

# Session Descriptions

**Sunday November 8, 2009**

**1:00pm-5:00pm**

**Pre-conference sessions**

## **I want to learn how to take care of myself when I am having a bad day**

**Presented by Carol Baker & Cheryl Bogarty**

The goal of this workshop is to equip self-advocates with information to understand what happens when they have a real bad day (crisis), what can be done to make it a bad day instead of a really bad day (prevention) and to understand the role and importance of people who help them (intervention) when they are having a real bad day.

## **New Approaches to Customized Assessment and Planning**

**Presented by Mike Mayer**

Traditional assessments have usually been focused on "norms" and comparisons of one person to another. A new generation of thinking about assessments tells us more about what this person needs in way of supports to be successful in the community and less about how he or she compares to others. We will focus on assessments that are being used to help people who have difficult behaviors and how we can use this information in our planning.

## **Psychopharmacology, Personality Disorders, and Other "P" Problems**

**Presented by Sue Gabriel**

This session will focus on positive solutions to some of the myriad of issues associated with trying to help support people who have personality disorders - especially Borderline Personality Disorder, including the use of medications, psychotherapeutic approaches, practical behavioral support, and engaging other professionals. Bring your questions!

## **Helping People Successfully Transition from Institutions**

**Presented by Derrick Dufresne, Rod Patterson & Panel**

As more and more people with IDD leave institutions our working knowledge of what works continues to increase. Come hear some real life examples of what works when and why from a panel of people who have "been there and done that".

**Monday November 9, 2009**  
**8:00am-9:30am**  
**Welcome & General Session**

**Making "Without Exception" a Reality**  
**Presented by Mike Mayer**

Its been said that there are always exceptions to the rule. Our first rule is that community is for everyone – including people with significant and complex behaviors. The trick is to figure out how to do what so many have insisted is impossible. Here is the challenge - and the reports of success that others have already experienced.

**Monday November 9, 2009**  
**10:00am-11:30am**  
**Concurrent Breakouts**

**Understanding and Responding to Physical and Psychiatric Issues**  
**Presented by Sue Gabriel**

Many psychiatric issues are actually directly related to physical health concerns that have not been resolved. This session will review the major psychiatric/health situations and some suggestions about what can be done until they are resolved.

**Developing Gentle Staff: Supporting the Supporters**  
**Presented by Derrick Dufresne**

Most people don't leave agencies; they leave supervisors. Supervisors often misunderstand who their first customer is. Surprisingly, it is their staff. The most significant relationship staff can have is with their immediate supervisor. If we want to people with disabilities to be gentle, then the staff that supports them must be gentle as well. Agencies must seek, support and foster this approach.

By modeling the behavior that we want in our staff, supervisors can have a direct impact on the lives of people with disabilities, even though most of their work is not directly with individuals with disabilities. The key is to support the supporters. This presentation will challenge participants to understand that the best way for supervisors to increase quality and supports to people with disabilities is to provide the same level of care and support to their staff.

## **Sexuality and the Multiple O's: Obligations, Orientations, Objectives, and Opportunities Pt. 1** **Presented by Mike Mayer & Panel**

This panel presentation focuses on supporting individuals with intellectual and developmental disabilities with respect to sexuality. Three major perspectives -- education, wellness, and positive behavioral support (especially for those with serious behavioral challenges) - will be explored with respect to program objectives, obligations and opportunities for healthy and normal growth and development.

## **Cultivating a Sense of Community for People with Difficult Histories** **Presented by Trish Farnham**

We know that one of the major factors that can support success in the community is a sense of belonging in that community. This session will take a look at some practical ways that really work that we can use to make community membership possible - especially for people who do not have a good success history.

**Monday November 9, 2009**  
**1:00pm-2:30pm**  
**Concurrent Breakouts**

## **Working with Doctors and Other Acute Care Professionals** **Presented by Sue Gabriel**

For people who have complicated histories and challenging behaviors and diagnoses, it is absolutely critical that the professionals that are working with them are not only cooperating, but collaborating toward positive outcomes. This session will explore the essential elements required for this to work with healthcare professionals that are not disability specialists.

## **Aligning Mission and Vision with Practice: Getting from This to That** **Presented by Derrick Dufresne**

Strategic planning involves strategic thinking. Thought should precede action. Without strategic thinking, however, planning is disguised as strategic when it actually is incremental or linear.

Strategic thinking involves a leap of faith. It begins with the notion of not what is but what can be." It forces an organization to stop, think and ask this question, "How would the universe be different if we acted or thought differently?"

Agencies that develop strategic thinking and get behind a vision of what this means will be ready to embrace the future. Those that do not will perish.

So how does one practice strategic thinking? Strategic thinking really involves the utilization of three different concepts: values, vision, and mission. These can best be described as the following:

- Our values describe what we believe
- Our vision describes what we want
- Our mission states what we do to get there.

In order for strategic thinking to lead to strategic planning, the first and most important step is stating clearly what we believe. The greatest legacy that we can leave as a result of our work or involvement is not necessarily seen in our lifetime. If we have planted seeds, offered opportunities and set the stage, then we have contributed to a life worth living. People with disabilities deserve no less.

## **Sexuality and the Multiple O's: Obligations, Orientations, Objectives, and Opportunities Pt. 2** **Presented by Mike Mayer & Panel**

This panel presentation focuses on supporting individuals with intellectual and developmental disabilities with respect to sexuality. Three major perspectives -- education, wellness, and positive behavioral support (especially for those with serious behavioral challenges) - will be explored with respect to program objectives, obligations and opportunities for healthy and normal growth and development.

## **Beyond "Client": How to Shape Professional and Other Community Support Relationships for People With Disabilities** **Presented by Trish Farnham**

Success in the community involves a variety of relationships. Finding ways to engage with the community in ways that are supportive and encouraging of success in the community are critical. This session will examine how to make this possible.

**Monday November 9, 2009**  
**2:45 pm-3:30pm**  
**Plenary Closing**

## **Why it Matters** **Presented by Derrick Dufresne**

“Loneliness kills more people than smoking.” That is what the research says. But we have established loneliness as a real consequence for the many who have not yet experienced the commitment of people who were willing to support them to be with others in the community – especially with people who are not paid to be with them.

We have made many arguments for “health and safety” that have prevented people from living in the community – and now we know that the vast majority are not really justifiable - not in light of what the real consequences are to people who have disabilities. Come hear why it matters and why we must embrace the challenge to do better as a fundamental premise of our profession.

**Monday November 9, 2009**  
**3:30pm-5:00pm**

**Kentucky Office of Vocational Rehabilitation State Plan Public Forum**  
**Facilitated by David Beach & Dave Matheis**

The Kentucky Office of Vocational Rehabilitation (KYOVR), state/federal program dedicated to providing services leading to employment for persons with disabilities, will be conducting a forum to gather feedback regarding Vocational Rehabilitation (VR) needs, promising practices, barriers and other relevant disability issues. The information collected in this meeting will contribute to the agency's strategic plan and inclusion in the federally mandated yearly State Plan for VR services. Anyone seeking to provide input related to employment and independence for persons with disabilities is welcome to attend and participate in the forum.

**Tuesday November 10, 2009**

**8:30am-9:30am**

**Welcome & General Session**

**Realizing the Promise of Community**

**Presented by Derrick Dufresne**

The challenges and frustrations of helping people, without exception, to live in the community are real. There are also many things that we have done, often unwittingly, that have made it more difficult for people to experience the promise of community living. This session will challenge many of our preconceived notions about what it takes for people to be successful. It will also challenge us to think beyond our perceived limitations and to develop new possibilities that will enable those who have historically been judged as "too difficult to live in the community" to know that the promise is for them too.

**Tuesday November 10, 2009**

**10:00am-11:30am**

**Concurrent Breakouts**

**Crisis Services Information for Direct Support Professionals**

**Presented by Carol Baker & Rae Williams**

An overview of key elements of the State's expectations for SCL and SGF providers regarding crisis prevention and intervention. Information regarding the 14 Regional ID Crisis Programs will be discussed and distributed.

**Supervision: The One Thing We Must Do Right**

**Presented by Derrick Dufresne**

The supervisory crisis in the disabilities field is largely self-made. Employees typically arrive at agencies in entry level positions with a minimum of knowledge, skills, and abilities relative to the field. We tend to promote from within. On the surface this seems to make a great deal of sense. Then the staff, who the day before were working as part of a team, all of a sudden have supervisory responsibilities for the team. They have had little to no training or preparation, and suddenly are thrust into a supervisory role that is foreign, confusing, and is fraught with danger. Because 90% or more of what we do is delegated to others with less experience we must correct this pattern - or we are doomed to a pattern of failure.

## **Positive Behavior Supports Presented by Dave Laman**

Far too often our efforts to help change behavior through functional interventions are thwarted by factors that seemingly are beyond our control. The reality is that "we" are often the primary factors that matter. Once we understand some basic principles of true positive and proactive behavior supports and how this relates to human behavior and to the change process, we can improve the effectiveness of our efforts - and outcomes for those we support will improve.

## **EBT: Experience Based Therapeutics Part 1 Presented by Mike Mayer, Rick DeMunbrun & Carol Whitmore**

We begin with a research-based tool that identifies motivators, measures the functional level of "satisfaction," and identifies stress points in a person's life. We use this data to direct adaptation of services and supports for each citizen in their pursuit of happiness. We use the principles and functional practices of EBT to help create new positive experiences and success for people who have traditionally not done well in traditional systems. Come here how this simple approach can make a world of difference in how you deliver services and supports while giving people with significant problems a new chance for a happy life.

**Tuesday November 10, 2009  
1:00pm-2:30pm  
Concurrent Breakouts**

## **Transforming Services: From Policies to Personnel that Make a Difference Presented by Derrick Dufresne**

We must figure out how to transform our services if we are to survive the future. We can no longer call whatever we do "person-centered" - even when we know it isn't. We must stop playing the game of adopting the jargon without changing how we deliver services. To be able to effectively meet the challenges of our future we must figure out how to support our staff in new ways - and how to empower them to be creative and to work with people who have disabilities to become full citizens and members of their communities. This session will examine how Five Star Quality will get us - and the people we support - to a better future.

## **Gentle Support for People With Complex Behaviors and Dual Diagnoses Presented by Dave Laman**

*"It just can't be done." "We've tried everything." "Great in theory - it just isn't realistic." You'd need a full-time MD and a PhD psychologist to make this stuff work."* We have all heard it before from staff who are frustrated by not being able to successfully implement non-aversive behavior strategies. This session will discuss ways that people who have problem behaviors can really be supported to live successfully in the community that staff can do.

## **EBT: Experience Based Therapeutics Part 2 Presented by Mike Mayer, Rick DeMunbrun & Carol Whitmore**

We begin with a research-based tool that identifies motivators, measures the functional level of “satisfaction,” and identifies stress points in a person’s life. We use this data to direct adaptation of services and supports for each citizen in their pursuit of happiness. We use the principles and functional practices of EBT to help create new positive experiences and success for people who have traditionally not done well in traditional systems. Come here how this simple approach can make a world of difference in how you deliver services and supports while giving people with significant problems a new chance for a happy life.

**Tuesday November 10, 2009**

**2:45 pm-3:30pm**

**Plenary Closing**

**A Plan to Build New Futures**

**Presented by Mike Mayer**

It's one thing to come to a conference - it's another thing entirely to use this information to make it possible for people - regardless of their disability - to live in the community. How can we get from "a nice idea" to "we must do this"? Come learn how to take the next step to new futures.