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Robert Wood Johnson Medical School

THE BOGGS CENTER ON DEVELOPMENTAL DISABILITIES

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

Developmental Disabilities Lecture Series

FALL 2022 WEBINARS

Quality Meaningful Day Services: A Community-Based Approach

Abby Taylor George, MS

Customized Employment Mentor
SEEC
Silver Spring, MD

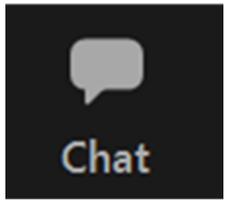
October 28, 2022

Developmental Disabilities Lecture Series
FALL 2022

Zoom Webinar Housekeeping

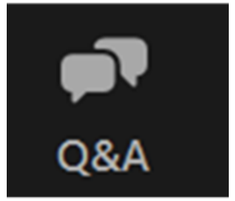
Handouts

- **Handouts** may be downloaded from the link in the **Chat** box.
  The link will be posted multiple times throughout the presentation.
- The handouts will also be posted on The Boggs Center website:
  https://boggscenter.rwjms.rutgers.edu/resources/video-library
- Questions may be asked in the Q&A box. You will not be able to type in the Chat box.



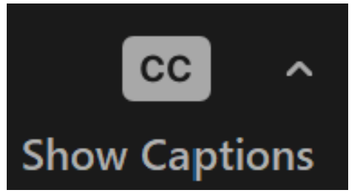
Q & A

- 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.**



Developmental Disabilities Lecture Series
FALL 2022

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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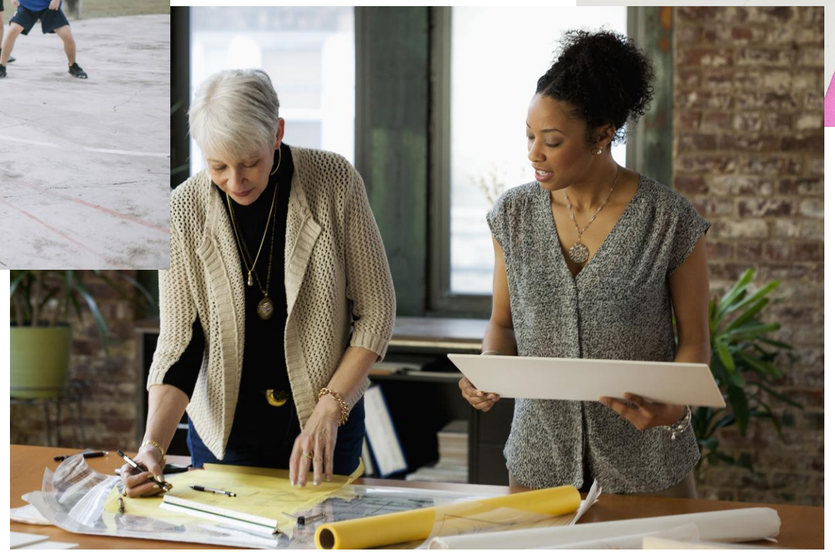
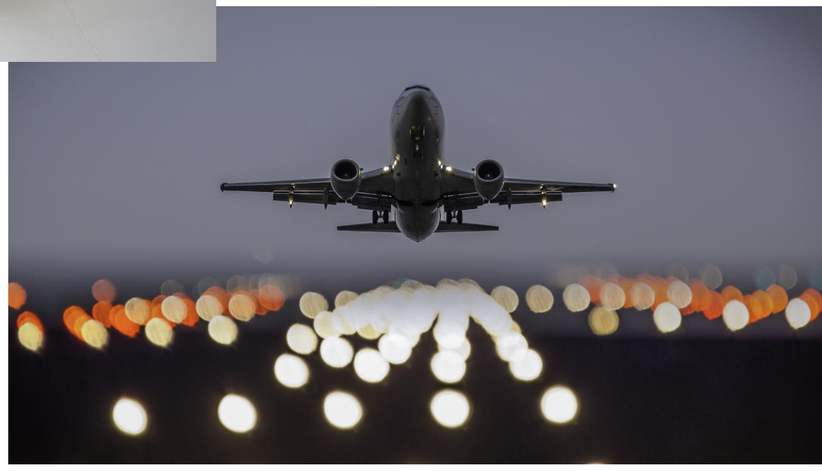
Seeking Employment Equality Community
SEEC

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

What does *your* meaningful life look like?



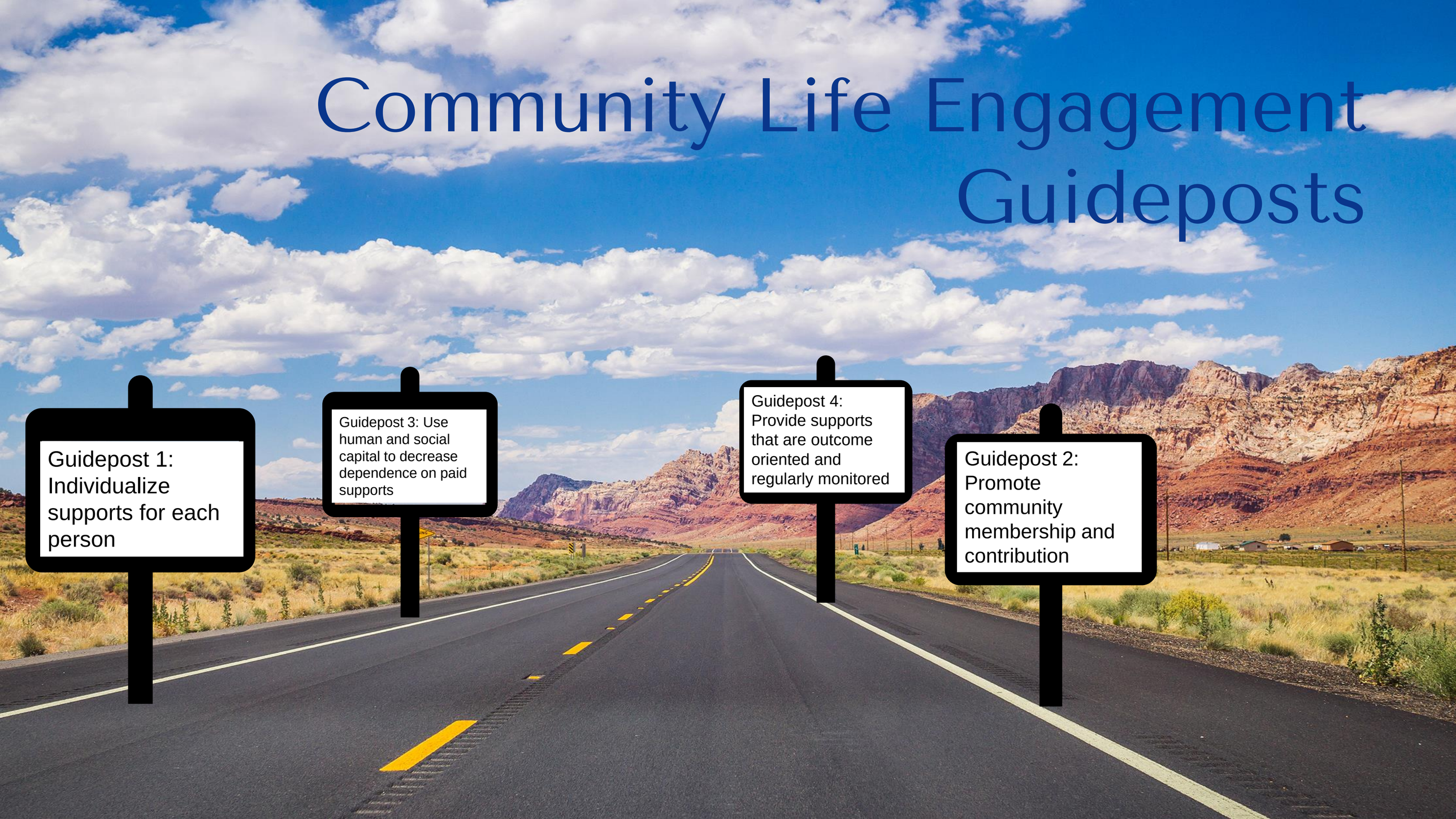


Plus much more!

How do we ensure we are doing our part to make people's days “meaningful?"

Community-based supports that are person centered!

Community Life Engagement Guideposts



Asset-Based Community Development (ABCD)

Gifts and passions v. needs and deficits

Originated out of faith communities

DeAmon Harges, Broadway United Methodist Church

The “Roving Listener”

Active listening is crucial component

Focus on person’s role in the community vs. what the community can do for them

Discover “assets” through conversation and exploration

Outcome: Reciprocal relationships

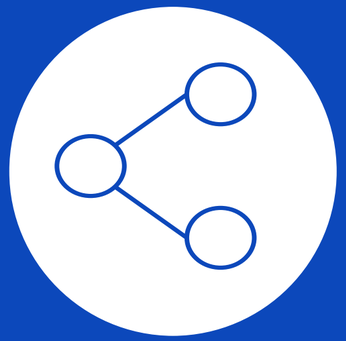
Offer your gift, and others will in return

BLINDFOLD HUG
EXPERIMENT

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

Agenda

- ~~The Why: Ideologies behind Meaningful Day~~
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- The What/How: Person Centered Planning: Digging Deeper
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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!

It starts with ONE person and ONE day!

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 be relationships.

Excel

The How: Structure

Small groups

Staff Planning

Geographic Planning

Transportation

Small groups

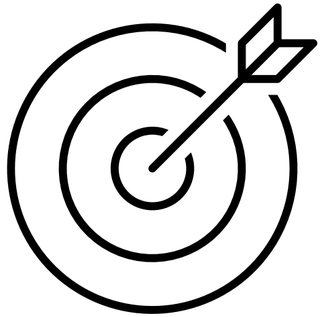
- “A group of people with disabilities looks like a group of people with disabilities”
- Ideal is 1:1, but we live in the real world!
- 3 max, try to group people with similar interests

Staff Planning

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

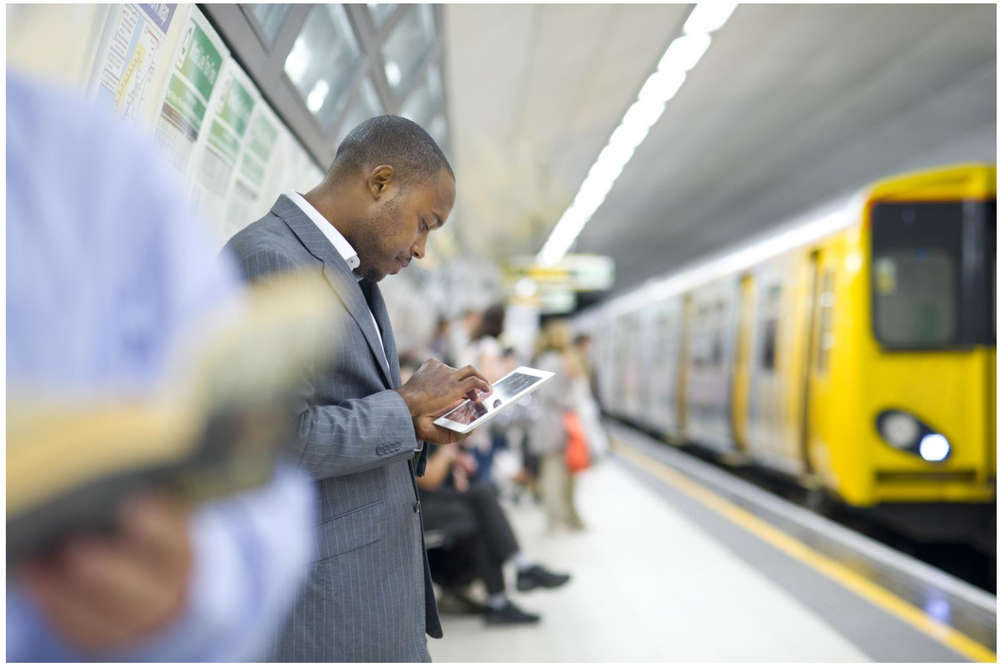
Geographic Planning

- 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?



Transportation

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



The How: Review of Structure

Small groups

Staff Planning

Geographic Planning

Transportation

Agenda

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Storytelling: Jessica and Graham

What and How: Person Centered Strategies

Goals and Outcomes

Person-Centered Tools

Individualized Schedules

Shift your mindset:

People's lives exist outside of the 30 hours a week we support them

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?

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.

Person Centered Tools

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

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 stimulating 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 (LL)			
Making my own lunch (DD)			
Going to the store and buying something with my own money (F)			
Going on a date (R)			
Living in my own apartment/house (HH)			
Volunteering once a month (CI)			
Expressing my wants and needs (C)			
Working in an office job (E)			
Joining a sports team (H&W)			
Reading a book about a topic I like (LL)			
Making my bed in the morning (DD)			
Opening my own checking account			

Interest Inventory

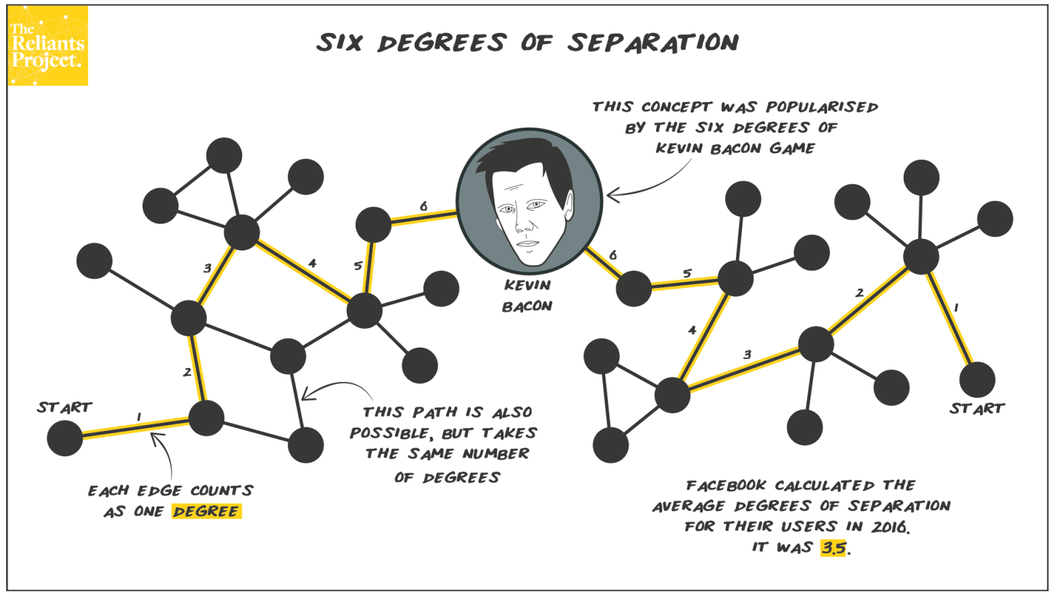
Communication plans

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

Anyone remember 6 Degrees of Kevin Bacon??

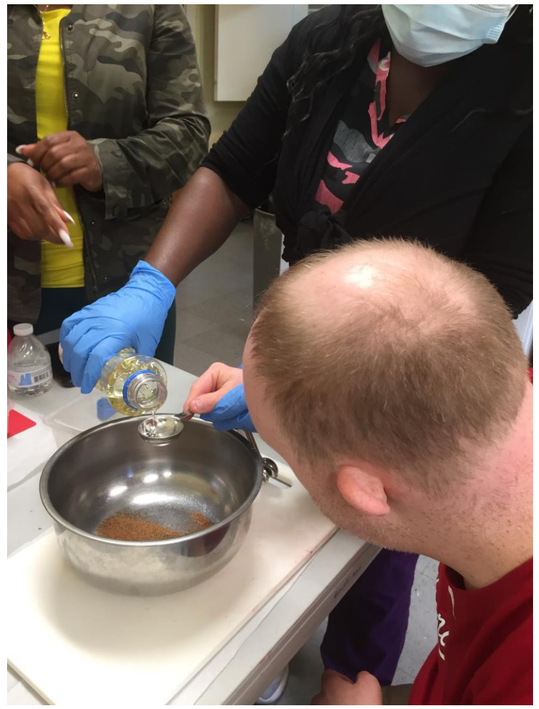
The idea is that we are all connected to each other (or Kevin Bacon) by only 6 connections!!

How does relationship mapping affect community-based services?



Storytelling: Family/Community relationships in action

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



Storytelling: Community Partnerships that lead to other partnerships!

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

Schedules: Remember Jessica and Graham?

12:00	Lunch 	Washington Grove Town Hall
1:00		Washington Grove Town Hall

12:00	Lunch 	Place of my choice
1:00	Fitness Zumba/yoga videos/ Fitness of my choice. My staff will assist me with finding a fitness activity I would like to participate in and prompt me to participate. 	MLK Pool

PCP Date: 8/16/2021 **Goals:** I am aware and connected to my community. With the support of my staff, I will visit library, museums, parks, and sports in and around my community as safety permit.

Monday

	WORK	8/22/22
9:00	Start Work at Westat Westat	

Tuesday

	SILVER SPRING/MLK POOL	8/23/22
9:00	Coffee and Conversation Skills I will greet Starbucks staff by name and order my hot chocolate or drink of my choice to enjoy. I will also go over my schedule and talk with my staff and peer about topics of my choice. Practice responding on topic. 	Starbucks
10:00	Reading Skills: I will select a book of my choice at the library and read it. I will ask the librarians for assistance to locate a book of my interest if needed. 	Silver Spring Library
11:00	Social Skills: Consent and Respecting Identities I will work with my staff and peer to understand consent and the different identities in my community.	Silver Spring Library

What and How? Person Centered Strategies Review

Goals and Outcomes

Person-Centered Tools

Individualized Schedules

Agenda

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Employment

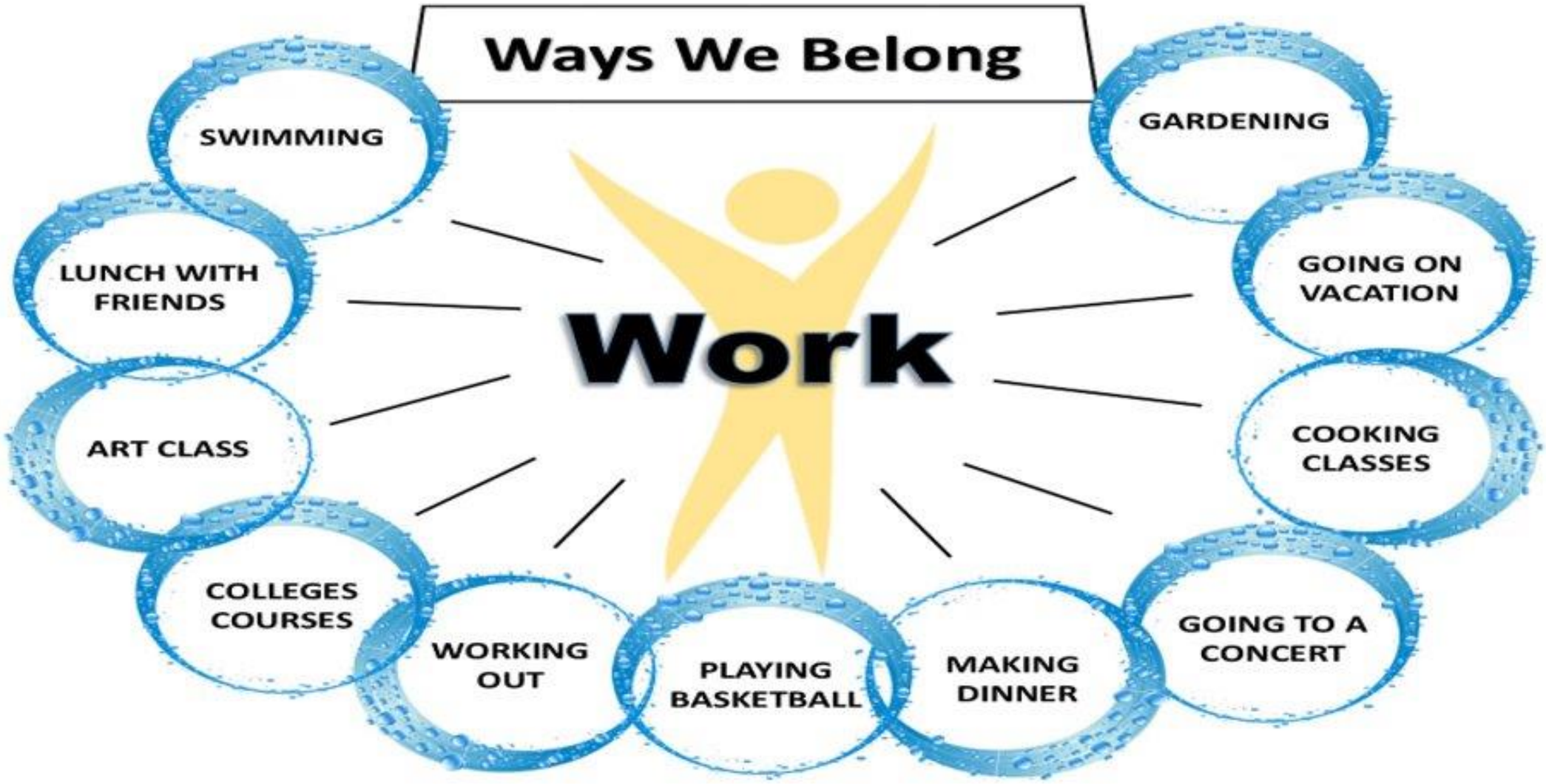
Part of a well-balanced ~~breakfast~~ meaningful day!

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?

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”


Ways We Belong
Work
SWIMMING
LUNCH WITH FRIENDS
ART CLASS
COLLEGES COURSES
WORKING OUT
PLAYING BASKETBALL
MAKING DINNER
GOING TO A CONCERT
COOKING CLASSES
GOING ON VACATION
GARDENING

Let's try...

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

Passive

Depth perception

Spatial awareness

Patience

Reading comprehension

Problem solving

Active

Reading

Measuring

Oven safety/skills

Decorating

Knife skills

Cleanup

What we've learned

Individualized
Interactive
Supported

Community

Small groups
Staff Planning
Geographic
Planning
Transportation

Person

Goals
Tools
Schedules
Relationships
Employment

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

Thank you!

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Customized Employment Mentor

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Q & A

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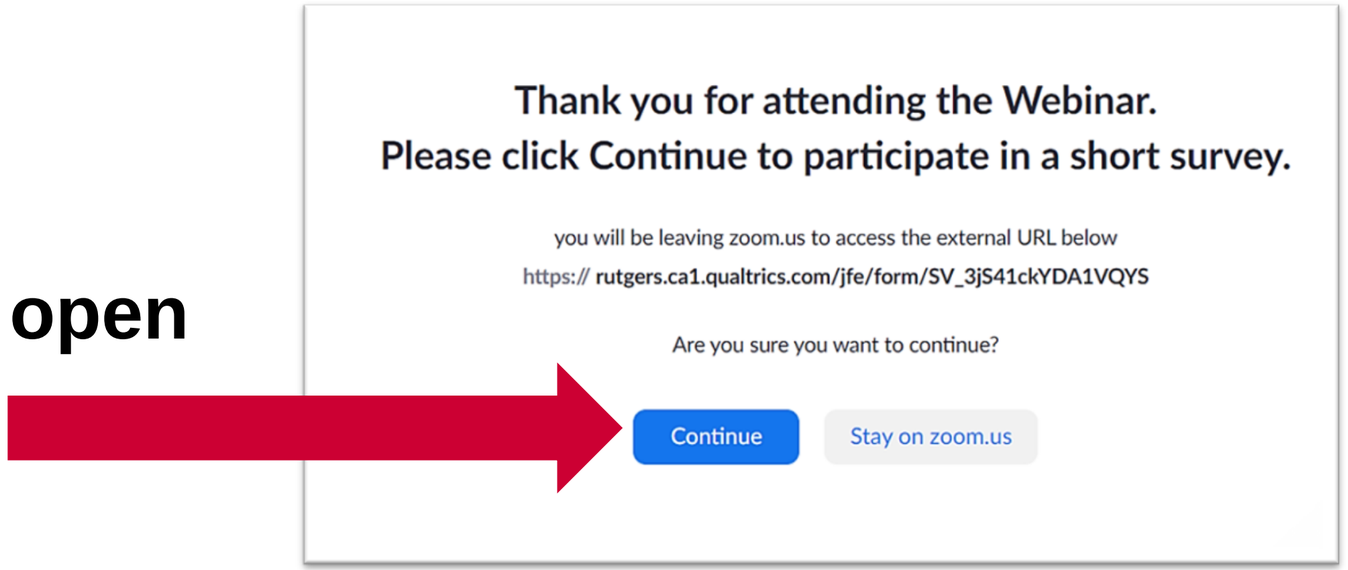
Evaluation

When the webinar ends, a window will appear with a prompt to complete the evaluation (“short survey”)

Click CONTINUE for the evaluation to open



Thank you for attending and completing the evaluation