

## 2017 Annual Conference Session Information

Click on the session title below to see the details.

Please note: Information is subject to change.

### -----MONDAY, OCTOBER 30-----

9:00 to 10:15a

- [Commissioner's Update](#)

10:30 to 11:45a

- [CCO's Across NYS – Panel Discussion](#)
- [Social Media – When Can Agencies Use it in Making Hiring, Discipline & Termination Decisions](#)
- [Zylofone – Why is it Spelled Like That?](#)

12:00-2:15p

- [Monday Keynote - The Fallacy of Impossible](#)

2:30 to 3:45p

- [Direct from Lincoln Center, It's the New York City Ballet!](#)
- [Myth Busters: What is Really Required by OPWDD and The Justice Center](#)
- [The State & National Medicaid Landscape](#)
- [Retaining Employees: Ideas and Innovations](#)

### -----TUESDAY, OCTOBER 31-----

8:00 to 9:15a

- [Tuesday Keynote Address with John J. Ratey, MD – Exercise: The Perfect Tonic for the Brain at Every Age!](#)

9:30 to 10:45a

- [An Update on OPWDD Rate Setting/Minimum Wage](#)
- [Understanding the Complexities of Autism](#)
- [The Behavior Intervention Specialist: Spearheading the Team Approach with Person Centered Planning with People with I/DD and Dementia](#)
- [Sexuality/Sex Education for Adolescents & Young Adults with I/DD](#)
- [Why You Need to be a More Effective and Powerful Advocate](#)
- [Creative Solutions to Build Staff Competencies](#)
- [Consideration of Others/Diversity Program – Part 1](#)
- [Navigating the Multi-Generational Workplace – Part 1](#)

### -----TUESDAY, OCTOBER 31-----

11:15a to 12:30p

- [Value Based Payments](#)
- [Person Centered Thinking: Strategies and Tools for Success](#)
- [Bio Mechanics of Seating and Mobility](#)
- [Storytelling Using Video and Social Media](#)
- [Telemedicine Service for Better Care in the OPWDD Residential Program](#)
- [Consideration of Others/Diversity Program – Part 2](#)
- [Navigating the Multi-Generational Workplace – Part 2](#)

1:45 to 3:00p

- [Improving Outcomes for Students with Disabilities: Priorities, Resources & Updates](#)
- [Supporting Decision Making](#)
- [Managed Care for People with I/DD – What are Other States Doing](#)
- [U.S. Tennis Association/Recreation Sports](#)
- [Psychotropic Polypharmacy in Individuals with Autism Spectrum Disorder in Residential Settings](#)
- [Exploring Your Emotional Intelligence](#)

3:30 to 4:45p

- [Affiliates: Imagine: Innovative Programs](#)
- [Financial Indicators/Management Update](#)
- [Increasing Functional Mobility & Communications Through OT/SLP Co-Treatment: A Case Study](#)
- [Trauma Informed Care Through the Lens of Applied Behavior Analysis](#)
- [The Impact of Yoga on Students with Complex Autism Spectrum Disorders](#)
- [Development/PR Panel Discussion](#)
- [Levels of Support – We are Direct Support Professionals Not Direct Supervision Professionals](#)

### -----WEDNESDAY, NOVEMBER 1-----

8:00 to 10:00a

- [CP Affiliate Program Models: Taking Community Integration from Concept to Reality](#)

## -----MONDAY, OCTOBER 30-----

**9:00 to 10:15a**

### **COMMISSIONER'S UPDATE**

**Honorable Kerry A. Delaney**, *Acting Commissioner, NYS OPWDD*

Honorable Kerry A. Delaney, Acting Commissioner, NYS OPWDD, will provide an update on managed care and how Care Coordination Organizations (CCOs) are working and will give a status of their implementation.

*[Intended Audience: General]*

**10:30 to 11:45a**

### **CCO'S ACROSS NYS – PANEL DISCUSSION**

**Moderator: Susan Constantino**, *President & CEO, CP of NYS*

**Edward Matthews**, *President & CEO, ADAPT Community Network*

**Louis Tehan**, *President & CEO, Upstate Cerebral Palsy*

**Alan Krafchin**, *President & CEO, Center for Disability Services*

**Mary Boatfield**, *President & CEO, CP Rochester/Happiness House*

**Thomas Sy**, *President & CEO, Aspire of WNY*

Hear the latest on a number of care coordination organizations' plans as they work toward the July 1, 2018 deadline. Affiliate representatives from four of the state's largest CCOs will be participating.

*[Intended Audience: General]*

### **SOCIAL MEDIA – WHEN CAN AGENCIES USE IT IN MAKING HIRING, DISCIPLINE AND TERMINATION DECISIONS**

**Richard Landau**, *Attorney at Law, Jackson Lewis, PC*

Like most new technology, social media offers opportunities and pitfalls to employers. The great expanse of information available can guide agencies to better choices about applicants and current employees and provide a trove of inarguable evidence to support those decisions. But, there are limitations. This session will focus on how we can use social media as a basis for action while also identifying information that must be disregarded. Finally, we will tackle the thorny issue of what types of employee social media commentary are protected under the National Labor Relations Act versus disloyal or insubordinate diatribes worthy of disciplinary action.

*[Intended Audience: Administrators/Directors, Human Resources, Managers] CEU*

### **ZYLOPHONE – WHY IS IT SPELLED LIKE THAT?**

**Debbie Major**, *Zylofone Performing Arts Center for Special Needs*

This session will discuss the Zylofone music and performing arts workshops for the special needs community. Zylofone workshops are designed to offer individuals the opportunity and freedom to express and indulge in safe and educational activities while enhancing their social, life skills and development. Debbie Major will share the history and passion behind Zylofone, her personal journey and how she designed the organization for her twin boys. Using drums and percussion, Debbie will demonstrate one of many workshops they enjoy. Everyone can participate.

*[Intended Audience: General, Direct Care, Educators, Families, Program Participants, Recreation]*

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## -----MONDAY, OCTOBER 30-----

**12:00 to 2:15p**

### **MONDAY LUNCHEON KEYNOTE ADDRESS – THE FALLACY OF IMPOSSIBLE**

**Mick Ebeling**, *Founder & CEO, Not Impossible Labs*

All the modern conveniences we see around us were once considered “impossible” by people who didn’t know any better. Synthetic fabrics, cell phones and digital watches (not to mention cars and computers) were all figments of the imagination until inspiration met execution and the impossible became a reality. In this talk, Mick dives deeper into “impossible,” the underlying psychological affects it has on an organization, and how to overcome “impossible” so true innovation can take place. Attendees will get the answers to: What are the absurdities in our world? Why is “impossible” a fallacy? What is your legacy and who is your “one”?

*[Intended Audience: General]*

**2:30 to 3:45p**

### **DIRECT FROM LINCOLN CENTER, IT’S THE NEW YORK CITY BALLET!**

**Ashley Laracey**, *Soloist, New York City Ballet*

**Dr. Joseph Dutkowsky**, *Member, CP of NYS Board of Directors*

**Meghan Gentile**, *Associate Director of Education, New York City Ballet*

Dancers from the New York City Ballet (NYCB), will conduct a dance workshop for children with disabilities. The session will include a brief interactive presentation on the origins of the NYCB program conducted by Dr. Joseph Dutkowsky, a member of the CP of NYS Board of Directors and a Board Certified Orthopedic Surgeon specializing in the care of children with cerebral palsy, spina bifida and other disabilities, and Meghan Gentile, NYCB Associate Director of Education.

Following the introduction, two NYCB Dancers will lead a movement workshop for a group of children with disabilities, accompanied by a pianist from NYCB. A 5-10 minute demonstration of what the children have learned in the workshop will also be presented for more than 400 conference attendees during a late afternoon reception at the Saratoga City Center.

*[Intended Audience: General]*

### **MYTH BUSTERS: WHAT IS REALLY REQUIRED BY OPWDD AND THE JUSTICE CENTER**

**Tamika Black**, *Deputy Commissioner, Division of Quality Improvement, NYS OPWDD*

**Leslie Fuld**, *Director, Incident Management Unit, NYS OPWDD*

**Denise Miranda**, *Executive Director, NYS Justice Center for the Protection of People with Special Needs*

**Davin Robinson**, *Deputy Director, Outreach, Prevention & Support, NYS Justice Center for the Protection of People with Special Needs*

Providers of services to people with developmental disabilities are required to report all incidents to the Justice Center as well as to the NYS Office for People With Developmental Disabilities (OPWDD). Oftentimes, it is unclear if the requirements are from the Justice Center or OPWDD. This session will provide clarification of how the two agencies work together to ensure providers have clear information so they can meet the rules and regulations of both agencies with minimal duplication of effort.

*[Intended Audience: Administrators/Directors, Board Members, Corporate Compliance/QA, Direct Support Professionals, Managers, MSC] CEU*

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## -----MONDAY, OCTOBER 30-----

**2:30 to 3:45p**

### THE STATE & NATIONAL MEDICAID LANDSCAPE

**Jason Helgerson**, *Medicaid Director, NYS Department of Health*

**Jack Rollins**, *Senior Policy Analyst, National Association of Medicaid Directors*

NYS Medicaid Director Jason Helgerson and Jack Rollins from the National Medicaid Directors Association will provide a session on the New York State and national perspective on the latest news on NYS Medicaid changes/proposed changes and the impact on New York's disability provider community.

*[Intended Audience: General]*

### RETAINING EMPLOYEES: IDEAS AND INNOVATIONS

**Margaret J. Gould**, *Director, Training Collaborative, ADAPT Community Network*

**Dan Brown**, *Executive Director, Franziska Racker Centers*

**Bobbi Jo Yeager**, *Vice President of Workforce Development, ADAPT Community Network*

As recruitment becomes more challenging, the loss of even one employee has a major impact on your organization and quality at the program level. One way to prevent that from happening is to ensure you have a strong retention plan in place, one that reflects the needs of a changing workforce and one that is dynamic and enables you to recognize, reward, and develop your staff. We will share some of the best practices being incorporated by both large and small organizations and will focus on how to encourage long term employment.

*[Intended Audience: Administrators/Directors, Finance, Human Resources, Managers]*

## -----TUESDAY, OCTOBER 31-----

**8:00 to 9:15a**

### TUESDAY BREAKFAST KEYNOTE ADDRESS – EXERCISE: THE PERFECT TONIC FOR THE BRAIN AT EVERY AGE!

**John J. Ratey, MD**, *Associate Clinical Professor of Psychiatry, Harvard Medical School*

The internationally recognized expert in neuropsychiatry will speak on the positive effects of exercise on the brain and the critical importance of exercise for the wellbeing of people with disabilities and mental health issues.

*[Intended Audience: General] CEU*

**9:30 to 10:45a**

### AN UPDATE ON OPWDD RATE SETTING / MINIMUM WAGE

**Donna Cater**, *Director, Division of Finance & Rate Setting, NYS DOH*

This session will provide an update on rate setting/minimum wage activities. There will be an opportunity to ask general questions.

*[Intended Audience: Administrators/Directors, Board Members, Finance, Residential]*

## -----TUESDAY, OCTOBER 31-----

**9:30 to 10:45a**

### UNDERSTANDING THE COMPLEXITIES OF AUTISM

**Theresa M. Hamlin, Ed.D.**, Associate Executive Director, The Center for Discovery

**Erik Jacobson, Ed.D.**, Chief Psychologist, Upstate Cerebral Palsy

**Patricia Tomanelli**, Psychology Coordinator, DDI

The NYS Centers of Excellence in the Care and Treatment of Children with ASD and Other Complex Disabilities will share what they have learned about the complexities of Autism and what is still needs to be understood.

*[Intended Audience: General, Clinicians, Early Childhood Professionals, Educators]* **CEU**

### MANAGED CARE FOR PEOPLE WITH I/DD: EXPERIENCES ACROSS THE NATION

**Don Ohler**, Vice President, State & Local Government Programs, OPTUM

As the State of New York embarks on their journey to transition people with intellectual and/or other developmental disabilities to a managed care system, other States across the nation are in various stages of similar transitions. This session will focus on some of the models that have been implemented; lessons learned from design to implementation; opportunities to transform the service delivery system in a manner that maximizes self-direction and integrates whole person care. Participants in this session will:

- Have an increased understanding of the primary drivers shaping I/DD service delivery systems; and,
- Learn about initiatives happening in other states as they transition individuals with I/DD into managed care systems.

*[Intended Audience: Administrators/Directors, Board Members, Emerging Leaders, MSC]*

### SEXUALITY/SEX EDUCATION FOR ADOLESCENTS AND YOUNG ADULTS WITH I/DD

**Bobby Newman, Ph.D.**, Director, Room To Grow

Dr. Bobby Newman is the Director of Room to Grow, and a Licensed Psychologist and NYS Licensed Behavior Analyst. Dr. Newman's session will focus on sexuality and sex education for adolescents and young adults with developmental disabilities.

*[Intended Audience: Clinicians, Families, Physicians, Educators]* **CEU**

### WHY YOU NEED TO BE A MORE EFFECTIVE AND POWERFUL ADVOCATE

**Adam Stofsky**, CEO, LawHub, Inc.

Advocacy means different things to different people. This session will help you understand how to be a more effective advocate, for your organization and those it supports. Learn why personal stories are important in delivering powerful arguments and how to be more effective in advocating for people and ideas.

*[Intended Audience: Emerging Leaders, Family Members, MSC, Program Participants, Public Relations]*

### CREATIVE SOLUTIONS TO BUILD STAFF COMPETENCIES

**Margaret J. Gould**, Director, The Training Collaborative, ADAPT Community Network

**Lynn Lakner**, Training Assistant Director, CP of NYS

**Matt Parascando**, Senior Coordinator of Operations, ADAPT Community Network

A panel of emerging leaders will share some of their creative ideas on how to build staff competencies through innovative teaching methods they developed. The ideas are practical and each were tested in their programs to bolster quality and promote positive outcomes.

*[Intended Audience: Administrators/Directors, Educators, Emerging Leaders, Human Resources]*

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## -----TUESDAY, OCTOBER 31-----

**9:30 to 10:45a**

### CONSIDERATION OF OTHERS/DIVERSITY PROGRAM – PART 1

**Tawana Davis**, Director of Quality Improvement, Center for Disability Services

**Dirome Williamson**, Program Operations Specialist, Center for Disability Services

The Center for Disability Services has invested and committed to the **Consideration of Others** program; requiring all employees to participate as part of the orientation to the agency. Through this program participants are taught effective leadership skills in the areas of prejudice reduction, violence prevention, conflict resolutions, and coalition building. The workshop consists of a series of incremental activities that allows participants to:

- Celebrate their similarities and differences, recognize the misinformation they have learned about various groups (including their own self-awareness),
- learn about and reevaluate personal attitudes and behaviors that are based on the impact of prejudice and discrimination, claim pride in their group identities,
- understand and learn the personal impact of discrimination through the telling of stories,
- tools for dealing effectively with offensive remarks and behaviors.

*[Intended Audience: Board Members, Direct Support Professionals, Educators, Emerging Leaders, Family Members, Human Resources, Managers, Program Participants]* **CEU**

### NAVIGATING THE MULTI-GENERATIONAL WORKPLACE – PART 1

**Elaine M. Angelo**, Performance Consultant, ProKnowledge, LLC

This session will provide an opportunity to discuss and gain insight into the ever-changing landscape of the U.S. workforce and its reflection of the generational makeup of the average American office. We will show how creativity and planning are vital tools in producing a mutually beneficial work environment in which all generations can thrive and feel valued. At the end of the course, participants will be able to:

- Define each generation and the events, icons and economic climate that shaped it, including characteristics and perceptions;
- Describe statistically how each generation is represented in today's workforce; and
- Brainstorm solutions for scenarios that depict a generational challenge that may be encountered in the workplace.

*[Intended Audience: Administrators/Directors, Board Members, Direct Support Professionals, Educators, Emerging Leaders, Family Members, Human Resources, Managers, Program Participants]*

**11:15a to 12:30p**

### VALUE BASED PAYMENTS

**John Ulberg**, CFO for Medicaid & Director of Division of Finance & Rate Setting, NYS DOH – Invited

NYS Department of Health leaders will present an overview of their work on developing value based payments in New York State, with special consideration of the work being done through the Centers of Excellence and its application to the broader disability population.

*[Intended Audience: Administrators/Directors, Board Members, Clinicians, Emerging Leaders, Finance, Managers]*

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## -----TUESDAY, OCTOBER 31-----

**11:15a to 12:30p**

### **TELEMEDICINE SERVICE FOR BETTER CARE IN THE OPWDD RESIDENTIAL PROGRAM**

**Ron Bass**, Director, Bureau of Policy Development, NYS DOH

**Joan Sicard**, Division of Program Development & Management, Bureau of Medical, Dental & Pharmacy Policy, NYS DOH

**Matthew Kaufman, MD**, CEO, Station MD

**Azimah P. Ehr, MD**, Medical Director, CP of NYS Metro Services

**Janice Miller**, Vice President for Services in Manhattan & Staten Island, CP of NYS Metro Services

Ron Bass and Joan Sicard from the NYS Department of Health (DOH) will discuss the current status and future possibilities of telemedicine services and reimbursement in New York State. This will be followed by a real world discussion, including case studies, of the process of telemedicine in CP of NYS Metro Services. A telemedicine project was piloted at two sites in Staten Island as part of the Staten Island DSRIP project. The project reduced avoidable Emergency Room visits by almost 70% and based on this success, CP of NYS applied for and was awarded the DASNY grant to expand the program to all five Boroughs in NYC. This presentation will share with the audience the experiences of the front line staff by the Vice President of CP of NYS Metro Services, the demonstration of the process by StationMD, and the discussion on the expansion and financing of telemedicine service in OPWDD setting by the Medical Director of CP of NYS Metro Services.

*[Intended Audience: Administrators/Directors, Clinicians, Medical Director, Physicians, Residential Directors]* **CEU**

### **STORYTELLING USING VIDEO AND SOCIAL MEDIA**

**Adam Stofsky**, CEO, LawHub, Inc.

Hear from experts in the field of Social Media and video storytelling how to be more effective in the use of these powerful tools to tell your constituents about the wonderful things happening in your organization and it's inspiring staff and participants, and to educate and mobilize your communities.

*[Intended Audience: Administrators/Directors, Board Members, Families, Emerging Leaders, Human Resources, Program Participants, Public Relations]*

### **BIO MECHANICS OF SEATING AND MOBILITY**

**Sharon O'Brien, MS, OTR/L, PTA, ATP**, Cerebral Palsy of Nassau

This workshop will provide an overview on the biomechanics as it relates to seating and mobility, looking holistically on how tone, orthopedic deformities and gravity all play a role in an individual's seated posture and overall function during mobility related activities of daily living (MRADL's).

*[Intended Audience: Clinicians]* **CEU**

### **PERSON CENTERED THINKING: STRATEGIES AND TOOLS FOR SUCCESS**

**Anne Buechner**, Quality Enhancement Specialist, The Council on Quality and Leadership

This session provides participants with best practices toward achieving Person Centered Thinking. Participants will be provided a brief orientation to the history, values, principles and skills associated with person centered thinking. The majority of the session focuses on actual scenarios with which to apply person centered thinking strategies and tools. Participants will be informed on practices and tools using nationally recognized templates to guide and promote person centered thinking in the service delivery arena. Using the materials provided, participants will practice techniques to implement person centered thinking with people supported with varying life experiences, reservations or limited exposures. These tools will be presented as strategies for staff, direct support professionals and supporting agency team members in the field of human services.

*[Intended Audience: Day Programs, Direct Support Professionals, Educators, Human Resources, Managers, MSC, QA, Recreation, Residential]*

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## -----TUESDAY, OCTOBER 31-----

**11:15a to 12:30p**

### CONSIDERATION OF OTHERS/DIVERSITY PROGRAM – PART 2

**Tawana Davis**, Director of Quality Improvement, Center for Disability Services

**Dirome Williamson**, Program Operations Specialist, Center for Disability Services

The Center for Disability Services has invested and committed to the **Consideration of Others** program; requiring all employees to participate as part of the orientation to the agency. Through this program participants are taught effective leadership skills in the areas of prejudice reduction, violence prevention, conflict resolutions, and coalition building. The workshop consists of a series of incremental activities that allows participants to:

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- understand and learn the personal impact of discrimination through the telling of stories,
- tools for dealing effectively with offensive remarks and behaviors.

*[Intended Audience: Board Members, Direct Support Professionals, Educators, Emerging Leaders, Family Members, Human Resources, Managers, Program Participants]* **CEU**

### NAVIGATING THE MULTI-GENERATIONAL WORKPLACE – PART 2

**Elaine M. Angelo**, Performance Consultant, ProKnowledge, LLC

This session will provide an opportunity to discuss and gain insight to the ever-changing landscape of the U.S. workforce and its reflection of the generational makeup of the average American office. We will show how creativity and planning are vital tools in producing a mutually beneficial work environment in which all generations can thrive and feel valued. At the end of the course, participants will be able to:

- Define each generation and the events, icons and economic climate that shaped it, including characteristics and perceptions;
- Describe statistically how each generation is represented in today's workforce; and
- Brainstorm solutions for scenarios that depict a generational challenge that may be encountered in the workplace.

*[Intended Audience: Administrators/Directors, Board Members, Direct Support Professionals, Educators, Emerging Leaders, Family Members, Human Resources, Managers, Program Participants]*

**1:45 to 3:00p**

### IMPROVING OUTCOMES FOR STUDENTS WITH DISABILITIES: PRIORITIES, RESOURCES, AND UPDATES

**Christopher Suriano**, Assistant Commissioner, New York State Education Department

This workshop will provide an overview of the priority focus areas of the Office of Special Education and the alignment of resources to support districts and programs in serving students with disabilities. Attendees will have an opportunity to learn about policy updates and discuss topics of interest from the field.

*[Intended Audience: Administrators/Directors, Educators]* **CEU**

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## -----TUESDAY, OCTOBER 31-----

**1:45 to 3:00p**

### **THE BEHAVIOR INTERVENTION SPECIALIST: SPEARHEADING THE TEAM APPROACH WITH PERSON CENTERED PLANNING WITH PEOPLE WITH I/DD AND DEMENTIA**

**Matthew Debique, MA**, Behavior Intervention Specialist 1, CP of NYS Metro Services

**Klonette Johnson, MA**, Behavior Intervention Specialist, CP of NYS Metro Services

**Andrelle Julien, MA**, Behavior Intervention Specialist 1, CP of NYS Metro Services

This presentation will review some of the diagnostic and demographic basics of Dementia with emphasis on people with I/DD and then move on to demonstrate how the Behavior Intervention Specialist begins to structure a person centered approach for individuals with I/DD and Dementia. A holistic perspective relying on all the different disciplines is central to a successful treatment. Case examples will be described in detail and use of different supports will be shown. Participants will be taught how to incorporate different therapeutic aids in the everyday life of a residence.

*[Intended Audience: Clinicians, Direct Support Professionals, Families, MSCs, Physicians, Residential]* **CEU**

### **PSYCHOTROPIC POLYPHARMACY IN INDIVIDUALS WITH AUTISM SPECTRUM DISORDER IN RESIDENTIAL SETTINGS**

**Maureen McSwiggan-Hardin**, Doctor of Nursing Practice and Nurse Practitioner in Psychiatry, The Center for Discovery

The NYS Centers of Excellence in the Care and Treatment of Children with ASD and Other Complex Disabilities will discuss the prevalence of psychiatric problems and problem behaviors in individuals with Autism Spectrum Disorder (ASD) in residential settings. The operational definition of psychotropic polypharmacy, prevalence, understanding of the associated problems, current guidelines for practice and recommendations will also be discussed.

*[Intended Audience: Clinicians, Educators, Physicians]* **CEU**

### **U.S. TENNIS ASSOCIATION/RECREATION SPORTS**

**Esu Ma'at**, Senior Manager of Diversity and Inclusion, United States Tennis Association (USTA)

This will be an interactive session highlighting USTA programs and grants for non-profit organizations and schools. In addition to talking about their inclusive programs, the session will involve a hands-on demonstration of some of the adaptive tennis equipment used by the USTA in its educational programs for people with disabilities.

*[Intended Audience: Day Programs, Educators, Recreation]*

### **SUPPORTING DECISION MAKING**

**Anne Buechner**, Quality Enhancement Specialist, The Council on Quality and Leadership

This session presentation format includes PowerPoint slides, videos and group work scenarios and will provide:

- An overview with specific examples of current day decision making control and dilemmas pertinent to human, civil and disability rights issues for people supported and
- Orientation to advocacy: how people supported are oriented to and assisted with taking an active advocacy role.

Participants, in interactive group work, will develop responses to decision making authority situations (human rights issues) pertinent to people receiving supports and services. Particular attention will be paid to decision making authority in areas of freedom of association, the right of equal protection, and the right to an adequate due process. In group facilitated activities and with guiding tools, the participants will apply practical, actionable steps to focus on people's decision making authority. At session end, participants will be challenged to take forward and act upon "self-identified decision making supports for people."

*[Intended Audience: Direct Support Professionals, Families, MSC, Program Participants]*

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## -----TUESDAY, OCTOBER 31-----

**1:45 to 3:00p**

### EXPLORING YOUR EMOTIONAL INTELLIGENCE

**Elaine M. Angelo**, *Performance Consultant, ProKnowledge, LLC*

This course is designed to have participants respond to scenarios and exercises that provide insight into their emotional intelligence (EQ) and the skills that are essential to enhance this all-important component of success in both business and personal relationships. Emotional Intelligence has been tied to success in leadership, management and overall performance in any role within an organization. At the end of this session, participants will be able to:

- Define Emotional Intelligence (EQ) and how it differs from IQ
- Explain the business case for understanding and improving your EQ
- Describe the four (4) EQ skills and how to enhance each effectively.

*[Intended Audience: Administrators/Directors, Human Resources]*

**3:30 to 4:45p**

### AFFILIATES: IMAGINE: INNOVATIVE PROGRAMS

**Robin Stevens**, *Spectrum Theatre Program, Empower*

**Brianna Lanoye**, *Teacher/Actor, Spectrum Theatre Program, Empower*

**Jerry Daniele**, *Chef, Ace Endico, Hudson Valley CP Association*

CP of NYS Affiliates Empower and Hudson Valley Cerebral Palsy Association will present on an interesting and innovative program in their Agency.

- **Robin Stevens and Brianna Lanoye, Empower**

This portion of the session will be an interactive session designed to get attendees on their feet and involve them in activities and exercises conducted in your program. Attendees will receive tips on how to encourage participants to make eye contact with others and to engage in creative thought and use props in ways other than for their intended purpose. They will also show how to learn to improve diction and voice projection with exercises such as reciting tongue twisters.

- **Jerry Daniele, Hudson Valley CP Association and Ace Endico**

This presentation will highlight creative ways for Affiliates and food suppliers who work collaboratively to create nutritious and delicious meals for people with disabilities participating in their programs. The goal is to make the most efficient use of agency dollars to create tasty and healthy meals that can be easily prepared by staff and program participants. You will see how one Affiliate is making this happen and how it can be done in your organization as well.

*[Intended Audience: General]*

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## -----TUESDAY, OCTOBER 31-----

**3:30 to 4:45p**

### **TRAUMA INFORMED CARE THROUGH THE LENS OF APPLIED BEHAVIOR ANALYSIS**

**David R. Donnelly, PhD, BCBA-D**, *Licensed Behavior Analyst, University of Rochester*

Within the medical and social sciences communities, there has been a growing awareness that exposure to traumatic events can have a significant impact on the person so exposed. As a result, there has been a growing literature calling for Trauma Informed Care (TIC). The purpose of this presentation will be to discuss the concept of trauma from a behavior analytic perspective, and to highlight where a behavioral approach can be used to help define, understand, and effectively treat individuals who have experienced trauma in cooperation with the other members of the transdisciplinary team.

*[Intended Audience: Clinicians, Physicians] CEU*

### **FINANCIAL INDICATORS/MANAGEMENT UPDATE**

**Thomas Hamel**, *Vice President, Financial Management & Support, CP of NYS*

**James Moran**, *CEO, Care Design NY*

This session will provide an update on financial ratios and other measures of an organization's financial health that may indicate risks to financial stability.

*[Intended Audience: Finance]*

### **INCREASING FUNCTIONAL MOBILITY & COMMUNICATIONS THROUGH OT/SLP CO-TREATMENT: A CASE STUDY**

**Deborah Snow**, *Occupational Therapist, CP of NYS*

**Marilyn Ladewig**, *Speech Language Pathologist, CP of NYS*

This presentation addresses how collaboration between an OT and SLP increased the independence of a medically complex individual with a developmental disability. The clinicians employed a collaborative, functional approach over the course of one year to improve the patient's overall quality of life. The presenters will describe the patient's progression from 100% dependent mobility and communication to functional independence and will provide strategies for addressing complex motor and communication needs in individuals with developmental disabilities.

*[Intended Audience: Clinicians] CEU*

### **THE IMPACT OF YOGA ON STUDENTS WITH COMPLEX AUTISM SPECTRUM DISORDERS**

**Erik Jacobson, Ed.D.**, *Chief Psychologist, Upstate Cerebral Palsy*

**Jeremy Cottle**, *Research Project Coordinator, Upstate Cerebral Palsy*

Yoga has been shown to be an effective intervention for decreasing problem behaviors and increasing student engagement in both typical populations (Mendelson et al., 2010) and populations with ASD (Koenig, Buckley-Reen, & Garg, 2012). However, no research has investigated the effectiveness of a yoga intervention among a more complex ASD population with comorbid diagnoses, for whom behavior problems may be especially prevalent. This presentation will provide an overview of a research conducted at Upstate Cerebral Palsy on the effectiveness of a yoga intervention on improving student engagement and reducing challenging behavior in an ASD population with comorbid psychiatric diagnoses. Additionally, the impact of staff participating in the same yoga intervention will also be presented.

*[Intended Audience: Clinicians, Educators] CEU*

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-----**TUESDAY, OCTOBER 31**-----

**3:30 to 4:45p**

**DEVELOPMENT/PR PANEL DISCUSSION**

**Ray Babowicz**, *Director of Marketing & Communications, CP of the North Country*

**Anne Costigan**, *Deputy Director of Foundation, Center for Disability Services*

**Petra Tuomi**, *Vice President, Marketing and Communications, ADAPT Community Network*

Three panelists will lead a wide-ranging discussion about several topics including:

- Developing and maintaining relationships with donors, internal constituents and the media
- Newsletters, email solicitations, printing, graphic design and on-line vs. hard-copy materials; how do you sort it all out?
- Events or corporate and foundation support; can you do both?

*[Intended Audience: Administrators/Directors, Board Members, Emerging Leaders, Public Relations]*

**LEVELS OF SUPPORT – WE ARE DIRECT SUPPORT PROFESSIONALS NOT DIRECT SUPERVISION PROFESSIONALS**

**Nancy Champlin**, *Administrative Director Adult Services, Center for Disability Services*

**Michelle Laporta**, *Program Administrator, Center for Disability Services*

**Jackie Richards**, *Director of Quality Improvement, Center for Disability Services*

Supporting people while fostering the initiatives of the Personal Outcome Measures, Workforce Transformation, and Home and Community Based Settings, we have built on these concepts and developed Levels of Support. Levels of Support have been designed to assist with supporting the individuals who receive our services and does not relinquish all responsibility when it is being utilized. The creation of the definitions reflects the support people need to maximize their independence, not the amount of supervision they are going to need. These processes continue to build the knowledge and skills of our staff to empower the people we support to direct the course of their own lives. Staff will be able to address when being asked about supervision levels and how that translates into supporting the individual with their needs.

*[Intended Audience: Administrators/Directors, Board Members, Direct Support Professionals, Family Members, Human Resources, Managers, Program Participants, Public Relations, QA]*

## -----WEDNESDAY, NOVEMBER 1-----

**8:00 to 10:00a**

### **CP AFFILIATE PROGRAM MODELS: TAKING COMMUNITY INTEGRATION FROM CONCEPT TO REALITY**

**Sharon Moore**, *Community Hab Adult & Children's Services Program Director, AccessCNY*

**Lisa Wilson**, *CP of Ulster County*

**Christine Lalka**, *Coordinator of Employment Services, Aspire of WNY*

**Toni Sullivan**, *Facilitator of Pre-Employment Services, Aspire of WNY*

This session highlights successful programs Affiliates have implemented to work toward true community integration. In this closing session, you will be inspired and learn from the efforts of:

- **Sharon Moore** from **AccessCNY** who will talk about how her agency's Community Hab Team has worked with a local restaurant to create cooking classes for participants and how this has grown to create volunteer positions, and even some paid positions for some of the people supported by the AccessCNY programs. She will highlight a couple of success stories and will also have photos to illustrate some of what they have accomplished.
- **Lisa Willson** from **CP Ulster** will follow with a discussion about how her agency has developed volunteer opportunities for nearly 60 individuals, including many who are physically and medically involved. Some of their activities include working with a volunteer agency that delivers meals to chronically ill people in the community, working with an organization that collects clothing and distributes it to other non-profits, and a program that makes dog biscuits and delivers them to animal shelters.
- **Christine Lalka and Toni Sullivan** from **Aspire of WNY** will discuss their program that works with about 50 participants on an individual basis to develop skills that lead to internships with the ultimate goal being employment. They will highlight the benefits, talk about how the program could be replicated elsewhere and also have one of their program participants explain how it has helped her.

*[Intended Audience: General]*

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