

Attachment A
REGIONAL CENTER PERFORMANCE MEASURES AND INCENTIVES
FISCAL YEAR 2024-25

Early Start – Child Find and Identification

- Measure 1: Regional centers reporting on their child find and outreach activities supported by regional center staff or funding qualify for a monetary incentive as identified in Table 1 below.
- Measure 2: The Early Start Local Performance Report, Indicators 5 and 6, reports data on the number of children identified in proportion to the total number of birth to one-year-old, or birth to three-year-old children in the county and zip code, reported by language, race and ethnicity. Regional centers that met or exceeded the targeted percentage of children expected to be served compared to the actual number served by the regional center, receive recognition on the Department's website.

Table 1: FY 2024-2025 Child Find Plan Maximum Incentive Available

Average Total Caseload*	Regional Centers		Incentive Amount
RCs Serving Less Than 12,500 Individuals	FNRC FDLRC GGRC KRC	NBRC RCRC WRC	\$50,000
RCs Serving 12,500 to 22,000 Individuals	ELARC HRC SARC SCLARC	SG/PRC TCRC VMRC	\$75,000
RCs Serving Over 22,000 Individuals	ACRC CVRC IRC NLACRC	RCEB RCOC SDRC	\$100,000

*Average caseload from July 2024 to June 2025 ([Facts & Stats: CA Department of Developmental Services](#))

Employment – Participation in Competitive Integrated Employment

There is a statewide target of increasing Competitive Integrated Employment (CIE) placements by 20 percent over the number of placements in FY 2023-24, representing 1,348 placements for Fiscal Year (FY) 2024-25. Unique regional center-based performance targets were established, allocating the 20 percent statewide increase based on the proportion of the total statewide population each regional center serves. For some regional centers with high historical CIE placements, this target may be lower than their placements for FY 2023-24, so there is an alternative performance target for those regional centers equal to a five percent increase in CIE placements over the prior year. Regional centers achieving either of these base performance targets are eligible for an incentive of \$75,000. In addition to these targets, and to encourage regional centers to focus on employment, there is a high-performance target, which includes an additional incentive of \$75,000. This high-performance target is set at achieving levels of CIE that are a full 10 percent or higher increase above either of the base targets.

Details for the base and high-performance incentives are shown in Table 2 below. The Department pre-calculated the targets for each regional center, using the two base performance targets and the high-performance target. These targets are identified in Attachment C. Purchase of service data for CIE placements will be pulled in Summer 2026 to determine which regional centers have met the requirements to receive the incentive. Additional communication will be distributed at that time.

Table 2: FY 2024-25 CIE Placement Incentive Approach

Incentive Type	Performance Target	Incentive
Base Performance Incentive	Achieve one of the following targets, whichever is higher for the regional center: <u>Target A</u>: Achieve the number of 30-day CIE placements that are equal to or exceed the unique regional center target based on the statewide goal of a 20 percent increase in CIE placements; OR <u>Target B</u>: Achieve a 5 percent increase in the regional center's 30-day CIE placements compared to FY 2023-24.	\$75,000
High Performance Incentive	Achieve the number of CIE placements that are equal to or exceed the base performance target by 10 percent.	\$75,000

Equity and Cultural Competency – Linguistic Diversity

Regional centers reported the bi- and multi-lingual languages of regional center staff, including service coordinators, intake staff and first line supervisors for FY 2024-25. The Department determined from Client Master File data the five most common, non-English preferred languages for individuals ages 22 and over, by regional center (Attachment D). Between FY 2023-24 and FY 2024-25 the Department evaluated this measure using two methodologies. First, the Department examined each regional center that increased the number of service coordinator, intake or first line supervisor staff employed who speak one or more of the five identified languages in their area. Second, the Department considered if individuals had access to regional center staff who speak their preferred language at a level equal to or better than the access of individuals who speak English. The methodology producing the higher number of languages met was used to determine the incentive amount. The incentive amounts are as follows:

- Increase in all five identified languages - \$150,000
- Increase in four of five languages - \$120,000
- Increase in three of five languages - \$90,000
- Increase in two of five languages - \$60,000
- Increase in one of five languages - \$30,000.

Equity and Cultural Competency - Language Access

Regional centers reported the number of requests for translated Individual Program

Plan documents and the length of time to complete the requests.

Equity and Cultural Competency – Service Coordinator Competency in Cultural & Ethnic Diversity

Regional centers reported the percentage of staff (i.e., service coordinators, intake staff and first line supervisors) who completed the approved competency-based training related to cultural, ethnic and linguistic diversity.

Person-Centered Services Planning – Service Coordinator Facilitation Skills

Regional centers reported the number of staff, including service coordinators, intake and first line supervisors, trained during FY 2024-25. Regional centers will qualify for the incentive by demonstrating the percentage of staff who completed the training in person-centered plan facilitation. Regional center qualification for incentive payments associated with this measure will be based on submission of documentation demonstrating the percentage of staff (i.e. service coordinators, intake staff and first-line supervisors) who completed training in person-centered plan facilitation. Attachment E provides the applicable incentive amounts.

Attachment B
RECOGNITION AND PAYMENT AMOUNTS BY MEASURE AND REGIONAL CENTER
FISCAL YEAR 2024-25

	EARLY START Child Find and Identification			EMPLOYMENT Competitive Integrated Employment (CIE)	EQUITY & CULTURAL COMPETENCY Linguistic Diversity	EQUITY & CULTURAL COMPETENCY SC Competency in Cultural & Ethnic Diversity	PERSON- CENTERED SERVICES PLANNING Service Coordinator Facilitation Skills
Regional Center	Child Find Plan Activities	Early Start Report Indicators 5 & 6		CIE 30-Day Placements	Bilingual Staff Survey	Training Survey	Training Survey
		Birth to 1	Birth to 3				
ACRC	★⚙	◇	◇	To be Determined – Data Run Summer 2026	★★★★	★★★	★★★★
CVRC	★⚙	★	★		★★	★★★★	★★
ELARC	★	★	★		★★★★	★★★★⚙	★★★
FDLRC	★⚙	★	★		★★★	★★★	★★
FNRC	★	★	★		★★★	★★★★	★★★★⚙
GGRC		◇	◇		★★★★	★★★	★★★
HRC	★	★	★		★★★★	★★★★	★★★★⚙
IRC		★	★		★★★★	★★★★⚙	★★★★
KRC	★	◇	★		★★★★	★★★★	★★★★⚙
NBRC	★⚙	◇	★		★★★★	★★★	★★★
NLACRC	★	★	★		★★★★	★★★★	★★★★
RCEB	★	◇	◇		★★★	★	★★★★
RCOC	★	◇	★		★★★★★	★★★	★★★★
RCRC	★	★	★		★	★★★★	★★★★
SARC	★	◇	★		★★★★	★★★★	★★★
SCLARC	★⚙	★	★		★	★★★★	★★★★
SDRC	★⚙	★	★		★★★★	★★★★	★★★★
SG/PRC	★⚙	★	★		★★★★	★★★★⚙	★★★★
TCRC	★	★	★		★★	★★★	★★★★
VMRC	★⚙	★	★		★★★★★	★★	★★★★⚙
WRC	★	★	★		★	★★★	★★★★
	Child Find Plan activities completed and reported by RCs. RC size: Low - \$50,000 Mid - \$75,000 High - \$100,000 High performance target achieved by completing 100% of activities	Percentage of infants identified as eligible (Indicators 5 & 6 of Early Start Local Performance Report)		Achieved number of 30-day CIE placements that meets or exceeds the RC's base performance target: \$75,000 Achieved high performance target by 10% or more of base: \$75,000	Increase number of bilingual staff over FY 2023-24 in one of the RC's top 5 language spoken or access to staff equal to or better than English: \$30,000 For each additional language: \$30,000 (up to \$150,000 total)	Achievement based on percentage of staff trained: ★ 10% to 25% ★★ 26% to 50% ★★★ 26% to 50% ★★★★ 51% to 75% ★★★★★ 76% to 100% High performance target achieved by training 100% of staff See Attachment E RC size and incentive amounts: Low-RC - \$80,000 Mid RC - \$120,000 High RC - \$160,000	

- ★ Successfully met measure (some focus areas have additional incentives above the standard)
 ⚙ High performance (met the maximum standard)
 ◇ Partially met measure
 ◇ Participated but did not meet measure
 (blank) Did not participate

Attachment C
COMPETITIVE INTEGRATED EMPLOYMENT 30-DAY
PLACEMENT PERFORMANCE TARGETS
Fiscal Year 2024-25

Regional Center	Base Performance		High Performance Target
	Target A	Target B	
ACRC	103	99	113
CVRC	79	36	87
ELARC	46	24	50
FDLRC	37	17	41
FNRC	33	15	37
GGRC	40	40	44
HRC	54	161	177
IRC	153	135	168
KRC	39	16	43
NBRC	37	32	41
NLACRC	96	78	105
RCEB	85	64	94
RCOC	90	110	121
RCRC	16	15	18
SARC	69	45	76
SCLARC	61	39	67
SDRC	113	77	124
SG/PRC	52	35	57
TCRC	56	71	79
VMRC	53	35	59
WRC	34	38	42

Attachment D
EQUITY AND CULTURAL COMPETENCY
LINGUISTIC DIVERSITY
Fiscal Year 2024-25

Regional Center	Five (5) Most Preferred Languages				
ACRC	Spanish	ASL	Russian	Hmong	Vietnamese
CVRC	Spanish	Hmong	ASL	Laotian	Cambodian
ELARC	Spanish	Mandarin	Cantonese	Vietnamese	ASL
FDLRC	Spanish	Armenian	Korean	Tagalog	Russian
FNRC	Spanish	Laotian	Hmong	ASL	Mien
GGRC	Spanish	Cantonese	Tagalog	Vietnamese	ASL
HRC	Spanish	Cambodian	Korean	Tagalog	Mandarin
IRC	Spanish	Vietnamese	Arabic	Tagalog	ASL
KRC	Spanish	ASL	Tagalog	Arabic	Other Asian Language
NBRC	Spanish	Tagalog	ASL	All Other Languages	Vietnamese
NLACRC	Spanish	Armenian	Farsi (Persian)	Tagalog	ASL
RCEB	Spanish	Cantonese	Tagalog	ASL	Vietnamese
RCOC	Spanish	Vietnamese	Korean	ASL	Mandarin
RCRC	Spanish	ASL	All Other Languages	Laotian	Hmong
SARC	Spanish	Vietnamese	Mandarin	Cantonese	Tagalog
SCLARC	Spanish	ASL	Korean	All Other Languages	Cambodian
SDRC	Spanish	Tagalog	Vietnamese	ASL	Arabic
SG/PRC	Spanish	Mandarin	Cantonese	Vietnamese	Tagalog
TCRC	Spanish	Korean	Tagalog	Vietnamese	ASL
VMRC	Spanish	All Other Languages	Cambodian	Tagalog	Vietnamese
WRC	Spanish	Farsi (Persian)	Vietnamese	ASL	Korean

Attachment E
PERSON-CENTERED SERVICES PLANNING –
SERVICE COORDINATOR TRAINING IN FACILITATION SKILLS
Fiscal Year 2024-25
Percentage of staff trained and payment amount

	10% to 25%	26% to 50%	51% to 75%	76% to 100%
RCs Serving Less Than 12,500 Individuals* FNRC FDLRC GGRC KRC NBRC RCRC WRC	\$20,000	\$40,000	\$60,000	\$80,000
RCs Serving 12,500 to 22,000 Individuals* ELARC HRC SARC SCLARC SG/PRC TCRC VMRC	\$30,000	\$60,000	\$90,000	\$120,000
RCs Serving Over 22,000 Individuals* ACRC CVRC IRC NLACRC RCEB RCOC SDRC	\$40,000	\$80,000	\$120,000	\$160,000

*Average monthly caseload from July 2024 to June 2025 (*Facts & Stats: CA Department of Developmental Services*)