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WELCOME TO THE
2019 FRPA
CONFERENCE!

Miami-Dade County | Disability Services Master Plan



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WHAT IS YOUR MASTER PLAN? Get One Now!! LEARNING OBJECTIVES:



1. Describe overall benefits of having a division/ department master plan
2. Describe 3 or more content areas needed for a successful master plan
3. Recognize the importance of having a master plan as it relates to best practices

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Speaker:**Mary Wilson Palacios, CTRS, CPRP, MHSA**Education:

BS Degree, FSU, Leisure Services and Studies, emphasis in Therapeutic Recreation

MS Degree, FIU, Health Services Administration

Experience: Behavioral Health, Physical Rehabilitation, Community

Current Work:

Miami-Dade County, Parks, Recreation and Open Spaces, Manager of Disability Services: Therapeutic Recreation and Inclusion

STRIVE Recreational Therapy, Inc. Independent Contractor- CTRS

FIU, Adjunct Professor, Recreational Therapy Department.

35+ years as a CTRS and CPRP, Received FRPA Distinguished Service Award for 30 years of service in 1991



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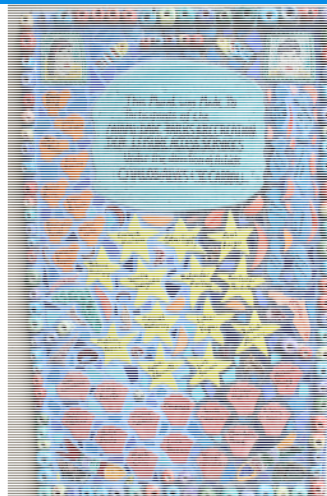


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WHAT IS YOUR MASTER PLAN? Get One Now!!

- Outline: Disability Services
- 1. MDPROS Master Plan
- 2. Overview of DSMP
- 3. Resources and Needs
- 4. Action Plan
- 5. Overview and future!!



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What is a master plan?

Why have a master plan?

How will you benefit from having a master plan?

What main details will you need to know to create a master plan?



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MDPROS Department Overview

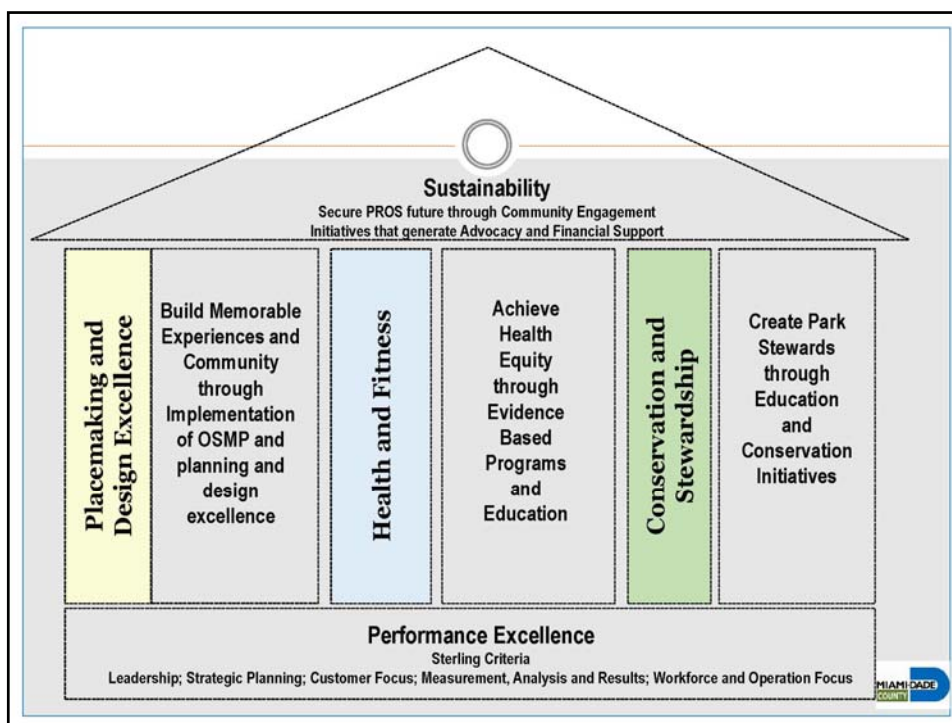
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Miami- Dade County Parks
Recreation and Open Spaces (MDPROS):
MISSION STATEMENT

We create outstanding recreational, natural, and cultural experiences to enrich you and to enhance our community for this and future generations.

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MDPROS- Master Plan Overview

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First MDPROS Recreation Program Plan: CAPRA “best practices”:

2008 hired Strategic Rec. Planner -goals, strategies, with recommended actions.

2011 Consultant regarding reorganization

(changes due to budget reduction, hiring freeze) Created Rec. and Destinations Divisions and Revenue Enterprise operations.

Elevated importance of programming, but never fully implemented.

2009 Launched Fit2Play Afterschool program (UM partnership)

2015 Deputy Director- functional split (OPS/ REC) according to 2011 suggestions.



DISABILITY SERVICES

Master Plan Final, January 15, 2019

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RFQ- January 2013

Agreement, March 2016 (AECOM and MDPROS)

SCOPE: Overview and Data Collection (project coordination, kick off meeting, requirements and guiding documents, overview of services and facilities, demographics, data summary

PEER COMPARISONS: (peer and trends analysis)

MASTER PLAN DEVELOPMENT: (recommendations and review with staff, preliminary gathering of data, action plan, draft masterplan, MDPROS Staff Review, Final Master Plan Report)

May 2016, Kick off Meeting, Prior Division Manager

June 2016, 2nd Meeting, Mary was present

Other: Several other meetings Between AECOM and MDPROS

Added John McGovern, WT Group, Accessibility Consultant to do Peer Comparisons. He met with staff of Disability Services.

Meeting to review outcome, meeting with Director of MDPROS, and the Review with Management.

(Various change orders- throughout, increase \$65,000 - \$100,000.)

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NEW MDPROS Reorganization

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PROS Reorganization announced at all staff meeting.

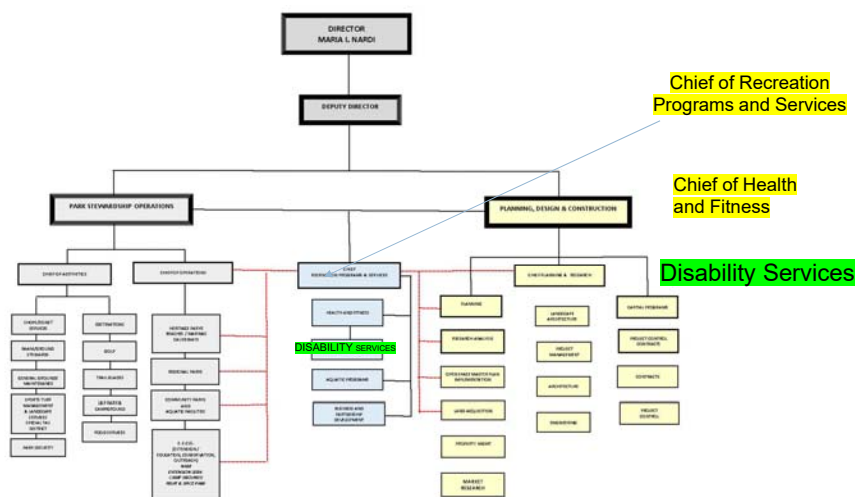
1. Alignment of Operations and Park Planning.
2. Announcement of Recreation and Programs and Services Chief
3. New MDPROS Table of Organization

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MDPROS Table of Organization

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Table of Organization DISABILITY SERVICES

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HEALTH AND FITNESS:

Afterschool programs, Sports Development and internship programs; summer camp; specialty camps; older adult programs, and Disability Services.



- ☐ core programs (health, wellness and fitness)
- ☐ program implementation
- ☐ staff support
- ☐ new opportunities
- ☐ collecting measures

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Who do you serve? Why?

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Who and characteristics???	Why??
<input type="checkbox"/> 1.	<input type="checkbox"/> 1.
<input type="checkbox"/> 2.	<input type="checkbox"/> 2.
<input type="checkbox"/> 3.	<input type="checkbox"/> 3.
<input type="checkbox"/> 4,	<input type="checkbox"/> 4.
<input type="checkbox"/> 5.	<input type="checkbox"/> 5.

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Your participants: Who?? Why??

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Who and characteristics???	Why serve ??
<input type="checkbox"/> 1. ages	<input type="checkbox"/> 1. want to
<input type="checkbox"/> 2. diagnosis	<input type="checkbox"/> 2. have to
<input type="checkbox"/> 3. lives where	<input type="checkbox"/> 3. needs help
<input type="checkbox"/> 4. how long	<input type="checkbox"/> 4. community need
<input type="checkbox"/> 5. other???	<input type="checkbox"/> 5. other????

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Disability Services Facilities Overview

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- The existing 7 locations range from temporary facilities to facilities that are over 50 years of age;
- Facilities range from small multi-purpose rooms with capacities near 15-20 individuals to large multi-purpose rooms and gyms with capacities of more than 50 participants;
- Each facility has a specific set of opportunities for capital enhancements that can be accomplished in short-term and long-term time-frames;
- Many facilities have the potential to increase the number of participants with additional staff and/or funding; and
- Some facilities face the challenge of not receiving priority over other programs or rentals of facilities.

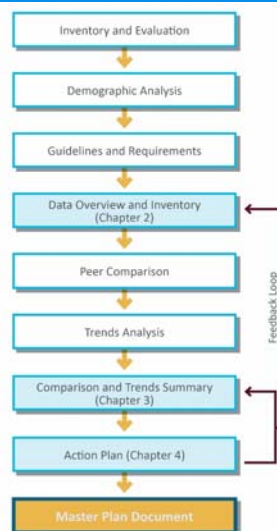
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Purpose

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1. Develop a comprehensive plan that provides MDPROS with an overview of existing conditions of capital assets and operational functions of the Disability Services (DS) Program.
2. Align to the goals and objectives of the Miami-Dade County Parks and Open Spaces Master Plan (OSMP) and the Department's Pillars.
3. Review of current inventories of facilities and programs, demographic characteristics, facility and programming trends, and peer comparisons.
4. Provide a set of recommendations to assist MDPROS in the planning of facilities locations and programs over a 5-10+ year time-frame.



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Disability Services Facilities Overview

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Staff Overview

As of 2018, MDPROS' Disability Services Program is staffed by:

- **15 full time employees**
- **32 part time employees**
- **0 seasonal employees**
- **18 vacant positions**

As of 2019, MDPROS' Disability Services Program is staffed by:

- 24 full-time employees**
- 31 part-time employees**
- 4 seasonal employees**
- 5 vacant positions**

Programming Overview

- MDPROS' Disability Services Program provides year-round programming to residents and visitors of Miami-Dade County.
- Revenues collected by the DS Program are mostly from user fees collected from non-residents and fees collected for special programming.
- General funding of programming consists of state, federal, through the Leisure Access Foundation or The Children's Trust.
- Participation in programming is generally at capacity with many programs maintaining waiting lists.
- Proximity of MDPROS facilities to large population centers and the relatively low cost or no cost of programs makes these programs extremely popular and in demand.

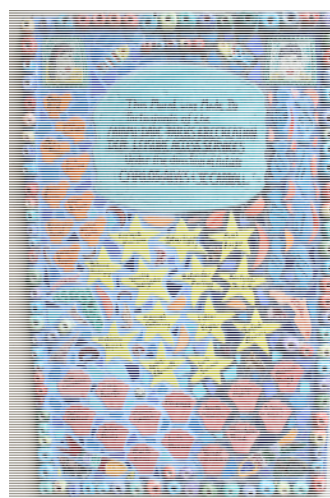
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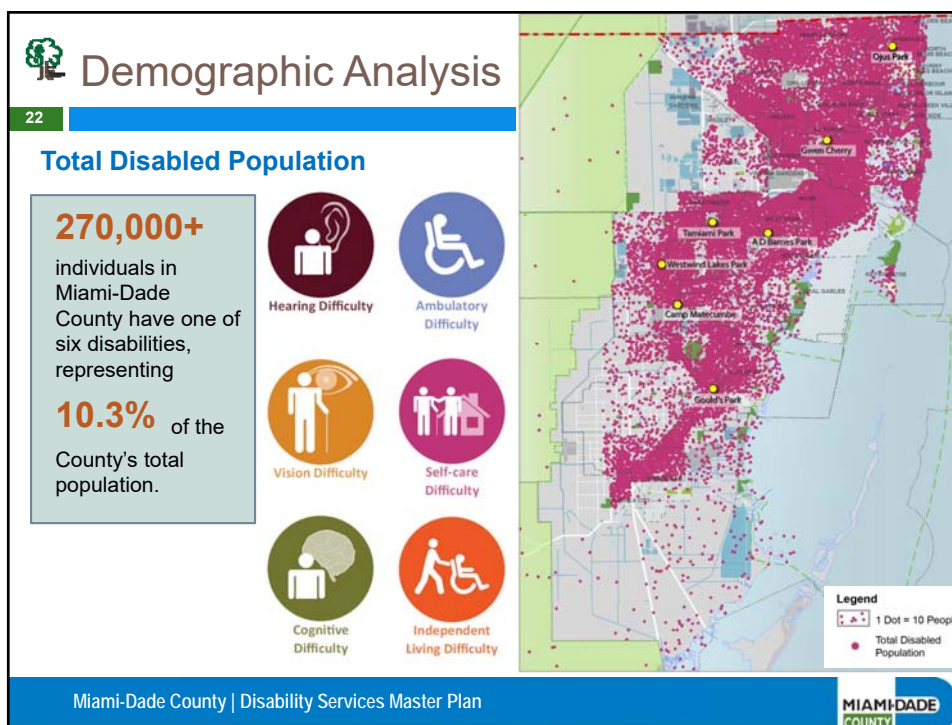
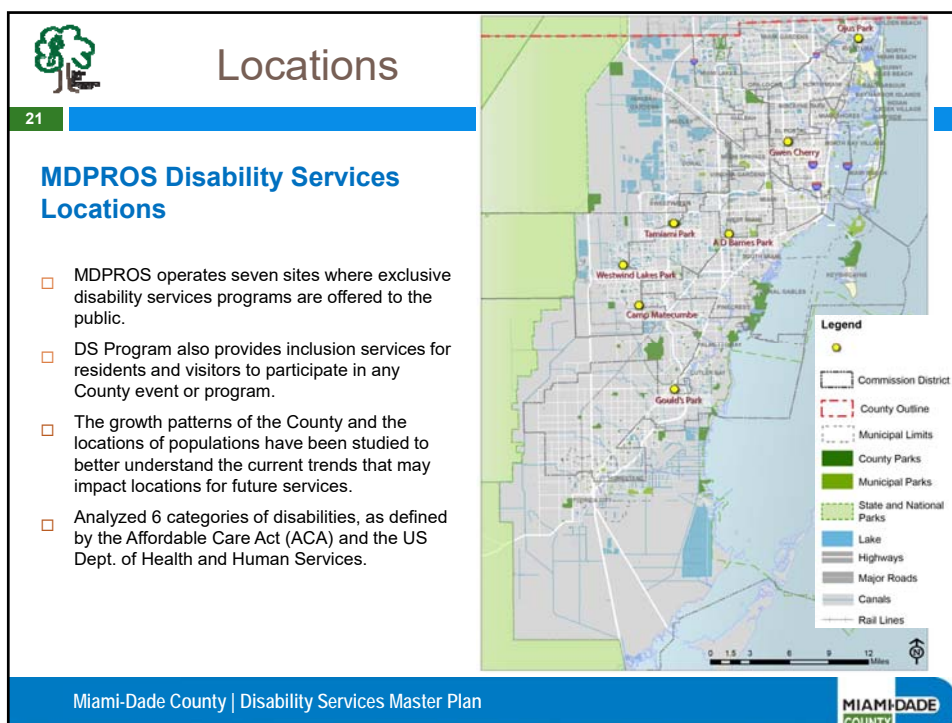


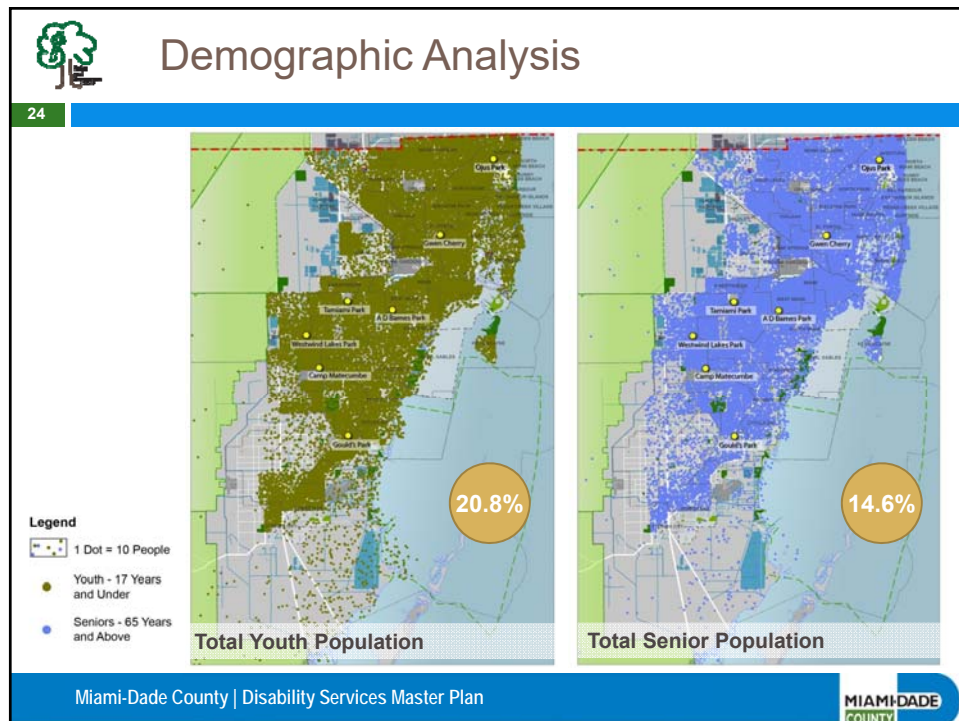
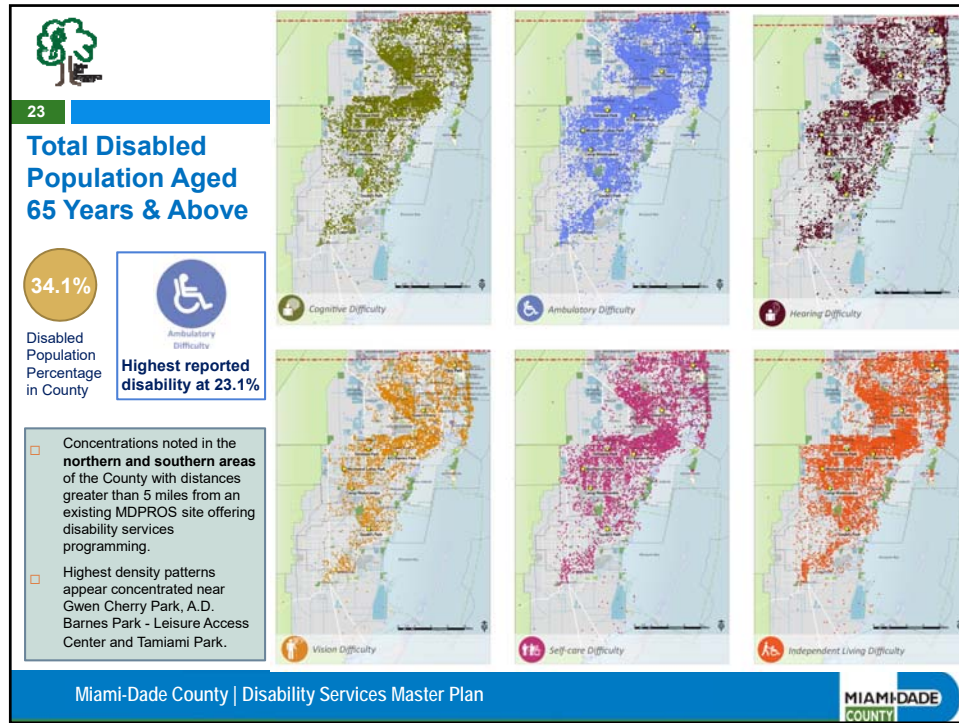
Future Program Site Criteria

For existing, relocation and future development:

1. Prioritize sites that assist in eliminating existing gaps in access to TR/DS program locations;
2. Site status as a Regional Park or higher within MDPROS' park classifications;
3. Reasonable direct access into site from adjacent streets and transit;
4. Direct accessible route from parking and transit to program facility entrance;
5. Accessible route from program facility and ability to use other park amenities, specifically: shaded seating, playground(s), sport court(s), and aquatics (as required) for TR/DS programming needs;
6. Minimum spatial needs, as defined by TR/DS staff, for designated program spaces
7. Existing or the ability to provide a covered drop-off/pick-up area.







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- MDPROS Disability Services is the lowest budget per resident of all comparable agencies surveyed
- MDPROS Disability Services is understaffed compared to comparable agencies surveyed
- Support for those who seek recreation inclusion is not managed by Disability Services...this is akin to having lifeguards manage senior citizen services, or vice versa
- An eight-step inclusion process is the optimal way to address growing demand for recreation inclusion

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- Prince George's County Parks and Recreation Department
- Somerset County Park Commission
- Mecklenburg County Park and Recreation
- Northwest Special Recreation Association
- Cincinnati Recreation Commission

1. Organization and demographics;
2. Staffing and credentials;
3. Annual funding and expenditures;
4. Programs offered for people with disabilities;
5. Collaborative programs;
6. Transportation;
7. Recreation inclusion support; and
8. Outreach, fundraising, and advisory boards

B. Investigating Interview Processes

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The document asks a series of questions regarding eight categories. The preceding brief prepared three questions and completed the document in each instance. Once completed, each resulted in a link to the laws. The next three resulted in subsequent phone interviews to clarify any requests. In every instance, not all fully requested was available or provided. The information herein supports the conclusions and recommendations in the final phase.

Learning objectives and outcomes			
Questions	Robert Oeder County NHS Disability Services (2016/17)	Prince George's County Parks and Recreation Department (2017)	
What type of organisation are you?	provides the park, disability services to approximately 1000 children with disabilities	County Recreation Department provides a range of services to children with disabilities	
What is the role of the person that you are talking to?	Manager of Disability Services	Manager	
What are the 'Techniques' that you are using?			
To whom are the 'Techniques' being used?	Children with disabilities	Children with disabilities	
How to measure the 'Techniques'?	How many children with disabilities are able to participate in the activities? How many children with disabilities are able to participate in the activities? How many children with disabilities are able to participate in the activities?	How many children with disabilities are able to participate in the activities? How many children with disabilities are able to participate in the activities? How many children with disabilities are able to participate in the activities?	

Appendix

Ministerial/ing Coaching Panel and Representation (M2)	Overhead/Board Representation (M3/M4/M5)	Executive Representation (M6/M7/M8/M9/M10)
<p>How to Represent Transport the member of the committee of all of the department</p> <p>Section 76/86 page</p>	<p>Represent the committee</p>	<p>Represent the committee</p>
<p>Chair</p>	<p>Chair</p>	<p>Chair</p>

Source: U.S. Department of Education, Office of Education Policy and Improvement, *Education Policy and Improvement Series*, 1997, p. 10.



Trends Analysis

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Several **national trends** related to disability services were analyzed:

1. The complexity of disability is increasing – more participants will have multiple conditions or disorders which calls for staff with more training.
2. The incidence of disability is increasing resulting in programs running at full capacity with no space for new registrants.
3. Increase in ADA enforcement which would lead to the requirement of more ADA compliant facilities and programs.
4. Having full-time employees to conduct programs increases program efficiency
5. Using technology and innovation that creates new tools for aiding people with disabilities



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Trends Analysis

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DISABILITY TRENDS

- The incidence of disability is rising...over time, unless significant fiscal and human resources are invested, MDPROS will be well behind the demographics of disability. ***Solve this problem before, like maintenance backlog, it is overwhelming.***
- Full time employees solve problems, avoid problems, and develop better rapport with persons with disabilities and their families
- Technology will create more demands for MDPROS services for people with disabilities

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Action Plan

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Actions items were classified into two timeframes:

- Short-Term (1-5 Years)
- Long-Term (6+ Years)

Actions Items were grouped into the following categories:

1. Administrative
2. Staff Resources
3. Fiscal Conditions
4. Programming
5. Partnership Development
6. Planning and Capital Development

- Action Items should be reviewed and updated annually.
- Cost estimates have been prepared for all short-term action items.
- Includes allocation of funding for all short-term actions.

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Action plan items

Action 1: Revise TR/DS brochure, both online and print versions, to comply with the ADA Title II 35.106 Notice requirement:

Action 2: Change the name of MDPROS Disability Services to MDPROS Therapeutic Recreation:



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Action Items

Action 3: Centralize inclusion process controls and records:

Action 4: Adopt a system-wide inclusion awareness process and train all MDPROS staff:



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Action 5: Increase staff support (these are ordered by priority):

Action 6: Provide the Therapeutic Recreation Program with properly credentialed driver:

Action 7: Increase the Therapeutic Recreation budget annually to fund short-term Action Items:



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Action 8: Retain a central line item for the cost of supporting inclusion placements:

Action 9: Adopt a policy requiring MDPROS facilities to hold 5% of program space hours for use by the Disability Services program:

Action 10: Offer additional programs for children and adults during school year:

Action 11: Expand summer camp offerings:



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Action 12: Expand the integration of more technology into programming:

Action 13: Explore the creation of collaborative efforts, ranging from cooperative programs to reciprocal agreements and Joint Use agreements:

Action 14: Establish a Partners Leadership meeting.



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Action 15: Document the implementation of the ADA title II 35.150(d) Transition Plan:

Action 16: Establish pickup-point transportation, coordinated with local facilities and/or destination locations:

Action 17: Implement short-term capital improvements at each program site:



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Action 18: Retain the Disability Services office at MDPROS administrative offices:

Action 19: Provide a program designated space at each program site:

Action 20: Provide program designated restrooms at each program site:



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Action 21: Provide covered drop-off/pick-up area at each program site:

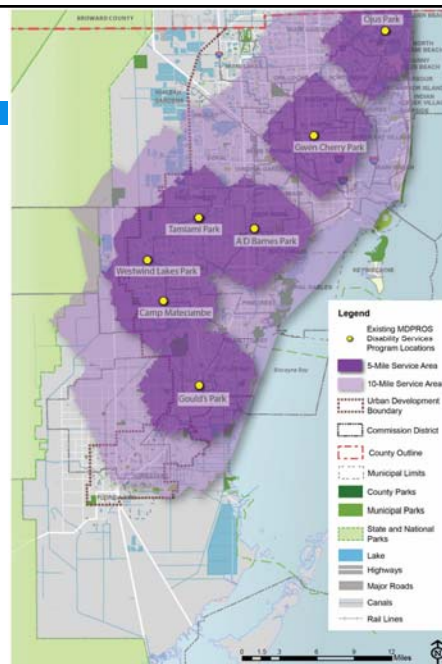
Action 22: Relocate and expand aquatic programs to locations within 5-miles of a year-round pool:

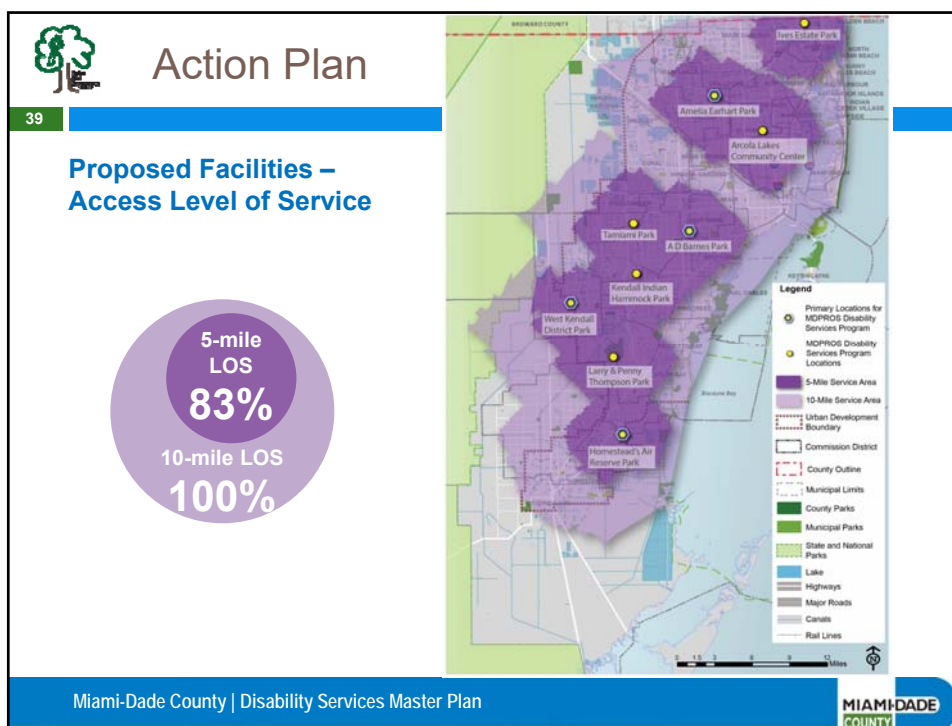


Action Plan

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Existing Facilities – Access Level of Service





Action Plan Summary

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Implementation:

- Plan identifies 22 Action Items that will assist MDPROS in transitioning to a regional provider of therapeutic recreation services.
- Short-term Action Items are recommended for implementation within five years.
- Long-term Action Items may take more than six years to fully implement.
- All action items should be reviewed and updated annually.
- In order to fully fund implementation of all short-term action items, TR/DS should increase annual budget by \$300,000 for the next five years.
- Short-Term Action Items are estimated to be \$1.43M in additional annual costs and \$150,000 in one-time costs.
- Long-Term Action Items are primarily capital improvements


Tamiami Park


Ojus Park

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WHAT IS YOUR MASTER PLAN? Get One Now!!

LEARNING OBJECTIVES:



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3. Recognize the importance of having a master plan as it relates to best practices

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Action Plan –

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What is your action plan?

- 1.
- 2.
- 3.

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THANK YOU!

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& PARK ASSOCIATION

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