

Developmental Disabilities Lecture Series



FALL 2022 WEBINARS



Abby Taylor George, MS

**Customized Employment Mentor
SEEC
Silver Spring, MD**

Quality Meaningful Day Services: A Community-Based Approach

October 28, 2022

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 Robert Wood Johnson Medical School New Jersey's University Center for Excellence in Developmental Disabilities Education, Research, and Service
 New Jersey's Leadership Education in Neurodevelopmental and Related Disabilities Program

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Zoom Webinar Housekeeping

Handouts




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Q & A

- We are planning to have a brief Question & Answer session at the end of the lecture.
- In order to ask a question, you have to type it in the Q&A box.

Closed Captions (CC)

- Closed captions are available. To turn on captions, click **CC - Show Captions**. To turn off captions, click **CC - Hide Captions**.

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Certificates of Attendance for Continuing Education Recognition

To receive a Certificate of Attendance, you must:

Be logged onto the webinar from start to finish
 and
 Complete the evaluation ("short survey") at the end of the webinar

Certificates will be emailed to attendees who meet these requirements next week

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Quality Meaningful Day Services: A Community-Based Approach




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Agenda

- The Why: Ideologies behind Meaningful Day
- The What/How: Community Based Services-Digging Deeper
- The What/How: Person Centered Planning-Digging Deeper
- Meaningful Day x Employment



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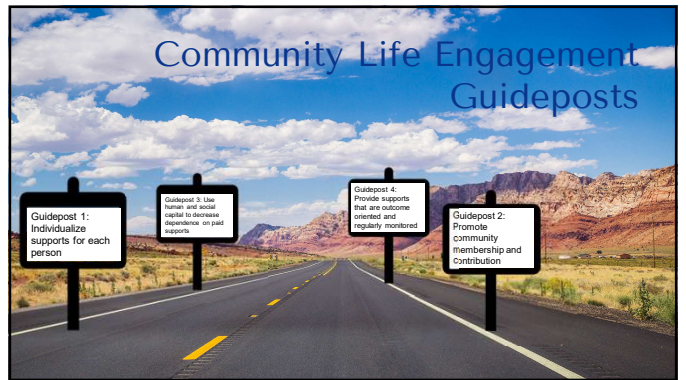
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To build effective community-based services...



Individualized

Individual strengths, skills, needs, and interests



Interactive

Engage, don't exist




Supported

We are the mentors and coaches

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Where do I start?




Get staff buy-in

If the people doing the work are invested, the outcome will be better




Collaborate with other agencies

What are others doing in your area?



1 person at a time

Individual vs. system



Build relationships

Relationships = Community!

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It starts with ONE person and ONE day!

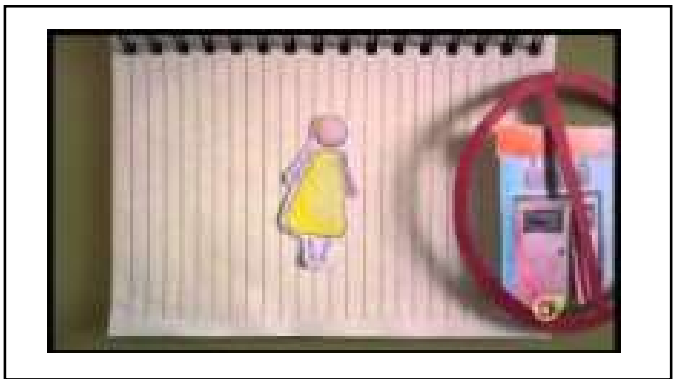


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The New Paradigm for Effective Community Impact – Asset Based

	Needs/Deficit Based	Asset Based
Purpose	Changing Community through increased services	Changing Community through citizen involvement
Method	Institutional Reform	Citizen-Centered production
Accountability	Leaders are professional staff, accountable to institutional stakeholders	Leaders are widening circles of volunteer citizens. Accountable to the community.
Significance of Assets	Assets are system inputs. Asset mapping is data collection	Assets are relationships to be discovered and connected. Asset mapping is self-realization and leadership development.
Production Resource	Money is the key resource. Falls apart without money.	Relationships are the key resource. Falls apart when money becomes the focus.
Operating Challenge	How do we get citizens involved?	How do we channel and build on all this citizen participation?
System Dynamic	Tends to spread itself thinner over time.	Tends to snowball over time.
Evaluation	Success is service outcomes, measured mostly by institutional stakeholders.	Success is capacity, measured mostly by relationships.

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The How: Structure



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Small groups

- “A group of people with disabilities looks like a group of people with disabilities”
- Ideal is 1:1, but we live in the real world!
- 3 max, try to group people with similar interests



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Staff Planning

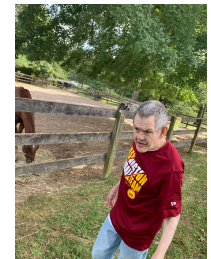
- Use a strengths-based approach
- Rotate staff to prevent burnout
 - Pros/cons
- Cross-training
- Always keep person supported in the loop



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Geographic Planning

- Neighborhood Walks
 - New Jersey's Finest: Neighbours Inc
 - Started with staff
 - Staff went back and walked their own neighborhoods
 - Just observe!
 - Remember ABCD
- Work in concentric circles
 - 1...2...3...4...5 blocks/streets/bus stops
- Rural?
 - Neighbors (unrelated to above)
 - Town center/town square?



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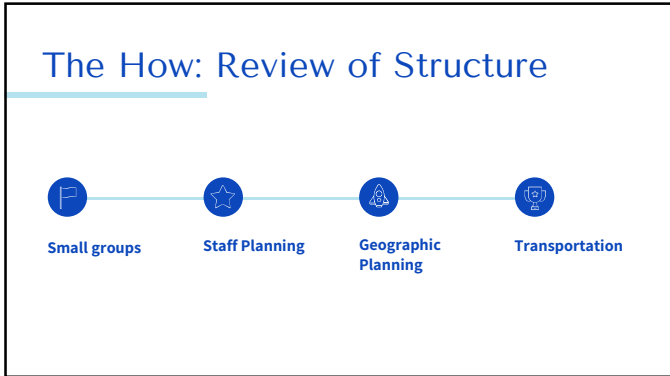
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Transportation

- Travel train!
 - This will free up staff
- Natural Supports
- If rural...
 - Think walkable
 - Civic organizations




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Agenda

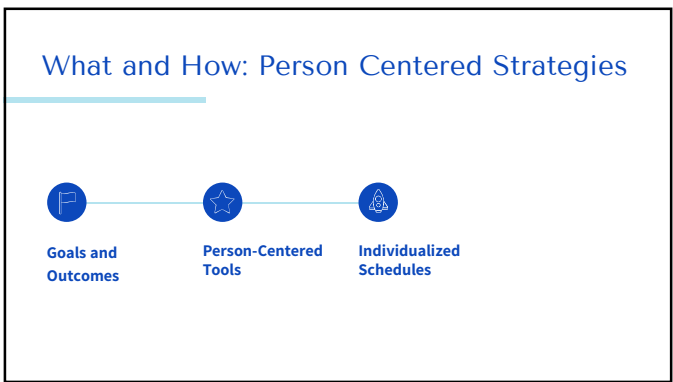
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Shift your mindset:
 People's lives exist outside of the 30 hours a week we support them

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Individualized Goals and Outcomes

- Plan with, not for
- Incorporate technology where you can
- SMART goals
- Use skills inventories to build logical strategies
- Build them into schedules
 - What am I doing TODAY to work towards this goal?



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Rewriting Goals

Instead of...	Try this...
X will find a job	X will research jobs that match his interests via Virtual Job Shadow.
X will make more friends	X will invite her neighbors to a backyard barbeque.
X will participate in the community	X will become a member of her local gardening club.

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Person Centered Tools

- Interest Inventories
- Positive Personal Profiles
- Communication plans (tech!)
- Relationship Mapping



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Positive Personal Profile

Interests (What do I find really interesting or exciting? How do I choose to spend my free time?)

Positive Personality Traits (What are my good qualities? What good things do others often say about me?)

Temperament (What type of mood am I generally in? How sensitive am I to things that happen around me?)

Values (What is really important to me? What do I cherish in life? What do I want to defend and protect?)

Environmental Preferences (What are some words to describe the best type of place to work for me? In order to stay happy and focused, my work place should be...?)

Dislikes, Pet peeves, Idiosyncrasies (What really bothers me? What do I find frustrating? Common behaviors/self-annoying behaviors?)

Life Domain Interest survey-

Area of Interest	Not interesting	Interesting	Very interesting
Texting my friends and family (C)			
Going to work every day (E)			
Taking a walk every day (H&W)			
Taking a class about something I am interested in (L)			
Making my own lunch (D)			
Going to the store and buying something with my own money (F)			
Going on a date (E)			
Living in my own apartment/house (H)			
Volunteering once a month (C)			
Expressing my wants and needs (E)			
Working in an office job (E)			
Joining a sports team (H&W)			
Reading a book about a topic I like (L)			
Making my bed in the morning (D)			
Dislike or my own behavior or trait			

Interest Inventory

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Communication plans

- Through meeting and observation, we gauge how the person communicates
 - Verbal
 - Gesture
 - ASL
 - Individualized signs
 - Sounds
 - Picture boards/low tech tools
 - Enabling technology
 - Other

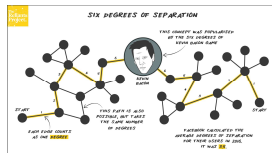


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Anyone remember 6 Degrees of Kevin Bacon??

The idea is that we are all connected to each other (or Kevin Bacon) by only 6 connections!!

How does relationship mapping affect community-based services?



who do you know here?

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Storytelling: Family/Community relationships in action

- Teddy, a person we support
- His mom, Arlene
- Their community, Washington Grove



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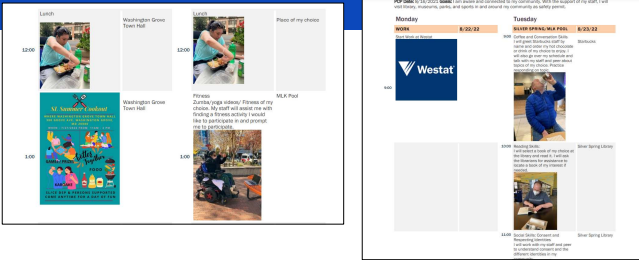
Storytelling: Community Partnerships that lead to other partnerships!

- Matt, community member/business owner/SEEC Board Member
- Bridget, someone we support



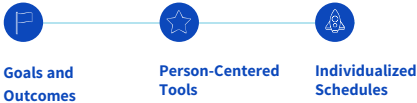
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Schedules: Remember Jessica and Graham?



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What and How? Person Centered Strategies Review




Goals and Outcomes — Person-Centered Tools — Individualized Schedules

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Employment

Part of a well-balanced breakfast meaningful day!



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Employment First

- Employment must be the first option for people with I/DD when considering their meaningful life
- Employment IS a part of meaningful day!
- How do we work on employment during day services?

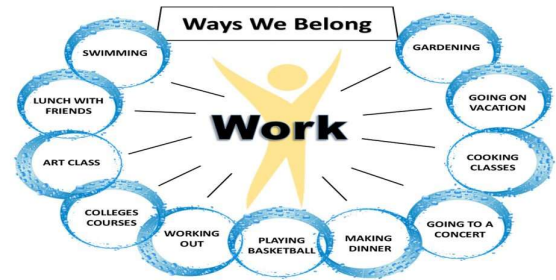
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It doesn't have to "look like work" to be work!

- Skills learned through community engagement
 - Passive or active/hard or soft
- Try new things
- What can we learn from volunteering?
- Avoid "employment readiness"



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Let's try...

What skills, passive or active, do you get from baking a cake?



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Passive

- Depth perception
- Spatial awareness
- Patience
- Reading comprehension
- Problem solving

Active

- Reading
- Measuring
- Oven safety/skills
- Decorating
- Knife skills
- Cleanup

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What we've learned

Individualized
Interactive
Supported



- Community
 - Small groups
 - Staff Planning
 - Geographic Planning
 - Transportation

- Person
 - Goals
 - Tools
 - Schedules
 - Relationships
 - Employment


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Recommended Reading/Research

To find out more information, please refer to these sources

- Institute for Community Inclusion
Community Life Engagement Toolkit
- DuPaul University
ABCD Institute
- One Candle Power
Cathy Ludlum, et al
- Members of Each Other
John O'Brien and Connie Lyle O'Brien

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Thank you!

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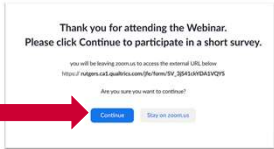
Q & A

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Evaluation

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Click **CONTINUE** for the evaluation to open



Thank you for attending and completing the evaluation

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