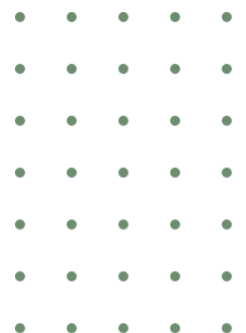


# National Core Indicators<sup>®</sup> - Intellectual and Developmental Disabilities (NCI<sup>®</sup>-IDD)



National Report 2021-22

## Workforce



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## Where do these data come from?

All information in this section comes directly from the person receiving services, or for some select questions, from a “proxy” respondent. A proxy respondent is someone who knows the person well (e.g., a family member), proxy respondents may not be a case manager/service coordinator. Items that allow for proxy respondents are noted in the table title. **Note, questions about staff were not asked if staff were present during the survey meeting.** Read more about why we allow proxy respondents for select questions in the IPS in the Overview chapter of this report.

Items in this chapter are a part of the NCI-IDD Individuals Outcomes domain (or topic area) and comprise the “Workforce” subdomain (a specific area of concern within the domain). The Workforce sub-domain includes items that help determine whether “There is stable and sufficient direct support workforce to meet demand. People are supported by staff who demonstrate respect for what is important to the person in their day-to-day life. Staff have the right skills to support people.”.

Read more about NCI-IDD domains and sub-domains in the Overview chapter of this report.

## What are “collapsed” data?

Many questions in the IPS allow respondents to answer a question with “middle” response like “maybe”, “sometimes” or “in-between”. The tables in this section present collapsed data. That means that two or more response options are grouped together if they are considered to reflect a positive outcome.

To see the breakout of responses for each option, please see Appendix C.

## What is weighting and why do we do it?

The Weighted NCI-IDD Averages are “weighted” to reflect the states’ relative population and sample sizes. We created the weights using the state’s number of valid surveys and its total survey-eligible population. This way, a state that provides services to a larger number of people but uses a sample similar in size to other states has a greater influence on the overall Weighted NCI-IDD Average (that is, its contribution is *proportional to its service population*). You can read more about this in the Methodology section of the Overview chapter.

The number of respondents (N) for each question is *not* weighted.

## Presentation of state and weighted NCI-IDD Averages

For the most part, the state outcomes are shown in descending order of percentage and are categorized as statistically significantly above the Weighted NCI-IDD Average, within the range of the Weighted NCI-IDD Average, or significantly below the Weighted NCI-IDD Average. Statistical significance is taken to be at or below the .01 level. For those states that fall within the Weighted NCI-IDD Average range, their ‘always’ or ‘yes’ response was not statistically different from the Weighted NCI-IDD Average. Other tables show the states listed in alphabetical order and are not tested for significance.

Tables that show significance also break out average results for each state by the type of residence: ICF/IID or other institutional

settings, group residence, own home, parent/relative's home, foster or host home. Figure A on the following page shows, by state, the percentage of people surveyed in each residence type. Please note though that:

- Significance testing was not performed on the breakouts by residence
- The number of people in each residential setting is often too small to allow for valid state-to-state comparisons
- And in many cases, statistically valid conclusions cannot be drawn about differences in results between residence types

Still, we provide this information for states' internal purposes. It should not be used to compare one state with another.

To protect people's privacy, we do not show the data when 20 or fewer people from a state

or residence type responded to a question (though their responses are included in the Weighted NCI-IDD Average).

## **Important Note on Changes to the 2021-22 Survey Tool**

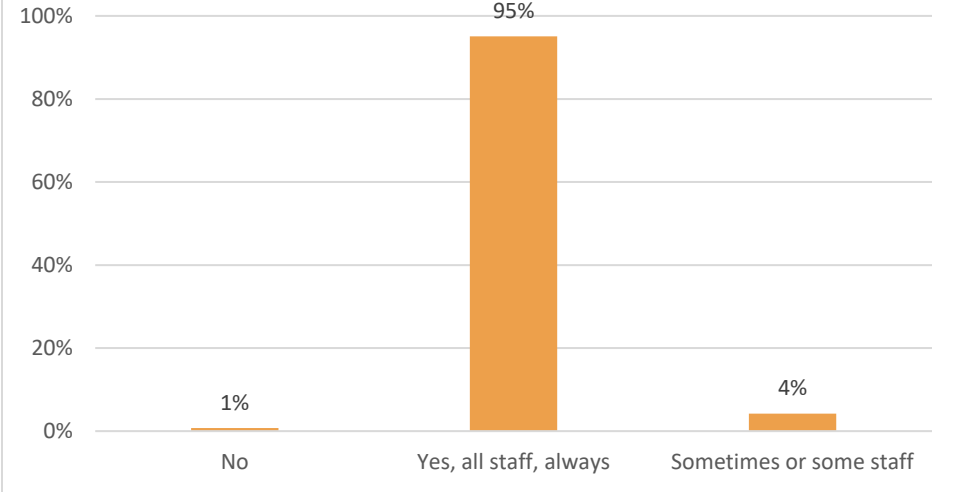
NCI regularly updates survey tools to ensure the current set of indicators meet the needs of state systems and reflect current needs in the field. Survey changes are guided by state managers, people with disabilities, and other experts in the field. The 2021-22 survey tool reflected changes based on this guidance and additional survey testing. Throughout this report, new questions and questions that were modified are noted. Please note, any changes to the survey tool may affect comparison to previous years' data, therefore any cross-year comparison should be made with caution.

Figure A. Percentage of people surveyed in each residence type by state

State	Institutional settings	Community-based Group Residential settings	Own Home or Apartment	Parent's or Relative's Home	Foster Care/Host Home	N
AR	0%	13%	39%	46%	1%	417
CO	0%	8%	13%	57%	22%	407
CT	1%	38%	17%	40%	4%	450
DE	0%	74%	3%	19%	5%	199
FL	0%	33%	19%	47%	0%	444
GA	0%	36%	9%	39%	15%	407
IL	0%	53%	7%	38%	2%	395
IN	32%	21%	11%	35%	1%	1078
KS	0%	49%	22%	28%	1%	385
KY	0%	25%	11%	37%	27%	406
MA	0%	60%	11%	19%	10%	400
MI	0%	43%	17%	37%	2%	657
MN	5%	48%	10%	33%	4%	401
MO	2%	22%	41%	32%	2%	402
NE	7%	28%	23%	27%	15%	413
NV	0%	50%	16%	27%	6%	404
NJ	0%	41%	11%	47%	1%	428
NY	0%	56%	8%	35%	1%	993
NC	12%	14%	7%	54%	13%	462
OH	11%	17%	30%	41%	1%	516
OK	0%	49%	18%	29%	4%	300
OR	0%	11%	4%	73%	12%	416
PA	6%	46%	10%	33%	5%	636
SC	1%	56%	12%	29%	2%	410
UT	6%	34%	10%	39%	12%	502
VA	0%	37%	7%	37%	18%	715
WI	2%	17%	30%	49%	2%	453
Weighted NCI-IDD Average	5%	36%	15%	38%	7%	Total: 13096

Table note: Institutional settings includes ICF/IID, Nursing Facilities, and other institutional settings

### Are your staff respectful of your culture?



**Table 1. Staff are respectful of person’s culture**

New question in 2021-22

**Significantly Above Average**

State	Average within state	N	Institutional settings	Community-based Group Residential settings	Own Home or Apartment	Parent’s or Relative’s Home	Foster Care/Host Home
AR	100%	234	n/a	100%	100%	99%	n/a
MO	99%	151	n/a	100%	99%	100%	n/a
CO	98%	121	n/a	n/a	100%	100%	100%

**Within Average**

State	Average within state	N	Institutional settings	Community-based Group Residential settings	Own Home or Apartment	Parent’s or Relative’s Home	Foster Care/Host Home
WI	98%	150	n/a	100%	99%	97%	n/a
VA	97%	238	n/a	95%	100%	97%	100%
PA	97%	114	n/a	95%	n/a	98%	n/a
IL	97%	113	n/a	95%	n/a	100%	n/a
FL	97%	150	n/a	93%	98%	100%	n/a
OH	97%	204	n/a	100%	96%	100%	n/a
GA	97%	116	n/a	100%	n/a	93%	100%
IN	96%	509	97%	90%	95%	99%	n/a
NJ	95%	66	n/a	100%	n/a	n/a	n/a
<b>Weighted NCI-IDD Average</b>	<b>95%</b>	<b>4433</b>	<b>93%</b>	<b>92%</b>	<b>96%</b>	<b>97%</b>	<b>94%</b>
NV	95%	252	n/a	93%	98%	98%	n/a
NY	95%	207	n/a	89%	100%	97%	0%
CT	94%	196	n/a	90%	95%	96%	n/a
NC	94%	110	n/a	95%	n/a	96%	n/a
OK	93%	101	n/a	92%	90%	n/a	n/a
NE	93%	256	n/a	89%	94%	94%	100%
KS	92%	178	n/a	90%	90%	100%	n/a
OR	92%	87	n/a	n/a	n/a	92%	n/a
UT	92%	109	n/a	83%	n/a	100%	n/a
MN	91%	109	n/a	81%	n/a	100%	n/a
MA	90%	168	n/a	87%	97%	93%	91%
KY	90%	62	n/a	n/a	n/a	n/a	n/a
SC	90%	225	n/a	90%	81%	94%	n/a
DE	90%	70	n/a	84%	n/a	n/a	n/a
MI	90%	137	n/a	85%	90%	94%	n/a

### Do your staff treat you with respect?

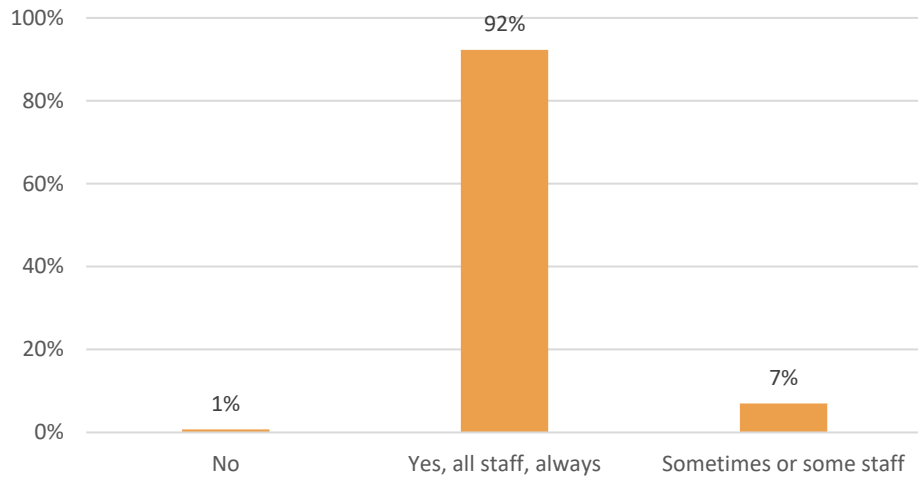




Table 2. Staff treat person with respect

Significantly Above Average

State	Average within state	N	Institutional settings	Community-based Group Residential settings	Own Home or Apartment	Parent's or Relative's Home	Foster Care/Host Home
OK	98%	103	n/a	97%	100%	n/a	n/a
AR	98%	237	n/a	98%	97%	100%	n/a
MO	97%	152	n/a	97%	96%	100%	n/a

Within Average

State	Average within state	N	Institutional Setting	Community-based Group Residential settings	Own Home or Apartment	Parent's or Relative's Home	Foster Care/Host Home
PA	96%	131	n/a	88%	n/a	100%	n/a
GA	96%	116	n/a	89%	n/a	96%	100%
VA	95%	254	n/a	91%	94%	99%	98%
FL	95%	152	n/a	87%	96%	100%	n/a
IL	94%	116	n/a	93%	n/a	93%	n/a
KY	94%	62	n/a	n/a	n/a	n/a	n/a
CT	93%	209	n/a	90%	92%	96%	n/a
CO	93%	129	n/a	n/a	96%	95%	91%
NC	93%	113	n/a	91%	n/a	93%	n/a
OH	93%	205	n/a	92%	94%	97%	n/a
WI	93%	150	n/a	90%	96%	94%	n/a
NJ	93%	67	n/a	93%	n/a	n/a	n/a
NY	92%	211	n/a	82%	94%	99%	n/a
<b>Weighted NCI-IDD Average</b>	<b>92%</b>	<b>4554</b>	<b>90%</b>	<b>87%</b>	<b>94%</b>	<b>96%</b>	<b>95%</b>
MI	92%	142	n/a	84%	95%	98%	n/a
IN	92%	522	95%	81%	92%	98%	n/a
MN	91%	110	n/a	84%	n/a	100%	n/a
NV	90%	255	n/a	87%	100%	93%	n/a
OR	90%	89	n/a	n/a	n/a	91%	n/a
NE	89%	264	n/a	81%	90%	90%	100%
UT	88%	114	n/a	82%	n/a	97%	n/a
KS	88%	178	n/a	84%	87%	97%	n/a
MA	87%	174	n/a	82%	94%	91%	86%
DE	81%	73	n/a	77%	n/a	n/a	n/a

Significantly Below Average

State	Average within state	N	Institutional Setting	Community-based Group Residential settings	Own Home or Apartment	Parent's or Relative's Home	Foster Care/Host Home
SC	85%	226	n/a	83%	75%	90%	n/a

### Can you talk or communicate with your staff in your preferred language?

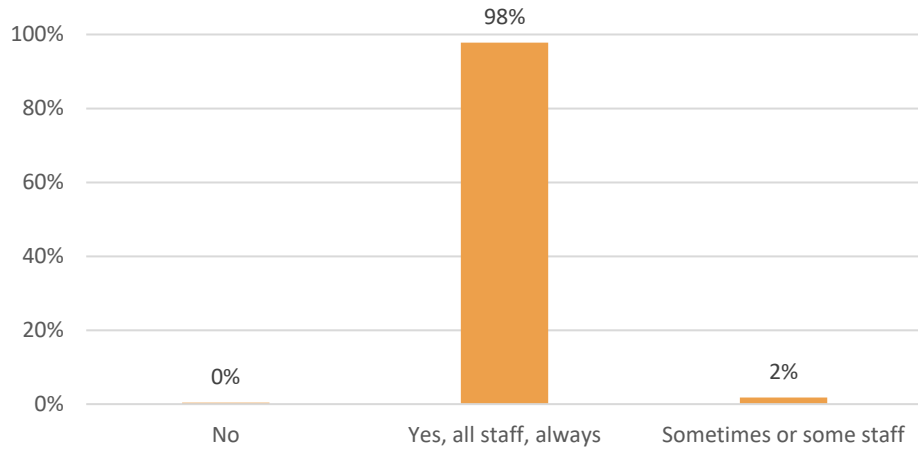


Table 3. Person can talk or communicate with staff in their preferred language

New question in 2021-22

Within Average

State	Average within state	N	Institutional Setting	Community-based Group Residential settings	Own Home or Apartment	Parent's or Relative's Home	Foster Care/Host Home
NE	100%	266	n/a	100%	100%	100%	100%
OK	100%	101	0%	100%	100%	n/a	n/a
PA	100%	121	n/a	100%	n/a	100%	n/a
WI	99%	151	n/a	100%	100%	100%	n/a
CO	99%	129	0%	n/a	100%	99%	100%
AR	99%	236	0%	98%	99%	100%	n/a
GA	99%	116	0%	100%	n/a	100%	95%
UT	99%	112	n/a	100%	n/a	100%	n/a
MN	99%	109	n/a	98%	n/a	100%	n/a
NY	99%	205	0%	97%	100%	100%	n/a
OR	99%	88	0%	n/a	n/a	99%	n/a
VA	99%	245	0%	98%	100%	100%	98%
DE	99%	72	0%	100%	n/a	n/a	n/a
OH	99%	205	n/a	100%	98%	100%	n/a
IN	98%	509	98%	97%	99%	99%	n/a
IL	98%	115	n/a	97%	n/a	100%	n/a
MO	98%	151	n/a	100%	97%	97%	n/a
MI	98%	141	0%	100%	95%	98%	n/a
<b>Weighted NCI-IDD Average</b>	<b>98%</b>	<b>4499</b>	<b>98%</b>	<b>97%</b>	<b>98%</b>	<b>99%</b>	<b>98%</b>
SC	98%	226	n/a	96%	100%	99%	n/a
FL	97%	150	0%	98%	100%	94%	n/a
NC	96%	113	n/a	91%	n/a	96%	n/a
KY	95%	62	0%	n/a	n/a	n/a	n/a
KS	95%	180	0%	95%	92%	100%	n/a
NV	94%	255	0%	94%	98%	95%	n/a
CT	94%	199	0%	93%	90%	99%	n/a
NJ	94%	66	0%	93%	n/a	n/a	n/a
MA	93%	176	n/a	92%	91%	97%	95%

### Do staff do things the way you want them done?

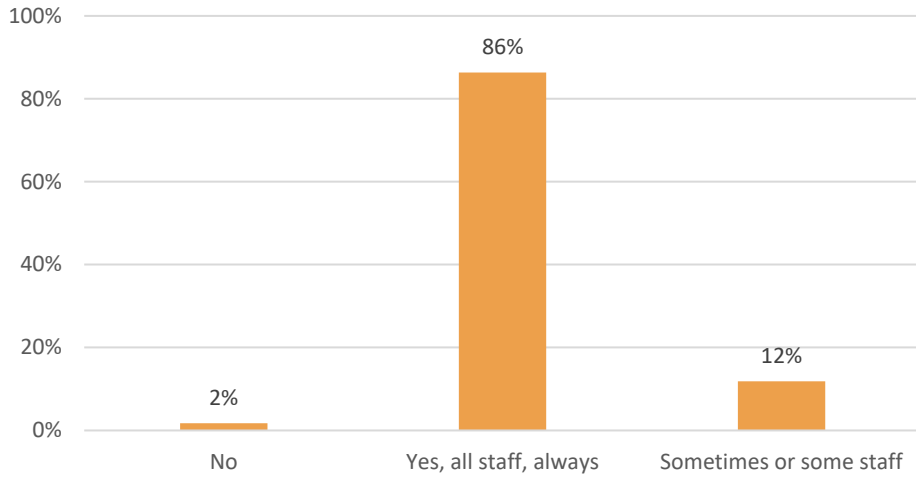


Table 4. Staff do things the way person wants them done

New question in 2021-22

Significantly Above Average

State	Average within state	N	Institutional Setting	Community-based Group Residential settings	Own Home or Apartment	Parent's or Relative's Home	Foster Care/Host Home
AR	96%	226	n/a	97%	97%	95%	n/a
OK	95%	102	n/a	95%	91%	n/a	n/a
PA	95%	129	n/a	88%	n/a	100%	n/a
MO	93%	150	n/a	93%	95%	95%	n/a
IN	90%	509	88%	85%	90%	94%	n/a

Within Average

State	Average within state	N	Institutional Setting	Community-based Group Residential settings	Own Home or Apartment	Parent's or Relative's Home	Foster Care/Host Home
GA	90%	114	n/a	84%	n/a	93%	85%
VA	89%	236	n/a	84%	93%	94%	91%
FL	89%	149	n/a	85%	91%	92%	n/a
KY	89%	61	n/a	n/a	n/a	n/a	n/a
IL	88%	112	n/a	86%	n/a	86%	n/a
NC	88%	112	n/a	86%	n/a	87%	n/a
NJ	88%	64	n/a	87%	n/a	n/a	n/a
OH	87%	203	n/a	89%	80%	97%	n/a
WI	86%	147	n/a	85%	90%	91%	n/a
<b>Weighted NCI-IDD Average</b>	<b>86%</b>	<b>4440</b>	<b>88%</b>	<b>82%</b>	<b>87%</b>	<b>90%</b>	<b>85%</b>
SC	86%	222	n/a	86%	76%	90%	n/a
MN	86%	107	n/a	79%	n/a	94%	n/a
NY	85%	208	n/a	78%	91%	89%	n/a
NE	85%	253	n/a	80%	91%	82%	84%
CO	85%	126	n/a	n/a	77%	88%	95%
MI	82%	142	n/a	70%	84%	90%	n/a
UT	81%	108	n/a	74%	n/a	76%	n/a
NV	80%	254	n/a	73%	91%	88%	n/a
DE	79%	73	n/a	81%	n/a	n/a	n/a
OR	79%	87	n/a	n/a	n/a	81%	n/a

Significantly Below Average

State	Average within state	N	Institutional Setting	Community-based Group Residential settings	Own Home or Apartment	Parent's or Relative's Home	Foster Care/Host Home
CT	79%	196	n/a	71%	80%	83%	n/a
MA	75%	173	n/a	74%	78%	71%	76%
KS	75%	177	n/a	71%	73%	87%	n/a

### When staff are with you in the community, do they support you the way you want?

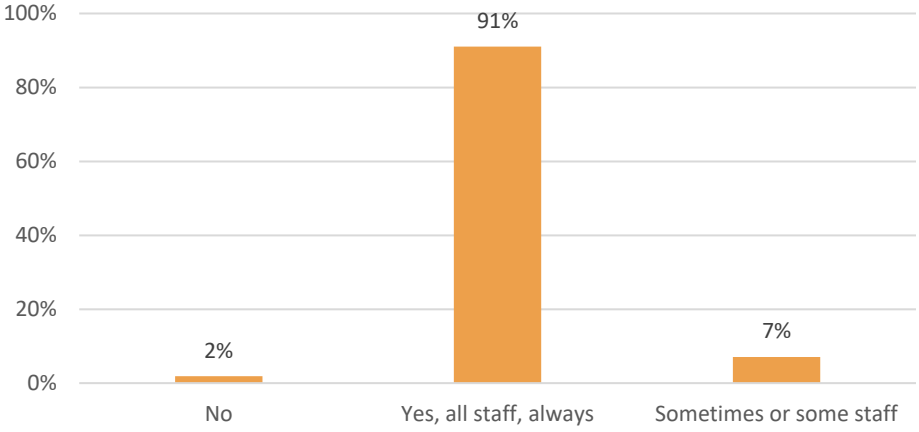


Table 5. When in the community, staff support person in the way they want

New question in 2021-22

Significantly Above Average

State	Average within state	N	Institutional Setting	Community-based Group Residential settings	Own Home or Apartment	Parent's or Relative's Home	Foster Care/Host Home
OK	98%	101	n/a	97%	100%	n/a	n/a
AR	97%	233	n/a	98%	98%	96%	n/a
GA	96%	113	n/a	100%	n/a	95%	95%
IL	96%	111	n/a	94%	n/a	100%	n/a

Within Average

State	Average within state	N	Institutional Setting	Community-based Group Residential settings	Own Home or Apartment	Parent's or Relative's Home	Foster Care/Host Home
MO	95%	150	n/a	97%	95%	95%	n/a
KY	94%	62	n/a	n/a	n/a	n/a	n/a
PA	93%	123	n/a	90%	n/a	94%	n/a
IN	93%	513	94%	89%	92%	96%	n/a
VA	93%	241	n/a	93%	87%	94%	96%
OH	93%	191	n/a	100%	89%	98%	n/a
FL	92%	147	n/a	89%	94%	92%	n/a
NY	92%	205	n/a	89%	97%	93%	n/a
UT	91%	105	n/a	86%	n/a	93%	n/a
<b>Weighted NCI-IDD Average</b>	<b>91%</b>	<b>4414</b>	<b>90%</b>	<b>89%</b>	<b>91%</b>	<b>93%</b>	<b>91%</b>
CO	90%	123	n/a	n/a	87%	90%	100%
WI	90%	150	n/a	85%	93%	94%	n/a
MN	90%	108	n/a	88%	n/a	100%	n/a
SC	89%	225	n/a	88%	89%	91%	n/a
OR	89%	83	n/a	n/a	n/a	92%	n/a
NE	88%	252	n/a	88%	90%	86%	91%
NJ	88%	60	n/a	89%	n/a	n/a	n/a
NC	88%	111	n/a	91%	n/a	83%	n/a
NV	88%	247	n/a	86%	95%	87%	n/a
MI	87%	142	n/a	79%	88%	94%	n/a
KS	86%	177	n/a	84%	85%	97%	n/a
MA	85%	173	n/a	87%	81%	84%	82%
DE	85%	73	n/a	85%	n/a	n/a	n/a
CT	85%	195	n/a	81%	87%	84%	n/a

### Do your staff come and leave when they are supposed to?

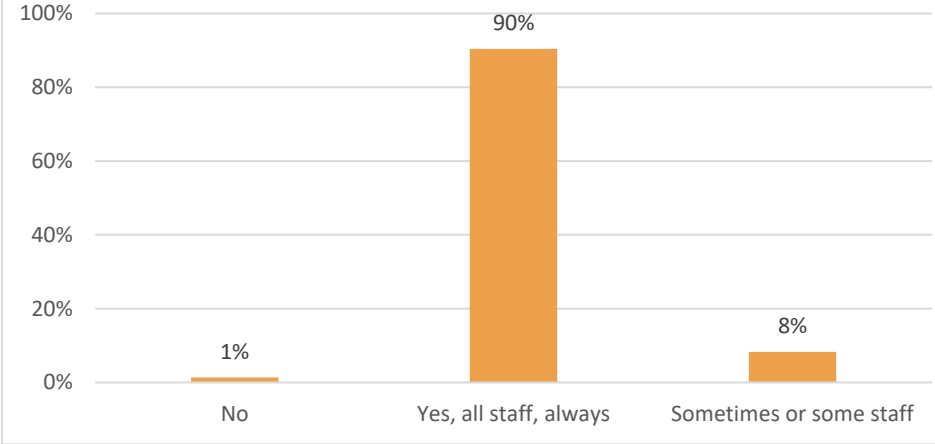




Table 6. Staff come and leave when they are supposed to

**Significantly Above Average**

State	Average within state	N	Institutional Setting	Community-based Group Residential settings	Own Home or Apartment	Parent's or Relative's Home	Foster Care/Host Home
IL	98%	111	n/a	98%	n/a	96%	n/a
PA	96%	114	n/a	97%	n/a	98%	n/a
IN	95%	511	95%	94%	96%	96%	n/a

**Within Average**

State	Average within state	N	Institutional Setting	Community-based Group Residential settings	Own Home or Apartment	Parent's or Relative's Home	Foster Care/Host Home
KY	95%	62	n/a	n/a	n/a	n/a	n/a
GA	95%	112	n/a	100%	n/a	91%	95%
AR	94%	229	n/a	100%	92%	97%	n/a
NE	94%	252	n/a	96%	97%	87%	97%
FL	93%	149	n/a	89%	96%	96%	n/a
OK	93%	98	n/a	92%	90%	n/a	n/a
KS	92%	172	n/a	92%	90%	100%	n/a
SC	92%	224	n/a	92%	91%	91%	n/a
NJ	92%	60	n/a	93%	n/a	n/a	n/a
CO	92%	119	n/a	n/a	86%	94%	91%
MO	91%	148	n/a	97%	91%	92%	n/a
<b>Weighted NCI-IDD Average</b>	<b>90%</b>	<b>4349</b>	<b>93%</b>	<b>90%</b>	<b>89%</b>	<b>92%</b>	<b>94%</b>
OH	90%	203	n/a	89%	91%	88%	n/a
VA	90%	213	n/a	92%	81%	91%	93%
NV	89%	246	n/a	88%	93%	90%	n/a
DE	89%	72	n/a	96%	n/a	n/a	n/a
MN	89%	107	n/a	83%	n/a	94%	n/a
WI	88%	150	n/a	81%	87%	97%	n/a
CT	87%	188	n/a	85%	90%	86%	n/a
MI	87%	141	n/a	83%	81%	96%	n/a
NC	87%	106	n/a	95%	n/a	89%	n/a
OR	86%	85	n/a	n/a	n/a	89%	n/a
NY	86%	207	n/a	85%	76%	90%	n/a
UT	84%	107	n/a	90%	n/a	89%	n/a

**Significantly Below Average**

State	Average within state	N	Institutional Setting	Community-based Group Residential settings	Own Home or Apartment	Parent's or Relative's Home	Foster Care/Host Home
MA	82%	163	n/a	81%	86%	73%	90%

Sometimes people's staff change, and new staff start working. Do your staff change too often? Do you get new staff too often?

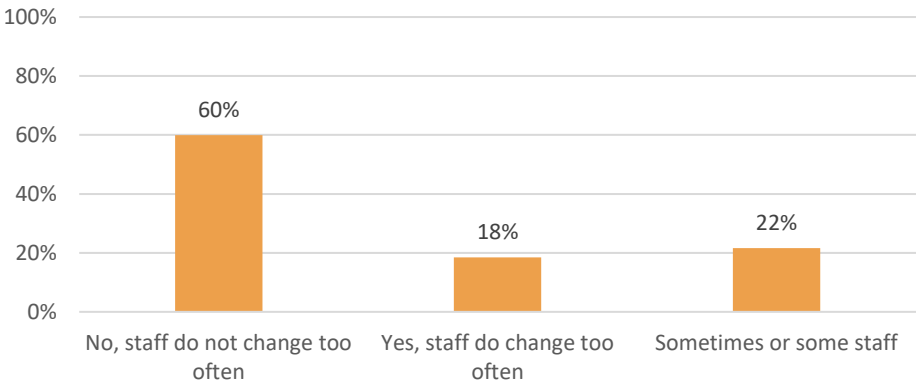


Table 7. Person's staff change too often<sup>1</sup>

New question in 2021-22

**Significantly Above Average**

State	Average within state	N	Institutional Setting	Community-based Group Residential settings	Own Home or Apartment	Parent's or Relative's Home	Foster Care/Host Home
KS	70%	169	n/a	71%	66%	71%	n/a
IN	57%	505	68%	64%	51%	50%	n/a
MA	57%	169	n/a	65%	34%	68%	38%
NV	51%	243	n/a	61%	35%	46%	n/a

**Within Average**

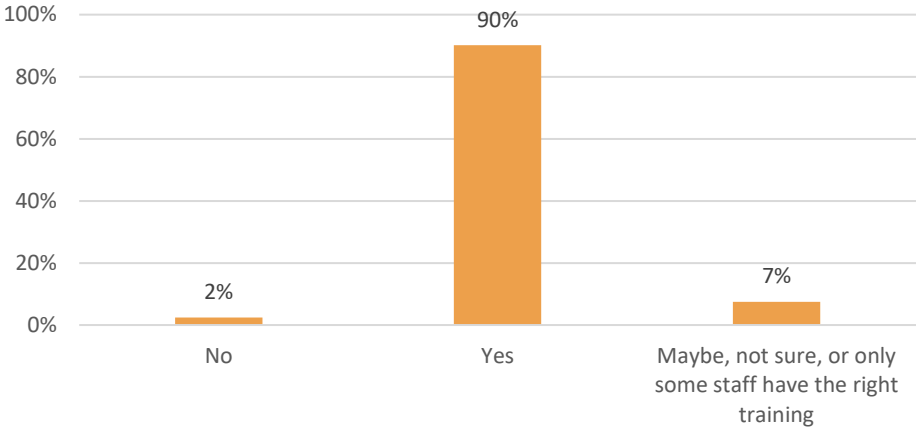
State	Average within state	N	Institutional Setting	Community-based Group Residential settings	Own Home or Apartment	Parent's or Relative's Home	Foster Care/Host Home
KY	53%	58	n/a	n/a	n/a	n/a	n/a
IL	52%	110	n/a	63%	n/a	24%	n/a
UT	50%	110	n/a	60%	n/a	38%	n/a
CO	49%	125	n/a	n/a	50%	47%	38%
NJ	48%	58	n/a	54%	n/a	n/a	n/a
MN	48%	106	n/a	55%	n/a	44%	n/a
CT	46%	194	n/a	71%	35%	38%	n/a
OK	46%	93	n/a	55%	n/a	n/a	n/a
NE	45%	255	n/a	52%	48%	53%	26%
DE	42%	71	n/a	31%	n/a	n/a	n/a
<b>Weighted NCI-IDD Average</b>	<b>40%</b>	<b>4323</b>	<b>54%</b>	<b>51%</b>	<b>37%</b>	<b>33%</b>	<b>26%</b>
FL	39%	147	n/a	64%	27%	30%	n/a
MI	38%	138	n/a	51%	48%	21%	n/a
PA	37%	118	n/a	41%	n/a	38%	n/a
MO	37%	145	n/a	52%	34%	31%	n/a
WI	35%	149	n/a	62%	32%	24%	n/a
NY	33%	199	n/a	37%	39%	28%	n/a
NC	32%	108	n/a	33%	n/a	43%	n/a

**Significantly Below Average**

State	Average within state	N	Institutional Setting	Community-based Group Residential settings	Own Home or Apartment	Parent's or Relative's Home	Foster Care/Host Home
VA	31%	221	n/a	49%	43%	18%	14%
OH	29%	188	n/a	23%	33%	23%	n/a
SC	28%	218	n/a	25%	32%	31%	n/a
GA	24%	106	n/a	24%	n/a	17%	n/a
OR	20%	87	n/a	n/a	n/a	18%	n/a
AR	16%	233	n/a	15%	17%	15%	n/a

<sup>1</sup> A higher percentage may not indicate a more positive result for this item

### Do you feel that your staff have the right training to meet your needs?



**Table 8. Staff have the right training to meet person’s needs**

Proxy respondents (who were not staff) were allowed for this question

**Significantly Above Average**

State	Average within state	N	Institutional Setting	Community-based Group Residential settings	Own Home or Apartment	Parent’s or Relative’s Home	Foster Care/Host Home
IL	99%	269	n/a	98%	96%	99%	n/a
MO	96%	236	n/a	98%	98%	95%	n/a
KY	96%	262	n/a	91%	97%	98%	98%
AR	96%	328	n/a	97%	94%	97%	n/a
GA	96%	246	n/a	92%	94%	97%	100%

**Within Average**

State	Average within state	N	Institutional Setting	Community-based Group Residential settings	Own Home or Apartment	Parent’s or Relative’s Home	Foster Care/Host Home
KS	93%	256	n/a	89%	93%	99%	n/a
PA	93%	338	n/a	94%	97%	90%	n/a
NC	93%	334	97%	95%	93%	91%	91%
OK	92%	178	n/a	89%	90%	98%	n/a
FL	91%	326	n/a	84%	93%	94%	n/a
UT	91%	234	n/a	86%	92%	93%	92%
NJ	91%	193	n/a	94%	75%	94%	n/a
<b>Weighted NCI-IDD Average</b>	<b>90%</b>	<b>8503</b>	<b>91%</b>	<b>89%</b>	<b>88%</b>	<b>92%</b>	<b>93%</b>
NY	90%	573	n/a	91%	91%	89%	n/a
VA	90%	440	n/a	90%	83%	90%	94%
NV	89%	314	n/a	84%	98%	94%	n/a
SC	89%	339	n/a	90%	91%	86%	n/a
MN	89%	268	n/a	88%	80%	96%	n/a
OH	89%	296	n/a	85%	85%	93%	n/a
NE	89%	313	n/a	94%	95%	78%	95%
DE	89%	212	n/a	91%	n/a	n/a	n/a
IN	88%	727	93%	80%	86%	92%	n/a
OR	87%	273	n/a	92%	n/a	87%	89%
MA	87%	249	n/a	83%	84%	94%	96%
WI	87%	357	n/a	79%	87%	92%	n/a
MI	86%	316	n/a	83%	81%	89%	n/a
CT	85%	303	n/a	84%	81%	89%	n/a

**Significantly Below Average**

State	Average within state	N	Institutional Setting	Community-based Group Residential settings	Own Home or Apartment	Parent’s or Relative’s Home	Foster Care/Host Home
CO	84%	323	n/a	86%	78%	81%	93%



# Human Services Research Institute

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# NASDDDS

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of

Developmental Disabilities Services

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