



Performance Contract Plan FY 2025-2026

Statewide Public Policy Measures	Year	Statewide Average	Harbor Outcomes	Planned Activities
Children Living With Families Increase the percentage of minors living with families (includes own family, foster family, and guardian). Achieving Desired Outcome? YES	2020 2021 2022 2023 - 2024	99.80% 99.80% 99.61% 99.61%	99.51% 99.58% 99.80% 99.80%	Nearly 100% of children served by Harbor live at home with their families and zero children live in a large institution. Harbor will continue to work with families to identify any services or supports that their child can receive in the family home or within their community. <ul style="list-style-type: none"> • Service Coordinators will continue to work with every family to identify the different resources that are available for the family and connect families with local resources to meet needs. • Families who need more assistance in navigating services will be referred to Harbor's Parent Mentor voluntary program. • Enhanced Service Coordination will continue to serve families who have low to no regional center services and meet other criteria. • Increase access to informative and educational materials <ul style="list-style-type: none"> ○ Family Resource Centers will continue to provide information and resources and provide linkage to supports that may benefit child and family. ○ Increase offerings of interactive trainings/workshops that are provided in-language on a variety of educational topics by several subject matter experts. These trainings will be recorded and offered on Harbor's
Children Living in Licensed Homes Reduce percentage of minors living in licensed homes serving more than 7 children. Achieving Desired Outcome? YES	2020 2021 2022 2023 - 2024	0.04% 0.03% 0.03% 0.02%	0.00% 0.00% 0.00% 0.00%	



Performance Contract Plan FY 2025-2026

				<p>website so that more families can access the information at their convenience.</p> <ul style="list-style-type: none"> ○ Harbor will continue to improve and offer informational materials in multiple languages and in various accessible formats. • Expand service provider capacity and options.
<p>Adults Living in Home Settings</p> <p>Increase the percentage of adults living in home settings: independent living, supported living, family home, and family home agency homes.</p> <p>Achieving Desired Outcome? YES</p>	<p>2020</p> <p>2021</p> <p>2022</p> <p>2023-2024</p>	<p>81.71%</p> <p>82.50%</p> <p>83.10%</p> <p>83.86%</p>	<p>84.44%</p> <p>85.20%</p> <p>85.56%</p> <p>86.36%</p>	<p>Over the past five years, there has been a steady increase in the number of adults living in family homes or living independently with some supports. Over last 15 years, adults served by Harbor who live in a facility with 7 or more beds has reduced from 4% to now less than 0.60% of adults.</p> <p>Through the individual person-centered planning process, Harbor's service coordinators will work with adults and their families or circles of support to identify and access the services and supports they need.</p>
<p>Adults Living in Licensed Homes</p> <p>Reduce the percentage of adults living in licensed homes serving more than 6 adults.</p> <p>Achieving Desired Outcome? YES</p>	<p>2020</p> <p>2021</p> <p>2022</p> <p>2023-2024</p>	<p>1.92%</p> <p>1.78%</p> <p>1.67%</p> <p>1.46%</p>	<p>0.71%</p> <p>0.69%</p> <p>0.75%</p> <p>0.60%</p>	<ul style="list-style-type: none"> • Increase in-home supports through respite, personal assistance, and Coordinated Family Support (CFS) services. • Increase identification of individuals who may benefit from Coordinated Family Support Services and expand service provider options. • Develop needed resources in the community <ul style="list-style-type: none"> ○ Independent Living Services providers ○ Enhanced Behavioral Services Homes (EBSHs)



Performance Contract Plan FY 2025-2026

Public Policy Measures: Employment	Planned Activities
<ul style="list-style-type: none">• Number and percentage of individuals ages 16-64 with earned income.• Average annual wages for individuals ages 16-64.• Annual earnings of individuals ages 16-64 compared to all people with disabilities in California.• Number of adults who entered in competitive integrated employment following participation in a Paid Internship Program.• Percentage of adults who entered in competitive integrated employment following participation in a Paid Internship Program.• Average hourly or salaried wages and hours worked per week for adults who participated in a Paid Internship Program during the prior fiscal year.• Average wages and hours worked for adults engaged in competitive integrated employment on behalf of whom incentive payments have been made.• Total number of 30-day, 6-month and 12-month incentive payments made for the fiscal year.• Percentage of adults who reported having competitive integrated employment as a goal in their IPP.	<p>Harbor will continue to support adults who want to work, to prepare for, find and maintain competitive employment.</p> <ul style="list-style-type: none">• Develop customized supported employment programs to assist clients to integrate into various industries.<ul style="list-style-type: none">○ Encourage and support service provider certification programs○ Increase Pathways providers• Offer trainings and interactive workshops throughout the year.• Increase information sharing for transition-age youth during the collaborative meetings with the individual, their circles of support and school districts.<ul style="list-style-type: none">○ Facilitate connection with the Department of Rehabilitation earlier in the individual's school-work pathway.



Performance Contract Plan FY 2025-2026

Statewide Public Policy Measures: Reducing Disparity & Improving Equity in Purchase of Service Expenditures	Planned Activities
<p>Progress to be measured by:</p> <p>“Indicator showing the relationship between annual authorized services and expenditures by individual’s residence type and ethnicity.”</p> <p>And</p> <p>“Percent of total annual purchase of service authorizations and expenditures by individual’s ethnicity and age</p> <ul style="list-style-type: none">• Birth to age two, inclusive• Age three to twenty-one, inclusive• Twenty-two and older”	<p>Harbor is committed to providing services and supports to everyone served by Harbor regardless of age, diagnosis, ethnicity, language, or citizenship status.</p> <ul style="list-style-type: none">• Ongoing implementation of Strategic Plan that focuses on several areas for improvement.• Increase availability of information and communications to be more responsive and accessible to all individuals and families served.<ul style="list-style-type: none">○ Expanding outreach and support to Individuals, Families & Community through meaningful activities such as interactive workshops, cultural celebrations, listening sessions, focus groups, developmental screenings, and support groups.○ Increase language-specific trainings for those who have speak a language other than English• Continue to implement various avenues for individuals across all linguistic and cultural groups to provide their input about service access and the development of plans including:<ul style="list-style-type: none">○ Listening Sessions○ Focus Groups○ Public Meetings○ Surveys



Performance Contract Plan FY 2025-2026

Compliance Measures	Harbor Compliance	Planned Activities
Unqualified independent audit with no material findings	Yes	<ul style="list-style-type: none"> Continue generally accepted accounting principles Maintain good business practices Maintain compliance with state contract and Medicaid Waiver requirements
Substantial compliance with DDS fiscal audit	Yes	
Operates within Operations budget	Yes	
Certified to participate in Home & Community-Based Waiver	Yes	
Compliance with vendor audit requirements	Yes	
Individuals with updated CDERs and ESRs (Client Development Evaluation Report or Early Start Report)	99.91%	Continue timely completion/updates of the CDER/ESR.
Intake/assessment timelines for individuals ages 3 and above	100%	Provide timely intake/assessment for children and adults ages 3 years and above.
IPP (Individual Person Centered Plan) development, ages 3 and above, (Welfare and Institutions Code requirements)	99.7%	Provide timely completion of individual person-centered plans (IPP) for individuals receiving services under the Lanterman Act.
IFSP development, for infants/toddlers ages 0-2, (Title 17 requirements)	89.8%	Provide timely completion of intake/assessment and Individual/Family Service planning for infants and toddlers birth to 2 years of age.

Approved and Adopted by Board of Trustees on May 20, 2025

July 16, 2025 Plan revised to remove measure on developmental centers.

Approved by Department of Developmental Services on July 16, 2025.