



Alliance for the **Betterment** of  
Citizens with **Disabilities**  
*Empowering People: Providers Shaping Policies*



## Best Practices for Changing Times: **Person Centered Thinking**



### November 1, 2016

An invitation to provider agencies,  
support coordinators,  
family members, self advocates and  
community leaders



In collaboration with NJ and  
Region 9 AAIDD Chapters

New Jersey Law Center | One Constitution Square | New Brunswick, NJ



# Welcome!

**Dan Keating, Ph.D.,** Executive Director, ABCD

**Change!** The service delivery system for providing quality, state-of-the-art supports for people with intellectual and developmental disabilities in New Jersey remains in the throes of change. The Support Program has been stood up, with fee for service billing initiated. Individual Supports for individuals in residential programs, however, await CMS approval of the Community Care Waiver renewal. The Statewide Transition Plan for NJ has been revised and provides a blueprint for the future as providers must align themselves with the tenets of the Community Rule by 2019. Support Coordination, while still evolving, is becoming a reality for individuals with intellectual disabilities and their families. There is a national Workforce Crisis: it is increasingly more difficult to recruit, hire and retain staff, in large part because of low wages and insufficient benefits. Yet, new regulations and rules create additional financial burdens. This conference will not fix everything that needs fixing or make change easy. However, it is designed to provide options and stimulate ideas for future direction. We welcome everyone to the conference this year and hope that you find that it spurs you forward with enthusiasm and conviction to creatively participate in the creation of a high quality service delivery system for individuals and their families who rely on all of us to get it right!

## About ABCD

The Alliance for the Betterment of Citizens with Disabilities (ABCD) is a New Jersey-based non-partisan not for profit organization dedicated to improving the lives of people with complex physical and neurological developmental disabilities so that they may have the opportunity to attain the highest level of purpose and dignity. Our vision is for people with complex developmental disabilities to have significant relationships, access to full participation, and inclusive options in their communities, with quality supports.

ABCD was founded in 1995 by a coalition of six provider agencies concerned about improving the lives of people with multiple physical and developmental disabilities. Since 1995, ABCD has experienced tremendous growth and has led many efforts as a strong advocate in several priority areas, including: Early Intervention, Special Education, Medicaid Policy, Workforce Development, Affordable and Accessible Housing, Deinstitutionalization, and most recently Support Coordination. As we look to the future, ever mindful of the evolving service delivery system, ABCD will continue its advocacy for quality. We will represent our member agencies and those they support to advance and protect the rights of people with developmental disabilities in New Jersey, aligned with the values of person-centered thinking, full community inclusion, and choice.

## Conference Agenda

- 7:30-8:45** Registration, Continental Breakfast & Exhibits
- 8:45-9:30** Welcome & Opening Comments
- 9:30-10:30** Keynote, Joël Núñez, PhD, Clinical Psychologist
- 10:30-10:45** Break
- 10:45-12:00** Workshops-Session A
- 12:00-12:45** Luncheon
- 12:45-1:45** Plenary Sessions
- 1:50-3:00** Workshops Sessions B

## EVENT SPONSORS

NJ and Region 9 AAIDD Chapters

## BENEFACTORS & EXHIBITORS

- Foothold Technology
- Meeker Sharkey Associates, LLC
- New Jersey Council on Developmental Disabilities
- SEFCU
- Therape Services

## Conference Highlights

### Keynote Speaker

**Joël Núñez, PhD**  
Clinical Psychologist



Professional burnout is prevalent in Western society. There is evidence that direct support professionals are disproportionately likely to suffer from this debilitating condition. Both consumer/client care and DSP well-being suffer as a result. In this engaging presentation, Dr. Núñez proposes self-care and systemic strategies focusing attention on the prevention and treatment of emotional exhaustion, cynicism, and diminished sense of professional accomplishment. Leveraging principles and techniques from timeworn and empirically-supported sources for increasing positive emotion, engagement, nourishing relationships, enhancing meaning, and affirming accomplishment are provided as the effective antidotes to burnout.

### Plenary Sessions:

#### *What Business Are We In?*

Mark Davis, Ohio Provider Resource Association

#### *The Art of Direct Support: Unleashing Our Creativity Through Person Centered Thinking*

Michael Steinbruck, MA, Rutgers Robert Wood Johnson Medical School, The Boggs Center on Developmental Disabilities



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7:30-8:45

Registration, Continental Breakfast, Exhibits

8:45-9:30

Welcome & Opening Comments

Dan Keating, PhD, Executive Director, ABCD

Patti Carlesimo, President, ABCD Board of Directors

Sid Blanchard, President, New Jersey and Region IX AAID

Elizabeth Connolly, Commissioner, New Jersey Department of Human Services (Invited)

Elizabeth Shea, Assistant Commissioner, New Jersey Department of Human Services, Division of Developmental Disabilities

9:30-10:30—Keynote

Joël Núñez, PhD, Clinical Psychologist  
*Self Care Isn't Selfish*



10:30-10:45—Break

### 10:45-12:00 Workshops Session A

#### A-1 Microboards: No, It's Not a Computer!

Kevin Casey, New Jersey Council on Developmental Disabilities  
Lisa Sportelli & Jessica Farkas, Terrapin House, Inc.  
Madeline Fozone & Joel Gilly, Nick's House

A Microboard concept is designed on a person-centered planning philosophy that provides management of the person's individual supports guided by unique and varying rules, processes and funding sources. Hear the reasons two families started Microboards and why one state offered this as one model for providing a self-determined, supported lifestyle for persons with developmental disabilities or from people who care about them.

#### A-2 Making Mainstream Technology Work for You

Laurie Dale, Ability Beyond

Laurie sees possibilities everywhere. As a senior leader of empowering technology for Ability Beyond, she has transformed the way the agency uses technology to improve lives of people with a wide range of physical and developmental disabilities, as well as traumatic brain injuries, autism spectrum disorders, mental illness and addition. During this session, Laurie will show how Ability Beyond is challenging the traditional definition of "assistive technology" to connect folks with up-and-coming, mainstream technology that wouldn't traditionally find its way into a health and human services setting. The agency TIP Squad will be showcased: young adults with special needs who are working to research and develop technology solutions for folks with more acute disabilities

#### A-3 To Everything There Is a Season: A Time for Farewells

Reverend Victoria McGrath, Bancroft/Boggs Center

At the end of our lives on this earth, there are good-byes and tears: and also decisions. How can we best show and share compassion, strength and caring to those who need comfort in such times? How can we cope ourselves?

#### A-4 Employment: Workforce Innovation and Opportunity Act—A New Jersey Blueprint

Alice Hunnicutt, Department of Labor & Workforce Development

New Jersey is committed to using the implementation of the Workforce Innovation and Opportunity Act (WIOA) as a catalyst for the creation of the talent development system, focused on ensuring that all New Jerseyans have skills, abilities and connections to find jobs and a career. This presentation will discuss the "Blueprint for Talent Development" adopted by the State Employment and Training Commission (SETC).

12:00-12:45—Luncheon

### 12:45-1:45—Plenary Sessions

#### I What Business Are We In?

Mark Davis, Ohio Provider Resource Association

During times of significant change, it is important that we are anchored to our vision for our work. Participants will be given a context of reform in the IDD environment, examples of how other industries have coped with significant change and what this means for IDD providers in New Jersey.

#### II The Art of Direct Support: Unleashing Our Creativity through Person Centered Thinking

Michael Steinbruck, MA, Rutgers Robert Wood Johnson Medical School, The Boggs Center on Developmental Disabilities

Person Centered Thinking skills and tools were designed to help professionals at all levels support people with disabilities in gaining positive control over their lives and moving closer to living lives that they themselves aspire to. This fun and interactive plenary session will take participants through an overview of these skills and the outcomes they are designed to achieve for supporters and those they support.

## 1:50-3:00 Workshops-Session B

### B-1 HCBS Settings Rule: How to Center on the Person

Katherine Berland, Esq., ANCOR

The CMS HCBS final rule not only defines and describes characteristics for settings, but also requires person-centeredness at all stages of serving people in the program. This workshop will focus on the intent behind the person-centered planning (PCP) requirements in the CMS settings rule and build skills direct support professionals and others that work directly with individuals to realize this intent. You will learn how the PCP requirements are viewed by national advocacy organizations and self-advocates, as well as by CMS. This interactive session will guide you through the requirements and help you build skills to use person-centeredness in your day-to-day work with the people you support.

### B-2 Shared Living: A Model of Residential Care

Purna Rodman Conare, Cerebral Palsy of New Jersey

Evelyn Estrick, The Mentor Network

Shared Living is a model of care used in many states as a supplement or alternative to group homes. The model differs from state to state, but in all of them, consumers live with host families who are assigned case managers from provider agencies or that state to oversee the quality of service and support of the families. In this workshop we will discuss two or three current models used in other states and one used on a limited basis here in New Jersey. We'll end the workshop with a group discussion and brainstorming on how this could work here in New Jersey.

### B-3 Environmental Home Personalization: From a House to a Home

Leah Forrest & Barbara Hammer, Resources for Human Development

Our homes are reflections of who we are. Resources for Human Development (RHD), has included "home personalization" as one of its services in order to empower individuals and their support teams to create safe and healthy homes tailored to their unique personalities, needs and behavioral challenges. Adding opportunities for movement and engagement within the home and allowing individuals to express themselves through the home's decoration and appearance aids in the individual's process of integration and recovery and an increased sense of pride in the home.

### B-4 "AHA Moments" When My Job Became My Career BACK BY POPULAR DEMAND!

Gavin Gear, CFSNJ

Lynette Bernardo, Community Access Unlimited

Stories of creativity and dedication: 3 extraordinary people share the story of how a moment (or moments) of inspiration led them to choosing a career dedicated to the betterment of lives for people with special needs. Learn more about NJ's DSP Career Path and be inspired to take the leap and turn the job you love into a rewarding career.

#### Directions to New Jersey Law Center:

[www.njsbf.org/directions.html](http://www.njsbf.org/directions.html)

There will be no handouts of presentations at the conference. Registered participants may log in to access workshop handouts at [www.abcdnj.org](http://www.abcdnj.org) after the conference.

Certificates of Attendance will be handed out at the end of the conference.



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## Best Practices in Changing Times 2016

### REGISTRATION FORM

DHS/DDD has approved this conference for staff training.

NAME \_\_\_\_\_

AGENCY/AFFILIATION \_\_\_\_\_

AGENCY ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

EMAIL ADDRESS \_\_\_\_\_

PHONE \_\_\_\_\_ TITLE \_\_\_\_\_

### REGISTRATION FEES

(includes Lunch)

ABCD Members: \$ 100 per person

Non-members: \$160 per person

Self-Advocates and Families: \$60 per person

Please specify if special accommodations are needed \_\_\_\_\_

\_\_\_\_\_

### Circle your choice of 1 workshop in each session.

#### Session A — 10:45-12:00

A-1                  A-2                  A-3                  A-4

#### Plenary Sessions — 12:45-1:45

I                          II

#### Session B — 1:50-3:00

B-1                  B-2                  B-3                  B-4



**Registration deadline is October 28th, 2016.**

Registration may be made by credit card online at [www.abcdnj.org](http://www.abcdnj.org)

or send a check, payable to:

ABCD, 127 US Highway 206, Suite 18, Hamilton, NJ 08610

Note: Invoices or arrangements for multiple registrations from one agency may be made in advance by calling 609-581-8375 or email [admin@abcdnj.org](mailto:admin@abcdnj.org).

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