



# **2024 Annual Accountability Report**

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**Commission for the Blind**

**Agency Code: L240**

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## **AGENCY’S DISCUSSION AND ANALYSIS**

The mission of the SC Commission for the Blind (SCCB) is to provide youth and adults who are blind or visually impaired with quality individualized vocational rehabilitation services, independent living services, and prevention-of-blindness services leading to competitive employment and/or social and economic independence.

### **Vocational Rehabilitation Services**

SCCB’s Vocational Rehabilitation (VR) program assists eligible consumers to find, maintain, or regain competitive integrated employment; VR provides individualized services to consumers to help them achieve the employment and career outcomes that they desire. In state fiscal year (SFY) 2024, SCCB’s VR program saw 481 new applicants for services and served 1,463 consumers. The average salary for consumers in competitive integrated employment has increased to more than \$34,000, the average hourly earnings have grown to \$17.89 per hour, and the average hours worked per week is 34. Types of competitive integrated employment consumers have entered into range from financial analyst and registered nurse to nuclear technician and postal worker. As one notable example, a consumer recently entered into employment in the emergency management field and is earning more than \$100,000 per year.

#### **Competitive Integrated Employment**

<b>Quarter</b>	<b>Average Wage</b>	<b>Average Hours Worked</b>	<b>Average Salary</b>
<b>SFY24 Q1</b>	\$17.03	31	\$25,556
<b>SFY24 Q2</b>	\$15.33	35	\$28,919
<b>SFY24 Q3</b>	\$18.02	32	\$31,654
<b>SFY24 Q4</b>	\$21.19	36	\$41,959

#### **Highest Hourly Wages**

<b>Position/Employment Goal</b>	<b>Hourly Wage</b>
<b>Financial Managers</b>	\$72.12
<b>Managers, All Other (Chase Corp)</b>	\$60.10
<b>Managers, All Other (SC Works-Midlands)</b>	\$40.00
<b>Registered Nurses</b>	\$31.80
<b>Managers, All Other (Maxim Global)</b>	\$28.85
<b>Welders, Cutters, Solderers, and Brazers</b>	\$26.00

An important goal achieved by SCCB VR this year was the review and revision of 32 comprehensive Vocational Rehabilitation policies. A team of executive and leadership staff collaborated with the Vocational Rehabilitation Technical Assistance Collaborative-Quality Management (VRTAC-QM) and Rehabilitation Services Administration (RSA) throughout this process. SCCB plans to complete the process of implementing these new policies and corresponding procedures over the next fiscal year. The implementation of these policies and procedures will help streamline and improve the quality of services delivered to consumers.

SCCB’s VR program further collaborated with VRTAC-QM to provide high quality trainings and resources for staff. In June 2024, VRTAC-QM provided onsite fiscal responsibility training to SCCB staff. This training helped staff better understand the complexities of federal regulations and purchasing requirements for the VR program. Throughout SFY 2024, SCCB collaborated closely with both VRTAC-QM and the Vocational Rehabilitation Technical Assistance Collaborative-Quality Employment (VRTAC-QE). The agency met regularly with both Technical Assistance Centers to receive guidance on regulations and program improvements. SCCB

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plans to continue this collaboration to continuously improve the provision of vocational rehabilitation services to eligible individuals in South Carolina.

A challenge SCCB has faced is providing supported employment services to individuals with the most significant disabilities. Supported employment is a form of competitive integrated employment that is designed for individuals with the most significant disabilities and is individualized and customized consistent with the strengths, abilities, interests, and informed choice of the consumer. The Employment Services Lead led the effort to improve the provision of supported employment services to eligible consumers by coordinating professional development for staff. VR Counselors and Employment Consultants completed a 12-week supported employment course offered by Virginia Commonwealth University through VRTAC-QE. Additionally, seventeen staff members earned a National Certificate in Employment Services (Basic) from the Association of Community Rehabilitation Educators.

Access to transportation is a critical barrier to employment for many residents of South Carolina. To address this barrier, SCCB developed a state-wide community transportation resource guide to assist in increasing successful competitive integrated employment outcomes. Additionally, the Vocational Rehabilitation Lead attends the South Carolina Infrastructure Coalition meetings, where partners from state agencies and local organizations discuss how to improve access to transportation resources across the state.

## Transition Services

To increase the quality and provision of Transition Services to youth who are blind or visually impaired, SCCB hired a Transition Services Lead. They strengthened partnerships with transition services vendors and local education agencies. These partnerships help SCCB identify potentially eligible students for pre-employment transition services (pre-ETS) which will ultimately increase the number of consumers receiving pre-ETS and transition services throughout the state. These services prepare youth for post-secondary education and to enter the workforce and obtain competitive integrated employment in their communities.

The Transition Services Lead attended the National Technical Assistance Center on Transition: The Collaborative’s (NTACT:C) 2024 Capacity Building Institute. At this event, transition service providers from across the country met to discuss innovative ways to increase the provision of quality Transition Services to youth. The Transition Services Lead also collaborated regularly with NTACT:C throughout the year to revise and strengthen the agency’s transition services policy.

SCCB held its first Spring Break Camp in Aiken, South Carolina at Camp Long. Twelve consumers participated in activities where they explored career opportunities in event planning, learned self-advocacy skills by making signs in Braille for the camp, and completed tasks in small teams to develop workplace readiness skills.

During the last three weeks of June 2024, SCCB’s Summer Teen Program was held in Columbia on the University of South Carolina’s campus. Thirty consumers from across the state participated in this year’s residential programming which included independence and work track options.

Week one of the independence track featured WaterViz, a program that uses the water cycle to help students learn to understand data and represent it using art and music. WaterViz was presented by Dr. Tina Herzberg, USC Upstate, and Mary Robbins, SC School for the Deaf and the Blind.

In week two, STRIVE4You, a blind owned and operated company, introduced the students to adaptive sports (such as goal ball, disc golf, bocce ball, and basketball), demonstrated personal safety and self-defense techniques, discussed independent travel methods and situational awareness, and worked with students to build their self-advocacy skills.



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Week three featured Filling Your Transportation Toolbox, a program that teaches students orientation and mobility skills. Students planned activities and travelled throughout the Columbia area using various modes of transportation (such as ride share and public transportation). This program was presented by Dr. Penny Rosenblum, Vision for Independence LLC, and Dr. Tina Herzberg, USC Upstate.

Ten consumers participated in the work track where they completed work-based learning experiences (WBLEs) with local Columbia employers including Talking Book Services at the SC State Library, Salvation Army, SC Statehouse Legislative Services, SC Military Museum, and Able SC. SCCB plans to continue expanding partnerships with local businesses to increase the provision of WBLEs to eligible youth in South Carolina.

SCCB will continue providing pre-ETS camps to students with disabilities in SFY 2025. Two extended weeks of Summer Teen are planned for July 2024. In August 2024, SCCB will offer an additional camp through an ongoing partnership with the SC School for the Deaf and Blind. Seasonal camps will be provided by SCCB throughout the year.

## Business Enterprise Program

During SFY 2024, the Business Enterprise Program (BEP) was fully staffed for the first time in more than three years, resulting in notable improvements to the program. SCCB hired a Business Enterprise Program Lead to assist with developing trainings and managing the program. At the request of the Elected Committee of Blind Vendors, the BEP began developing a “refresher training” for Blind Licensed Vendors (BLVs) and plans to offer it in SFY 2025. Additionally, BEP staff have made significant strides in strengthening the relationship with the Elected Committee of Blind Vendors.

BEP made much needed upgrades to vending stands across the state. Staff successfully installed more than 150 new snack machines across the state and plan to install additional machines next year. A notable accomplishment this year was the purchase and deployment of the program’s first self-service kiosks that are Americans with Disabilities Act (ADA) compliant. These kiosks incorporate the latest accessibility and technology features, improving the ability of BLVs to operate their own businesses and provide high quality services to their patrons. Early in SFY 2025, SCCB will deploy additional ADA compliant kiosks at a new micro market vending facility that is a part of the new SC Department of Education building at the SC Farmer’s Market. BEP staff also began the process of updating roofs and adding security gates to multiple vending facilities at rest areas throughout the state. This ongoing effort will continue into SFY 2025.

In partnership with the Robert Irvine Foundation, BEP staff piloted and implemented the US Army’s first “grab and go” market at the Fort Jackson Army base. Additionally, ongoing BEP improvements have resulted in more competitive integrated employment opportunities for individuals who are blind at Fort Jackson. By more than tripling the number of blind licensed vendors that operate the dining facilities at Fort Jackson, SCCB has created a model that other states have expressed interest in replicating. The BEP Director was invited to speak at the American Council of the Blind annual convention, sharing SCCB’s experience with national military contracts within the Business Enterprise Program.

By implementing accountability measures and the use of the BEP module in the Aware case management system, BEP staff increased data integrity and the accuracy of reporting. Utilization of the Aware case management system has allowed the BEP to convert to an electronic filing system. Ongoing improvements to the system continue to be made.

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## Training Center Services

SCCB’s Residential Training Center in Columbia continued to provide high quality training programs to consumers across the state. The center provides adjustment to blindness and job readiness classes that cover topics such as Braille, keyboarding, Job Access With Speech (JAWS), ZoomText, orientation and mobility, and home management.

With an increased need for orientation and mobility instruction and a national shortage of orientation and mobility instructors, SCCB made a targeted effort to hire additional certified and qualified staff to provide these services to consumers. SCCB successfully hired an Orientation and Mobility Lead who is a Certified Orientation & Mobility Specialist (COMS). Two current staff members are in the process of obtaining the COMS credential and are on track to complete it this in SFY 2025. SCCB will work to assist additional staff members who are interested in obtaining their COMS.

Assistive Technology staff continued to provide high-quality assessments and recommendations to assist consumers in gaining and/or maintaining competitive integrated employment. To stay abreast of technology advancements, SCCB staff attended the annual University of South Carolina School of Medicine’s Assistive Technology Expo. SCCB staff regularly refer consumers in need of loaner assistive technology devices to the SC Assistive Technology Program (SCATP).

SCCB continues to explore ways to expand the scope of services offered at the Training Center. Over the next year, SCCB plans to update curriculums for both the adjustment to blindness and job readiness classes to align with current workforce needs and labor market information to better prepare consumers for competitive integrated employment.

## Older Blind Services

Over the past year, SCCB continued to see an increase in the number of individuals seeking Older Blind services due to the aging population and additional seniors retiring to the state of South Carolina. In SFY 2023, the agency served more than 700 Older Blind consumers, and that number doubled to more than 1,400 consumers in SFY 2024. During SFY 2025, the agency expects to serve nearly 2,000 Older Blind consumers. Federal funding has historically been low for this program. This has led to challenges in providing needed services such as assistive technology and training and a shortage of staff to provide those services. To address this, SCCB requested and received additional funds and two full time employee (FTE) positions from the legislature. The funds will be used to provide needed services to Older Blind consumers, and the FTEs will be used to provide those services.

SCCB hired an Independent Living (IL) Services Lead who oversees the Older Blind Program, in addition to the Prevention of Blindness and Children’s Services programs. This role will allow the agency to better serve the needs of the growing older blind population in South Carolina and provide them with the necessary services to help them maintain independence in their homes and communities.

Older Blind consumers (those who are 55 and older and not seeking employment) may receive services such as low vision assessments, assistive technology assessments, orientation and mobility training, and adjustment to blindness skills training. To identify appropriate independent living aids and assist them in maintaining independence in their homes, consumers may receive services from SCCB’s Low Vision Clinic. Over the past year, more than 200 Older Blind consumers received these low vision services.

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SCCB believes in the importance of education and networking opportunities for staff to increase program quality and effectiveness. The IL Services Lead completed the new older blind program manager training through the Older Individuals who are Blind Technical Assistance Center (OIB-TAC). The IL Services Lead and one Older Blind Counselor attended the program manager conference through OIB-TAC to learn about new initiatives within the Older Blind Program. The IL Services Lead also attended the local Foundation for Fighting Blindness event on Macular Degeneration to develop community referrals. The IL Services Lead along with the Statewide Services Lead and Low Vision Clinic Coordinator presented at The Blake at Edgewater assisted living facility to teach staff more about working with individuals with vision loss. Additionally, the IL Services Lead presented on a panel at the fall National Council of State Agencies for the Blind (NCSAB) conference to discuss the VisionServe Alliance Big Data Report Project, a report that assists the agency in better understanding the characteristics and circumstances of older individuals who are blind or visually impaired in South Carolina.

## Prevention of Blindness Services

The need for Prevention of Blindness services has grown over the past four years. The Prevention of Blindness Program successfully assisted 62 South Carolinians with financial needs in maintaining or improving their vision during the past fiscal year.

To meet the demands of the increasing state population, SCCB successfully retained all Prevention of Blindness staff in addition to hiring a fourth Prevention of Blindness Coordinator. By increasing program funds and the number of Prevention of Blindness Coordinators (who assist with arranging time sensitive services for consumers), the agency has expanded the provision of a broad range of preventative eye care treatments and sight restoring procedures (such as Corneal Cross-linking for Keratoconus and cataract surgery) for a greater number of consumers.

The Prevention of Blindness Coordinators and IL Services Lead attended the Prevent Blindness Focus on Health Summit to explore vision and eye health through a public lens. These sessions explored eye diseases and conditions, prevention, and treatment options.

SCCB continued its efforts to serve potential consumers, who may benefit from Prevention of Blindness services, in rural and underserved areas of the state by strengthening partnerships with medical providers in these communities.

## Children’s Services

The Children’s Services Program continued to expand partnerships with local education agencies and other service providers to better serve youth ages 3 to 12 who are blind or visually impaired. The agency’s three Children’s Services Counselors partner with local education agencies, educators, and Teachers of Students with Visual Impairments (TVIs) to ensure necessary accommodations are provided to children who are blind or visually impaired under Individualized Education Plans (IEPs). As a result, in SFY 2024, SCCB served twenty-four consumers through this program. With the increase in referral development, SCCB expects to increase this number during SFY 2025.

To learn about strategies to increase the number of individuals who apply for VR Transition Services after aging out of Children’s Services, the IL Services Lead attended the Transition Alliance of South Carolina (TASC) conference. In SFY 2025, the IL Services Lead and Transition Services Lead will collaborate to develop a new process for Children’s Services Counselors to refer consumers to the VR Transition Program as they approach their thirteenth birthday.

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The IL Services Lead also now sits on the Advisory Council for the Education of Students with Disabilities (ACESD) and participates in meetings throughout the year.

## Quality Assurance

To better monitor the agency’s compliance with state and federal regulations and agency policies and procedures, SCCB moved the Quality Assurance (QA) team under the leadership of the Consumer Services Director. Under the guidance of the Consumer Services Director, QA can better monitor the quality of agency programs and assist with identifying training needs for staff.

QA conducts regular reviews of case compliance metrics to assure the agency’s provision of services follows federal regulations from the Rehabilitation Services Administration (RSA). Monthly reviews of eligibility determination and plan development are sent to supervisors to review and address any issues with staff.

In SFY 2024, QA successfully conducted quarterly data validation reviews of one hundred percent of cases opened or closed during the quarter to identify areas of strengths and training needs. These reports assisted the Consumer Services Team in providing targeted training opportunities to individual staff.

Throughout the past year, QA developed new compliance metrics for each of SCCB’s programs that align with state and federal reporting requirements. QA will train staff on these new metrics and implement them during SFY 2025.

QA also worked to increase the rate of return results on the agency’s Consumer Satisfaction Survey and saw an increase from 17 to 38 percent. SCCB hopes to continue to increase this and expects to start utilizing a third-party vendor to conduct consumer satisfaction surveys within the next year.

## Administration

Agency leadership collaborated with the Workforce Innovation and Opportunity Act (WIOA) core partners to update the Combined State Plan. This plan explains how partners collaborate to provide workforce development services to the state of South Carolina. South Carolina’s WIOA programs include Adult, Dislocated Worker, and Youth, Adult Education and Family Literacy Act, Wagner-Peyser Act, Vocational Rehabilitation, Jobs for Veterans State Grant, Supplemental Nutrition Assistance Program, Temporary Assistance for Needy Families, and Trade Adjustment Assistance. Leadership staff also attend bi-monthly WIOA Partner Meetings where partners discuss strategies and resources to help jobseekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy.

The Commissioner is the first SCCB agency head to serve on the Executive Committee of the National Council of State Agencies for the Blind (NCSAB), where she chairs the Standing Employment Subcommittee. NCSAB’s mission is to promote through advocacy, coordination, and education the delivery of specialized services that enable individuals who are blind and visually impaired to achieve personal and vocational independence. The Commissioner is also the first SCCB agency head to serve on the South Carolina Workforce Development Board and participate in the National Rehabilitation Leadership Institute’s Executive Leadership Seminar Series. At the 24<sup>th</sup> Annual South Carolina Vision Summit, the Commissioner gave the keynote speech, and she spoke at the annual National Federation of the Blind of South Carolina state convention.

## Human Resources

Human Resources (HR) has worked diligently over the past year to retain current staff and fill vacancies with qualified candidates. The agency ended SFY 2024 with over 100 employees and a 19 percent turnover rate. The



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agency's turnover rate is at a four-year low (down from 40 percent at its highest). SCCB's retention rate among new hires is 85 percent; the agency hired 26 FTEs during the SFY 2024 and of those, successfully retained 22.

HR staff attended a total of twenty recruiting events during SFY 2024 which assisted in filling vacancies. Additionally, SCCB developed an internship program where qualified students from colleges and universities may be hired by SCCB as a counselor upon successful completion of their degree and an internship at SCCB. As a result, SCCB hired a qualified former intern as an Older Blind Counselor and has a current intern who may be considered for hire upon graduating in SFY 2025.

By continuing to emphasize diversity and inclusion when hiring qualified candidates, the agency has increased its Equal Employment Opportunity goal attainment rate from 89.6 percent to 91.9 percent, the highest it has been in the history of the agency. SCCB has previously been recognized at the Equal Opportunity forum hosted by the South Carolina Human Affairs Commission for its improvement in hiring and retaining a qualified and diversified workforce.

The agency implemented a learning management system, yesLMS, to assist in the delivery of training to employees. As SCCB develops new trainings, they will be uploaded to yesLMS. Over the next year, the agency will develop onboarding training and job specific training for each position and anticipates yesLMS being instrumental throughout this process.

The agency also implemented a new performance management system, Culture Amp, to improve employee engagement throughout the performance review process. The system allows managers and staff to both provide feedback on performance and encourages managers to have regular meetings with their staff.

To continue to improve retention, morale, and agency culture, HR created an employee recognition policy and program and plans to implement it during SFY 2025. Employees will be recognized each quarter for their accomplishments. SCCB anticipates the employee recognition program will contribute to the continued reduction of the agency's turnover rate and help retain qualified employees.

HR, along with guidance from the Commissioner and Executive Leadership, developed and added key positions to improve service delivery and administration. These included a Transition Services Lead, Independent Living Services Lead, Community Engagement Director, Director of Administration, Orientation and Mobility Lead, Project Manager, and an additional Intake Specialist.

## Facilities

A challenge that continues to be addressed is improving the agency's infrastructure, especially at the Columbia campus. Capital improvement projects have focused on updating facilities (such as new wiring and lighting), replacing outdated equipment (the HVAC and generators), improving and increasing ADA compliance (new handrails in all buildings), and safety (removing dead trees, replacing cracked walkways, resurfacing parking lots, adding additional exterior lighting). Not only has this created a safe work environment for staff, but it has also significantly improved the learning environment for consumers. Over the next fiscal year, SCCB will make similar updates to the main administrative building on the Columbia campus. The agency also plans to install an ADA compliant ramp and repave the parking lot to make the campus safer and more accessible to consumers and employees.

## Information Technology

The Information Technology (IT) Department oversaw a refactoring project for the agency's Aware case management system. In partnership with Alliance Enterprises Inc. and SCCB leadership, IT worked to ensure the

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Aware case management system meets the agency’s operational, procedural, reporting, and compliance needs. The process of maintaining these needs is ongoing and will continue into SFY 2025.

IT collaborated with the Finance and Consumer Services Departments to develop a new process for purchasing assistive technology and IT items for consumers. Through this collaboration, a new, streamlined process was implemented to improve service delivery.

## Finance

SCCB restructured the finance department during SFY 2024 and hired a new Finance Director. The Finance Director has worked to make improvements to purchasing processes in collaboration with the IT and Consumer Services Departments.

The Finance Director is updating and streamlining the agency’s fiscal policies and procedures. They collaborate regularly with the VRTAC-QM on these policies and procedures to ensure they align with both federal and state requirements.

## Communications

SCCB has worked diligently to improve public awareness of the agency during SFY 2024. The Communications Director created new marketing materials, including an agency brochure. These materials are distributed at conferences and events to increase awareness of the agency and its services.

SCCB’s Communications Director has also developed two new flyers to distribute to doctor’s offices throughout the state. One flyer provides information about SCCB’s services to potential consumers and the other is a “When to Refer to SCCB” guide for medical providers. SCCB plans to begin distributing these materials in SFY 2025 and anticipates an increase in referrals from medical providers.

## Community Engagement

In spring 2024, SCCB identified an existing employee to move into the role of Community Engagement Director to help increase referrals and strengthen relationships with community partners, especially those in rural underserved communities.

The Community Engagement Director has helped improve collaboration with community partners and will continue doing so over the next fiscal year by tracking and coordinating the agency’s outreach activities.

## Risk Assessment and Mitigation

If due to unforeseen circumstances, SCCB was unable to accomplish its goals and objectives, this would have a significant impact on the consumers served by the agency. South Carolinians who are blind or visually impaired would not be able to receive the necessary individualized vocational rehabilitation services, independent living services, and prevention-of-blindness services that are needed to help them achieve competitive integrated employment and/or social and economic independence. As a result, these individuals may become more reliant on other forms of government assistance not specialized in serving individuals who are blind or visually impaired.

If SCCB failed to accomplish its goals and objectives, under the Combined State Plan, South Carolina could be in jeopardy of losing grant funds from RSA and therefore would struggle to provide the necessary VR services to individuals who are blind or visually impaired. To mitigate effects on consumers, SCCB may obtain outside guidance from RSA, which under the US Department of Education, provides leadership and guidance to assist in

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providing vocational rehabilitation to individuals with disabilities. SCCB may also obtain guidance from grant funded technical assistance centers such as the Vocational Rehabilitation Technical Assistance Center for Quality Management (VRTAC-QM), Vocational Rehabilitation Technical Assistance Center for Quality Employment (VRTAC-QE), National Technical Assistance Center on Transition: The Collaborative (NTACT:C), and The Older Individuals who are Blind Technical Assistance Center (OIB-TAC). It is important to note that RSA and the mentioned technical assistance centers can only provide SCCB with guidance.

While there are workforce development and agency partners that help SCCB fill gaps and provide additional resources to consumers, SCCB is the primary agency that specializes in serving individuals who are blind or visually impaired. Community partners such as the National Federation of the Blind of South Carolina, Association for the Blind and Visually Impaired South Carolina, Able SC, Lions Vision Services, Lighthouse for the Blind, and others may be able to provide consumers with some of the assistance they need. However, it is important to note that many of these organizations rely on SCCB to purchase such services.

The General Assembly can help the agency address issues before they become a crisis by providing appropriate match funds to ensure the agency can receive the full amount of its federal grant funding, providing supplemental funding for programs when federal funding is limited (such as Older Blind), and continuing to recognize the need for and fully fund and support the Children’s Services and Prevention of Blindness Programs (which are both one hundred percent state funded).

To reduce risk and improve its ability to achieve its mission in providing high quality, individualized services for individuals who are blind or visually impaired, SCCB is currently updating its program and administrative procedures. SCCB has also significantly increased its staff retention rate over the past two fiscal years, is implementing a staff appreciation program, and updating new hire training to increase staff retention. Program Leads also meet with staff regularly to identify and resolve concerns and issues. IT is updating the agency’s cyber security and change management policies for the Aware case management system. SCCB also maintains strong relationships with its assigned RSA state liaison and technical assistance centers and seeks their guidance as needed.

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South Carolina Commission for the Blind

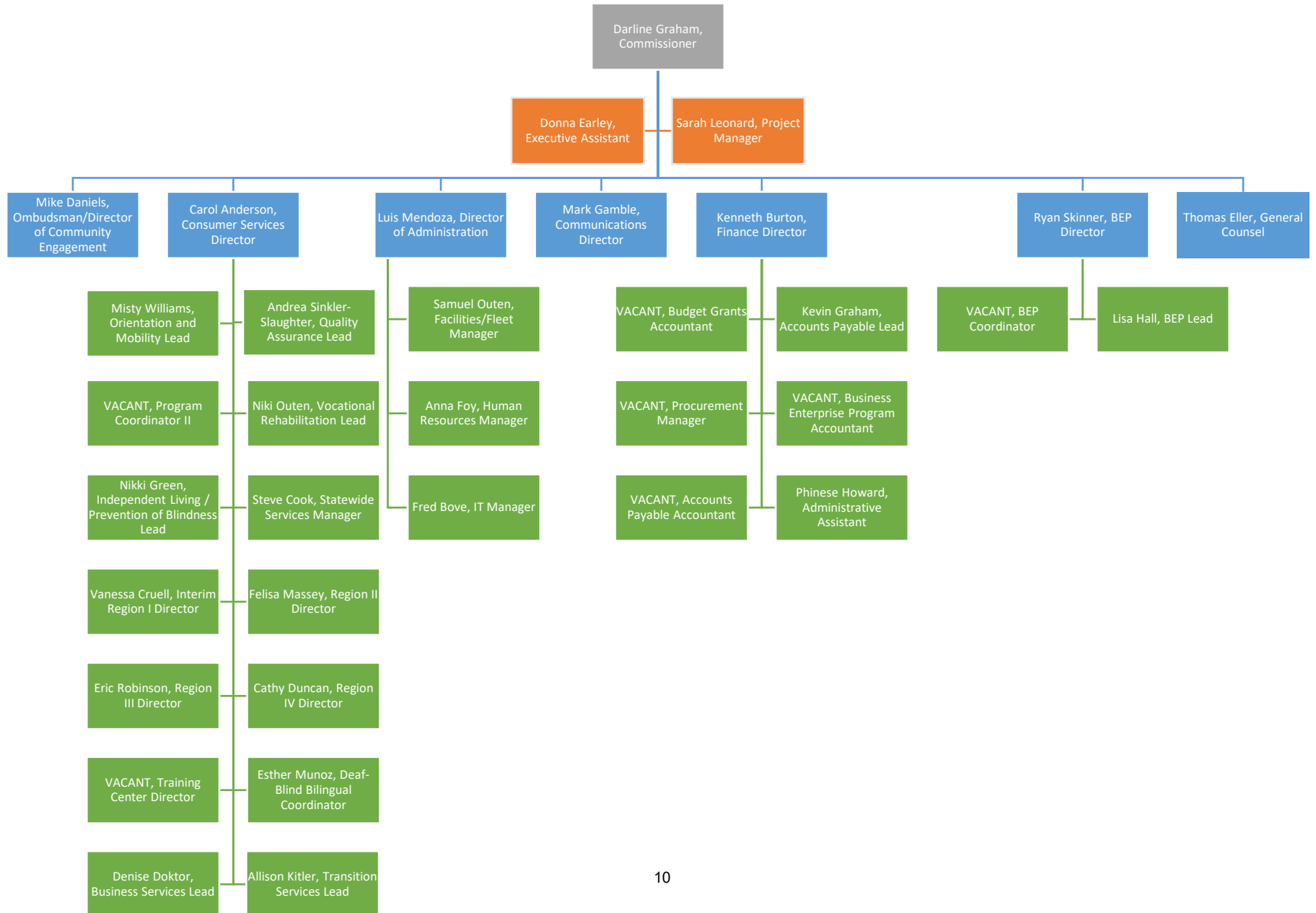
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### AGENCY ORGANIZATIONAL CHART



# 2024

## Reorganization and Compliance

as submitted for the Accountability Report by:

### L240 - Commission for the Blind

#### Primary Contact

First Name	Last Name	Role/Title	Email Address	Phone
Sarah	Leonard	Project Manager	sarah.leonard@sccb.sc.gov	803-767-8116

#### Secondary Contact

First Name	Last Name	Role/Title	Email Address	Phone
Mark	Gamble	Communications Director	mark.gamble@sccb.sc.gov	803-898-1320

#### Agency Mission

**Adopted in:**

**2010**

Our mission is to provide quality individualized vocational rehabilitation services, independent living services and prevention-of-blindness services to consumers who are blind and visually impaired leading to competitive employment and social and economic independence.

#### Agency Vision

**Adopted in:**

**2015**

Our goal is to become a national model vocational rehabilitation agency for people who are blind and visually impaired, demonstrating quality services, accountability, innovation, effectiveness and efficiency.

#### Recommendations for reorganization requiring legislative change:

None

#### Agency intentions for other major reorganization to divisions, departments, or programs to allow the agency to operate more effectively and efficiently in the succeeding fiscal year:

None

#### Significant events related to the agency that occurred in FY2024

Description of Event	Start	End	Agency Measures Impacted	Other Impacts
<p>Thirty consumers from across the state participated in SCCB's residential Summer Teen program at University of South Carolina's campus. Week 1 featured programming by WaterViz and used the water cycle to help students learn to understand data and represent it using art and music. This program was presented by Dr. Tina Herzberg, USC Upstate, and Mary Robbins, SC School for the Deaf and the Blind.</p> <p>In week 2, STRIVE4You, a blind owned and operated company, introduced the students to adaptive sports (such as goal ball, disc golf, bocce ball, and basketball), demonstrated personal safety and self-defense techniques, discussed independent travel methods and situational awareness, and worked with students to build their self-advocacy skills.</p> <p>Week 3 featured Filling Your Transportation Toolbox, a program to teach students orientation and mobility skills. Students planned activities and travelled throughout the Columbia area using various modes of transportation (such as ride share and public transportation). Programming was presented by Dr. Penny Rosenblum, Vision for Independence LLC, and Dr. Tina Herzberg, USC Upstate.</p>	June	June	Identify and utilize additional Service Providers for Pre-Employment Transition Service delivery.	



SCCB developed an internship program that led to the hire of a student after completion of their internship for a counselor position. SCCB is hosting an additional intern and hopes to retain them upon internship completion. This has helped SCCB continue to build a qualified workforce.	July	June	Develop a seamless internship opportunity program where students can be hired as counselors upon completion of the internship program.	
SCCB resturctured agency departments to ensure operational efficiency and effectiveness. To better monitor the agency's compliance with state and federal regulations and agency policies and procedures, SCCB moved the Quality Assurance (QA) team underneath Consumer Services. SCCB identified an existing employee to move into the role of Community Engagement Director to help increase referrals and strengthen relationships with community partners. SCCB also added a Director of Administration position to oversee the Facilities, Human Resources, and Information Technology departments. Additionally, SCCB developed and added a Transition Services Lead, Independent Living Services Lead, Finance Director, Orientation and Mobility Lead, Project Manager, and an additional Intake Specialist. to improve service delivery and administration. This event impacts Goal 4, ensure operational efficiency and effectiveness, and Strategy 4.1, redesign and streamline internal processes.	July	June		
<b>Is the agency in compliance with S.C. Code Ann. § 2-1-220, which requires submission of certain reports to the Legislative Services Agency for publication online and the State Library? (See also S.C. Code Ann. § 60-2-20).</b>				Yes
<b>Reason agency is out of compliance: (if applicable)</b>				
<b>Is the agency in compliance with various requirements to transfer its records, including electronic ones, to the Department of Archives and History? See the Public Records Act (S.C. Code Ann. § 30-1-10 through 30-1-180) and the South Carolina Uniform Electronic Transactions Act (S.C. Code Ann. § 26-6-10 through 26-10-210).</b>				Yes
<b>Does the law allow the agency to promulgate regulations?</b>				Yes
<b>Law number(s) which gives the agency the authority to promulgate regulations:</b>	34 C.F.R 395.4			
<b>Has the agency promulgated any regulations?</b>				Yes
<b>Is the agency in compliance with S.C. Code Ann. § 1-23-120 (J), which requires an agency to conduct a formal review of its regulations every five years?</b>				Yes
(End of Reorganization and Compliance Section)				

# FY2024

## Strategic Plan Results

as submitted for the Accountability Report by:

L240 - Commission for the Blind

Goal 1 Increase successful consumer outcomes across all programs

Goal 2 Improve public awareness of the agency

Goal 3 Build a qualified workforce

Goal 4 Ensure operational efficiency and effectiveness

Perf. Measure Number	Description	Base	Target	Actual	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes
<b>1.1 Increase successful competitive integrated employment outcomes</b>														
<b>State Objective: Education, Training and Human Development</b>														
1.1.1	Develop a tool to track competitive integrated employment outcomes for individuals who attend the Training Center (including Business Enterprise Program).	0%	100%	100%	Percent Complete	Complete	State Fiscal Year (July 1-June 30, 2024)	Percentage Complete	Project Plan	Network Drive	Performance metric tracking	Staff	0504.200000.000	
1.1.2	Develop resources/partnerships to address barriers to consumer transportation during service delivery.	0%	100%	100%	Percent Complete	Complete	State Fiscal Year (July 1-June 30, 2024)	Percentage Complete	Project Plan	Network Drive	Reduce barriers to transportation	Consumer	0504.200000.000	
<b>1.2 Increase the number of consumers achieving and maintaining independence</b>														
<b>State Objective: Education, Training and Human Development</b>														
1.2.1	Develop and implement training for Older Blind Counselors specifically to increase efficiency of service delivery.	0%	50%	75%	Percent Complete	Complete	State Fiscal Year (July 1-June 30, 2024)	Percentage Complete	Project Plan	Network Drive, Intranet	Improve timeliness of service delivery	Consumer	1200.010000.000	
1.2.2	Increase low vision assessments across programs.	50	75	371	Count	Equal to or Greater Than	State Fiscal Year (July 1-June 30, 2024)	Count	AWARE Case Management System	AWARE	Receipt of service to improve independence	Consumer	1200.010000.000	
<b>1.3 Increase the number of consumers receiving sight-saving procedures</b>														
<b>State Objective: Healthy and Safe Families</b>														
1.3.1	Develop and distribute materials about the Prevention Services to medical service providers and partner agencies.	0%	100%	50%	Percent Complete	Complete	State Fiscal Year (July 1-June 30, 2024)	Percentage Complete	Project Plan	Network Drive, Intranet	Statewide awareness of Prevention Services	Consumer	1001.030000.000	SCCB developed a general flyer that discusses the POB program. Communications Director and POB Lead are developing a one pager specifically with information about POB to accompany the general flyer. SCCB plans to carry this goal forward for 2025 and reword it to include one-pagers for all programs.
1.3.2	Fill program vacancies with qualified staff and retain current staff.	75%	100%	100%	Percent Complete	Complete	State Fiscal Year (July 1-June 30, 2024)	Percentage Complete	HR Records	Network Drive, Intranet	Increase in services delivered statewide	Consumer	1001.030000.000	
<b>1.4 Increase Pre-Employment Transition Services outcomes</b>														
<b>State Objective: Education, Training and Human Development</b>														

Perf. Measure Number	Description	Base	Target	Actual	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes	
1.4.1	Identify and utilize additional Service Providers for Pre-Employment Transition Service delivery.	3	6	6	Count	Equal to or Greater Than	State Fiscal Year(July 1 to June 30, 2024)	Count	AWARE Case Management System & SCEIS	AWARE and SCEIS	Expand delivery of Pre-ETS	Consumer	0503.250000.000		
1.4.2	Increase the number of potentially eligible/consumers/groups receiving Pre-Employment Transition Services (pre-ETS).	44	50	69	Count	Equal to or Greater Than	State Fiscal Year(July 1 to June 30, 2024)	Count	AWARE Case Management System & SCEIS	AWARE and SCEIS	Expand delivery of Pre-ETS	Consumer	0503.250000.000		
1.4.3	Recruit and hire a Transition Services Coordinator.	0	1	1	Count	Complete	State Fiscal Year(July 1 to June 30, 2024)	Count	HR Records	Network Drive	Improved oversight on service delivery and grant spending	Agency	0503.250000.000		
<b>2.1 Improve engagement with all partners and the community</b>													<b>State Objective: Public Infrastructure and Economic Development</b>		
2.1.1	Develop or purchase a tools to track outreach to partners and the community.	0	1	1	Count	Complete	State Fiscal Year(July 1 to June 30, 2024)	Count	Scope of Work	Network Drive	Performance metric tracking	Staff	0100.000000.000		
<b>2.2 Improve marketing strategies</b>													<b>State Objective: Public Infrastructure and Economic Development</b>		
2.2.1	Develop new marketing materials.	0	3	3	Count	Complete	State Fiscal Year(July 1 to June 30, 2024)	Count	Materials	Network Drive	Information about services is provided.	Consumers, partners, employers and residents of SC.	0100.000000.000		
2.2.2	Develop new marketing materials for doctors' offices/medical providers.	0	2	2	Count	Complete	State Fiscal Year(July 1 to June 30, 2024)	Count	Materials	Network Drive	Information about services and appropriate referrals.	Doctors Offices, Medical Providers and SCCB.	0100.000000.000		
<b>3.1 Reduce the time to fill vacancies</b>													<b>State Objective: Government and Citizens</b>		
3.1.1	Attend at least one recruiting event per month to identify and target candidates for critical positions.	0	12	20	Count	Equal to or greater than	State Fiscal Year (July 1- June 30)	Count of events attended	Count from Recruitment Team	Human Resources	Indirect benefit to agency consumers	Agency leaders, Consumers, and employees.	0100.000000.000		
3.1.2	Develop a seamless internship opportunity program where students can be hired as counselors upon completion of the internship program.	0%	100%	100%	Percent Complete	Complete	State Fiscal Year (July 1- June 30)	Percentage Complete	Progress report from HR Director	Human Resources	Indirect benefit to agency consumers	Agency leaders, Consumers, and employees.	0100.000000.000		
<b>3.2 Reduce the turnover rate</b>													<b>State Objective: Government and Citizens</b>		
3.2.1	Identify and implement a learning management system to assist in the delivery of training to employees.	0%	100%	100%	Percent Complete	Complete	State Fiscal Year (July 1- June 30)	Completion of project	Progress report from HR Director	Human Resources	Indirect benefit to agency consumers	Agency leaders, Consumers, and employees.	0100.000000.000		
3.2.2	Identify and implement a performance management system to assist in the delivery of feedback to employees.	0%	100%	100%	Percent Complete	Complete	State Fiscal Year (July 1- June 30)	Completion of project	Progress report from HR Director	Human Resources	Indirect benefit to agency consumers	Agency leaders, Consumers, and employees.	0100.000000.000		

Perf. Measure Number	Description	Base	Target	Actual	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes	
3.2.3	Develop employee satisfaction surveys to help drive personnel decisions across the agency.	0%	100%	100%	Percent Complete	Complete	State Fiscal Year (July 1- June 30)	Completion of project	Progress report from HR Director	Human Resources	Indirect benefit to agency consumers	Agency leaders, Consumers, and employees.	0100.000000.000		
3.2.4	Create an employee recognition policy and program.	0%	100%	100%	Percent Complete	Complete	State Fiscal Year (July 1- June 30)	Completion of project	Progress report from HR Director	Human Resources	Indirect benefit to agency consumers	Agency leaders, Consumers, and employees.	0100.000000.000		
<b>4.1 Redesign and streamline internal processes</b>														<b>State Objective: Government and Citizens</b>	
4.1.1	Review case management system to ensure data accuracy and training effectiveness.	0%	100%	100%	Percent completed	Equal to or greater than	State Fiscal Year (July 1 - June 30)	Conduct quarterly data validation reviews. Review will include validation of status dates against source documentation for all cases that were opened or closed during the quarter. Review results identifies areas of strengths and training needs by counselor and by region.	QA data validation reviews	QA maintains all reports	RSA receives accurate data.	Rehabilitation Services Administration	0505.100000.000		
4.1.2	Facilities and HR coordinate to increase emergency preparedness activities.	0%	100%	100%	Percent Complete	Complete	State Fiscal Year (July 1- June 30)	Documentation developed, training provided, and drills held quarterly	Progress report from Operations Director	Operations	Increased emergency preparedness of staff and consumers	Staff and Consumers	0100.000000.000		
4.1.3	Increase helpdesk responsiveness.	0%	100%	100%	Percent Complete	Complete	State Fiscal Year (July 1- June 30)	Reduced number of days between submission and completion of tickets	Progress report from Operations Director	Operations	Issues are addressed in a timely fashion	Staff	0100.000000.000		
<b>4.2 Develop performance indicators to establish baselines across all programs</b>														<b>State Objective: Government and Citizens</b>	
4.2.1	Develop compliance metrics for each program.	0%	100%	100%	Percent Complete	Complete	State Fiscal Year (July 1- June 30)	Development of metrics for each program.	Progress Reports from QA/Consumer Services Director	QA/Consumer Services	Ensures quality and timely delivery of services in each program	SCCB Staff	0100.000000.000		
4.2.2	Increase rate of return results (Consumer Satisfaction Survey).	17%	22%	38%	Percent Complete	Equal to or greater than	State Fiscal Year (July 1- June 30)	Total surveys received	surveys	QA maintains all reports	Ensures quality and timely delivery of services in each program	SCCB Staff	0100.000000.000		
<b>4.3 Develop/Strengthen Risk Management Program based on COSO Model</b>														<b>State Objective: Government and Citizens</b>	
4.3.1	Review, revise and implement program policies and procedures.	0%	50%	65%	Percent Complete	Complete	State Fiscal Year (July 1- June 30)	Policies and procedures are developed, staff is trained	Progress report from Consumer Services Director	Consumer Services	Clear guidance for staff to follow in the performance of their duties	Staff	0505.100000.000		
4.3.2	Review, revise and implement administrative policies and procedures.	0%	50%	25%	Percent Complete	Complete	State Fiscal Year (July 1- June 30)	Policies and procedures are developed, staff is trained	Progress report from Operations Director	Operations	Clear guidance for staff to follow in the performance of their duties	Staff	0100.000000.000	This performance measure is still in progress. SCCB is on track to complete this in SFY 2025. SCCB will reword this goal and carry it over to the 2025 strategic plan.	

Perf. Measure Number	Description	Base	Target	Actual	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes
4.3.3	Improve contract compliance and monitoring.	0%	50%	50%	Percent Complete	Complete	State Fiscal Year (July 1- June 30)	Work is delivered in compliance with contract terms and conditions	Progress report from Operations Director	Operations	Clear guidance for staff to follow in the performance of their duties, and improved consumer services	Staff and consumers	0100.000000.000	
4.3.4	Ensure compliance with information security policies.	0%	100%	100%	Percent Complete	Complete	State Fiscal Year (July 1- June 30)	Policies are analyzed, procedures are developed, and training is delivered	Progress report from Operations Director	Operations	Clear guidance for staff to follow in the performance of their duties	Staff	0100.000000.000	



# FY2025

## Strategic Plan Development

as submitted for the Accountability Report by:  
L240 - Commission for the Blind

- Goal 1** Increase successful consumer outcomes across all programs
- Goal 2** Improve public awareness of the agency and collaboration with community partners.
- Goal 3** Build and retain a qualified workforce.
- Goal 4** Ensure agency efficiency and effectiveness.

Perf. Measure Number	Description	Base	Target	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes
<b>1.1 Increase the number of consumers achieving and maintaining independence</b>													<b>State Objective: Education, Training, and Human Development</b>
1.1.1	Update policies and procedures for the Older Blind program to ensure timeliness of service delivery.	20%	100%	Percent complete	Complete	State Fiscal Year	Percent of policies and procedures that are updated	Finalized OB policies/procedures	Network Drive	Clear guidance for staff to follow in the performance of their duties	Staff	1200.010000.000	
1.1.2	Develop and implement training for Older Blind Counselors specifically to increase efficiency of service delivery.	50%	100%	Percent complete	Complete	State Fiscal Year	Percent of trainings for Older Blind Counselors completed	Training sign in sheets OR Outlook calendar	Network Drive OR Outlook Calendar	Efficient service delivery	Consumers	1200.010000.000	
1.1.3	Reduce the number of SCCB consumers on the waiting list for Orientation and Mobility services.	123	60	Count	Equal to or less than	State Fiscal Year	Number of consumers on the wait list	Orientation & Mobility waitlist	Network Drive	Efficient service delivery	Consumers	0504.200000.000	
<b>1.2 Increase the number of Children's Services consumers that are referred to the VR Transition program.</b>													<b>State Objective: Education, Training, and Human Development</b>
1.2.1	Develop a procedure for Children's Services Counselors to refer consumers to the VR Transition program.	0%	100%	Percent complete	Complete	State Fiscal Year	Percent of procedure developed	Finalized case transfer procedure	Network Drive	smooth transition for consumers from children's to VR program	Consumers	1505.000000.000	
1.2.2	Train staff on new procedure for referring Children's Services to consumers to the VR Transition program.	0%	100%	Percent complete	Complete	State Fiscal Year	Percent of training completed	Training sign in sheets OR Outlook calendar	Network Drive	smooth transition for consumers from children's to VR program	Consumers	1505.000000.000	
<b>1.3 Improve the provision of supported employment for eligible consumers.</b>													<b>State Objective: Education, Training, and Human Development</b>
1.3.1	Develop supported employment policies and procedures for youth and adult consumers.	25%	100%	Percent complete	Complete	State Fiscal Year	Percent of policies and procedures that are developed	Finalized supported employment policies/procedures	Network Drive	staff will have a clear understanding of how to provide supported employment services	Staff	0505.100000.000	
1.3.2	Identify community partners/vendors that can assist the agency with providing supported employment services to eligible consumers.	0	2	Count	Equal to or greater than	State Fiscal Year	Number of community partners/vendors	Progress report from Community Engagement Director OR community partner/vendor list	Network Drive	consumers will receive a greater number of supported employment services	Consumers	0505.100000.000	
<b>1.4 Update the training provided through the Business Enterprise Program (BEP).</b>													<b>State Objective: Education, Training, and Human Development</b>
1.4.1	Update the training for new licensees.	0%	100%	Percent complete	Complete	State Fiscal Year	Percent of training updated	New training materials OR progress report from BEP Director	Network Drive	new licensees will receive higher quality, up to date training	Consumers	0504.150000.000	
1.4.2	Develop a Blind Licensed Vendor refresher training program.	50%	100%	Percent complete	Complete	State Fiscal Year	Percent of training developed	New training materials OR progress report from BEP Director	Network Drive	BLVs will have up to date training	Consumers	0504.150000.000	

Perf. Measure Number	Description	Base	Target	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes
1.4.3	Train SCCB employees who work with its Vocational Rehabilitation program on the updated training for new licensees and the Blind Licensed Vendor refresher training.	0%	100%	Percent complete	Complete	State Fiscal Year	Percent of staff trained	Training sign in sheet OR Outlook calendar OR progress report from BEP Director	Network Drive	Staff will understand how to explain the new training to consumers	Staff	0504.150000.000	
<b>1.5 Update the services provided through the training center to better prepare consumers for competitive integrated employment. State Objective: Education, Training, and Human Development</b>													
1.5.1	Update curriculums for the adjustment to vision loss classes offered at the training center to increase successful employment outcomes.	10%	100%	Percent complete	Complete	State Fiscal Year	Percent of curriculums updated	Updated and finalized curriculums OR progress report from Consumer Services Director	Network Drive	Consumers will receive higher quality adjustment to vision loss services	Consumers	0504.200000.000	
1.5.2	Update curriculums for the job readiness classes offered at the training center to reflect the needs of employers and current labor market information.	10%	100%	Percent complete	Complete	State Fiscal Year	Percent of curriculums updated	Updated and finalized curriculums OR progress report from Consumer Services Director	Network Drive	Consumers will receive higher quality job readiness services	Consumers	0504.200000.000	
<b>1.6 Improve quality of assistive technology provision to all consumers. State Objective: Education, Training, and Human Development</b>													
1.6.1	Increase the number of assistive technology expos, trade events, conferences, and continuing education opportunities that staff attend to maintain knowledge on current assistive technology.	1	4	Count	Equal to or greater than	State Fiscal Year	Number of events attended	Report from HR Director	Network Drive	Staff will stay abreast of assistive technology trends and products	Staff	0505.100000.000	
1.6.2	Staff who attend AT expos, trade events, conferences, and continuing education opportunities provide trainings/updates to other staff based on the knowledge and information gained.	0	4	Count	Equal to or greater than	State Fiscal Year	Number of trainings/updates provided	training sign in sheets OR update emails OR report from Consumer Services Director	Network Drive	Staff will maintain their knowledge of assistive technology tools and be able to advise consumers	Consumers	0505.100000.000	
1.6.3	Increase the number of onsite assistive technology assessments occurring on the job, in educational settings, or in consumer homes.	10	45	Count	Equal to or greater than	State Fiscal Year	Number of onsite assessments completed	Report from Consumer Services Director	Network Drive	Consumers will receive AT services directly in their occupational, educational, or home setting	Consumers	0505.100000.000	
<b>2.1 Analyze agency referral sources. State Objective: Education, Training, and Human Development</b>													
2.1.1	Analyze how the referral reporting structure is set up in the AWARE case management system and make necessary changes to streamline the process.	0%	100%	Percent complete	Complete	State Fiscal Year	Percent of referral reporting structure analyzed and streamlined	AWARE case management system report from Project Manager	Network Drive	Referral process for staff will be streamlined	Staff	0100.000000.000	
2.1.2	Train staff to accurately record a referral in the AWARE case management system in order to capture the appropriate information for federal and state reports.	0%	100%	Percent complete	Complete	State Fiscal Year	Percent of training completed	Training sign in sheet OR Outlook calendar	Network Drive	Staff will understand how to properly capture a referral	Staff	0100.000000.000	
<b>2.2 Develop marketing materials for each of the five SCCB programs. State Objective: Education, Training, and Human Development</b>													
2.2.1	Create one-page information sheets for each of the five SCCB programs (VR, Transition, POB, OB, Children's) for distribution at events, conferences, community partners, etc.	0	5	Count	Complete	State Fiscal Year	Number of one-page information sheets created	One-page information sheets	Network Drive	Information about services is easily dispersed	Consumers, partners, employers, and residents of SC	0100.000000.000	
2.2.2	Update the SCCB website content to ensure continuity with the one-page information sheets.	0%	100%	Percent complete	Complete	State Fiscal Year	Percent of SCCB website updated	SCCB website OR progress report from Communications Director	SCCB website	Information about services is easy to find	Consumers, partners, employers, and residents of SC	0100.000000.000	

Perf. Measure Number	Description	Base	Target	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes	
<b>3.1 Implement an employee recognition program.</b>													<b>State Objective: Education, Training, and Human Development</b>	
3.1.1	Inform staff of the employee recognition program and how to nominate coworkers for recognition.	0%	100%	Percent complete	Complete	State Fiscal Year	Percent of staff informed	Training sign in sheet/virtual meeting attendance report OR email sent to staff	Network Drive OR Outlook	Staff understand the new employee recognition system	Staff	0100.000000.000		
3.1.2	Present quarterly recognition awards to staff.	0	4	Count	Equal to or greater than	State Fiscal Year	Number of recognition events held	Report from HR Director	Outlook Calendar	Staff will receive recognition for the work they do	Staff	0100.000000.000		
<b>3.2 Develop a standardized interview process to hire qualified staff.</b>													<b>State Objective: Education, Training, and Human Development</b>	
3.2.1	Develop standardized interview questions for each position.	0%	100%	Percent complete	Complete	State Fiscal Year	Percent of standardized interview questions for all positions developed	Finalized interview questions OR report from HR Director	Network Drive	SCCB will hire qualified staff	Consumers	0100.000000.000		
3.2.2	Train hiring managers to schedule interviews with qualified candidates within five business days of the position closing.	0%	100%	Percent complete	Complete	State Fiscal Year	Percent of hiring managers trained	Training sign in sheet OR Outlook calendar OR report from HR Director	Network Drive	SCCB will hire qualified staff	Consumers	0100.000000.000		
<b>3.3 Develop a structured onboarding process.</b>													<b>State Objective: Education, Training, and Human Development</b>	
3.3.1	Develop job specific training for each position.	10%	50%	Percent complete	Equal to or greater than	State Fiscal Year	Percent of job specific training developed for all positions	Finalized training materials OR report from HR/Consumer Services Directors	Yes/LMS OR Network Drive	Staff will have clear training and understand expectations	Staff, Consumers	0100.000000.000		
3.3.2	Revise agency specific onboarding training.	0%	100%	Percent complete	Complete	State Fiscal Year	Percent of agency specific onboarding training that has been revised	Report from HR Director OR agency specific training materials	Network Drive	Staff will have clear training and understand SCCB's mission/services	Staff, Consumers	0100.000000.000		
<b>4.1 Implement revised job duties and performance measures for all program and administrative staff to ensure accuracy and separation of duties.</b>													<b>State Objective: Education, Training, and Human Development</b>	
4.1.1	Analyze and revise job duties/performance measures for all program and administrative staff.	25%	75%	Percent complete	Equal to or greater than	State Fiscal Year	Percent of job duties/performance measures for all program and administrative staff that have been revised	Report from HR Director OR revised job descriptions/EMPS documents	Network Drive	Staff will understand their job duties and their expectations	Staff, Consumers	0100.000000.000		
4.1.2	Train all program and administrative staff on the revisions made to their job duties/performance measures.	0%	50%	Percent complete	Equal to or greater than	State Fiscal Year	Percent of program and administrative staff trained on the revisions made to their job duties/performance measures	Report from HR Director OR training sign in sheets OR Outlook calendar	Network Drive OR Outlook	Staff will understand their job duties and their expectations	Staff, Consumers	0100.000000.000		
<b>4.2 Implement new quality assurance compliance and quality metrics.</b>													<b>State Objective: Education, Training, and Human Development</b>	
4.2.1	Conduct bi-monthly case reviews to ensure compliance with 60- and 90-day eligibility determination.	0	24	Count	Equal to or greater than	State Fiscal Year	Number of reviews conducted	Bi-monthly QA reviews OR report from Consumer Services Director	Network Drive	Consumers will receive timely service delivery	Consumers	0505.100000.000		
4.2.2	Conduct bi-monthly referral reviews to ensure timely follow up and eligibility determination.	0	24	Count	Equal to or greater than	State Fiscal Year	Number of reviews conducted	Bi-monthly QA reviews OR report from Consumer Services Director	Network Drive	Consumers will receive timely service delivery	Consumers	0505.100000.000		

Perf. Measure Number	Description	Base	Target	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes	
4.2.3	Conduct quarterly reviews of open educational goals and credential attainments to ensure measurable skill gains are accurately documented and captured for federal reporting.		0	4	Count	Equal to or greater than	State Fiscal Year	Number of reviews conducted	Quarterly QA reviews OR report from Consumer Services Director	Network Drive	Data will be accurately reported	Agency, State, Rehabilitation Services Administration	0505.100000.000	
4.2.4	Utilize a third-party vendor to conduct consumer satisfaction surveys.		0	1	Count	Equal to or greater than	State Fiscal Year	Number of third-party vendors utilized to facilitate customer satisfaction surveys	Invoices from third-party vendor for administration of consumer satisfaction surveys OR report from Consumer Service Director	SCEIS OR Network Drive	Executive and Leadership Staff will be able to more accurately measure the quality of services provided	Executive/Leadership Staff, Consumers	0100.000000.000	
<b>4.3</b>	<b>Develop a risk management plan.</b>													<b>State Objective: Education, Training, and Human Development</b>
4.3.1	Review, revise, and implement program policies and procedures.	65%	100%	Percent complete	Complete	State Fiscal Year	Percent of program policies and procedures have been reviewed, revised, and implemented	Finalized program policies and procedures OR report from Consumer Services Director	Network Drive	Clear guidance for staff to follow in the performance of their duties	Staff	0100.000000.000		
4.3.2	Train staff on updated program policies and procedures.	10%	60%	Percent complete	Equal to or greater than	State Fiscal Year	Percent of program policies and procedures staff have been trained on	Report from Consumer Services Director OR training sign in sheets OR Outlook calendar	Network Drive	Clear guidance for staff to follow in the performance of their duties	Staff	0100.000000.000		
4.3.3	Review, revise, and implement administrative policies and procedures.	50%	100%	Percent complete	Complete	State Fiscal Year	Percent of administrative policies and procedures have been reviewed, revised, and implemented	Finalized administrative policies and procedures OR report from HR Director	Network Drive	Clear guidance for staff to follow in the performance of their duties	Staff	0100.000000.000		
4.3.4	Train staff on updated administrative policies and procedures.	0%	50%	Percent complete	Equal to or greater than	State Fiscal Year	Percent of administrative policies and procedures staff have been trained on	Report from HR Director OR training sign in sheets OR Outlook calendar	Network Drive	Clear guidance for staff to follow in the performance of their duties	Staff	0100.000000.000		
4.3.5	Develop a contract monitoring procedure and tool.	0%	100%	Percent complete	Complete	State Fiscal Year	Percent of contract monitoring procedure and tool developed	Report from Finance Director OR finalized procedure/tool	Network Drive	Clear guidance for staff to follow in the performance of their duties, and improved consumer services	Staff, Consumers	0100.000000.000		
4.3.6	Develop an IT asset management policy/procedure for staff and consumers.	25%	100%	Percent complete	Complete	State Fiscal Year	Percent of IT asset management policy/procedure developed	Report from HR Director OR finalized IT asset management policy/procedure	Network Drive	Clear guidance for staff to follow in the performance of their duties, and improved consumer services	Staff, Consumers	0100.000000.000		

# 2024

## Budget Data

as submitted for the Accountability Report by:  
L240 - Commission for the Blind

State Funded Program No.	State Funded Program Title	Description of State Funded Program	(Actual) General	(Actual) Other	(Actual) Federal	(Actual) Total	(Projected) General	(Projected) Other	(Projected) Federal	(Projected) Total
0100.000000.000	Administration	Mission focused leadership and sound fiscal stewardship ensure that the agency meets its legal purpose.	\$2,096,816.16	\$28,247.50	\$0.00	\$2,125,063.66	\$2,159,720.00	\$28,250.00	\$0.00	\$2,187,970.00
0505.100000.000	Vocational Rehabilitation	Provides quality, individualized services to enable citizens with visual impairments to obtain, maintain, or regain employment.	\$520,519.27	-\$3,376.97	\$4,282,767.72	\$4,799,910.02	\$546,545.00	\$0.00	\$5,139,322.00	\$5,685,867.00
0504.150000.000	Business Enterprise Program	Supports Blind vendors in self-employment through operation of vending facilities across the state.	\$215,543.88	\$60,371,704.63	\$2,632,080.41	\$63,219,328.92	\$226,321.00	\$62,182,856.00	\$2,895,289.00	\$65,304,466.00
0504.200000.000	Training Center	Provides quality, individualized services to enable citizens with visual impairments to obtain, maintain, or regain employment.	\$193,123.65	\$0.00	\$1,099,696.41	\$1,292,820.06	\$202,780.00	\$0.00	\$1,209,667.00	\$1,412,447.00
0503.250000.000	Transition Services	Provides quality, individualized services to enable youth and students with visual impairments to obtain, maintain, or regain employment.	\$102,053.42	-\$5,787.00	\$2,013,837.59	\$2,110,104.01	\$107,156.00	\$0.00	\$2,215,221.00	\$2,322,377.00
1001.030000.000	Prevention Of Blindness	Provides educational and medical services to uninsured, low income SC citizens of all ages to restore or maintain sight.	\$595,007.57	\$0.00	-\$90.00	\$594,917.57	\$624,758.00	\$0.00	\$0.00	\$624,758.00
1200.010000.000	Older Blind Services	Provides quality, individualized services to enable citizens with visual impairments age 55 and older to maintain independence and self-sufficiency.	\$282,880.74	\$222,754.58	\$470,435.10	\$976,070.42	\$297,025.00	\$250,000.00	\$508,070.00	\$1,055,095.00
1505.000000.000	Children's Services	Provides services to SC children ages 3 to 12 with visual impairments to ensure a path to future self-sufficiency.	\$222,204.04	\$0.00	\$0.00	\$222,204.04	\$233,315.00	\$0.00	\$0.00	\$233,315.00
9500.050000.000	State Employer Contributions	SCCB contribution to state retirement fund	\$1,005,031.74	\$3,555.72	\$1,553,555.08	\$2,562,142.54	\$1,055,283.00	\$3,663.00	\$1,600,162.00	\$2,659,108.00



# 2024

## Legal Data

as submitted for the Accountability Report by:

L240 - Commission for the Blind

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2024
PL 74-732, as amended by PL 83-565 and PL 93-516; 20 USC 107	Federal	Statute	The Randolph Sheppard Act establishes that the Commission provide training and support to individuals who are Blind in operating vending facilities in federal buildings within the state.	Requires a service	Training, support, and provision of initial inventory and equipment to operate a vending facility.	No Change
PL 93-112, as amended by PL 117-286; 29 USC 701	Federal	Statute	The Rehabilitation Act of 1973 revised and expanded vocational rehabilitation services, with special emphasis on services to those with the most severe disabilities, including employment opportunities, independent living, and consumer assistance; and various training and service-discretionary grants administered by the Rehabilitation Administration. It also prohibited discrimination on the basis of disability (sections 501 and 503); created and extended civil rights to people with disabilities, including provisions for reasonable accommodation (section 504); and established requirements for accessible information technology (section 508).	Requires a service	Establishes and authorizes the state vocational rehabilitation program, independent living and older blind services, prevention services, and others.	No Change
PL 101-336, as amended; 42 USC 126	Federal	Statute	The Americans with Disabilities Act (ADA) prohibits discrimination against people with disabilities in several areas, including employment, transportation, public accommodations, communications and access to state and local government' programs and services. Title I of the ADA protects the rights of both employees and job seekers.	Requires a manner of delivery		No Change
PL 113-128; 29 USC 32	Federal	Statute	The Workforce Innovation and Opportunity Act strengthens and improves the nation's public workforce system to help get Americans, including youth and those with significant barriers to employment, into high-quality jobs and careers and help employers hire and retain skilled workers. It specifies common measures that all WIOA core partners are required to utilize.	Requires a service	WIOA establishes that vocational rehabilitation is a key component of the workforce development system, and that serving individuals with barriers to employment (not just individuals with a disability) is a requirement for all partners.	No Change
2 CFR 200	Federal	Regulation	Establishes uniform administrative requirements, cost principles, and audit requirements for Federal awards to non-Federal entities.	Funding agency deliverable(s)		No Change
20 CFR Part 404 Subpart Q	Federal	Regulation	Describes the standards of performance and administrative requirements and procedures for States making determinations of disability for the SSA Commissioner under the Social Security Act.	Requires a service		No Change

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2024
20 CFR 404.1503	Federal	Regulation	Establishes that State agencies may make disability and blindness determinations for the SSA Commissioner for most persons living in the State. These determinations are made under regulations containing performance standards and other administrative requirements relating to the disability and blindness determination function.	Requires a service		No Change
20 CFR 676	Federal	Regulation	Establishes the Combined State Plan, a document that describes what each state is doing to help Americans, including youth and those with significant barriers to employment, into high-quality jobs and careers and help employers hire and retain skilled workers.	Requires a service		No Change
34 CFR 361	Federal	Regulation	Under the State Vocational Rehabilitation Services Program, grants are provided to assist States in operating statewide comprehensive, coordinated, effective, efficient, and accountable vocational rehabilitation programs.	Requires a service	All services necessary to assist a consumer in obtaining, maintaining, or regaining employment.	No Change
34 CFR 361.38	Federal	Regulation	Establishes that a state agency providing vocational rehabilitation services must adopt and implement written policies and procedures to safeguard the confidentiality of all personal information, including photographs and lists of names.	Requires a manner of delivery		No Change
34 CFR 363	Federal	Regulation	Under the State Supported Employment Services program, grants are provided to assist in developing and implementing collaborative programs to provide supported employment services for individuals with the most significant disabilities, including youth with the most significant disabilities, to enable them to achieve a (supported) employment outcome competitive integrated employment.	Requires a service	All services necessary to provide employment services to consumers with the most significant disabilities to obtain and maintain competitive, integrated employment.	No Change
34 CFR 367	Federal	Regulation	Establishes that the Older Blind program supports projects that (a) Provide any of the independent living (IL) services to older individuals who are blind or severely visually impaired; (b) Conduct activities that will improve or expand services for these individuals; and (c) Conduct activities to help improve public understanding of the challenges of these individuals.	Requires a service	All services necessary to assist a consumer, age 55 and older, in remaining independent in their homes.	No Change
34 CFR 370	Federal	Regulation	Establishes that client and client applicants must be advised and informed of all services and benefits available to them through programs authorized under the Rehabilitation Act of 1973, as amended.	Requires a service	The Client Assistance Program is administered in the state by Disability Rights SC.	No Change
34 CFR 381	Federal	Regulation	Establishes that there is a system in each State to protect the legal and human rights of eligible individuals with disabilities.	Requires a service	Protection and Advocacy of Individual Rights	No Change

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2024
34 CFR 385	Federal	Regulation	Ensure that skilled personnel are available to provide rehabilitation services to individuals with disabilities through vocational, medical, social, and psychological rehabilitation programs (including supported employment programs), through economic and business development programs, through independent living services programs, and through client assistance programs.	Requires a service	Rehabilitation Training	No Change
34 CFR 386	Federal	Regulation	Provides academic training leading to an academic degree or certificate in areas that may include assisting and supporting individuals with disabilities pursuing self-employment, business ownership, and telecommuting; vocational rehabilitation counseling; rehabilitation technology, including training on its use, applications, and benefits; and others.	Requires a service	Rehabilitation Long-Term Training	No Change
34 CFR 387	Federal	Regulation	This program is designed to develop new types of training programs, including improved methods of training, for rehabilitation personnel in providing rehabilitation services to individuals with disabilities; this includes ensuring personnel have an up-to-date understanding of the evolving labor force and the needs of individuals with disabilities.	Requires a service	Innovative Rehabilitation Training	No Change
34 CFR 390	Federal	Regulation	Rehabilitation Short-Term Training is designed to support special seminars, institutes, workshops, and other short-term courses in technical matters relating to the vocational, medical, social, and psychological rehabilitation programs, independent living services programs, and client assistance programs.	Requires a service	Rehabilitation Short-Term Training	No Change
34 CFR 395	Federal	Regulation	Under the Vending Facility program, as authorized by the Randolph-Sheppard Act, the State Licensing Agency (SLA) recruits, trains, licenses, and places individuals who are blind as operators of vending facilities located on Federal and other properties.	Requires a service	Vending Facility Program for the Blind on Federal and Other Property	No Change
34 CFR 396	Federal	Regulation	This program is designed to establish interpreter training programs or to provide financial assistance for ongoing interpreter programs to train a sufficient number of qualified interpreters throughout the country in order to meet the communication needs of individuals who are deaf or hard of hearing and individuals who are deaf-blind.	Requires a service	Training of Interpreters for Individuals Who Are Deaf or Hard of Hearing and Individuals Who Are Deaf-Blind	No Change

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2024
34 CFR 397	Federal	Regulation	Establishes requirements that the designated state vocational rehabilitation providers and State and local educational agencies must satisfy to ensure that individuals with disabilities, especially youth with disabilities, have a meaningful opportunity to prepare for, obtain, maintain, advance in, or regain competitive integrated employment, including supported or customized employment, if they seek subminimum wage employment.	Requires a service	Limitations on Use of Subminimum Wage	No Change
12-37-250	State	Statute	Establishes the Homestead exemption for taxpayers sixty-five and over or those totally and permanently disabled or legally blind (as defined in 43-25-20).			No Change
30-2	State	Statute	Establishes that all state agencies, boards, commissions, institutions, departments, and other state entities must develop privacy policies and procedures to ensure that the collection of personal information pertaining to citizens of the State is limited to such information required by and necessary to fulfill a legitimate public purpose.	Requires a manner of delivery	The Family Privacy Protection Act	No Change
30-4	State	Statute	Establishes that public business be performed in an open and public manner so that citizens may be advised of the of the decisions that are reached and in the formulation of public policy. Also establishes how information may be requested from state agencies and what information is exempt.	Requires a manner of delivery		No Change
39-53	State	Statute	Establishes the overall process for sale, distribution and oversight of products made by blind persons.	Requires a manner of delivery		No Change
41-6	State	Statute	Establishes that, effective August 1, 2024, employers, community rehabilitation programs, and hospital patient care workers at regional centers cannot use Section 14(c) of the Fair Labor Standards Act of 1938 to pay disabled employees a subminimum wage and that no individual with a disability may be paid less than the federal minimum wage.	Not related to agency deliverable.		No Change
43-25-10	State	Statute	Establishes the creation of the Commission for the Blind; membership; qualifications and terms of members; meetings; officers; compensation.	Not related to agency deliverable		No Change
43-25-20	State	Statute	Establishes "Blindness" and "severe visual disability" as criteria for acceptance for services for persons who qualify.	Not related to agency deliverable		No Change

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2024
43-25-30	State	Statute	Establishes the powers and duties of the Commission.	Not related to agency deliverable		No Change
43-25-40	State	Statute	Establishes application procedure; register of ophthalmologists; Commission shall pay examination costs.	Requires a service	Vision exams	No Change
43-25-50	State	Statute	Establishes that authorized procedures such as eye examinations and medical and surgical treatment for visually handicapped persons may be secured and that reports of results must be submitted to the Commission.	Requires a service	Eye surgery/medical procedures/treatment	No Change
43-25-60	State	Statute	Establishes that the Commission may employ qualified itinerant counselors to assist teachers in public or private schools who are responsible for the teaching of visually handicapped students and that the Department of Education and principals or heads of private schools shall report to the Commission the names of visually handicapped students in attendance.	Requires a service	Vocational Rehabilitation Counseling services in a school setting.	No Change
43-25-70	State	Statute	Establishes that the Commission is empowered to operate concession stands in any State, county or municipal building and in any State park and shall negotiate with the proper agency or governing body regarding the establishment of a concession on such property.	Requires a manner of delivery		No Change
43-25-80	State	Statute	Establishes that any sums appropriated by the General Assembly for treatment and training of individuals who are blind or have a visual impairment shall be kept by the State Treasurer in a fund for the treatment and training of people who are blind or visually impaired and shall be used to carry out the particular purpose assigned to it.	Requires a service	Treatment of visual conditions and/or training to assist consumers in reaching self-sufficiency.	No Change
43-25-90	State	Statute	Establishes that a person aggrieved by an action of the Commission must be granted, upon request, a hearing before a hearing officer assigned by the commission.	Not related to agency deliverable		No Change
43-25-100	State	Statute	Establishes the transfer of certain powers and duties of Division for the Blind to Commission.	Not related to agency deliverable		No Change
43-26-10	State	Statute	Definitions regarding the Operation of Vending Facilities by Blind Persons.	Requires a manner of delivery		No Change



Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2024
43-26-20	State	Statute	Establishes the powers of the Commission for the Blind and authorizes the Commission to promote the employment of blind persons, including the licensing and establishment of such persons as operators of vending facilities in or on public and other property.	Requires a manner of delivery		No Change
43-26-30	State	Statute	Establishes the duties of the Commission with regard to the Operation of Vending Facilities by Blind Persons.	Requires a manner of delivery		No Change
43-26-40	State	Statute	Details the licenses for operation of vending facilities; hearing and termination.	Requires a manner of delivery		No Change
43-26-50	State	Statute	Details the options to establish vending facilities operated by blind persons.	Requires a manner of delivery		No Change
43-26-60	State	Statute	Establishes articles which may be sold at such facilities.	Requires a manner of delivery		No Change
43-26-70	State	Statute	Establishes consideration of space for such facilities in new construction or remodeling of public buildings; costs.	Requires a manner of delivery		No Change
43-26-80	State	Statute	Establishes that blind vendors may have guide dogs on public property.	Requires a manner of delivery		No Change
43-26-90	State	Statute	Establishes buildings not subject to the Vending Facility Program.	Requires a manner of delivery		No Change
43-26-100	State	Statute	Establishes effect on existing vending facilities operated by the blind.	Requires a manner of delivery		No Change
43-26-110	State	Statute	Establishes that existing facilities may not be sold until option to lease given to commission.	Requires a manner of delivery		No Change

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2024
59-34	State	Statute	Establishes that legally blind students should be identified and offered an individualized education program; assessment; and the opportunity for instruction in braille.	Requires a manner of delivery	The Blind Persons' Literacy Rights and Education Act.	No Change
Chapter 18, Title 1. Business Enterprise Program	State	Regulation	Regulations that establish how the Commission, under the authority of the Randolph-Sheppard Act provides training and support to individuals who are Blind in operating vending facilities in local, county, and state buildings within the state.	Requires a service	Training, support, and provision of initial inventory and equipment to operate a vending facility.	No Change
Chapter 19-445. Consolidated Procurement Code	State	Regulation	Regulations issued by the South Carolina State Fiscal Accountability Authority that establish policies, procedures, and guidelines relating to the procurement, management, control, and disposal of supplies, services, information technology, and construction, as applicable, under the authority of the SC Consolidated Procurement Code, as amended.	Funding agency deliverable(s)		No Change
2023-2024 Appropriations-Bill H. 4300 Part IB 39.1	State	FY22-23 Proviso	For the current fiscal year the amount appropriated in this section under Program II for Rehabilitative Services is conditioned upon matching by federal funds to the maximum amount available under the Federal Vocational Rehabilitation Program.	Funding agency deliverable(s)	Matching Federal Funds	No Change
2023-2024 Appropriations-Bill H. 4300 Part IB 39.2	State	FY22-23 Proviso	The Commission for the Blind is authorized to establish an interest-bearing fund with the State Treasurer to deposit funds appropriated for deferred maintenance and other one-time funds from any source. After receiving any required approvals, the commission is authorized to expend these funds for the purpose of deferred maintenance, capital projects, and ordinary repair and maintenance.	Not related to agency deliverable.	Deferred Maintenance, Capital Projects, Ordinary Repair and Maintenance	No Change
2023-2024 Appropriations-Bill H. 4300 Part IB 39.3	State	FY22-23 Proviso	The Commission for the Blind shall utilize the \$30,000 appropriated in Part IB, Section 118 - X910 - Statewide Revenue in the 2019-20 General Appropriations Act, by proviso 118.16(30), for agency facility remodeling and renovation needs.	Not related to agency deliverable.	Remodeling	No Change
2023-2024 Appropriations-Bill H. 4300 Part IB 39.4	State	FY22-23 Proviso	To maximize utilization of federal funding in the Basic Service Program, the Commission for the Blind shall be allowed to reallocate funds received in excess of original projections.	Funding agency deliverable(s)	Reallotment Funds	No Change

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2024
49.12	State	FY22-23 Proviso	The State Park Service, an office within the Department of Parks, Recreation, and Tourism is exempt from the requiring the State Park Service to use the Commission for the Blind for vending services.	Not related to agency deliverable.	Vending Services	No Change
103.3	State	FY22-23 Proviso	Establishes within the Revenue and Fiscal Affairs Office, the South Carolina Health and Human Services Data Warehouse. The purpose of the Warehouse is to ensure that the operation of health and human services agencies may be enhanced by coordination and integration of client information. Designates SCCB as one of the agencies required to report information to the Data Warehouse.	Requires a service	SC Health and Human Services Data Warehouse	No Change

# 2024

## Services Data

as submitted for the Accountability Report by:  
L240 - Commission for the Blind

Description of Service	Description of Direct Customer	Customer Name	Others Impacted by Service	Division or major organizational unit providing the service.	Description of division or major organizational unit providing the service.	Primary negative impact if service not provided.	Changes made to services during FY2024	Summary of changes to services
Quality training in overcoming barriers due to visual disability to achieve success in education/training and competitive integrated employment.	Working age adults and youth age 13-21 who have a visual impairment and meet eligibility requirements.	Vocational Rehabilitation consumer		Vocational Rehabilitation Services	Provides quality, individualized vocational rehabilitation services based on individual needs that will assist persons who are blind or visually impaired in obtaining, maintaining, or regaining competitive employment.	Greater number of persons with visual impairments would need to rely on state support and social service programs instead of becoming taxpayers.	No Change	
Provision of assessments, skills training, assistive technology, and low vision devices so that individuals can maintain or regain independence.	Adults age 55 and older, who have a severe visual impairment and meet eligibility requirements.	Older Blind consumer		Older Blind Services	Provides quality, individualized services to assist persons with visual impairments aged 55 and older, with no goal of employment, to remain self-sufficient and independent in their homes and communities.	More seniors with visual impairments would require assisted living or in home care, creating a larger burden on taxpayer funded healthcare programs.	No Change	
Service coordination with other agencies and provision of services related to visual impairment to ensure success from an early age.	Any child who resides in South Carolina, age 3 to 12, with a severe visual impairment that meets eligibility requirements.	Children's Services consumer		Children's Services	Provides services and coordination with other agencies to assist children with visual impairments ages 3 to 12 to learn skills to achieve independence and meet their educational goals.	Children with visual impairments would not learn the skills necessary for self-sufficiency from an early age, leading to adults dependent on social services and taxpayer dollars.	No Change	
Coordination and funding for the provision of eye exams, surgeries, eyeglasses, and other treatments to prevent vision loss.	Any resident of South Carolina with an eye condition that may benefit from treatments or surgeries and who meet financial need requirements.	Prevention of Blindness consumer		Prevention Services	Provides prevention services to help South Carolina residents who are uninsured or meet financial need requirements maintain their vision and provides educational material on eye health across the state.	SC citizens would become severely visually impaired or blind and require assistance from taxpayer funded programs instead of maintaining independence and/or employability.	No Change	
Training, guidance, and financial assistance so that individuals who are blind can successfully operate vending facilities under the Randolph Sheppard Act.	Working age adults who are 21 years or older, legally blind, US citizens, and meet eligibility requirements.	BEP consumer / Blind Licenced Vendor (those who successfully complete Blind Licenced Vendor training)		Business Enterprise Program	Provides necessary training, guidance, and financial support for a person who is legally blind to become a licensed vendor and independently operate a vending facility in a local, state, or federal government facility.	Individuals who are blind would be dependent on public funds for support instead of maintaining self-employment and being taxpayers.	No Change	

# 2024

## Partnerships Data

as submitted for the Accountability Report by:  
**L240 - Commission for the Blind**

Type of Partner Entity	Name of Partner Entity	Description of Partnership	Change to the partnership during the past fiscal year
State Government	SC Vocational Rehabilitation Department	A partner in the Unified State Plan and in the RSA common performance measures tracking. Coordinate services for consumers.	No Change
State Government	SC Department of Employment and Workforce	A partner in the Unified State Plan and in the RSA common performance measures tracking. Coordinate services for consumers. Employment opportunities	No Change
State Government	SC Department of Education	A partner in the Unified State Plan and in the RSA common performance measures tracking. Coordinate services for consumers.	No Change
Non-Governmental Organization	National Federation of the Blind	Promoted SCCB to their members. Provided training assistance	No Change
State Government	SC School for the Deaf & Blind	Provided office space for 1 VR counselor and promoted SCCB to their consumers and partners. Participated in SCCB activities with consumers.	No Change
Non-Governmental Organization	Goodwill Industries	Provided training assistance	No Change
Non-Governmental Organization	Association for Education and Rehabilitation of the Blind and Visually Impaired (AERBVI) of SC	Provided updates on assistive technology for visually impaired	No Change
Higher Education Institute	Medical University of SC, Storm Eye Clinic	Provided updates on assistive technology for visually impaired	No Change
State Government	SC Governor's Committee on the Employment of People with Disabilities	Job placement assistance	Amend
State Government	Department of Archives & History, Disability Coordinator	Included SCCB information at job fairs.	No Change

Type of Partner Entity	Name of Partner Entity	Description of Partnership	Change to the partnership during the past fiscal year
Non-Governmental Organization	Able SC	Provided training assistance and intership opportunities	No Change
Federal Government	Office of Federal Contract Compliance Programs	Provided information and contacts for federal job placement opportunities	No Change
Professional Association	SC Industry Liaison Group	Job placement assistance	Amend
Federal Government	Social Security Administration	Ticket to Work reimbursements, work incentives	No Change
Private Business Organization	Blue Cross Blue Shield	Provided job placement and sensitivity training	No Change
State Government	SC Department on Aging	Provided referrals and resources for Older Blind	No Change
Private Business Organization	Senior Assisted Living and Senior Daycare Facilities	Provided referrals and resources for Older Blind	Amend
Non-Governmental Organization	Lions Club	Provided resources for consumers and staff	No Change
Private Business Organization	Helen Keller National Center	Provided free consultations	No Change
Non-Governmental Organization	BabyNet	Coordinated with SCCB to provide free services to children with visual impairments	No Change
Non-Governmental Organization	PRO-Parents of SC	Coordinated with SCCB to provide free services to children with visual impairments	No Change

Type of Partner Entity	Name of Partner Entity	Description of Partnership	Change to the partnership during the past fiscal year
Federal Government	National Employment Team-Southeast Region	Job placement assistance	No Change
State Government	SC State Museum	Provided internships	No Change
Higher Education Institute	SC Assistive Technology Program (SCATP) -University of SC School of Medicine	Provided internship opportunities and assistive technology loan program that may benefit consumers	No Change
Local Government	Anderson Mayor's Committee on Employment of People with Disabilities	Job placement assistance	No Change
Local Government	Summerville Mayor's Committee on Employment of People with Disabilities	Job placement assistance	No Change
Non-Governmental Organization	United Way 211	Provided information about SCCB and its services	Amend
Federal Government	Wm. Jennings Bryan Dorn Department of Veterans Affairs Medical Center / Veterans Health Administration	Job placement assistance	No Change
Non-Governmental Organization	Harvest Hope Food Bank	Provided internships	No Change
Local Government	Richland County Library	Provided soft skills training	No Change
State Government	SC State Library - Talking Book Services	Provided internships	No Change
Private Business Organization	Hadley School for the Blind	Staff and consumers participate in free online courses	Amend

Type of Partner Entity	Name of Partner Entity	Description of Partnership	Change to the partnership during the past fiscal year
Private Business Organization	Freedom Scientific	Free online JAWS and Fusion training	Amend
State Government	SC Division of Technology Operations	In process of migrating; DTO will manage the IT infrastructure for SCCB	No Change
State Government	SC State Ethics Commission	Provided ethical guidance through yearly activity reporting	No Change
Federal Government	Department of Homeland Security	Provided verification of eligibility and identity of hired individuals	No Change
State Government	SC Human Affairs Commission	Provided consultative services on HR matters	No Change
State Government	SC Department of Administration	Provided consultative services and serves as a collecting house for workforce utilization data	No Change
State Government	SC Division of State Human Resources	Provided support to SCCB Human Resource Department	No Change
State Government	South Carolina Law Enforcement Division (SLED)	Provided background reports	No Change
Higher Education Institute	Midlands Technical College	Provided training assistance and hosted a portion of the Summer Teen program	Amend
State Government	SC Department of Social Services	Provided background reports	No Change
Local Government	Waccamaw Regional Council of Governments	Attend council meetings and provide job exploration opportunities	Amend



Type of Partner Entity	Name of Partner Entity	Description of Partnership	Change to the partnership during the past fiscal year
State Government	Apprenticeship Carolina, a division of the SC Technical College System	Provided internship and apprenticeship guidance and opportunities	Amend
Private Business Organization	The Vision Institute of SC	Provided Low Vision, Orientation and Mobility, and computer instruction assistance; Vision Institute has merged with ABVI	Amend
Non-Governmental Organization	Focus First	Provided vision care to children in need ASK NIKKI G	No Change
Higher Education Institute	University of SC	Provided internships and hosted Summer Teen program	Amend
Higher Education Institute	University of SC Medical School	Provided Low Vision interns to assist with Low Vision Clinics across the state.	No Change
State Government	SC Commission for Minority Affairs	Assists the agency Diversity Team and HR department in staff diversity issues.	No Change
Higher Education Institute	Coastal Carolina University	Internship opportunities	No Change
Private Business Organization	Conduent	Employment opportunities	No Change
Private Business Organization	Industries For the Blind and Visually Impaired, Inc. (IBVI)	Employment opportunities	No Change
Private Business Organization	LCI (Lions Club Industries)	Employment opportunities	Amend
Private Business Organization	AccessAbility	Internship and employment opportunities	No Change

Type of Partner Entity	Name of Partner Entity	Description of Partnership	Change to the partnership during the past fiscal year
Local Government	Charleston Chamber of Commerce	Work with workforce partners to share resources and build partnerships with businesses	Amend
Local Government	Columbia Chamber of Commerce	Workforce partners work together to share resources and build partnerships with businesses	No Change
Local Government	Greenville Chamber of Commerce	Workforce partners work together to share resources and build partnerships with businesses	No Change
State Government	Midlands Workforce Development Board	Workforce partners work together to share resources and build partnerships with businesses	No Change
Non-Governmental Organization	National Federation for the Blind - Federation Center Columbia	Provided training assistance	No Change
State Government	Office of the State Treasurer - Palmetto Able Savings Program	Training and financial planning	No Change
State Government	SC Works	Workforce partners work together to share resources and build partnerships with businesses	No Change
Non-Governmental Organization	Waccamaw Quarterly Business Services Partners	Workforce partners work together to share resources and build partnerships with businesses	No Change
State Government	SC Department of Disabilities and Special Needs	Provided referral opportunities for consumers.	Add
Non-Government Organization	Lions Vision Services	Expand provision of Prevention Services to a greater number of South Carolinians.	Add
State Government	SC Statehouse Legislative Services	Provided work-based learning experiences to Summer Teen participants.	Add

Type of Partner Entity	Name of Partner Entity	Description of Partnership	Change to the partnership during the past fiscal year
Higher Education Institute	USC School of Medicine	Provided work-based learning experiences to Summer Teen participants.	Add
Local Government	Saluda Shoals Park	Provided work-based learning experiences to Summer Teen participants.	Add
Private Business Organization	Gardener's Outpost	Provided work-based learning experiences to Summer Teen participants.	Add
Non-Government Organization	NFB of SC Successful Transitions	Provided pre-ETS activities to SCCB consumers.	Add
Private Business Organization	National Braille Press	Provided books in braille to Children's Services consumers to promote reading.	Add
Higher Education Institute	USC Upstate	Partnered to developed an in-state two-year O&M Specialist training program.	Add
State Government	Clemson SC Works	SCCB staff colocated at this location	Add
State Government	Orangeburge SC Works	SCCB staff colocated at this location	Add
State Government	Colleton SC Works	SCCB staff colocated at this location	Add
Private Business Organization	Greenville Memorial Hospital	Provided internship opportunities to consumers	Add
State Government	Anderson County Disabilities and Special Needs	Provided internship opportunities to consumers	Add

Type of Partner Entity	Name of Partner Entity	Description of Partnership	Change to the partnership during the past fiscal year
State Government	Greater Greenville Department of Mental Health	Provided job shadowing opportunities for consumers	Add
Local Government	Imo Chapin Recreation Commission	Provided on the job training and work-based learning experiences for Summer Teen participants	Add
Private Business Organization	Addus Homecare	Hired SCCB consumers	Add
Local Government	Horry County Adult Protective Services	Provided referrals and resources for consumers	Add
Local Government	Horry County Echo Housing	Provided referrals to Prevention of Blindness	Add
Non-Government Organization	Operation Sight	Provided referrals to SCCB	Add
Private Business Organization	McLeod Health	Social workers provided referrals to SCCB	Add
Non-Government Organization	Goodwill Georgetown	Provided an internship for a transition student	Add
Local Government	Horry County Adult Education	Provided referrals	Add
Private Business Organization	Little River Medical Center	Provided referrals and resources to consumers	Add
Local Government	Waccamaw Economic Opportunity Council	Provided referrals; also provided housing and other support services for consumers	Add
State Government	SC Works Conway	Provided referrals and recruitment opportunities; provided space for meeting with consumers	Add

Type of Partner Entity	Name of Partner Entity	Description of Partnership	Change to the partnership during the past fiscal year
State Government	SC Works Georgetown	Provided referrals and recruitment opportunities; provided space for meeting with consumers	Add
State Government	SC Works Sumter	Provided referrals and recruitment opportunities; provided space for meeting with consumers	Add
State Government	SC Works Florence	Provided referrals and recruitment opportunities; provided space for meeting with consumers	Add
State Government	SC Works Trident Region	Provided referrals	Add
State Government	SC Works Lower Savannah Region	Provided referrals	Add
State Government	SC Works Low Country Region	Provided referrals	Add
Private Business Organization	Hilton Garden Inn Homewood Suites and Low Country Conference Center	Provided an internship for a transition student	Add
Private Business Organization	The Villages of Summerville	Provided referrals	Add
State Government	Tidelands Health	Provided an internship for a transition student	Add
State Government	First Steps	Provided referrals, internship for a transition student, and agency attends resouce meetings	Add
Private Business Organization	Busy Town Child Care	Provided an internship for a transition student	Add
Non-Government Organization	Institute for Child Success	Provided support and guidance for SCCB's Children's Services program	Add

Type of Partner Entity	Name of Partner Entity	Description of Partnership	Change to the partnership during the past fiscal year
Private Business Organization	Grand Strand Medical Center	Agency presents vision-related information during Stepping On, a 7-week fall-prevention program for older adults	Add
Federal Government	Vocational Rehabilitation Technical Assistance Center for Quality Management (VRTAC-QM)	Provided training to staff and support for vocational rehabilitation and older blind programs	Add
Federal Government	Vocational Rehabilitation Technical Assistance Center for Quality Employment (VRTAC-QE)	Provided technical assistance and best practices for vocational rehabilitation	Add
Federal Government	National Technical Assistance Center on Transition: The Collaborative (NTACT:C)	Provided support and assistance for transition services	Add
Non-Government Organization	Talent Acquisition Portal® (TAP)	Provided training to agency staff; SCCB staff member serves as administrator for the agency	Add
Non-Government Organization	Lighthouse for the Blind	Employment opportunities	Add
Non-Government Organization	IFB Solutions	Employment opportunities	Add
State Government	SC Military Museum	Provided an internship for a transition student	Add
Non-Government Organization	Brain Injury Association of SC	Education and awareness of traumatic brain injuries; attended conferences	Add
Professional Association	Council of State Administrators of Vocational Rehabilitation (CSAVR)	Composed of the chief administrators of the public rehabilitation agencies serving individuals with physical and mental disabilities in the States, District of Columbia, and the territories. These agencies constitute the state partners in the State-Federal program of rehabilitation services provided under the Rehabilitation Act of 1973, as amended.	Add
Professional Association	National Council of State Agencies for the Blind (NCSAB)	Promote through advocacy, coordination, and education the delivery of specialized services that enable individuals who are blind and visually impaired to achieve personal and vocational independence. Agency Commissioner serves on Executive Committee and chairs the Standing Subcommittee on Employment.	Add

Type of Partner Entity	Name of Partner Entity	Description of Partnership	Change to the partnership during the past fiscal year
Non-Government Organization	Disability Rights South Carolina	Operates the Client Assistance Program, representing consumers in South Carolina.	Add
K-12 Education Institute	SC School Districts	Memoranda of Understanding with School Districts to provide pre-employment transition services (pre-ETS) and/or Children's Services	Add
Non-Government Organization	Transition Alliance of SC	Brings together state partners and local school districts to improve post-school outcomes for youth with disabilities.	Add

## Reports Data

as submitted for the Accountability Report by:  
L240 - Commission for the Blind

Report Name	Law Number (if applicable)	Summary of information requested in the report	Date of most recent submission DURING the past fiscal year	Reporting Frequency	Type of entity/entities	Method to access the report	Direct access hyperlink or agency contact (if not provided to LSA for posting online)	Changes to this report during the past fiscal year	Explanation why a report wasn't submitted
Agency Accountability Report	Section 1-1-810, 1-1-820, SC Code of Laws	Contains the agency's mission, objectives to accomplish the mission, and performance measures that show the degree to which objectives are being met. Identifies key program area descriptions and expenditures and links these to key financial and performance results measures.	September 2023	Annually	Governor or Lt. Governor AND Legislative entity or entities	Provided to LSA for posting online	Sarah Leonard	No Change	
Report to the General Assembly	Section 1-13-110, SC Code of Laws	Demographic information regarding employees for use in maintaining a diverse workgroup.	October 2023	Annually	South Carolina state agency or agencies	Available on another website	<a href="https://schac.sc.gov/about-us/divisions-departments/technical-services-and-training-department">https://schac.sc.gov/about-us/divisions-departments/technical-services-and-training-department</a>	No Change	
RSA-15 Report of Vending Facility Program (Randolph Sheppard)	Randolph Sheppard Act, 20 USC 107a(a)	Detailed information on the Business Enterprise Program income and expenditures as well as vendor locations in each state.	December 2023	Annually	Entity within federal government	Available on another website	<a href="https://rsa.ed.gov/data/view-submission-rsa-15">https://rsa.ed.gov/data/view-submission-rsa-15</a>	No Change	
RSA-722 Resolution of Applicant/Client Appeals Report	Section 102(c) of the Rehabilitation Act of 1973, as amended.	Adverse actions against SCCB.	December 2023	Annually	Entity within federal government	Available on another website	<a href="https://rsa.ed.gov/data/view-submission-rsa-722">https://rsa.ed.gov/data/view-submission-rsa-722</a>	No Change	
RSA-7-OB Independent Living Services for Older Individuals who are Blind	Title VII Chapter 2, of the Rehabilitation Act, as amended. Section 752(1)(2)(A) of the Rehabilitation Act, as amended.	Detailed information on expenditures for the Older Blind Program.	December 2023	Annually	Entity within federal government	Available on another website	<a href="https://rsa.ed.gov/data/view-submission-rsa-7ob">https://rsa.ed.gov/data/view-submission-rsa-7ob</a>	No Change	
RSA-911 Case Services Report	Section 116(b) in title 1 of WIOA and Sections 101(a)(10) and 607 of the Rehabilitation Act, as amended.	Data on the RSA core performance measures.	May 2024	Quarterly	Entity within federal government	Available on another website	<a href="https://rsa.ed.gov/performance/contact-rsa-data-unit">https://rsa.ed.gov/performance/contact-rsa-data-unit</a>	No Change	
SF-425 Federal Financial Report for the State Supported Employment Services program	Federal financial Assistance Management Act of 1999 (P.L. 106-107)	Detailed information on expenditures for the Vocational Rehabilitation Program and ensure compliance.	January 2024	Twice a year	Entity within federal government	Available on another website	<a href="https://rsa.ed.gov/data/view-submission-sf-425">https://rsa.ed.gov/data/view-submission-sf-425</a>	No Change	



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SF-425 Federal Financial Report for the Independent Living For Older Individuals who are Blind program	Federal financial Assistance Management Act of 1999 (P.L. 106-107)	Detailed information on grant expenditures to ensure compliance.	January 2024	Twice a year	Entity within federal government	Available on another website	<a href="https://rsa.ed.gov/data/view-submission-sf-425">https://rsa.ed.gov/data/view-submission-sf-425</a>	No Change	
SF-425 Federal Financial Report for the Randolph-Sheppard Financial Relief and Restoration Payment program	Federal financial Assistance Management Act of 1999 (P.L. 106-107)	Detailed information on grant expenditures to ensure compliance.	January 2024	Twice a year	Entity within federal government	Available on another website	<a href="https://rsa.ed.gov/data/view-submission-sf-425">https://rsa.ed.gov/data/view-submission-sf-425</a>	No Change	
SF-425 Federal Financial Report for the Independent Living For Older Individuals who are Blind program	Federal financial Assistance Management Act of 1999 (P.L. 106-107)	Data on VR program activities for agencies funded under the Rehabilitation Act of 1973 (Rehabilitation Act), as amended by title IV of the Workforce Innovation and Opportunity Act (WIOA). RSA uses the data to evaluate and monitor the financial and programmatic performance of VR agencies.	April 2024	Quarterly	Entity within federal government	Available on another website	<a href="https://rsa.ed.gov/data/view-submission-rsa-17">https://rsa.ed.gov/data/view-submission-rsa-17</a>	No Change	
RSA-692 Federal Reallotment Report		To request or relinquish federal reallotment dollars.	August 2023	Annually	Entity within federal government	Available on another website	<a href="https://rsa.ed.gov/data/view-submission-rsa-692">https://rsa.ed.gov/data/view-submission-rsa-692</a>	No Change	
SF-425 Federal Financial Report for the Independent Living For Older Individuals who are Blind program	Federal financial Assistance Management Act of 1999 (P.L. 106-107)	Detailed information on grant expenditures to ensure compliance.	October 2023	Twice a year	Entity within federal government	Available on another website	<a href="https://rsa.ed.gov/data/view-submission-sf-425">https://rsa.ed.gov/data/view-submission-sf-425</a>	No Change	
SF-425 Federal Financial Report for the Supported Employment program	Federal financial Assistance Management Act of 1999 (P.L. 106-107)	Detailed information on expenditures and ensure compliance.	October 2023	Twice a year	Entity within federal government	Available on another website	<a href="https://rsa.ed.gov/data/view-submission-sf-425">https://rsa.ed.gov/data/view-submission-sf-425</a>	No Change	
SF-425 Federal Financial Report for the Randolph-Sheppard Financial Relief and Restoration Payment program	Federal financial Assistance Management Act of 1999 (P.L. 106-107)	Detailed information on grant expenditures to ensure compliance.	October 2023	Twice a year	Entity within federal government	Available on another website	<a href="https://rsa.ed.gov/data/view-submission-sf-425">https://rsa.ed.gov/data/view-submission-sf-425</a>	No Change	

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RSA-9169 WIOA annual performance report	Section 116(b)(3)(A)(iv) of the Workforce Innovation and Opportunity Act (WIOA)	Detailed information on compliance with WIOA performance measures.	October 2023	Annually	Entity within federal government	Available on another website	<a href="https://rsa.ed.gov/wioa-resources/wioa-annual-reports">https://rsa.ed.gov/wioa-resources/wioa-annual-reports</a>	No Change	
Master Reporting Package Checklist	State Reporting Policies and Procedures	Accurate reporting of agency assets, liabilities, fund classification or net assets, revenue, and expenditures as required by the State Reporting Policies and Procedures Manual	July 2023	Annually	South Carolina state agency or agencies	Electronic copy available upon request	Kenneth Burton	No Change	
Loan Receivables Reporting Forms	State Reporting Policies and Procedures	Accurate reporting of agency assets, liabilities, fund classification or net assets, revenue, and expenditures as required by the State Reporting Policies and Procedures Manual	July 2023	Annually	South Carolina state agency or agencies	Electronic copy available upon request	Kenneth Burton	No Change	
Litigation Reporting Forms	State Reporting Policies and Procedures	Accurate reporting of agency assets, liabilities, fund classification or net assets, revenue, and expenditures as required by the State Reporting Policies and Procedures Manual	July 2023	Annually	South Carolina state agency or agencies	Electronic copy available upon request	Kenneth Burton	No Change	
Other Receivables	State Reporting Policies and Procedures	Accurate reporting of agency assets, liabilities, fund classification or net assets, revenue, and expenditures as required by the State Reporting Policies and Procedures Manual	August 2023	Annually	South Carolina state agency or agencies	Electronic copy available upon request	Kenneth Burton	No Change	
Fund Classification Reporting Forms	State Reporting Policies and Procedures	Accurate reporting of agency assets, liabilities, fund classification or net assets, revenue, and expenditures as required by the State Reporting Policies and Procedures Manual	August 2023	Annually	South Carolina state agency or agencies	Electronic copy available upon request	Kenneth Burton	No Change	

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Operating Leases Reporting Forms	State Reporting Policies and Procedures	Accurate reporting of agency assets, liabilities, fund classification or net assets, revenue, and expenditures as required by the State Reporting Policies and Procedures Manual	August 2023	Annually	South Carolina state agency or agencies	Electronic copy available upon request	Kenneth Burton	No Change	
Capital Assets Reporting Forms	State Reporting Policies and Procedures	Accurate reporting of agency assets, liabilities, fund classification or net assets, revenue, and expenditures as required by the State Reporting Policies and Procedures Manual	September 2023	Annually	South Carolina state agency or agencies	Electronic copy available upon request	Kenneth Burton	No Change	
Grant/Contribution Revenues Reporting Forms	State Reporting Policies and Procedures	Accurate reporting of agency assets, liabilities, fund classification or net assets, revenue, and expenditures as required by the State Reporting Policies and Procedures Manual	September 2023	Annually	South Carolina state agency or agencies	Electronic copy available upon request	Kenneth Burton	No Change	
Accounts Payable Reporting Forms	State Reporting Policies and Procedures	Accurate reporting of agency assets, liabilities, fund classification or net assets, revenue, and expenditures as required by the State Reporting Policies and Procedures Manual	September 2023	Annually	South Carolina state agency or agencies	Electronic copy available upon request	Kenneth Burton	No Change	
Subsequent Events Package	State Reporting Policies and Procedures	Accurate reporting of agency assets, liabilities, fund classification or net assets, revenue, and expenditures as required by the State Reporting Policies and Procedures Manual	September 2023	Annually	South Carolina state agency or agencies	Electronic copy available upon request	Kenneth Burton	No Change	
IT Data Collection & Planning Report	State Reporting Policies and Procedures	Accurate reporting of agency assets, liabilities, fund classification or net assets, revenue, and expenditures as required by the State Reporting Policies and Procedures Manual	July 2023	Annually	South Carolina state agency or agencies	Electronic copy available upon request	Luis Mendoza, Fred Bove	No Change	

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Schedule of Expenditures of Federal Awards	State Reporting Policies and Procedures	Accurate reporting of agency assets, liabilities, fund classification or net assets, revenue, and expenditures as required by the State Reporting Policies and Procedures Manual	August 2023	Annually	South Carolina state agency or agencies	Electronic copy available upon request	Kenneth Burton	No Change	
Information Security and Privacy Survey	State Reporting Policies and Procedures	Accurate reporting of agency assets, liabilities, fund classification or net assets, revenue, and expenditures as required by the State Reporting Policies and Procedures Manual	August 2023	Annually	South Carolina state agency or agencies	Electronic copy available upon request	Luis Mendoza, Fred Bove	No Change	
Travel Report	State Reporting Policies and Procedures	Accurate reporting of agency assets, liabilities, fund classification or net assets, revenue, and expenditures as required by the State Reporting Policies and Procedures Manual	August 2023	Annually	South Carolina state agency or agencies	Electronic copy available upon request	Kenneth Burton	No Change	
Other Funds Survey	State Reporting Policies and Procedures	Accurate reporting of agency assets, liabilities, fund classification or net assets, revenue, and expenditures as required by the State Reporting Policies and Procedures Manual	October 2023	Annually	South Carolina state agency or agencies	Electronic copy available upon request	Kenneth Burton	No Change	
Federal Projects Review	State Reporting Policies and Procedures	Accurate reporting of agency assets, liabilities, fund classification or net assets, revenue, and expenditures as required by the State Reporting Policies and Procedures Manual	February 2024	Annually	South Carolina state agency or agencies	Electronic copy available upon request	Kenneth Burton		
Debt Collection	State Reporting Policies and Procedures	Accurate reporting of agency assets, liabilities, fund classification or net assets, revenue, and expenditures as required by the State Reporting Policies and Procedures Manual	July 2023	Annually	South Carolina state agency or agencies	Electronic copy available upon request	Kenneth Burton		

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Combined State Plan	20 CFR 676	Reports how the agency is helping Americans, including youth and those with significant barriers to employment, into high-quality jobs and careers and help employers hire and retain skilled workers.	March 2024	Every 2 years	Entity within federal government	Available on another website	<a href="https://wioaplans.ed.gov/">https://wioaplans.ed.gov/</a>		

<b>AGENCY NAME:</b>	Commission for the Blind		
<b>AGENCY CODE:</b>	L240	<b>SECTION:</b>	39

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**2024**  
**Accountability Report**

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**SUBMISSION FORM**

I have reviewed and approved the data submitted by the agency in the following templates:

- Data Template
  - Reorganization and Compliance
  - FY2024 Strategic Plan Results
  - FY2025 Strategic Plan Development
  - Legal
  - Services
  - Partnerships
  - Report or Review
  - Budget
- Discussion Template
- Organizational Template

I have reviewed and approved the financial report summarizing the agency’s budget and actual expenditures, as entered by the agency into the South Carolina Enterprise Information System.

The information submitted is complete and accurate to the extent of my knowledge.

<b>AGENCY DIRECTOR</b> <i>(SIGN AND DATE):</i>	<b>SIGNATURE ON FILE</b>	<b>Signature Received:</b> 09/13/2024
<i>(TYPE/PRINT NAME):</i>	Darline Graham, Commissioner	

<b>BOARD/CMSN CHAIR</b> <i>(SIGN AND DATE):</i>	<b>SIGNATURE ON FILE</b>	<b>Signature Received:</b> 09/12/2024
<i>(TYPE/PRINT NAME):</i>	Susan John, Chair	