



2009 ANNUAL CONFERENCE
APRIL 22-24, 2009

Believe & Achieve





Believe & Achieve

VISION

NYSACRA is a catalyst and leading advocate for people who have developmental disabilities and organizations that support them.

MISSION

NYSACRA represents the collective voice of its members in promoting the full participation of persons with developmental disabilities in the communities of New York State.

NYSACRA executes this mission by:

Influencing public policy, public understanding and community action dedicated to quality services designed to realize inclusion and meet individual need.

Acting as a resource to provide services, advocacy, information, technical assistance, education, collaboration and networking experiences to our members.

Promoting choice, quality supports and services in the community, in partnership with people with developmental disabilities, their families, those who provide their supports and others involved in their lives.



COVER

Tom Wienckowski

A member of Aspire of Western New York's Foundation Board of Directors, Tom Wienckowski is also an accomplished artist. He has been featured in the iXpress calendar and has been a contributor to the live auction at the Aspiring Artists fundraiser. Tom has been an outstanding promoter for the calendar and advocates for diverse styles of art. His work, "Hot Air Balloon in the Woods" was selected from more than seventy entries from artists across the state for this year's NYSACRA brochure cover.

Tom's wonderful qualities are admired by all who have the pleasure of knowing him. He is diligent in his efforts to share the knowledge so many of us lack when it comes to accepting individuals with disabilities. Tom is an inspiration to many for his views on life as a whole and his persistence to always strive for something better. Tom is one who doesn't look at himself as an individual with a disability, but as an individual who has a dream.

The NYSACRA Board of Directors extends its appreciation to the Annual Conference Committee for their hard work in designing and coordinating our Thirty-Second Annual Conference. Special thanks go to our Conference Committee Chair, Mary Jane Tottey, and to NYSACRA President, Tom McAlvanah, for their humor, style and dedication on our behalf.

2009 Annual Conference Committee

Mary Jane Tottey, The ARC,
Oneida-Lewis Chapter, Chair

Tom McAlvanah, Lifespire,
Board Liaison

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Capital Region

William Mulligan, Schenectady
ARC, Capital Region

Joy O'Shaughnessey, East End
Disability Associates,
Long Island Region

Roger Gatke, UCP of Greater
Suffolk, Long Island Region

Scott Brandt, The Devereux
Foundation, Mid-Hudson Region

Nan Priest, Ulster-Greene ARC,
Mid-Hudson Region

Irene Cavanagh, Eden II, New York
City Region

Denise John, Federation of
MultiCultural Programs, New York
City Region

Annemarie Russo, Services for the
Underserved, New York City Region

Arden Kleffmann, The Adirondack
Arc, Northern Region

April Snyder, The Arc of Schuyler,
Western Region

Karen Gustina, Suburban Adult
Services, Western Region

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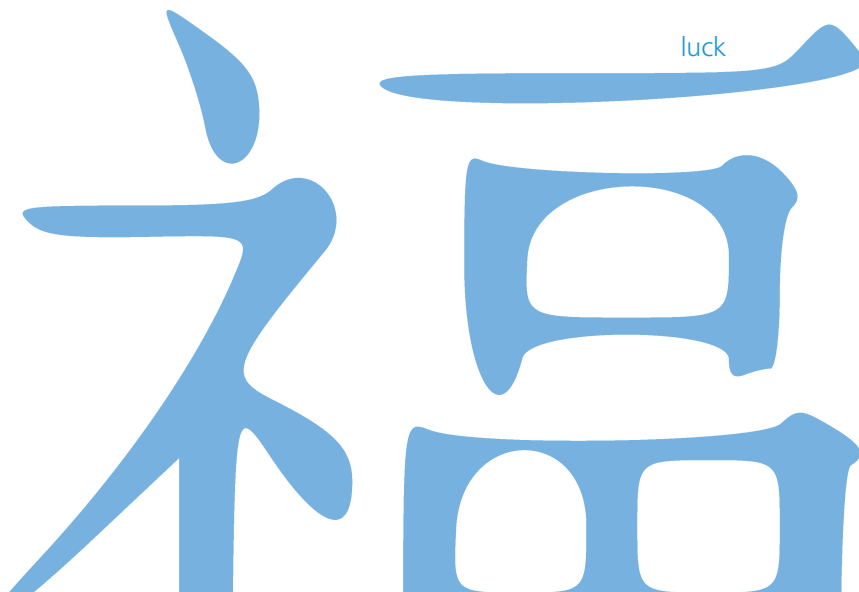
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Tamelia Fritz

Office Assistant Intern

Philip Kopach

Financial Coordinator



General Information

ACCOMMODATIONS:

Sagamore room reservations must be made directly with the hotel by mail, using their reservation form, or by telephone with a credit card. Address room reservation questions to the Sagamore at (518) 644-9400. Agency tax exempt forms are required.

DIRECTIONS:

The Sagamore is on Lake George at Bolton Landing. From Albany, take the Northway (I-87) North to Exit 24, Bolton Landing. Follow signs to Bolton Landing and the Sagamore Hotel.

MEALS:

Three meals per day, starting with lunch on the day of arrival through breakfast on day of departure, are included with your Sagamore reservation. Tuesday arrivals will be offered lunch on Friday in lieu of lunch on Tuesday. For those not staying at the Sagamore, meal plans are available for purchase on site at the conference registration desk. PLEASE NOTE: Reservations are required for dinner for those not attending the Banquet Dinner on Wednesday night and for dinner on Thursday night. You are encouraged to make reservations prior to arriving at (518) 743-6211.

CANCELLATION POLICY:

A refund will be issued if you notify the NYSACRA office in writing prior to March 30, 2009. A \$25 service charge will be deducted. Substitutions are permitted if you notify NYSACRA prior to the conference.

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2009 Conference Agenda

Tuesday, April 21

- 12:00 NOON PRE-CON REGISTRATION OPENS
- 1:00 P.M. PRE-CONFERENCE SESSION OPENS
- 2:00 P.M. CONFERENCE REGISTRATION OPENS
- 6:00 P.M. BOARD OF DIRECTORS DINNER
- 6:00 P.M. DINNER (UNTIL 9:00 P.M.)
- 9:00 P.M. PRESIDENT'S RECEPTION

Wednesday, April 22

- 8:00 A.M. REGISTRATION & TRADE SHOW OPEN
- 9:00 A.M. OPENING CEREMONIES & KEYNOTE BY MICHAEL FOWLIN
- 11:00 A.M. WORKSHOP SESSION I
- 11:30 A.M. LUNCH OPENS
- 1:30 P.M. WORKSHOP SESSION II
- 2-4 P.M. ELECTIONS-REGISTRATION DESK
- 3:15 P.M. WORKSHOP SESSION III
- 5:30 P.M. COCKTAIL PARTY
- 6:00 P.M. DINNER (UNTIL 9:00 P.M.)
- 7:00 P.M. BANQUET DINNER
- 9:00 P.M. DJ & DANCING

Thursday, April 23

- 7:00 A.M. NYSACRA "FUN RUN"
- 8:15 A.M. REGISTRATION & TRADE SHOW OPEN
- 9:00 A.M. KEYNOTE BY TEMPLE GRANDIN
- 10:45 A.M. WORKSHOP SESSION IV
- 11:00 A.M. EXECUTIVE SESSION & LUNCHEON
- 11:30 A.M. LUNCH OPENS
- 1:30 P.M. WORKSHOP SESSION V
- NETWORKING NEIGHBORHOOD
- 3:00 P.M. WORKSHOP SESSION VI
- 4-7 P.M. ART EXHIBIT AND RECEPTION
- POTENTIAL UNLIMITED PERFORMS
- 6:00 P.M. DINNER (UNTIL 9:00 P.M.)
- 9:00 P.M. THEME PARTY – FLAME PERFORMS

Friday, April 24

- 9:30 A.M. CLOSING REMARKS
- KEYNOTE BY KATHIE SNOW
- PRESENTATION
- 11:30 A.M. RAFFLE DRAWING CONFERENCE
- ADJOURNS

Conference favors compliments of
Jack Kiley & Kelley, Drye & Warren LLP

NYSACRA FUN RUN

THURSDAY, APRIL 23

5 K Run, Walk, Roll

Honoring the direct support professional.

Join us at 7:00 am sharp for our 5K event. We encourage teams of 3 to 6 individuals. However, individual participants will be accepted. There will be prizes for individual winners & t-shirts for all who take part. The fee is \$10 per runner. SEFCU Insurance Agency is sponsoring the event and proceeds will support Direct Support Professionals around the State.

CRISIS = OPPORTUNITY

Believe & Achieve

There is a Japanese adage that loosely, but debatably, translated indicates crisis or challenge equals opportunity. NYSACRA contends that the Believe & Achieve adage exemplifies the philosophy applied by our field and has contributed immeasurably to past successes. NYSACRA's Thirty-Second Annual Conference is dedicated to that maxim and encourages us to remain undaunted by the constraints being leveled against providers by State and Federal budget cuts, a difficult economy and rising costs. It is time for us to "Believe and Achieve" by using our creativity and insight to bring about positive, affirmative changes in the lives of individuals with disabilities and their families. We can continue to strive for more individualized supports while we are being challenged to find new and innovative ways to assist individuals with disabilities to achieve their goal of independent living that allows them to become respected partners in their own communities. We must use the successes of the past to fuel future accomplishments. We must believe in exploration, in the empowerment of individuals with disabilities and their families, in seizing the challenge and the potential, and in enlightening all about the endless possibilities that can, and should be available. Providers, families and individuals with disabilities working together will ensure that people with disabilities become valued and respected community members. If we believe in our positive and resourceful actions, and if we meet these challenges with ingenuity and inventiveness, individuals with disabilities and their families can achieve their goals, their hopes and their dreams. We must face the challenges with an energy that invigorates our ideas; we must explore fresh opportunities and possibilities; we must empower people with disabilities to renew and partner in their quest for community inclusion; and, we must enlighten those who do not share our dreams. Providers must continue their commitment to innovative and individualized supports to individuals with disabilities and NYSACRA must continue to support our members in their outstanding endeavors.

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"The harder the conflict, the more glorious the triumph.... I love the man that can smile in trouble, that can gather strength from distress and grow brave by reflection"

– Thomas Paine



Highlights of our 2009 Annual Conference include:

- Exciting and inspiring keynote presentations on all three days
- Workshops that cover topics our members are addressing such as parent perspective and concerns, workforce, quality, autism and aging and issues that address all "layers" of staff in an agency
- Banquet Dinner and NYSACRA's Annual Excellence Award
- Annual Exhibit of Art by Individuals with Developmental Disabilities and Reception
- Executive Session and Luncheon
- Track on individualized supports
- 5K Fun Run
- Performances by Potential Unlimited and Flame
- Greeting old friends, making new ones, and sharing experiences with colleagues from throughout the State
- Renewing our purpose, passion and possibilities

On behalf of NYSACRA President, Tom McAlvanah, Executive Director, Ann Hardiman, the Board of Directors, Conference Committee and Staff, we extend a warm WELCOME

President's Reception Hotel Lobby

NYSACRA President, Tom McAlvanah, invites you to join him, the Board of Directors, Ann Hardiman, Executive Director, & the NYSACRA Staff on Tuesday, April 21 at 9:00p.m. Complimentary refreshments will be served.

Wednesday, April 22



8:00 am
Registration
Conference Center

9:00 am
Opening Ceremonies
Bellvue

Tom McAlvanah, President
Ann Hardiman, Executive Director

Welcome Address
DIANA JONES RITTER

The Commissioner of NYS OMRDD will join us to welcome conference attendees and to share a few words with us.

Michael is a one-person show that deals with the issues of race, discrimination, violence prevention, personal identity, suicide, gender equity, homophobia, and the emotional pain felt by children with disabilities. In a gripping, fast paced performance, he slips in and out of nine characters, both male and female, who "share their stories." The characters share their stories in an often humorous, but at times, heartbreaking manner.

Dr. Michael Fowlin, better known as Mykee, is no stranger to the stage. He has been formally acting since age 11, but started creating voices (via prank calling) at age 9. In addition to his talents on stage, he has an undergraduate degree in psychology from Evangel University, in Springfield, Missouri, and in the fall of 2001, he attained a doctorate degree in clinical psychology from Rutgers University. Oddly enough, he suffers from delusions of grandeur, for, while performing, he is convinced that every audience member is his patient.

His programs combine both his professional acting talents and his psychological training. His mission is to create an atmosphere of worldwide inclusion, not just tolerance, towards all people. He has worked extensively with all age groups in the United States and in other countries. His work has included peer mediation, diversity trainings, gender equity

KEYNOTE ADDRESS

"You Don't Know Me Until You Know Me"

MICHAEL FOWLIN



workshops, and violence prevention seminars. He hopes that all audience members will leave his performance with that wonderful, awakening feeling of beauty: the beauty within one's self and the beauty within others; the celebration of our differences, and the acceptance of our shared experiences.

The show is bookended with the poem "I'm Still Here" by Langston Hughes.

I been scared and battered.
My hopes the wind done scattered.
Snow has friz me,
Sun has baked me,

Looks like between 'em they done
Tried to make me

Stop laughin', stop lovin', stop livin'--
But I don't care!

I'm still here

Keynote sponsored by Therap

Session I

Wednesday, April 22
11:00 to 12:00

1. 2009-2010 OMRDD Budget Overview

Jim Moran, Deputy Commissioner, Division of Administration and Revenue Support, NYS OMRDD, James Kiyonaga, Associate Commissioner, Division of Fiscal and Administrative Solutions, NYS OMRDD
Significant elements of OMRDD's 2008-2009 budget, including updates on current negotiations, will be discussed. There will be a question and answer period. [Please note this session is 1.5 hours and ends at 12:30.](#) (All) [Bellvue](#)

2. Now is the Time to Use Technology to Achieve Efficiencies!

Laurie Dale, Director of Information and Technology, Ability Beyond Disability, & Members of NYSACRA's Technology Committee
The adoption of technology remains one of the top business issues facing non-profits. Non-profits need to maximize time and resources by using technologies to solve problems and improve efficiencies. This session will help provide you with simple ways to begin using technology to your benefit. It is an interactive session based on participants' interests. (All) [Evelley](#)

3. Life with Less Stress

Margaret Trollo, Director of Training, Community Resources (Staten Island)
Stress reduction doesn't have to cost a penny! Come learn about your stress triggers and how daily activities, nutrition and thought patterns affect you. You will hear about fun and easy methods to begin to live with less stress drawing on Chinese medicine, and Mayan and Native American techniques. (All) [Empire \(Hotel\)](#)

4. Recruiting and Retaining Nurses

Maureen Clemmings, RN, Marlene Wilson, RN & Alison Prunty, RN, Life's WORC

Quality and continuity of care for the individuals we support is directly related to nursing retention. This workshop will offer initiatives for recruitment and retention of nurses in our field. Discussion areas include the hiring process, training and support systems, nursing case loads, retention strategies and growth. (Administrative, Clinical, Middle Management) [Triuna](#)

5. On-the-Spot Counseling Skills for DSPs

Perry Samowitz, Director of Education and Training, YAI

Just like all of us, individuals with disabilities often become anxious when confronted with life's daily challenges. They can persevere over repetitive situations. This interactive session will demonstrate counseling strategies and techniques that can be readily learned by Direct Support Professionals. There will be actual photo footage of the techniques. (All) [Diamond Island \(Hotel\)](#)
[Please note this session is 1 1/2 hours and ends at 12:30](#)



Wednesday, April 22
11:00 to 12:00

Session I *continued*

6. Autism: Meeting the Needs of Individuals Through A Supportive and Educational Environment

Summer Galarneau, Residential Program Administrator & Michael Hearney, Coordinator of Behavioral Services, Autistic Services, Inc.

The presenters will guide you in creating a proactive, creative, person-centered approach in supporting individuals with Autism. By thinking outside the box, they will look at setting up a functional and supportive residential environment. They will focus on educating and empowering the individuals as well as the staff who support them, to participate in meaningful activities, centered on interests, sensory needs and specific motivators to each individual. (Consumer/Parent, Clinical, Direct Support) [Dollar East \(Hotel\)](#)

7. Supporting Healthy Lifestyles: A Health Promotion Program for People Living in Group Homes and Their Support Staff

Steve Holburn, Ph.D., & Christine D. Cea, NYS Institute for Basic Research in Developmental Disabilities

Individuals with intellectual disabilities have poorer health than the general population and are at greater risk for heart disease, high blood pressure and diabetes among other diseases. The presenters developed and assessed the Health Advocacy Program which is a twenty-minute multimedia curriculum to improve the health and well-being of individuals with intellectual disabilities. However, it was difficult for the individuals

to implement their plan in their homes. Hear how the presenters are now developing a program to assist individuals in ensuring healthy lifestyle practices and methods in their own homes and are piloting a complementary supporting healthy lifestyles curriculum for support staff as well. (All) [Wapanak](#)

8. Creating Innovative and Individualized Housing Supports for Individuals with Developmental Disabilities

A Collaborative Approach by the NYC Resource Consortium, Joyce Levin, MS, Vice President of Program Development, HeartShare Human Services of NY, Carole Gothelf, EdD, Director of Individualized Supports, AHRC-NYC, Jacqueline Rumolo, Director, CP of NYS, & Michael Mitchell, Deputy Executive Director, Sinergia, Inc.

Funded by NYS OMRDD, the Resource Consortium involves four agencies of different sizes and constituents who have worked with 45 individuals with developmental disabilities to realize their housing dreams in response to the unique problems faced in New York City. Participants will learn about the individualized approaches used in the project, including customized housing and supports and innovative resources. You will meet and hear the personal stories of several individuals who have realized their dreams through the project, along with several of the Employment Training Program interns who have been an integral part of each agency's efforts. (All) [Please note this session is 1 ½ hours and ends at 12:30 Nirvana](#)

9. Quality Based Person-Centered Planning

Donna Pulver & Craig Cureau, Quality Assurance Specialists & Lorene Hartmann, Director of Compliance and Quality Management, Herkimer ARC

This presentation is designed to share one agency's quality-based person-centered planning process. Presentation topics include where we are and where we are going with the process, the interview tools and their sources and why centralization of the PCP facilitators has improved the process. Also shared will be the quality indicators used to determine the effectiveness of the plan. This session will offer interactive audience participation for sharing best practices. (All) [Dollar West \(Hotel\)](#)

12:00-1:30 Club Grill

SHARED LIVING – THE LEGAL CONSIDERATIONS

John Kiley, Esq., Kelley, Drye & Warren LLP

Jack Kiley, Esq. is working with NYSACRA on a project that will outline the Federal and State legal perspective on companionship as we pursue various shared living options in New York. The status of participating companions as volunteers or employees under employment law such as wage and hour, disability insurance and unemployment laws will be covered. Participants will hear descriptions of several shared living arrangements. **Seating is limited. Please sign up for this session at the NYSACRA Registration Desk.**

There will be shuttle buses at the entrance to the main hotel at 11:45 to take individuals to the Club Grill. Lunch will be served during the session.

Win A Two-Night Stay at the Sagamore

Raffle Tickets can be purchased at the Conference Registration Desk or ask any NYSACRA Staff Person. Drawing will be held on Friday morning following the Keynote Presentation.

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Wednesday, April 22
1:30 to 3:00

Session II

10. Success Depends on Your Backbone, Not Your Wishbone: An Update on NYSACRA's Workforce Initiatives

Joseph M. Macbeth, Assistant Executive Director & Tom Harmon, Consultant, NYSACRA & Founders of the Direct Support Professional Alliance of New York State (DSPANYS)

There is no doubt that provider organizations are struggling, while tightening budgets leave us all worried and in a crisis management mode. It is important during these times to remain focused on how the direct support workforce can create some of your greatest efficiencies. Working smarter, more efficiently and with fewer errors improves the quality of your services, the marketability of your services and your organization's overall productivity. NYSACRA's award winning workforce activities are recognized as a model for other states. This workshop will address ways that providers can hire the right people, give them excellent training & recognition and keep them longer. We are also pleased to introduce the Direct Support Professional Alliance of New York State, whose founders will share their vision, mission and ideas to professionalize the role of direct support. (All) [Wapanak](#)



**NYSACRA Elections,
2:00 to 4:00, Conference
Registration Desk**



11. The Power of the Unspoken Word

Creighton Drury, Senior Vice President, Cardinal McCloskey Services, & Christine Reinhard, Vice President, NY Services, Ability Beyond Disability

As we relate to our personnel, our clients and even our own family, we are not often cognizant of the unspoken word and the perceptual messages that are communication. Research demonstrates that successful communication is predominately dependent upon the non-verbal elements. This workshop will explore related research on this fascinating topic and allow participants the opportunity to discover the power of the unspoken word through fun-filled experiential activities and discussion. (All) [Dollar East \(Hotel\)](#)

12. The UN Convention: Human Rights, Yes!

Steve Holmes, Administrative Director, David Liscomb, President, SANYS, Chester Finn, Past President & Current Advisor to SANYS, Special Assistant to the Commissioner, NYS OMRDD

The presenters will lead a discussion on the UN Convention on the Rights of People with Disabilities using a colorful PowerPoint Presentation: The workshops will focus on some key aspects of the Convention including: Respect for the Individual, Inclusion in the Community, and Change in Society. (All) [Triuna](#)

13. Home and Community-Based Services Medicaid Waiver

Gary Lind, Deputy Commissioner, Division of Policy and Enterprise Solutions, Allen Schwartz, Deputy Director, Division of Policy and Enterprise Solutions & Maryellen Moeser, Waiver Unit Director, NYS OMRDD

This year, OMRDD must renew its agreement with the federal government to operate its Home and Community Based Services Medicaid Waiver. OMRDD is considering program and policy changes that are consistent with the agency's mission and vision and that will build on the success that New York has achieved in providing highly individualized supports and services. This presentation will provide highlights of the planned waiver changes. In addition, the panelists will lead a discussion on how the waiver can best be used to leverage change in our system of supports and services. (All) [Bellvue](#)



Wednesday, April 22
1:30 to 3:00

Session II *continued*

14. End of Life Planning and Health Care Decision Making: An Update on Changes in the Health Care Decision Act and the Health Care Proxy Law

Kirk Lewis, General Counsel, Schenectady ARC

In the last two years, the legislature has adopted two significant expansions of the Health Care Decisions Act; one that allows family members the same authority as guardians and another that allows Surrogate decision Making Committees to make end of life decisions. In addition, legislation was adopted that provides for a new, "simplified" health care proxy form on a two-year trial basis for consumers. All of these changes mark a significant evolution in the choices and ways in which our consumers can exercise (or protect their right to exercise) their right to make choices about their care at the end of life. The presenter will provide up-to-date details of this legislation. (Administrative, Middle Management) [Empire \(Hotel\)](#)

15. Sustainable Futures: Reasons to Hope – Person Centered Planning and Individualized Services for People with Autistic Spectrum Disorders (Part I of II)

Beth Mount, Graphic Futures, Joshua Skolnick, Director of Individualized Service Initiatives and Community-Based Programs, The Shield Institute, Carole Gothelf, EdD., Director of Individualized Supports, AHRC – New York City, Cara Levy, Director of Speech and Communications, IAHD, Tina Miller, M.A., Director of Person Centered

Planning, Life's WORC, Stephanie McCaskill, Department of Education, New York City, District 75, Dawn Vega, Community Builder, Lifespire, Diane Herbert, LMSW, M.S. Special Ed., Southeast Bronx Neighborhood Center and Christine Cea, Ph.D., NYS Institute for Basic Research in Developmental Disabilities

The FAR Fund grants now challenge each of seven agencies to implement person-centered plans and promote community lives for people with severe autism who would otherwise be headed for traditional segregated day and residential programs. The investment by each agency to intensively work with a number of people gives great visibility to what it means to do person-centered work and to create innovation that sustains development over time. The collaborative network creates a free space for people to develop leadership skills in person-centered planning, to build community and to promote organizational change. This has resulted in the development of individualized supports that enable people to live community lives. The individuals who are spearheading the innovations and help create Sustainable Futures will share lessons learned and best practices. (All) [Nirvana](#)

16. One Click Away –

David Mack-Hardiman, Director of Training, & David Squires, Assistant Director of Training, People, Inc.

An ongoing challenge to service providers is the ability to keep important information accessible and stimulating. Hear how one agency has developed innovative and unique ways to address this need in this dynamic session. (All) [Evelley](#)

17. Increasing Skill Sets & Positive Behavior Using the Principles of ABA for Individuals with ASD

Brian Goldman, Psychology Program Director, & Rosemary Barlone, Director of Family Support, Life's WORC

This presentation covers humorous principles of everyday behavior analysis geared at increasing skill sets and positive behavior. Some of the principles include positive, negative, differential and interval schedules of reinforcement, shaping, extinction and reinforcing effectiveness. The presenters will offer solid information which includes audience participation. (All) [Diamond Island \(Hotel\)](#)

18. But Where's the Bathroom?

Erin Will, Director of Human Resources, & Debbie Peskin, Residence Manager The Arc of Schuyler

We've all heard about concerns with high turnover rates and know how difficult it is to find good quality staff. We also know that training is key to retaining staff, and most agencies have a comprehensive training program for new hires. So why is it that many new employees leave after just a short period of time? Join us for an interactive session where we'll answer that question and give you practical, free tools that you can use to help start new employees' experiences with your agency off on the right foot. It's simpler than you might think! Learn all about the "ME First" principle and how what you do, or don't do, for new employees really matters. Our tips don't cost you anything, but they could save you a lot! (Administrative, Direct Support, Middle Management) [Dollar West \(Hotel\)](#)

VISIT NYSACRA'S TRADE SHOW

Learn about new products & services, say hello to old friends and meet new vendors

**3:00
Break**



Wednesday, April 22
3:15 to 4:30

Session III

19. The Innovator Generator: Promoting Organizational Change Towards Person-Centered Planning and Individualized Supports (Part II of II)

Beth Mount, Ph.D., Graphic Futures, Carole Gothelf, EdD, Director of Individualized Supports, AHRC-New York City, Cara Levy, MS, CCC/SLP, Director of Speech and Communication, IAHD, Joshua Skolnick, Director of Individualized Service Initiatives and Community-Based Programs, The Shield Institute, Tina Miller, M.A., Director of Person-Centered Planning, Life's WORC, Christine Cea, Ph.D., & Steve Holburn, Ph.D., BCBA, NYS Institute for Basic Research in Developmental Disabilities, Fredda Rosen, Executive Director, Job Path, Inc., Peter Smergut, Executive Director, Life's WORC, Michael Goldfarb, Executive Director, AHRC-New York City, Stanley Silverstein, Executive Director, IAHD & Kathy Broderick, Associate Commissioner, NYS OMRDD

The follow-up to "Sustainable Futures..." will explore the idea of the "Innovation Generator", a term developed by the Collaborative's technical assistance team to describe the synergistic effects in promoting the values of person-centered planning that are taking place due to agencies' participation in the OMRDD/FAR Fund initiative. The organization-wide impact will be presented by three Executive Directors participating in the pilot, along with members of the project's technical assistance and evaluation team. (All) [Nirvana](#)

20. Legislation: Lessons Learned

Jim Flanigan, Executive Director, Rensselaer ARC

The presenter, who was the first President of NYSACRA and served for 24 years as an elected official, will discuss legislative successes and challenges that lie ahead for NYSACRA members. He will draw upon his 35 years of experience to illustrate strategies that have worked in the past, changes he has seen and strategies that can be used for the future. (All) [Triuna](#)

21. NADSP Code of Ethics Comes Alive!!

John Raffaele, LMSW, Director of Staff Training, New Hope Community

In a highly interactive and, at times, raucous workshop, participants will have an opportunity to explore the NADSP Code of Ethics. All participants are guaranteed to have fun, learn something new and walk away with the charge to live by the NADSP Code of Ethics. (All) [Dollar East \(Hotel\)](#)

22. The Power of WE

Ellie Weinstein, Director of Staff Development & QI, Timothy Coleman, Director of Waiver and Family Supports, Clifford Emmerich, Director of Human Resources, Jenny Lewis, Residential Program Manager & Alrick Patterson, Bronx Day Habilitation Supervisor

The presenters will review the efforts made to break down barriers between departments to more actively achieve their agency's operating principles of person first, work as a team, act on evidence and work with urgency. Outcomes of reduced citations and staff turnover will be demonstrated. Several case studies will be reviewed as a demonstration of the concept of The Power of WE. Action steps taken to change the work culture in a small agency will be balanced with the continuing challenges of day to day operations. (All) [Empire \(Hotel\)](#)

23. Successful Behavioral Supports for Individuals with Challenging Behaviors

Johanna Cepin, MA/ABSS, Coordinator, Psychological Services & Jeffery Sealy, ABSS/ Psychologist, Services for the Underserved

This presentation will demonstrate how to effectively implement ABA techniques using person-centered planning in behavioral management. There will be a discussion of the appropriate use of behavioral and chemical interventions. Detailed materials will be shared, including medication tracking sheets and a behavior plan template. (Consumer/Parent, Clinical, Direct Support) [Dollar West \(Hotel\)](#)

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Session III *continued*

Wednesday, April 22
3:15 to 4:30

24. Quality Through Partnerships

Bridget Waldron, Director of Quality Assurance & Connie Calabro, Senior Coordinator of Quality Assurance, YAI

During challenging times, people want to share ideas and discuss options for solutions to difficult situations. Learn about one agency's approach to quality management including working with staff to evaluate services and identifying possible strategies to mentor and train where needed. (Administrative) [Bellvue](#)

25. BELIEVE in Your Staff - ACHIEVE Leaders

Arden Kleffmann, Training Director, & Sadie Spada, Associate Executive Director of Administrative Services, Adirondack Arc

This agency believes in its direct support professionals. It believes in promoting leadership within the organization. The presenters will share their belief that developing staff to become leaders promotes a sense of achievement for staff and more meaningful lives for the individuals they support. An ongoing process, the program is in its seventh year. Learn how they do it! (Administrative, Direct Support, Middle Management) [Evelley](#)

26. "Rules of Thumb" Training for Various Stages of Dementia

Barbara Carey-Shaw, Ph.D., Director of Clinical Services & Mary Herrick, M.S., Assistant Director of Clinical Services, ACLD

This workshop will describe a screening and monitoring tool, the Assessment for Adults with Developmental Disabilities (AADS) that one agency is using to screen for early signs and to monitor the progression of dementia in individuals with developmental disabilities. You will hear a brief description of the changes individuals experience as they progress through the various stages of dementia. You will gain clear, concrete "rules of thumb" training to help avoid everyday conflicts and enhance the quality of life through each stage. Case histories and behavior profiles will be presented. (Administrative, Clinical, Direct Service, Parent) [Wapanak](#)

27. NYSACRA Policy Forum

Tom McAlvanah, President, Ann Hardiman, Executive Director and the NYSACRA Board of Directors

Join us to hear NYSACRA initiatives that will benefit and assist our members during these difficult economic times. Our plans for the future rely – and absolutely depend – upon what our members are thinking, wanting and hoping. Come make your voice heard and help us to continue to support our members in the very best way we can. Wine and cheese will be served. (All) [Diamond Island \(Hotel\)](#)

Cocktail Party

Wednesday 5:30 p.m. Caldwell's

Annual Banquet Dinner

Wednesday 7:00 p.m. Ballroom

Annual Excellence Award

Chester Finn; Disability Activist; OMRDD Special Assistant:

Chester Finn was the former President of the New York State Self Advocacy Association and currently serves as an advisor. He also serves on a number of statewide, national, and international committees for people with intellectual and developmental disabilities.

He is a Special Assistant at the NYS Office of Mental Retardation and Developmental Disabilities (OMRDD); in the Office of Advocacy Services.

He believes that every individual has a connection regardless of their intellectual, cognitive, developmental, or physical disability and he advocates, with that belief in mind, on behalf of and for the best interest of persons with disabilities.

September, 2008 he was re-elected as President of the Self Advocates Becoming Empowered (SABE) national organization and has a myriad of goals and objectives he proposes to implement in moving SABE forward. Chester also remains active as a member of the Board of Directors of ARC of the United States. He is a past board member of NYSACRA.

Chester's committed to fighting for the civil rights of people with disabilities and as a self-advocate demonstrates that on a daily basis.

Thursday, April 23
9:00 to 10:30

Session IV

7:00 am

NYSACRA "Fun Run" honoring Direct Support Professionals

Walk. Run. Roll.
JUST COME AND HAVE A GOOD TIME!

Sponsored by SEFCU Insurance Agency



luck

8:15 am
Registration Opens

8:30 am
Trade Show Opens

9:00 am
Keynote
Bellvue

KEYNOTE ADDRESS **Temple Grandin**



Temple Grandin didn't talk until she was three and a half years old, communicating her frustration instead by screaming, peeping and humming. In 1950, she was labeled "autistic," and her parents were told she should be institutionalized. She tells her story of "groping her way from the far side of darkness" in her book Emergence: Labeled Autistic, a book which stunned the world because, until its publication, most professionals and parents assumed being diagnosed "autistic" was virtually a death sentence to achievement or productivity in life. Hear how Dr. Grandin became a prominent author and speaker and how she designed livestock handling equipment used by half the facilities in the United States.

She obtained her B.A. at Franklin Pierce College and her M.S. in Animal Science at Arizona State University. Dr. Grandin received her PhD in Animal Science from the University of Illinois in 1989. Today she teaches courses on livestock behavior and

facility design at Colorado State University and consults with the livestock industry on facility design, livestock handling, and animal welfare. She has appeared on television shows such as 20/20, 48 Hours, CNN Larry King Live, PrimeTime Live, the Today Show, and many shows in other countries. She has been featured in People Magazine, the New York Times, Forbes, U.S. News and World Report, Time Magazine, the New York Times book review, and Discover magazine. Interviews with Dr. Grandin have been broadcast on National Public Radio. She has also authored over 300 articles in both scientific journals and livestock periodicals on animal handling, welfare, and facility design. She is the author of "Thinking in Pictures", "Livestock Handling and Transport," and "Genetics and the Behavior of Domestic Animals." Her book "Animals in Translation" was a New York Times best seller.

Be prepared to be inspired and awed by Temple's story.

10:30 Break

28. Included Volunteer Community Service: Our Right, Our Responsibility

David Liscomb, President, Ramon Aldecoa, Co-Vice President, Clint Perrin, Statewide Project Specialist, Steve Holmes, Administrative Director, Self-Advocacy Association of NYS

The Self-Advocacy Association of New York State, Inc. (SANYS) has formed a partnership with OMRDD, the New York State Commission on National Community Service and Volunteer New York, to promote the inclusion of people with developmental disabilities as members and volunteers of National Community Service programs and other volunteer opportunities in their community. President Obama has asked all Americans to support community service through volunteerism. SANYS believes that people with developmental disabilities have a responsibility and a right to answer this call to service. This workshop will talk about this new initiative and discuss how individualized supports are critical to its success as people will need support. (All) [Triuna](#)

29. Major Recession Adds Stress to Your Employees & Increases Likelihood of Employee Theft

June Crawford, RN BSOM, Manager, Healthcare Compliance Solutions, & John Olsen, CPA and Certified Fraud Examiner, The Bonadio Group

It happens and it is usually someone you'd least expect! In these difficult economic times, organizations must be more vigilant in preventing and detecting employee theft and misappropriations. What should your organization be doing? Does your Compliance Program address these risks? The presenters team up to discuss the organizational risks many providers face and offer suggestions for addressing those risks. Topics to be addressed include: Fraud and abuse in employee expense reporting, why employees steal, which employees steal and credit card abuse. (Administrative, Middle Management) [Dollar East \(Hotel\)](#)

30. Intervention Strategies for Individuals with Dementia & Alzheimer's

Diane Ritters, M.A., ABSS, Ulster-Greene ARC & Heather Creese, M.S., Ed., Behavior Specialists, Greystone Programs

This presentation will provide participants with a knowledge of Alzheimer's Disease and Dementia. Participants will learn clinical strategies for supporting those affected and the caregivers. Statistics indicating the frequency of Alzheimer's and Dementia in the developmentally disabled will be shared. The presenters will offer strategies for providing positive behavioral supports and will share information on resources, networks, and practical solutions to address the growing need in our field. (Clinical, Direct Support)

[Diamond Island \(Hotel\)](#)

Thursday, April 23
10:30 to 12:00

Session IV *continued*

31. Transforming Programs/ Transforming Lives

Cara Levy, Director of Speech and Communication Management, Humilda Lopez, Supervisor, Day Habilitation Without Walls & Gilbert Simmons, Communication Specialist, IAHD

The presenters will share their story of transitioning from traditional programs to more person-centered planning programs. Community Bridge Building and Day Habilitation Without Walls have made it possible to enrich the lives and the interactions of those attending the programs as well as their neighbors in the community. Through photographic essays participants will learn how to instill a sense of pride in the individuals we support. (All) [Dollar West \(Hotel\)](#)

32. Why Supervise Differently?

Jeff Covington, Director of Residential Services, & Anne Ogden, Catholic Charities Disabilities Services

All agencies are interested in retaining the quality employees they have. They are our greatest resource. By fully understanding the unique qualities of our newest employees, members of Generation "Y", we can learn how to better supervise them and keep them for a long time. Specific strategies for retention will be shared. (Administrative, Service Coordination, Middle Management) [Evelley](#)

33. The Sibling Voice

Terence Duncan, LMSW, Director of MSC, & Annabel Lindenbaum, Sibling & Board Member, New Hope Community

This workshop will provide a unique perspective on what it is like to be the sibling of someone with a disability. Highlights include shared experiences by siblings and a professional guide to interacting with and supporting the dynamics of the sibling relationship. (All) [Empire \(Hotel\)](#)

34. Beyond the IEP: Preparing Your Child for the Transition to Adult Healthcare

Michele Juda, Coordinator Family to Family Health Information and Education Center, Parent to Parent of NYS & Jeffery Tamburo, LMSW, Project Administrator, NYS Institute for Health Transition Training

This presentation presents an overview of the issues relevant to preparing an adolescent who has developmental disabilities and/or special healthcare needs for the transition to adult healthcare. While it serves as an introduction, it also provides guidance as to practical steps that can be taken during the transition period and beyond. Useful tools for both assessing progress and assisting the adolescent/young adult to become more independent in managing their healthcare will be presented. Issues related to sharing responsibility with other caregivers will also be addressed. (Consumer/Parent, Direct Support, Service Coordination) [Wapanak](#)

35. When the Going Gets Tough, The Committed Get Creative

Beth Mathis, Network Development Manager, The Council on Quality and Leadership, & Jean Jensen, Planning Director, The Arc of Steuben

CQL will present a brief description of Quality Measures 2005® and how the concepts and values of Social Capital and Community are woven into the fabric of the measures. Representatives of The Collaborative of the Finger Lakes will present the history of the Collaborative and the Community Inclusion initiative in particular. Each agency will discuss their own efforts and how their partnership with CQL and each other has invaded their thinking and actions. (All) [Nirvana](#)

Session IV *continued*

Thursday, April 23
10:30 to 12:00

36. Mining Your Management Gold : How to Create a Dynamic Management Training Program Using Your Existing Resources

Donna Carroll, MSA, Senior Director for Quality Assurance & Training & Stanley Capela, MA, Senior Director for Quality Improvement & Corporate Compliance Officer, HeartShare Human Services of NY

Many managers and supervisors are working without a safety net, as they frequently do not have access to the fundamental management training needed to do their jobs well.

Agencies seeking to provide such training must often do so within minimal or no additional funds. Today, with accessible management information readily available on the Internet and from other sources, it is possible for an organization to develop and provide this much needed training itself at little additional cost. This is accomplished by finding the hidden talents and skills waiting to be discovered in your existing workforce. By coupling creativity and out of the box thinking with commitment and desire, it IS possible for you to develop a strong management training program that supports, excites and ultimately empowers your management workforce. The presenters will share their experiences in developing a comprehensive and effective 3-phase, 18-month management training program that you can easily adapt and apply to your setting. (Administrative, Middle Management) [Bellvue](#)

11:00 am
Club Grill

By Invitation Only

EXECUTIVE LEADERSHIP
SESSION and LUNCHEON

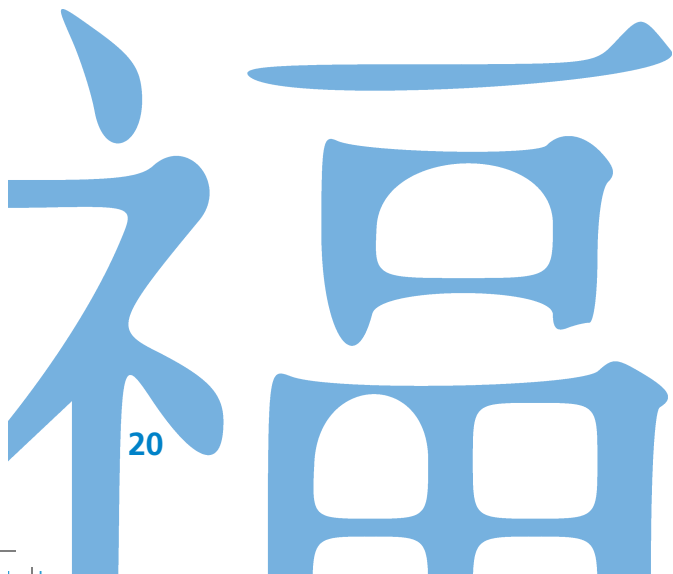
*"The Employee Free Choice Act and
What it Means to You"*

Featured speaker: Jack Kiley, Esq.
Kelley, Drye & Warren, LLP

The Obama Administration is aggressively pursuing a pro-union agenda that, if adopted, will profoundly alter the employer/union landscape in ways not seen since the 1940s. Today, 7.5% of the private sector is organized. Some predict that number will jump to 30% should the proposed legislation, introduced to Congress on March 11th, pass. Every employer needs to be aware and prepared for the impact on their agency.

There will be shuttle buses at the entrance to the main hotel at 10:45 to take individuals to the Club Grill

Sponsored by M.P. Agency, Inc.



Thursday, April 23
1:15 to 2:45

Session V

37. Networking Neighborhood (Bellvue)

- A. Residents to the Rescue – Pulling Together to Save the Planet**
Lisa Reinie, MS Senior Residential ABSS, Dana Fallon, MA ABSS, Marie Mitchell, Program Specialist, Sara Bestany, MS ABSS, Melissa Carbone, MS ABSS & Justine Caicacca, MA ABSS, YAI/NIPD
- B. Consolidated Support Services**
Tammy McPhail, MSC & Nora Osuchowski, Community Services, QMRP, Aim Services, Inc.
- C. Insulin Pump Therapy – Changing Lives**
Kari VanDenburgh, RN, Coordinator, Nursing Services, Brain Seaver, RN, Residential Nurse, Nancy Toledo, RN, BS, CDE, Diabetes Clinical Consultant & Ed Carney, Assistant Director of Residential, Wildwood Programs
- D. Mentoring Systems for All**
Claude Porter, Jr., & Jennifer Parsons, Staff Development, Anderson Center for Autism
- E. Mid-Hudson Coalition**
Presenters to be announced
- F. Young Adult Life Transition Programs**
Mary Van Haneghan, M.Ed., Program Administrator, People Inc.
- G. Got Questions? Quality Assurance & Enhancement**
Howie Ganter, Director of Residential Services & Chair, NYSACRA Quality Committee, Jefferson Rehabilitation Center & Members of NYSACRA's Quality Committee
- H. 1,2,3...Data is More than Just Numbers**
Jacqueline Reina, Ph.D., Manager of Behavioral Service, Ability Beyond Disability
- I. Disaster/Emergency Preparedness**
Juno Greaves, Regional Coordinator & Mark Ampah, Day Program Coordinator & Charles Harris, Residence Manager, Catholic Guardian Society & Home Bureau
- J. Lifelong Learning Model**
Jennifer Rathjen, Coordinator of Adult Day Services, Nathan Briggs, & Andrew Overton, Day Habilitation Instructors, Anderson Center for Autism
- K. OSHA Practices in Disease Prevention & Emergency Planning**
Zoya Kofman, RN, BSN, MSA, Director of Health Services & Marc Charton, MS Ed., MBA, Director of Quality Assurance, IAHD
- L. Increased Quality of Life for Residents Through Team-Oriented Sports Activities**
Robert Mattson, Clinical Coordinator, & Val Nanev, M.A., Community Mainstreaming Associates
- M. The Developmental Perspective**
Howard Kaplan, Ph.D., Leader, Clinical Review Team & Shelly Lari, LCSW, Supervising Social Worker, PSCH
- N. Osteoporosis – The Silent Disease**
Anne Hanson, BS, RN, CDDN, Coordinator of Health Education, & Michelle Peryea, RN, Health Education RN, Lexington Center
- O. Life Safety: Are your Consumers, Residences and Staff Really Safe?**
Frank Bono, Director, Building Management, Independent Living Association
- P. Doing More with Less – IT Strategies During the Recession**
Members of the NYSACRA Technology Committee
- Q. Self-Advocacy Works!**
David Liscomb, President, Ramon Aldecoa, Co-Vice President, Clint Perrin, Statewide Project Specialist, Steve Holmes, Administrative Director, Self-Advocacy Association of NYS & Chester Finn, Special Assistant to the Commissioner, NYS OMRDD
- R. What You Can't Learn from a Policy and Procedure Manual**
Ed Fabrizio, QMPR, Lynette Walsh, Supervisor & Lennea Vandine, Assistant Supervisor, Catholic Charities of Broome County
- S. Bridge Building Through the Writing Process**
Rachel Kasen, MA, Deputy Director, Family Support, PSCH

38. Keys to Life : Ten Examples of Designing Individualized Supports So That People Can Live in Their Own Homes

Sandy VanEck, Assistant to the Director for Innovation and Design, Hanns Meissner, Chief Operating Officer, Rensselaer ARC & Beth Mount, Ph.D., Graphic Futures

The presenters will share ten prototypes of individualized supports and shared living arrangements created to enable individuals with severe disabilities to live in their homes.

(All) [Nirvana](#)

39. Leadership in These Tough Economic Times: 12 Things Leaders Must Do Whether You Are an Agency Executive or a Program Manager

Peggy Gould, President/CEO, The VISIONS Center

Given the current economic realities, leaders need to maintain balance between mission and fiscal realities. This session will focus on 12 critical strategies all leaders must adopt to maintain program quality and program integrity. The program will discuss current realities within the system and highlight the “lure of budget convenience vs. value and mission driven focus.” The highly interactive session will discuss leadership’s vital role in retaining quality. Strategies for managing systemic stress, address staff morale concerns, discuss how to deal with budgetary pressures that compromise best practices, discuss the importance of positive energy and offer strategies to “work the problems, rather than having the problems work you ” will be offered.

(All) [Wapanak](#)

40. Creating Sustainable Change

Antone Aboud, Consultant, Antone Aboud Associates

Bureaucracy is necessary to assist human beings achieve objectives; and its focus on hierarchy and rules suggests that change can occur by simply writing better rules and enforcing those written rules more effectively. This presentation moves beyond this necessary, but insufficient approach. It examines how the division of labor – a fundamental characteristic of bureaucracy – creates an organizational culture that makes open and honest communication less common than would be necessary in the context of quality and incident management processes. This presentation will describe a series of interventions that can reconstruct a common culture that sublimates open and honest communication and creates a more caring and hospitable environment for those we support. (All) [Evelley](#)

41. Creating a Culture of Quality: Mission, Measurement and Motivation

Jacqui Phillips, Director, Quality Management and Training, & John Neikirk, Quality Consultant, Richmond Community Services

Quality is more than auditing charts. The presentation reviews strategies to move quality beyond regulatory compliance to becoming an organizational culture. The presenters will discuss practical steps to go from quality assurance to quality improvement, from blame to teamwork, from seeing problems as bad to seeing them as opportunities. The presentation will also outline the components of a well-developed quality Report Card and how it can provide motivation for positive change throughout the agency. (All) [Dollar East \(Hotel\)](#)

Thursday, April 23
1:15 to 2:45

Session V *continued*

42. **Becoming a Paperless Provider - "Saving Money in New York with Therap"**

A Panel of NYSACRA members with Richard A. Robbins, Chief Executive Officer, Therap, moderator

Learn how to save up to 3% of your total annual budget. Come and ask questions of a panel of NYSACRA members who use Therap's web based documentation and communication system. Listen to agencies who have switched to Therap from other systems. Other topics will include: Implementing Therap and training staff, the impact of having DSPs and families with direct access to data, real savings from using Therap (Therap customers have reported savings of up to \$2500 per individual per year), using New York specific features such as I47, I48, and ISPs, documenting service coordination and habilitation plans, having access to national best practices and being part of the growing Therap Community. (Administrative, Middle Managers) [Empire \(Hotel\)](#)

43. **Workforce Development = Professionalization & Retention of Employees**

Christine Russell, Director, Workforce Development and Training, & Jason Persan, Staff Development Trainer, Nassau AHRC

Hear how one agency developed a workforce development management plan that has increased staff morale and decreased agency turnover rate to 17%. This presentation will share how the management plan was developed, the process of implementing the initiative and will detail tangible results and successes. The success of the plan has begged two questions: why didn't we do this sooner? What can we do next? Come learn about this positive contribution to employee retention and morale. (Administrative, Middle Management) [Dollar West \(Hotel\)](#)

44. **Sexuality Education for Adults with Learning Disabilities**

Rocky Bonsal, LCSW 2, Schenectady ARC

Talking about sex and personal hygiene is difficult for many family members to face. Teaching social skills and personal safety often take a backseat to daily living skills and the rush of modern lives. Hear about one agency's program called the Sexual Health Education or S.H.E. program. The curriculum puts knowledge in the individual's hands and begins the process of understanding the finer points of self-esteem, strangers, acquaintances, friends, boyfriends/girlfriends and many other related topics. In addition to sharing his experiences with some of the critical topics of social and sexual education, the presenter will offer resources and programs for families to turn to. There will be a question and answer period. (Consumer/parent, Clinical, Direct Support, Service Coordination) [Diamond Island \(Hotel\)](#)

45. **Community-Based Crisis Services**

Al Pfadt, Director of Clinical Services, Timothy Coleman, Director of Waiver and Family Supports, & Al Gibson, Residential Manager, Independence Residences

The presenters will describe the development and implementation of crisis services in Brooklyn, Queens and Nassau Counties. People with developmental disabilities supported within the crisis network reside with their families in the community. Their behavioral and situational challenges require more support than the family or standard at-home support systems can provide. These challenges include emergent situations and require trained staff to work in the home with the family to manage and prevent these crises. You will hear about the description of the services, developing a rapid response team, specialty training and collaborative working arrangements. (All) [Triuna](#)

Session VI

Thursday, April 23
3:00 to 4:00

46. How to Supervise Staff You Hardly See

Olivia Lo, At-Home Coordinator, Ulster-Greene ARC

Managers in this field are often called upon to supervise staff who work off-site or on different shifts, which makes work performance oversight difficult. This workshop will examine how to hire, train and supervise off-site staff to ensure programmatic quality. Topics to be covered include an overview of what a quality program needs from staff, recruiting and interviewing, training techniques, overseeing work, the importance of staff meetings and minutes and the importance of both disciplinary action and positive recognition and how to do it best. (Middle Management) [Wapanak](#)

48. Building the Toy Box

Gina Miccio, Recreation/Transition Coordinator, Kwame WiafeAkenten, Recreation Assistant, Cindy Robinson & Lorrie Hejnal, Transition Assistants, Anderson Center for Autism

This interactive workshop will review the characteristic of play and will confer Takata's play epochs. The presenters will identify the fundamental challenges that an individual with autism and other related developmental disabilities encounter when engaging in recreation activities. You will hear creative and fun ways to meet these challenges. Come prepared to learn, play and have fun. (All) [Triuna](#)

47. Walking the Tight Rope

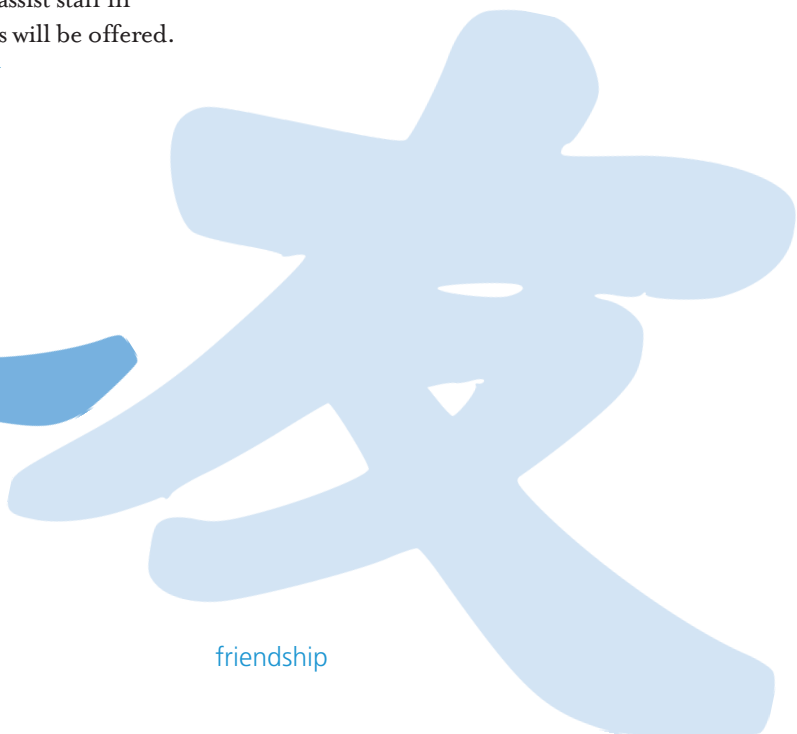
Norris Gilmore, Staff Trainer, Tasha Butler, Coordinator of Training and Staff Development & Gina Cicchetti, Assistant Program Manager, Sullivan ARC

The presenters will focus on how managers can balance their role and interact between staff and individuals with disabilities. Scenarios, with role playing, will be incorporated to demonstrate how role playing offers hands-on learning. In addition, tips to assist staff in developing their own solutions will be offered. (Middle Management) [Evelley](#)

friendship



friendship



Thursday, April 23
3:00 to 4:00

Session VI *continued*

49. Creativity Without Limits

Andrea Romano, LMSW, Senior Vice President, Institute for Community Living, Jessica Ophardt, Visual Arts Coordinator & Kathleen York, Teaching Artist, The Arc of Monroe

DiFranco said it best, "Art is why I get up in the morning." This presentation will demonstrate that creativity is not bound by race, gender, age or ability and that art is a powerful expression of unique experiences of the environment in which an individual lives. Art, in its many mediums, has always been a powerful experience for both the creator and the observer. Art is a celebration, it is a protest, it is communication. Jessica Ophardt and Kathleen York will share their experiences in developing the Community Arts Connection and Andrea Romano will talk about how art became the powerful medium for expression and fostered three successful public exhibits. (All) [Bellvue](#)

50. Serving Intensive Behaviors of Dually-Diagnosed Children in Residential Settings – A 2-Year Report

Charles Jack, MS MA PhD cd., Claddaugh Consultants Group, LLC

Previous presentations discussed the establishment and one-year report on the efficacy of a Behavior Support-Focused model for serving the intensive needs of children with developmental disabilities and mental illness. These data were complemented by discussions of lessons learned, both supportive and critical, in the early going of this project, with an aim of assisting other agencies with starting similar programs. This report will follow-up on past presentations and provide additional guidance and assistance for agencies serving dually-diagnosed children and their families. Additional information will be provided from the current literature and feedback from satellite supports including, staff training, family support systems, service coordination and community services will be shared. (Administrative, Consumer/Parent, Clinical, Direct Support) [Nirvana](#)

4:00 to 7:00 pm

The Event Center

NYSACRA proudly presents
**ART EXHIBIT BY INDIVIDUALS WITH DEVELOPMENTAL
DISABILITIES & RECEPTION**

Entertainment by Potential Unlimited

Sponsored by Chem RX

Thursday, April 23

6:00 to 9:00 pm Dinner

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love

9:00 pm to 1:00 am

Ballroom

Theme Party:
"Chinese Spring Festival"
with FLAME

Enjoy an evening of relaxation and fun. NYSACRA's Theme Party is the time to unwind and enjoy your last night at the Sagamore.

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friendship

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Friday, April 24

**9:30 am
CLOSING REMARKS**

Bellvue

**Tom McAlvanah,
President
Ann Hardiman,
Executive Director**

**“Common sense is the knack
of seeing things as they are,
and doing things as they ought
to be done.”**

– John Billings

KEYNOTE ADDRESS

*Disability is Natural and Other Revolutionary
Common Sense*

Kathie Snow



Yes, like gender, ethnicity, and other traits, disability is one of many natural characteristics of being human! What can happen when we deconstruct disability, use People First Language, and focus on people's strengths and abilities? Awesome change is possible when we think differently and talk differently!

Kathie is the parent of a child with a disability and learned about the help/harm

situation when he was three years old. She quickly learned that what was helping his body might be harming his spirit. And she began to question her own decisions and those of the professionals as well. Kathy's "Revolutionary Common Sense" will send you home reeling with new ideas, with a better understanding of individuals with disabilities and with the tools you need to really listen to what individuals with disabilities would like for themselves.

As NYSACRA's Thirty-Second Annual Conference winds down, we hope you have a renewed spirit and sense of commitment. We hope you have gained and shared a wealth of vital information and enjoyed meeting and greeting your colleagues from throughout the State. On behalf of Tom McAlvanah, Ann Hardiman, the NYSACRA Board of Directors and staff.....

Thank you for joining us

Please take a moment before you depart to fill out an evaluation form & leave it on the table as you exit the Conference Center.



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