 2.2 — Financial Literacy Events + Statewide ABLÉ Webinar

Each CIL hosts ≥ 1 financial-literacy event per year; SILC-TN coordinates ≥ 1 statewide virtual ABLÉ awareness webinar with ABLÉ TN and the ABLÉ National Resource Center.

#### INDICATOR 2.2.1 • INDICATOR 2.2.2

# events / attendees / topics; ≥ 50% gain new knowledge. | Webinar held; participants and evaluation outcomes reported.

## Hypothetical Goal 3 — Transportation Options & Accessibility

Tennesseans with disabilities — especially in rural and underserved communities — gain access to transportation through collaboration, education, and systems advocacy.

### Objective 3.1 — Stakeholder Collaboration

SILC-TN, CILs, providers, and coordinators collaborate annually to share information, identify barriers, and advance accessible transit.

#### INDICATOR 3.1.1

Annual stakeholder meeting held; attendance + summary reported.

### Objective 3.2 — Provider Education

Transportation providers receive training on disability rights, accessibility, and best practices for serving riders with disabilities.

#### INDICATOR 3.2.1

# of trainings; # of provider staff trained; ≥ 50% gain new knowledge.

### Objective 3.3 — Systems Advocacy

CILs and SILC-TN engage in ongoing systems advocacy — transit meetings, regional planning, legislative, and national forums.

#### INDICATOR 3.3.1 • INDICATOR 3.3.2

# of meetings / events / forums attended; hours; documented policy or systems-change outcomes.

## Part 2 — Over to the Network — Your Potential Goals

Each org has 8 minutes to share one goal area, one objective, and one measurable indicator. Use the prompts below to shape your contribution.

|                          |                         |                         |                             |
|--------------------------|-------------------------|-------------------------|-----------------------------|
| <b>7</b><br>Partner orgs | <b>8 min</b><br>Per org | <b>3</b><br>Inputs each | <b>60 min</b><br>Total slot |
|--------------------------|-------------------------|-------------------------|-----------------------------|

### Goal Area

- Name the problem you see most across your service region.
- Who is most affected — and where?
- How does this connect to the IL philosophy of consumer control?

### Objective

- What is the lead organization (SILC-TN, CIL, partner)?
- What's the geographic scope (one region or statewide)?
- What concrete activity defines this objective?

### Measurable Indicator

- What can you count (hours, events, consumers, partnerships)?
- What can you capture in stories (outcomes, change)?
- How will the data be reported (spreadsheet, survey, narrative)?

## My Notes from Other Organizations

TARP Center for Independent Living

---

Disability Connection Mid-South

---

Jackson Center for Independent Living

---

Empower Tennessee

---

Tri-State Resource & Advocacy Corp (TRAC)

---

disABILITY Resource Center

---

SILC of Tennessee

## Part 3 — Data-Driven Goal Proposals From the Needs Assessment

Grounded in 1,578 Year 1 needs and 697 Year 2 (Q1–Q2) needs documented by Tennessee's IL Network.

### Proposal A — Equipment & DME Sustainability

#### EVIDENCE

Year 1: 245 equipment needs. Year 2 already 106 in 6 months — 43% of Year 1 in half the time.

#### OBJECTIVE

Build a statewide network for DME refurbishment, redistribution, and waitlist tracking.

#### MEASURABLE INDICATORS

- Indicator A.1: # consumers receiving DME via the network.
- Indicator A.2: average wait-time per equipment category.
- Indicator A.3: # network DME-sharing transactions between CILs.

### Proposal B — Rural Transportation Access

#### EVIDENCE

Mobility needs (161 Year 1 / 68 Year 2) + Transportation Help (58 / 29) keep climbing — especially in rural areas.

#### OBJECTIVE

Build cross-CIL transportation partnerships with regional transit agencies; advocate for rural paratransit expansion.

#### MEASURABLE INDICATORS

- Indicator B.1: # of partnerships established with regional transit agencies.
- Indicator B.2: # of consumers given accessible-transit access.
- Indicator B.3: # of policy or advocacy outcomes secured.

### Proposal C — Community Integration & Met-Need Tracking

#### EVIDENCE

Community Integration is rising in Year 2, while the current survey lacks met-vs-unmet tracking, limiting equity analysis.

#### OBJECTIVE

Upgrade the needs-assessment survey to capture met, partially met, and unmet status, and to demographics by region.

#### MEASURABLE INDICATORS

- Indicator C.1: # of survey responses with met-status data.
- Indicator C.2: # of demographics reported (region, age, disability type).
- Indicator C.3: # of advocacy actions informed by the upgraded data.

## Reflection Questions

- Which hypothetical goal feels most ready for adoption — and what would need to change to make it stronger?
- Which network-proposed goal area surfaced the most overlap or shared priority?
- Which data-driven proposal best matches what consumers are asking for in your service region?

#### CLOSING QUESTION

*If we adopt one new SPIL goal at the start of FY 2026–2028, which one will SILC TN and the CIL Network defend twelve months from now, with measurable consumer outcomes?*

# STATE PLAN FOR INDEPENDENT LIVING

Goals, Objectives & Measurable Indicators

Tennessee Statewide Independent Living Council (SILC-TN)

In partnership with Tennessee Centers for Independent Living (CILs)

Effective Period: 2026–2028

## Introduction

The Tennessee Statewide Independent Living Council (SILC-TN), in collaboration with Tennessee’s Centers for Independent Living (CILs), has developed this State Plan for Independent Living (SPIL). The following goals, objectives, measurable indicators, and activities guide the work of both the SILC-TN and the CILs to advance the independence, integration, and full participation of Tennesseans with disabilities in community life.

This plan reflects the priorities established through statewide stakeholder engagement, consumer input, and alignment with the IL philosophy of consumer control, self-determination, and cross-disability inclusion. Each goal identifies the lead organization, geographic scope, specific objectives, concrete activities, and measurable indicators to ensure accountability and continuous improvement throughout the plan period.

**Goal 1****Strengthen Self-Advocacy and Leadership of Tennesseans with Disabilities**

Lead Organization: SILC-TN &amp; CILs | Geographic Scope: Statewide

**Goal Statement:** Tennesseans with disabilities will develop and exercise self-advocacy skills, take on leadership roles, and actively participate in civic, community, and policy decision-making at the local, regional, and state levels.

**Objective 1.1 – Consumer Self-Advocacy Skill Building**

**Objective 1.1:** CILs will assist consumers with disabilities in strengthening their self-advocacy skills, including helping them identify, apply for, and participate in local, regional, and state councils, commissions, and advisory committees.

**Activity 1.1.1:** CIL staff will provide individualized support to consumers exploring available advisory boards, councils, and committees. Support will include assistance with the application or nomination process, preparation for participation, and follow-up support as consumers engage in leadership roles.

**Measurable Indicator 1.1.1:** CILs will report, in the required spreadsheet format for the reporting period, the number of consumers who received assistance in identifying, applying for, or joining councils, commissions, or advisory committees during the reporting timeframe.

**Additional Info 1.1.1:** Each CIL will track and document individualized self-advocacy support activities. CILs are encouraged to maintain a resource list of available councils and committees within their service regions to facilitate consumer connections throughout the year.

**Objective 1.2 – Leadership Development for Individuals with Disabilities**

**Objective 1.2:** The SILC-TN and CILs will collaborate with agency and community partners to expand leadership development and civic engagement opportunities for individuals with disabilities, including youth-led initiatives and peer mentorship programs.

**Activity 1.2.1:** SILC-TN and CILs will support the delivery of self-advocacy and leadership training through recognized programs (e.g., Partners in Policymaking, People First of Tennessee) to equip individuals with disabilities with tools, skills, and confidence to take on leadership roles and influence policy.

**Measurable Indicator 1.2.1:** SILC-TN and CILs will track and report the number of consumers, staff, and council members who participate in leadership training programs, peer mentorship activities, or speaking engagements at public forums during the reporting period.

**Activity 1.2.2:** SILC-TN will advocate for the inclusion of individuals with disabilities on public agency boards and advisory bodies, and will track the number of meetings, hours, or representation data annually to promote inclusive governance.

**Measurable Indicator 1.2.2:** SILC-TN will document the number of new appointments or inclusion opportunities created for individuals with disabilities on advisory bodies or public boards during the plan period and report outcomes annually.

**Additional Info 1.2.2:** SILC-TN will partner with self-advocacy organizations statewide to ensure lived experiences of individuals with disabilities are centered in community and state-level planning processes.

## Goal 2

### Advance Financial Literacy and Economic Empowerment for Tennesseans with Disabilities

Lead Organization: SILC-TN & CILs | Geographic Scope: Statewide

**Goal Statement:** Tennesseans with disabilities will have increased access to financial education, including knowledge of Tennessee ABLE accounts, budgeting, savings strategies, and homeownership resources, enabling greater economic independence and security.

#### Objective 2.1 – Tennessee ABLE Account Education

**Objective 2.1:** CILs will educate Tennesseans with disabilities about Tennessee ABLE accounts through the consumer intake process and ongoing consumer education activities throughout the year.

**Activity 2.1.1:** Each CIL will include Tennessee ABLE account information in its consumer intake packet and review this information with consumers as a standard component of the intake process. CILs may also provide supplemental ABLE education through workshops, one-on-one sessions, or digital resources throughout the reporting period.

**Measurable Indicator 2.1.1:** CILs will report, in the required spreadsheet format for the reporting period, the number of consumers who received Tennessee ABLE account information through the intake process or additional outreach events and education activities during the reporting timeframe.

**Additional Info 2.1.1:** CILs are encouraged to keep ABLE account materials current by working with SILCTN to get cobranded materials with ABLE Tennessee and the ABLE National Resource Center (NRC) for updated resources. Any updates to the intake packet materials related to ABLE should be reflected in reporting.

## Objective 2.2 – Financial Literacy Events and Statewide ABLE Webinar

**Objective 2.2:** CILs will host at least one financial literacy event per year, and the SILC-TN will coordinate at least one statewide virtual ABLE awareness webinar in partnership with ABLE Tennessee and the ABLE National Resource Center.

**Activity 2.2.1:** Each CIL will host a minimum of one financial literacy event per year covering topics such as budgeting, savings strategies, benefits counseling, and/or first-time homebuyer resources, with a focus on relevance to individuals with disabilities.

**Measurable Indicator 2.2.1:** CILs will report on the number of financial literacy events held, the total number of attendees, and the primary topics covered during each reporting period. Post-event surveys will document that at least 50% of attendees gained new knowledge.

**Activity 2.2.2:** SILC-TN will coordinate with ABLE Tennessee and the ABLE National Resource Center to host one statewide virtual webinar focused on increasing awareness of the ABLE Age Adjustment Act and the role of ABLE accounts in supporting independent living. SILC-TN will manage logistics, content development, and speaker coordination.

**Measurable Indicator 2.2.2:** SILC-TN will report whether the statewide ABLE webinar was held, the total number of participants, and a summary of post-event evaluation outcomes during the reporting period.

**Additional Info 2.2.2:** SILC-TN will promote the ABLE webinar broadly through CIL networks, disability organizations, and state agency partners to maximize reach across all regions of Tennessee.

**Goal 3****Increase Transportation Options and Accessibility for Tennesseans with Disabilities**

Lead Organization: SILC-TN &amp; CILs | Geographic Scope: Statewide

**Goal Statement:** Tennesseans with disabilities, particularly those in rural and underserved communities, will have improved access to transportation options through increased collaboration among CILs, transportation providers, and community stakeholders, and through targeted education and systems advocacy.

**Objective 3.1 – Collaboration Among Transportation Stakeholders**

**Objective 3.1:** SILC-TN, CIL staff, transportation providers, and transportation coordinators will collaborate annually to share information, identify barriers, and advance transportation services for people with disabilities across Tennessee.

**Activity 3.1.1:** SILC-TN will facilitate at least one annual stakeholder meeting between transportation providers and/or coordinators, the TDOT Office of Mobility and Accessible Transportation, or SWHRA - Rural Public Transportation, or Nwthra provides public transportation services to residents of all ages in all nine Northwest Tennessee counties or Care-A-Van is Carta's Residents of Chattanooga, Red Bank and East Ridge and CIL staff to exchange information, identify service gaps, and develop strategies to advance accessible transportation for people with disabilities.

**Measurable Indicator 3.1.1:** SILC-TN will report whether the annual transportation stakeholder meeting was held and document attendance, including representation from CILs, transportation providers, or coordinators. A brief meeting summary will be included in reporting.

**Additional Info 3.1.1:** SILC-TN will take the lead in coordinating meeting logistics and agenda development. CILs are expected to designate a representative to participate annually. Meeting outcomes will inform future transportation advocacy priorities.

**Objective 3.2 – Transportation Provider Education**

**Objective 3.2:** Transportation providers that serve people with disabilities in Tennessee will receive training on disability-related transportation rights, accessibility requirements, and best practices for serving riders with disabilities.

**Activity 3.2.1:** CILs will provide at least one training per year to transportation providers across their service regions. Training topics will include, but are not limited to, transportation rights under the ADA, dispatcher and driver etiquette, communication strategies, and problem-solving techniques for serving individuals with disabilities.

**Measurable Indicator 3.2.1:** CILs will report the number of trainings held, the number of transportation provider staff trained, and post-training evaluation results demonstrating that at least 50% of attendees gained new knowledge or skills during the reporting period.

### Objective 3.3 – Systems Advocacy for Transportation Access

**Objective 3.3:** CILs and SILC-TN will engage in ongoing systems advocacy to expand accessible transportation options for people with disabilities by participating in transportation-related meetings, events, and policy forums at the regional, state, and national levels.

**Activity 3.3.1:** CILs will participate in transportation-related meetings within their service areas, including local transit authority meetings, regional planning commissions, and community forums, to advocate for expanded accessible transportation options for people with disabilities.

**Measurable Indicator 3.3.1:** CILs will report the number of transportation-related meetings, events, or forums attended, and document any advocacy outcomes, policy changes, or commitments secured during the reporting period.

**Activity 3.3.2:** SILC-TN and CILs will attend and participate in regional, statewide, and national transportation events that include legislators, state leaders, community stakeholders, and transportation providers, with the intent of influencing policies that improve transportation access for individuals with disabilities.

**Measurable Indicator 3.3.2:** SILC-TN and CILs will collectively report the total number of hours spent participating in transportation-related trainings, community events, and webinars, as well as a summary of any policy or systems change outcomes during the reporting period.

**Additional Info 3.3.2:** SILC-TN and CILs are encouraged to coordinate transportation advocacy efforts to maximize collective impact. Participation in events such as the NCIL Annual Conference, state legislative sessions, and TDOT public meetings is encouraged and should be documented.

### Reporting & Accountability

All CILs and SILC-TN will submit reports using the standard spreadsheet format designated for each reporting timeframe. Reports will include quantitative data for each measurable indicator as outlined above. SILC-TN will compile and review aggregate data annually to assess progress toward goals and inform any mid-plan adjustments. All reporting should align with federal IL program reporting requirements under Title VII of the Rehabilitation Act, as amended by the Workforce Innovation and Opportunity Act (WIOA).

# SILCTN - Statewide Needs Assessment—Version 1

For adults with disabilities, family members, caregivers, and community partners in Tennessee.

## SECTION 1 — General Information

1. Name (First and Last) - Optional

2. What Tennessee county and zip code do you live in? Short answer

3. What part of Tennessee do you live in?

- West
- Middle
- East

4. Which of the following best describes you? (Select all that apply)

- I am a person with a disability
- I am a parent/guardian of a person with a disability
- I am a family member, spouse, or partner of a person with a disability
- I am a friend, caregiver, or personal assistant
- I am a community advocate or service provider
- Other (please describe)

5. Are you familiar with the Statewide Independent Living Council of Tennessee (SILC-TN)?

- Yes
- No
- Maybe

## SECTION 2 — Independent Living & Quality of Life

6. Please tell us how much you agree with the following statements.

|   | <i>Strongly Agree</i> | <i>Agree</i>          | <i>Disagree</i>       | <i>Strongly Disagree</i> | <i>Option 5</i>       |
|---|-----------------------|-----------------------|-----------------------|--------------------------|-----------------------|
| • I am satisfied with my overall quality of life.     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>    | <input type="radio"/> |
| • My physical health is good.                         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>    | <input type="radio"/> |
| • I am able to live independently.                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>    | <input type="radio"/> |
| • I can stay within my budget or manage my finances.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>    | <input type="radio"/> |
| • I can get the medical care I need.                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>    | <input type="radio"/> |
| • I am happy with my current living situation.        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>    | <input type="radio"/> |
| I receive the social/emotional support I need.        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>    | <input type="radio"/> |
| • I feel connected to my community.                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>    | <input type="radio"/> |
| • I can access the services I need.                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>    | <input type="radio"/> |
| I have opportunities to participate in my community.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>    | <input type="radio"/> |
| People in my community understand disability.         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>    | <input type="radio"/> |
| I experience discrimination because of my disability. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>    | <input type="radio"/> |

### SECTION 3 — Services Needed & Received

7. In the past 12 months, did you contact a Center for Independent Living (CIL) in Tennessee?

- Yes
- No
- Maybe

8. If yes, which CIL did you contact? - List Tennessee CILs

- Empower TN - Nashville TN
- disability Resource Center (DRC) - Knoxville, TN
- Disability Connection Mid-South - Memphis, TN
- Jackson Center for Independent Living (JCIL)—Jackson, TN
- T.A.R.P - Center for Independent Living (TARP) - Paris TN
- Tri-State Resource & Advocacy Corp Independent Living (TRAC) - Chattanooga, TN

9. Which services did you NEED in the past 12 months? (Select all that apply)

- Advocacy / Self Advocacy
- Assistive Technology
- Mental Health Services
- Benefits/Work Incentives Counseling (SSI/SSDI/TennCare)
- Emergency Preparedness
- Employment/Vocational Services
- Healthcare Navigation
- Home Modifications
- Housing Assistance
- Independent Living Skills Training
- Information & Referral
- ASL/CART/Communication Access
- Transition from facility to community
- Diversion to remain in the community
- Peer Support
- Personal Assistance Services
- Training to manage personal care staff
- Emergency Shelter
- Transportation
- Disability Rights/Legal Services
- Computer/Technology Training
- Durable Medical Equipment
- Social/Recreation
- Youth Transition Services
- Other (please describe)
- Other

10. Which services did you RECEIVE in the past 12 months? (Select all that apply)

- Advocacy / Self-Advocacy
- Assistive Technology
- Mental Health Services
- Benefits/Work Incentives Counseling (SSI/SSDI/TennCare)
- Emergency Preparedness
- Employment/Vocational Services
- Healthcare Navigation
- Home Modifications
- Housing Assistance
- Independent Living Skills Training
- Information & Referral
- ASL/CART/Communication Access
- Transition from facility to community
- Diversion to remain in the community
- Peer Support
- Personal Assistance Services
- Training to manage personal care staff
- Emergency Shelter
- Transportation
- Disability Rights/Legal Services
- Computer/Technology Training
- Durable Medical Equipment
- Social/Recreation
- Youth Transition Services
- Other (please describe)

## SECTION 4 — Barriers & Community Participation

### 11. 9. What makes it difficult for you to get the services you need? (Select all that apply)

- Services are not available where I live
- No reliable transportation
- Cannot afford transportation
- Financial literacy
- Services not available in my primary language
- My home is not accessible
- The service location is not accessible
- Other (please describe)

### 12. What keeps you from living more independently or participating in your community? (Select all that apply)

- Lack of housing options
- Inaccessible places in my community
- Lack of communication access (ASL, Braille, CART, etc.)
- Attitudes or discrimination
- Lack of assistive technology
- Personal finances
- Lack of transportation
- No barriers
- Other (please describe)



13. How important are the following services for Tennesseans with disabilities?

|   | <i>: Not Important</i> | <i>Important</i>      | <i>Very Important</i> |
|---|------------------------|-----------------------|-----------------------|
| Advocacy / Self-Advocacy                            | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| • Assistive Technology                              | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| • Mental Health Services                            | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| • Benefits/ Work Incentives Counseling              | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| • Emergency Preparedness                            | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| • Employment/Vocational Services                    | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| • Healthcare Navigation                             | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| • Home Modifications                                | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| • Housing Assistance                                | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| • Independent Living Skills Training                | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| • Information & Referral                            | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| • ASL/CART/Communication Access                     | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| • Transition Services (facility → community)        | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| • Diversion Services (prevent institutionalization) | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |

|   | <i>: Not Important</i> | <i>Important</i>      | <i>Very Important</i> |
|---|------------------------|-----------------------|-----------------------|
| • Peer Support                              | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| • Personal Assistance Services              | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| • Durable Medical Equipment                 | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| • Training for managing personal care staff | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| • Emergency preparedness                    | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |
| Transportation                              | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> |

## Demographics (Optional)

### 14. Gender identity

- Woman
- Man
- Use different term or more than one term
- Prefer not to say

### 15. Disability type(s) - Select one or multiple

- Physical or Mobility Disability
- Blind or Low Vision
- Deaf, DeafBlind, or Hard of Hearing
- Intellectual or Developmental Disability
- Mental Health Disability
- Neurodivergent (including Autism)
- Substance Use Disorder
- Traumatic Brain Injury
- Multiple Disabilities
- Prefer not to say
- Other (please specify)
- Option 2

### 16. Age range

- 18-22
- 23-29
- 30 - 64
- Prefer not to say

**17. Ethnicity**

- American Indian/Alaska Native
- Asian
- Black/African American
- Hispanic/Latino
- Middle Eastern
- Native Hawaiian/Pacific Islander
- White
- Other

**18. Annual household income**

- Under \$25,000
- \$25,000 – \$49,999
- \$50,000 – \$74,999
- \$75,000 – \$99,999
- \$100,000 – \$149,999
- \$150,000 or more
- Prefer not to say
- Option 2

**19. Highest level of education**

- Some high school
- High school diploma or GED
- Some college (no degree)
- Associate degree (AA/AS)
- Bachelor's degree (BA/BS)
- Graduate or professional degree (Master's, PhD, JD, etc.)
- Vocational or technical training
- Currently enrolled in school
- Prefer not to say
- Other (please specify)
- Option 2

20. **Employment status**

- Employed full-time
- Employed part-time
- Self-employed
- Seasonal or temporary work
- Unemployed and looking for work
- Unemployed and not currently looking for work
- Student
- Retired
- Homemaker or caregiver
- Unable to work due to disability
- Prefer not to say

21. Did you know the SILCTN has a App on the Google Play Store and the Apple Store

- Yes
- No
- Maybe

22. Voting status (Single choice)

- Yes
- No
- Not Registered

23. Veteran Status (Single Choice)

- Yes
- No

24. Questions—or if you would like follow up, place your contact info. - email address and phone number



## Welcome to the Tennessee Statewide Needs Assessment Survey—Version 2.

This survey is for individuals with disabilities, stakeholders, parents, or those with lived experience who live in Tennessee. Your responses will help the Statewide Independent Living Council of Tennessee (SILC-TN) identify unmet needs, improve services, and strengthen independent living across the state. All answers are confidential and used only for statewide planning and statistical analysis. If you need help completing this survey, contact us at 615-225-0283 or [silcdirector@silctn.org](mailto:silcdirector@silctn.org). Thank you for sharing your voice and helping shape a more inclusive Tennessee.

1. Name and last ( optional)

2. Phone number—(optional only if you want follow up)

3. Where do you live? the city and county or Zip code

4. Which part of Tennessee do your live in ?

- West
- Middle
- East

5. Which role best describes you?

- Person with a disability
- Parent
- Spouse or partner
- Sibling
- Direct Service Provider
- Healthcare or other therapy provider
- Other

6. Marital Status

- Single
- Married
- Divorced
- Widowed

7. Employment status (Multiple answers):

- Full Time
- Part Time
- Seasonal
- Unable to work
- Seeking employment
- Need vocational training
- Student/volunteer/retired
- Prefer not to answer

8. Community Type

- Urban
- Rural
- Prefer not to answer

9. Highest Level of Education

- Some high school
- High school or GED
- Some college
- Certificate
- Associate's degree
- Bachelor's degree
- Master's degree
- Doctoral degree
- Prefer not to answer

10. Living Situation

- My own home
- My own apartment
- Home or apt with family
- Home or apt with roommates
- Group home or other supervised living
- Nursing home
- Dorm or military housing
- Other

11. Disability or condition (multiple answers):

- Cognitive/Developmental/Learning Disability
- Traumatic Brain Injury
- Blind or Low Vision
- Deaf or Hard of Hearing
- Physical or Mobility Disability
- Chronic Medical Condition
- Environmental or Chemical Sensitivity
- Mental or Emotional Health Condition
- Prefer not to answer
- Other

12. Familiarity with organizations (Multiple answers):

- Administration for Community Living (ACL)
- Veteran-Directed Care (VDC)
- Vocational Rehabilitation - (VR)
- The Statewide Independent Living Council of Tennessee - (SILCTN)
- Centers for Independent Living (CILs)
- None

13. IL - Independent living services situation (Single choice):

- I do not know who to contact
- I need more IL services
- I am satisfied
- I do not need IL services

14. Agencies providing IL services (multiple answers):

- Center for Independent Living (CIL)
- Vocational Rehabilitation
- Aging & Disability programs
- Medicaid/CHOICES
- Veteran-Directed Care (VDC)
- Not sure

15. IL services currently received (Long answer)

16. IL services needed (multiple answer)

- Advocacy: Self-advocacy training and systems advocacy for disability rights.
- Community Transition: Assistance transitioning from nursing homes or institutions back into the community.
- Home Modifications: Ramps, grab bars, and environmental modifications.
- Personal Assistance Services: Training to hire and manage Personal Assistants (PAs) to assist with daily living tasks.
- Assistive Technology: Access to equipment to enhance independence.
- Independent Living Skills Training: Training in budgeting, cooking, and daily living.
- Peer Support: Peer mentoring and support groups.
- Housing Assistance:
- Financial literacy—ABLETN Accounts, benefits guidance
- Disaster Preparedness

-  
Other

17. Barriers to Independent Living (Multiple answers):

- Physical access
- Housing
- Language
- Attitudes
- Funding
- Financial resources
- Transportation
- Complicated systems
- Lack of information
- Waiting lists
- Safety
- Technology
- Other

18. Additional barriers (Long answer)

19. Age group (Single choice):

- 18-22
- 23-29
- 30-64
- 65+

20. Gender Identity

- Woman
- Man
- Use different term or more than one term
- Prefer not to say

21. Identity (Single choice)

- American Indian/Alaska Native
- Asian
- Black/African American
- Hispanic/Latino
- Middle Eastern
- Native Hawaiian/Pacific Islander
- White
- Other

22. Veteran Status (Single Choice)

- Yes
- No

23. Voting status (Single choice):

- Yes
- No
- Not registered

24. Optional - Name, Phone Number, and Email Address if you want a follow-up or to be notified for the Draft SPIL—State Plan for Independent Living,

25. Did you know the SILCTN has an app on the Google Play Store and the Apple Store

- Yes
- No
- Maybe
- I'm going to Download it - SILCTN app - GOOGLE Play and Apple Store

26. What CIL - Center for Independent Living are you familiar with or have received services from?

- T.A.R.P. Center for Independent Living – Paris, TN
- Jackson Center for Independent Living (JCIL) – Jackson, TN
- Disability Connection Midsouth – Memphis, TN
- Empower Tennessee – Nashville, TN
- Tri-State Resource and Advocacy Corporation (TRAC) – Chattanooga, TN
- disABILITY Resource Center – Knoxville, TN
- I would like to be connected to a CiL
- None

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# SILCTN—Statewide Independent Living Needs Assessment - Verson 3 Long

The Statewide Independent Living Needs Assessment is a coordinated, data-driven process used to identify the priorities, barriers, and emerging needs of people with disabilities across Tennessee. Led by the Statewide Independent Living Council of Tennessee (SILCTN) in partnership with Centers for Independent Living (CILs) and community stakeholders, the assessment gathers information directly from consumers, service providers, and regional partners to guide statewide planning and systems change.

The assessment examines key areas that influence independent living, such as housing, transportation, employment, personal assistance, digital access, emergency preparedness, and community participation, to understand where gaps exist and where resources are most needed. By combining survey data, demographic trends, CIL service patterns, and regional insights, the process ensures that the State Plan for Independent Living (SPIL) is grounded in real-world evidence rather than assumptions.

Ultimately, the SILCTN Needs Assessment strengthens Tennessee's Independent Living network by ensuring that consumer voice drives decision-making, statewide goals reflect actual needs, and advocacy efforts are aligned with the lived experiences of people with disabilities.

1. Do you identify as a person with a disability?

- Yes
- No
- Prefer not to say

2. Which best describes your role (choose one)?

- Person with a disability
- Family member of a person with a disability
- Caregiver/Direct Support/Community Support Worker
- Advocate
- Service provider/Agency staff or manager
- Other

3. If you identify as a person with a disability, which of the following best describes your disability? (Select all that apply)

- Physical or Mobility Disability
- Blind or Low Vision
- Deaf, DeafBlind, or Hard of Hearing
- Intellectual or Developmental Disability
- Mental Health or Emotional Disability
- Neurodivergent (including Autism)
- Substance Use or Abuse Disorder
- Traumatic Brain Injury
- Multiple Disabilities
- Prefer not to say
- Other

4. Zip Code

5. County

6. Community type ?

- Urban Community
- Suburban Community
- Rural or Frontier Community
- Tribal Land / Tribal Community

7. Which Independent Living services are you not currently receiving but are important for you to live independently? - (Select all that apply)

- Advocacy and self-advocacy training
- Independent living skills training (budgeting, cooking, organizing, etc.)
- Peer support / peer mentoring
- Emergency and disaster preparedness
- Benefits assistance (SSI, SSDI, Medicaid, SNAP), ABLETN
- Mental health supports
- Accessing or navigating medical care
- Assistive technology or durable medical equipment
- Education supports
- Finding affordable, accessible housing
- Maintaining current housing
- Home accessibility modifications
- Transportation training
- Legal assistance

8. If you do not get services from a Center for Independent Living (CIL), who or what organization provides your services?

9. How helpful would each of the following services be if your local CIL provided them?

|                              | Very helpful          | Somewhat helpful      | Neither helpful nor unhelpful | Somewhat unhelpful    | Very unhelpful        |
|------------------------------|-----------------------|-----------------------|-------------------------------|-----------------------|-----------------------|
| Housing Assistance           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>         | <input type="radio"/> | <input type="radio"/> |
| Emergency Preparedness       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>         | <input type="radio"/> | <input type="radio"/> |
| Assistive technology         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>         | <input type="radio"/> | <input type="radio"/> |
| Transportation Supports      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>         | <input type="radio"/> | <input type="radio"/> |
| Personal assistance services | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>         | <input type="radio"/> | <input type="radio"/> |
| Youth services (14–24)       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>         | <input type="radio"/> | <input type="radio"/> |
| Benefits Counseling          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>         | <input type="radio"/> | <input type="radio"/> |
| Skills Training              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>         | <input type="radio"/> | <input type="radio"/> |
| Peer Support                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>         | <input type="radio"/> | <input type="radio"/> |

10. Would you like to learn more or receive training on financial literacy topics, such as ABLETN Accounts, banking, budgeting, or managing your money?"

- Yes
- No
- Maybe

11. Section D. Barriers You Experience in Your Community

12. Housing — How significant are these barriers in your local area?

|  | Very High             | High                  | Moderate              | Low                   | Option 5              |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Affordable Housing                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Accessible Housing                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Housing in good repair / safe condition  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Help paying for housing or utilities     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Credit repair or credit-building support | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

13.

Transportation: How do you usually get around? (check all that apply)

- Public transit
- Drive self
- Paratransit
- Taxi/Uber/Lyft
- Rides from friends/family
- Walk/roll
- Bike/scooter/skateboard
- Medicaid transport
- Other (please specify)

14. Transportation: Can you get to where you want to go utilizing public transportation, roads, walkways, and doorways?

- Always
- Most of the time
- Sometimes
- Never

15. Transportation: What would help you get where you want? (check all that apply)

- More public transit options
- Improvements to paratransit services
- Affordable transportation or ride options
- Accessible parking availability
- Safe sidewalks, curb cuts, and crosswalks
- Driver's training with adaptive equipment
- Bus stops that are reachable and accessible
- Help paying for transportation (money, passes, or free fares)
- Longer service hours for transportation (earlier or later pickups)
- Other (please specify)

16. Personal Assistance/Supports at Home: Do you have paid or unpaid help to stay in your home?

- Yes (paid)
- Yes (unpaid)
- Both
- No

17. Personal Assistance/Supports at Home: In the last 12 months, did you go without needed help?

- Yes
- No
- Maybe

18. If you did go without help? for how long

- <2 hrs
- 3-6 hrs
- 8-12 hrs
- 1-2 days
- 2-7 days
- Several weeks
- Several months
- Still don't have help

19. Personal Assistance / Home Supports: What challenges do you face when trying to get support at home?

- I don't know what services to ask for
- No one to help me apply
- No internet or smartphone access
- My calls are not returned
- No providers available near me
- Workers need better pay and benefits
- Workers need better training
- Language or communication access is limited
- Reading or writing is difficult for me
- People do not understand my communication
- Transportation is a barrier
- I cannot afford the cost of services
- Current laws or policies make it difficult
- Other (please specify)

20. Digital Access: Do you have reliable internet and a device you can use for telehealth, benefits, work, or school

- Yes
- No
- Sometimes

21. Barriers to Digital Access: If you answered "No" or "Sometimes" to Question 20, what would help you the most?

- Low-cost internet service
- A device (computer, tablet, or smartphone)
- Training on how to use my device or go online
- Accessible software or hardware
- Technical support
- Other (please specify)

22. Barriers to Healthcare & Behavioral Health Access (last 12 months) (check all that apply)

- Couldn't get an appointment in a reasonable time
- The office was not wheelchair accessible
- No ASL or other communication access
- No accessible materials (Braille, large print, etc.)
- Transportation was a barrier
- Insurance or provider network issues
- Cost was a barrier
- None of the above
- Other (please specify)

23. Emergency Preparedness: Do you have a plan for what to do in an emergency?

- Yes
- No
- Maybe

24. Emergency Preparedness: Are you connected to alert systems and accessible information during disasters?

- Yes
- No
- Maybe

25. Emergency Preparedness: Which support would most improve your ability to prepare for emergencies?

- Help creating a personal emergency plan
- Supplies for a "go bag"
- Transportation or evacuation support
- Backup power or equipment
- Accessible emergency alerts
- Other (please specify)

26. Civic Participation: Are you registered to vote?

- Yes
- No
- Other

27. Civic Participation: Have you experienced access barriers in public meetings or voting?

- Yes
- No
- Other

28. What is your relationship to a CIL?

- Not connected
- Receiving services
- Family/friend
- Staff
- Board
- Volunteer
- SILC member
- I refer people to a CIL
- Other (please specify)

29. Has your local CIL improved your life/community?

- Significantly
- Somewhat
- Not at all better
- Unsure
- I don't know of a CIL in my area

30. What additional CIL programs/services would you like to see?

31. If you could teach your community one thing about disability or access, what would it be?

32.

Looking ahead, what changes would most improve the lives of Tennesseans with disabilities?

33. **Preferred language:**

- English
- Spanish
- ASL
- Other (please specify)

34. **Age**

- Under 5
- 5–18
- 19–24
- 25–59
- 60+
- Prefer not to say

35. **Race/Ethnicity:**

- American Indian/Alaska Native
- Asian
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White/Caucasian
- Middle Eastern/North African
- Two or more races
- Prefer not to say

36. **Gender**

- Woman
- Man
- Non-binary
- Another Identity
- Prefer not to say

37. Veteran

Yes

No

38. Housing status:

Stable

At risk

Unhoused (street/shelter/vehicle/couch surfing)

39. Disability benefit status:

SSI

SSDI

None

Prefer not to say

40. Contact name (optional, for updates or if we need more information about your responses):

41. Contact Phone Number (optional, for updates or if we need more information about your responses):

42. Contact Email Address (optional, for updates or if we need more information about your responses):

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