



GOVERNOR'S COUNCIL FOR PEOPLE WITH DISABILITIES

November 4, 2025 2027-2032 State Plan Development Workgroup Invision Team Meeting Summary

Meeting Logistics

Topic: Council INvision Team: Council Performance Measures and Indicators

[Watch the Recording](#), Passcode: B^S9z4bZ

Date: Wednesday, November 4, 2025, 1-2:30 p.m. ET

Facilitator: Kate

Participants: Kate Barrow, Erin McGuide, Robin Martinez, Desiree Island, Ryan Revell, Cierra Olivia Thomas Williams

Meeting Agenda

1. Welcome and Recap
2. Why We Measure Performance
3. What Performance Measures and Indicators Are
4. Federal Performance Measures for DD Councils
5. Individual and Family Advocacy (IFA)
6. Systems Change (SC)
7. Group Activity: What Does Success Look Like?
8. Discussion and Wrap-Up

Meeting Activities

1. Welcome and Recap

- Kate opened the session by reviewing the previous INvision meeting and explaining that the team is now focusing on performance measures.
- Performance measures help the Council know whether it is doing what it said it would do—and doing it well.

2. Why We Measure Performance

Performance measures are important, because they:

- Show growth and impact over time,
- Identify what is working and what is not working
- Improve programs and decision-making
- Help tell the story of the Council's work and use of public funds.

3. What are performance Measures

- Performance measures are how we track what the Council does and what changes because of it.
- Performance measures track activities (outputs) and results (outcomes).



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- **Outputs:** the activities that the Council did (e.g. how many people came to a training, how many trainings were held, etc.)
- **Outcomes:** what changed because of the activities/outputs the Council did (e.g. people with ID/DD report an increase in their ability to speak up for themselves)
- The team discussed how data shows progress and accountability.

4. Federal performance Measures

- The federal government gives us two areas to report on:

A. Individual and Family Advocacy (IFA)

- IFA measures track how people with disabilities and families learn about advocacy, decision-making, and leadership.
- Erin shared her story about finding her voice through advocacy groups and how others face barriers such as guardianship.
- The group discussed how outcomes include more people speaking up, joining boards, and leading in their communities.

B. Systems Change (SC)

- SC measures show how the Council improves systems, laws, and policies.
- Examples include creating or changing policies, training professionals, forming partnerships, and supporting promising practices.
- Kate introduced ideas like capacity, responsiveness, and cross-system coordination as ways to track systems change.

6. Participant Activity: What does success look like to you?

- Participants used a shared whiteboard to match DD Act activities with real examples.
- The group discussed how to measure success in communities.
- Talked about using stories and data together to show impact.

7. Wrap up & Next Steps

- Kate reminded everyone that performance measures link daily work to real community impact.
- The group will continue learning how to track outputs and outcomes.
- Cierra offered to meet with members before and after INvision meetings to review materials and plan discussions.

Next Meeting

- **Date & Time: Thursday, November 6, 2025, 1-2:30 p.m. E.T.**
- Agenda Topics: Applying Performance Measures to State Plan Goals
- [Watch the November 6, 2025 Recording](#), Passcode: sZ=N!k+2



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