

ACDS SPRING

Conference 2012

Alberta Council of Disability Services

invite you to attend our 26th annual spring gathering!

Piecing it All TOGETHER!



May 2-4, 2012 - Delta Edmonton South Hotel

Wednesday, May 2, 2012 9:00 am

Welcome and Opening Plenary

Piecing it All TOGETHER!

Transformation, Relationships & Personalization



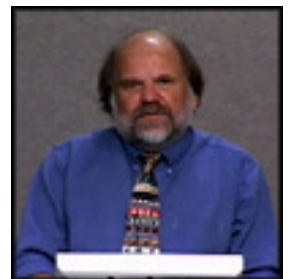
Bob Wyatt has been a leader in the voluntary sector at the local, provincial and national levels for a number of years. He will share his knowledge on how the work of the non-profit sector is shifting here in Alberta and on the National scene. He believes Canada's voluntary sector does a magnificent, even enviable job of taking care of others. People know that the voluntary sector is trustworthy and that it understands the needs of Canadians. He also believes that at the same time, Canada's voluntary sector does a particularly bad job of taking care of itself! Find out what pieces of the puzzle he thinks we need to focus our attention on!

Helen Sanderson is part of an international development, training and consultancy team, that works with people to change their lives, organizations and communities through person-centred thinking and planning. Learn about some of the United Kingdom's experiences in supporting organizations to be person centred. "Our mission is person centred change".



Peter Leidy is a consultant, trainer, and speaker on human services. He also writes and sings songs about human service-land and those who find themselves connected to it! He focuses on personalized supports and community membership for people with disabilities. As a frontline worker, community integration will not happen unless you value it and live it, in your day to day work. Your role is a key component of success. Understanding your organization's challenges and coming up with innovative and creative ideas that are within your control are keys to success in your work. Through songs, sharing of personal experiences, and stories, Peter will challenge you to consider what it means to do your best work!

Michael Callahan's main focus is on employment for all, and in this area of what now is referred to as customized employment, he uses some non-traditional, individualized methods, that are considered best practice by the larger Supported Employment community. He has worked with a number of individuals with very significant disabilities who have inclusive lives and jobs. This keynote will feature the link between an inclusive working life and an inclusive non-work life featuring stories, stories and more stories!



11:00am—12:00 noon Be ready to learn, talk and grow!

Whose Life Is It, Anyway? (2A)

Peter Leidy

Power struggles are a common occurrence in many peoples lives; however this can be a daily occurrence in relationships between people being supported and frontline staff. Where is the power in these relationships? Who, if anyone, is in charge? What does it mean to have power *with* someone rather than power over them? How can we support someone whose life has been controlled by others to take control? What happens when your job description seems to contradict the wishes of the person you support? These questions and many others will get you thinking not only about the people you support but how you dramatically impact their lives.

The Discovery Phase! (2B)

Michael Callahan

Customized Employment is an individualized determination of the strengths, needs, and interests of the person with a disability, and is also designed to meet the specific needs of the employer. Use of the Discovery Process as an alternative to traditional assessment methods used by job developers is now considered best practise in the area of employment for individuals with disabilities. The usual assessments utilized by vocational centres insurance companies and AEI services are not always well-received by people with cognitive disabilities who have often been assessed to death and whose comprehension and attention may be limited. There's no substitute for a relationship based in discovery and communication. Some tools will be provided.

Moving from the Cost to the Value—Social Return on Investment: (2C)

Ed Burdon, Anne Miller

How do you know the value of your organization's contribution to your broader community? Could you speak to this in monetary terms if asked? This session will help you understand one tool that will help you measure the impact your actions have on your community and society at large. Join Anne Miller from SIMPACT Strategy Group and Ed Burdon, an ACDS Board member, to gather a better understanding of this process, and how it could transform conversations about our work. Learn how to understand, value, maximize and communicate the social impact of our work.

Making it Personal! (2D)

Helen Sanderson , UK

Alberta has long been using a person-centred planning process, but are we really walking the talk at the frontline, or are we stymied or "stuck" by staffing, funding and other perceived challenges and barriers. Join Helen, as she shares the UK experience of one agency in their transformation from a focus on practises and system rules to a focus on not only person-centred practises, but person-directed supports.

A Political Snapshot! (2E)

Mark Lisac

Mark is the editor and publisher of the widely read, politically and financially independent weekly newsletter on policies and politics in Alberta, *Insights into Government*. Join Mark for an informative session on the current state of Alberta politics and how we can work with them. What strategic context is the government Human Services using to influence change? How do we participate positively and proactively?

This 1.5 hour presentation with Mark will be followed by an opportunity to continue the dialogue in a facilitated group manner. Cindy de Bruijn, Executive Director of Gateway Association, will be your facilitator.



Photo: Maren Lisac

PDD Change Initiatives (3A)

TBA

“In May 2011, the Minister of Alberta Seniors and Community Supports directed a number of actions be undertaken in response to the review of the PDD program’s administrative spending. The **Change Initiatives Project** was created to lead and coordinate the work related to those 11 strategic directions for change, and changes that were already underway from the previous “PDD Priority Actions.”

The goals of the Change Initiatives Project are to improve: **effectiveness** - positive outcomes for individuals supported by the PDD program; **efficiency** - streamlining and removing duplication; and **consistency** in program delivery - operating as “one” PDD program. Come and hear about how the work underway will positively impact individuals and families. Learn about the changes that will impact your role and your organization, the organizational changes within the PDD program, how the program will measure performance both internally and with contracted service providers, and how you can have input into these changes.”

Transforming` our Organization and Our Sector: Three Different Possibilities (3B)

Mark Cabaj

The words transformation and change are being used more and more in our organizations and in the human services sector. But what the heck does this really mean? This interactive workshop builds on Tamarack’s 10 years of watching community building efforts across North America and explores (a) three different narratives of change (i.e. incremental, reform-oriented, and transformative) and (b) three different strategies that organizations can embrace to guide their own change efforts (e.g. replication, innovation and positive deviance).

“Using Visuals/Graphics to Elevate Participation and Engagement” (3C)

Shelley Keyes

Researchers report that people retain around 65% of what they see and only 15% of what they hear, but 80% if combined. So what’s to decide? Combine!! Participants will have an opportunity to: Learn to draw basic icons, pictographs and ideographs, and sample using graphic templates to draw out and generate information, conversations, and presentations. Learn graphic tips and techniques to elevate the impact of visual aids used to clarify, demystify concepts/topics and enhance client understanding.

Participants will be able to easily integrate graphic tools and techniques into their own practice to engage and guide discussions, meetings as well as create a place to capture the group’s collective thinking.

Building a Team with Families and Staff (3D)

Cara Milne, Barbara Nish

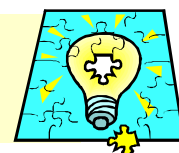
This interactive workshop will explore the important team relationship between families, self-advocates and staff. Participants will learn how agencies can support these experienced groups to assist staff when creating positive and sustainable change. This workshop will look at the wisdom of professionals, families and self-advocates and what happens when anyone on the team becomes isolated and uninformed. Participants will leave with a better understanding of “how” and “where” leadership can occur within their own agencies, and how to get this leadership activated. Some of the questions sparked will be: Why is family leadership so critical? Why is self-advocacy so critical? How can staff best work with families to create and maintain a team environment? What are specific ways that self-advocates can be leaders?

Project Citizenship (3E)

Ben Weinlick, Debbie Reid

Join Ben and Debbie, to hear about an exciting new project between Skills Society and the Community Learning Services Program at the University of Alberta. Their academic partner Nancy Spencer-Cavaliere Ph.D, along with her research team are using the powerful lens of citizenship, in conjunction with the medium of stories and supported by a reflective small group “think tank” process, to grow ideas and connections! Connections between people and groups and ideas – they are actively engaged in a new way of thinking about – and acting on - “best practice”, organizational transformation, and knowledge mobilization. Stories of citizenship are being documented using film, photographs, narrative and other media. CSL students from a wide range of academic programs are working with individuals and their families, support staff and other community allies to help craft the stories to assist us to meet our goal of mounting a gallery showing of 30 stories of engaged citizenship in Fall 2012.

11:00am—12:00 noon Be ready to learn, talk and grow!



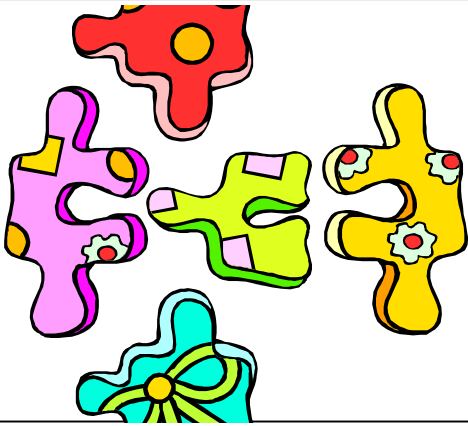
Thursday May 3, 2012

Workshops 1:00 pm - 4:00

Active Engagement : the practise of Mindful Leadership (3F)

Jules Le Beouf

In our increasingly complex and busy lives, engaging well is essential to avoiding misunderstandings and negative outcomes. Yet often we fall victim to subtle patterns we don't even realize affect us. Improve your skills of engagement and learn new ways of showing up as your best and most effective self.



Progress for Providers (3G)

Centrepoint Facilitation Inc.

Interested in self-assessment tools for managers that will help you check the progress of your organization in delivering personalized approaches in eight key areas? If you answered yes then this workshop is for you.

We will cover four topics: The knowledge and skills required for person centred thinking and approaches. How to help people have choice and control in their lives. Creating a person centered culture within a team. We will then end with learning about action planning tools and resources.

Make person centred thinking a habit!

Investing in A Future Worth Creating

Patti Scott, Dave Hasbury(3H)

We've come a long way...and there are so many opportunities ahead. The shift from congregated programs and service to individualized self-directed supports brings so many possibilities for individuals and families, and service providers. Current government and agency budget constraints are requiring us to look beyond the service system to discover new resources, partnerships, and collaborations that will make it possible for people to live as valued contributors in their communities. This interactive session will share experiences and stories that demonstrate how people can be supported to have control over the resources that support them, and have a home of their own. We will explore the importance of developing a network of family, friends, and allies. We will talk about how pursuing the vision of people as valued contributing citizens in their local communities not only leads to good lives, but also is the path to a sustainable future for Providers. And, we will share some of the new community collaborations, partnerships, resources and relationships that have been developed.

"Fuelling Your Inner Flame " (3I)

Shelley Keyes

Work that changes lives can be both exhilarating and exhausting.

If you have ever felt the challenges of the role draining your energy and soul, this session is for you.

Participants will have an opportunity to: Conduct a Work/ Life Balance assessment, do a personal inventory/confirm life priorities, and identify opportunities to convert energy drainers.

Learn how to shift perspective to regain your sense of power and choice. Participants will leave feeling grounded, reconnected, and encouraged to exercise their choice to live their life and work priorities.

Seeing "20/20" by 2015 (3J)

Gail Stephens, Robbie Innes

How will we governors provide leadership and support as our organizations transform. How will we listen, how will we focus on the person's best life as we provide guidance and good governance. This session will consist of conversations and discussions on how we position boards to be good governors to the organizations of the future. In order to be successful organizations of the future will need to be responsive to the ideas and dreams of individuals in ways that are dynamic, skilled and perhaps not yet thought of. The session will include a short opening presentation by two SACLA board members and will then move on to table conversations responding to three questions...

After coffee join.....

Board Voices of BC (3J continued)

Dave Stigant, President

Board Voice is an emerging organization comprised of board members of community social service agencies from across British Columbia. It is dedicated to creating a clear and effective voice for volunteer boards as they work to support high-quality social services and strong, vibrant communities.

Community-based social services are critical to the well being of children, adults, families and their communities. Governed by volunteer boards, social profit agencies (also called non-profit agencies) provide threads of support that help to weave a social fabric of safety, capacity and sustainability in towns and cities across the province. As one of board member succinctly put it "Our agencies are the heart beat of our communities." **A provincial voice, grounded in community.** Come and Learn about the who, what, why, where and how!

Thursday May 3 4:15 pm – 5:00 pm (3K) Technology: A Growing Piece of the Puzzle! Ling Huang TN ActiveCare is a care planning, data collection and case management software for applied behavioural analysis. Quickly build and update service plans, and forward to a therapist's smartphone for data collection. Manage client budgets, scheduling and timesheets in the same system. Activities, discrete trials and behaviour data are captured, with automated outcomes reporting to support responsive care, while reducing cost and improving bottom line. Door Prize!

Friday, May 4 Concurrent Sessions

9:00 am - 10:30 am

Transforming Lives Through Literacy

Danielle Dore, Karen D'Cruz (4A)

This workshop will introduce and train participants how to use a newly developed adult reading assessment tool called readforward. Readforward is a series of easy-to-use adult reading tests referenced to the International Adult Literacy Survey (IALS). Come and learn how Bow Valley College uses readforward in two programs that serve adults with disabilities, including the Adult Basic Literacy Education (ABLE) inclusive adult literacy classroom. You will leave with ideas of how to incorporate literacy activities into daily life. The workshop will also present preliminary findings from an applied research project that is documenting suggested literacy activities and resources used by tutors in the Speech Assisted Reading and Writing (SARAW) program at Bow Valley College. Participants will receive a complimentary copy of readforward.

Actualizing Supports with Purpose (4B)

Kara Murray, Cindy de Bruijn

By comparing two different jobs: baby sitter or nanny to a life coach, we can review and discuss where on the continuum that we feel our supports services are at and where we would like to see them go. Join us for a frank and open discussion that will challenge and inspire our ability to break through the status quo!



Building Quality Assurances

Linda Staszko, Ann Marie Le Pan, Sandy Pesklevis (4C)

Quality Assurance has long been a focus in Robin Hood Association and SKILLS Society. The leadership and boards in both organizations have committed to developing services which meet the needs of people, encourage dreams, and foster personal growth in many ways. This presentation will discuss our organizations journey in the development of our quality assurance focus. We will share how the process was envisioned at our board and leadership levels, and how this developed in to the creation of departments focused on best practices when working with individuals, families and staffing teams. Some of the topics will include: transition processes from children's services and school settings, follow up during the first year of new services, support to individuals who wish to re-examine their goals or outcomes and working with individuals in the development of meaningful days and valued roles.

Identity, Safety, Solutions (4D)

Nicola Fairbrother, Joanna Brown

Join Nicola and Joanna from Neighbourhood Bridges, a human rights organization in Edmonton, as they share their approaches and successful strategies in working with individuals presenting complex needs. Hear why *identify* has been most effective for people with complex needs. Their holistic approach marries well with individuals involved in the justice system and with addictions. Behaviour is communication, how do you listen and respond?

Sex is a Verb (4E)

Joanne Marcotte

The session promises to excite your energy and restore your passion! Join us for an engaging glimpse into the lives of persons with disabilities. Take a peak under the sheets and uncover how our lack of "want to" when it comes to discussing this critical subject is harming the people we support. Reflect on your values about sex and how they may subconsciously influence the work you are willing to do. Transform your approach to encourage the creation and delivery of sex friendly services. Explore what those are, aren't and should be. Become a leader in providing holistic supports that include sexual wellness and make your attitude contagious in your workplace.

"Supporting People to Live their Best Lives" What Does it Mean? (4F)

Rene Plaizier

Self-reflection is a powerful tool in making change for ourselves. As workers, team leaders or managers in the field of disability services, we all have the opportunity to improve ourselves, our practices and our organizations. How can we transform ourselves and our field from care giving to life coaching? This session is an opportunity to work with others to examine our own responses to the question, "What does it mean to support people to live their best lives?" The format will be group discussions, with the opportunity to come away with ideas and strategies for deliberate personal development in our work. Participants in this session may be asked for permission to use the results as part of an action research project towards the presenters master's thesis.

That's Life! (4G)

Roman Lozowy, Parents: Oxanna and Leonard Lozowy

Our son's story is not extraordinary, what he wanted was an ordinary life. Our son dreamed to move out like his brother and live as his peers without intellectual disabilities. As his family it was our job to achieve this. Join us to hear how we achieved the ordinary.

Inclusion vs Integration: Natural Supports in the Workplace and Beyond (4H)

Mylaine Tsaprailis, Stephen Wright

This presentation will examine the key differences between inclusion and integration and the importance of finding value in a person's day, specifically the individuals we serve. Natural supports in an employment setting will be utilized as the primary tool for demonstrating the value of inclusion as well as ideas for facilitating natural supports. This will also be tied into natural supports in the community at large with ideas and tools for engaging "unpaid" supports into an individual's life.

Special Olympics: a Legacy of Inclusion! (4I)

Renate Burwash, Mayor Nolan Crouse of St. Albert

City of St. Albert Mayor Nolan Crouse and Gateway Association's Renate Burwash will talk about their unique partnership as result of St. Albert hosting this year's Canada Winter Olympics. They will share some of the inspiring moments that took place throughout the games, the City's legacy plans, and how the City of St. Albert has committed to promoting more inclusive hiring throughout their city and how Gateway supports them in this unique and innovate endeavor.

Treatments, Strategies and Approaches (4J)

Leslie Peddi, Ryan Geake

Join Ryan and Lesli from SCOPE Society in Calgary, for an opportunity to build your knowledge around strategies and approaches in working with individuals with complex service needs. They will share a self – advocates journey over a period of several years. Though video, you will hear her talk about what kind of supports she needs and how she contributes to her own support needs. As well as the agency's journey as they built their knowledge and skills over many years of providing supports in the area of Complex Service Needs.

Aging Well with a Disability (4K)

Bonnie Lashewicz, UofC

This interactive session will begin with a discussion of what it means to age well and how this experience can be influenced by the presence of pre-existing disability. Impacts on individuals' identities and support needs will be explored, followed by a strategy session around steps for families and friends in planning and coordinating for well supported futures for people aging with disabilities. Examples, drawn from a study of family/sibling supporting people as they grow older with disabilities, will be used to illustrate strategies.

Bully Free at Work (4L)

Valerie Cade

Back by popular demand! Bullying in the workplace occurs in every country in the world. Do you understand the scope of what bullying in a workplace environment includes? The session is for targets, who experience bullying at work - you will learn some of the best tools and strategies to regain the confidence and respect that you deserve. And for managers and supervisors, it will give you additional leadership skills to create a healthy respectful workplace.



Registrar Early!

To ensure you get into your preferred sessions!

**Exhibit Space
Available**

Connect with
doreen@acds.ca

**Going
Green**

There will be no
paper copies of
this advertising
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State you are

registering for the ACDS Conference

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To qualify for the group rate book before April 15, 2012!

Meals Included

Three breakfasts, three
lunches and 1 banquet.



CELEBRATING YOU

Wednesday May 2, 2012 Evening: Banquet and Talent Competition

Sing, Dance or Act! or Display your wares - Pottery, Jewelry or Art!

Please send an email with **Celebrating You** in the subject line to doreen@acds.ca.
Please include: Your name, contact information, and the introduction that will be
read for your exhibit/performance! You will be contacted for additional require-
ments and confirmation.

PRIZES YET TO BE DETERMINED!

Conference Closing Plenary

May 4, 2012 1:15—2:15 pm

Ready for Action?



A final few words of Encouragement!

with

Valerie Cade

“How To Build Trust With People You Don’t Understand,
Don’t Connect With, But Still Have to Work With!”

Leadership Event for Agency BOARD MEMBERS

Thursday May 3, 2012 6:30 pm—10:00 pm

Hosted by ACDS Board of Directors

Guest Speaker: Ken Chapman and others

Watch for more details on the ACDS website!

www.acds.ca

This will be an opportunity to connect with like minded board governors and dialogue around common concerns and solutions!

Still under development!

We have placed a special emphasis on time to network and dialogue with other participants this year. There is much to be learned from fellow participants!



We are looking for a few volunteers at the event, who are very comfortable with TWITTER! If you are interested in teaching other people how to use this social media tool, please contact doreen@acds.ca

***Picture this...film festival* has just completed another successful year! We are working to have them showcase some of their winning films at conference!**

Alberta Council of Disability Services (ACDS)

Doreen Hogarth 403-250-9495 ext 234

doreen@acds.ca

Registration forms available on our website...

www.acds.ca

Sponsorship Opportunities Available!

Many Thanks to our Sponsor!

Government of Alberta ■

MY PLANNING PAGE

Please identify both your first (1) and second (2) choice in for each time slot.

Name: _____

Please circle one: Frontline-under two years experience Frontline-over two years experience, or
Team leader Management Board Of Directors Other _____

Wed, May 2, 2012 1pm—4pm

- _____ 2A Who's Life is it anyway?
- _____ 2B The Discovery Phase
- _____ 2C Moving from the Cost to the Value
- _____ 2D Making it Personal!
- _____ 2E A Political Snapshot

Thurs, May 3, 2012 6: 30pm – 10 pm

- _____ Board Governors Event

Thurs, May 3, 2012 9am - 11am

- _____ 3A PDD Change Initiatives
- _____ 3B Transforming our Organization
- _____ 3C Using Visuals/ Graphics
- _____ 3D Building a Team with Families
- _____ 3E Project Citizenship

Fri, May 4, 2012 9am—10:30am

- _____ 4A Transforming Lives Through Literacy
- _____ 4B Actualizing Supports with a Purpose
- _____ 4C Building Quality Assurances
- _____ 4D Identity, Safety, Solutions!
- _____ 4E Sex is a Verb
- _____ 4F Supporting People to Live Their Best Lives

Thurs, May 3, 2012 1pm - 4pm

- _____ 3F Active Engagement: Mindful Leadership
- _____ 3G Progress for Providers
- _____ 3H Investing in A future Worth Creating
- _____ 3I Fueling Your Inner Flame
- _____ 3J Seeing 20/20 and Board Voices of BC

Fri, May 4, 2012 10:45am—12:15pm

- _____ 4G That's Life!
- _____ 4H Inclusion vs Integration
- _____ 4I Special Olympics: a Legacy of Inclusion
- _____ 4J Treatments, Strategies and Approaches
- _____ 4K Aging Well with a Disability
- _____ 4L Bully Free at Work

Thurs, May 3, 2012 4:15pm– 5pm

- _____ 3K Technology: TN ActiveCare