

## **SESSION DESCRIPTIONS** · Tuesday, October 25, 2011

### **1:30pm-3:00pm                      General Session**

#### **Beyond Classification**

*LeDerick Horne*

This presentation will address a variety of issues through LeDerick's personal struggle as a student with a learning disability. He utilizes the wealth of information that he has collected as an advocate for people which have been labeled as disabled. LeDerick will specifically address increasing the performance and confidence of students with disabilities, self-determination, and self-advocacy. This emotionally moving presentation is filled with empowering information and moving verse that will help the audience improve the quality of life for people with disabilities.

### **3:30pm-5:00pm                      Breakout Session**

#### **Jaba Analysis**

*Tyler Paris*

Job task analysis plays an integral role in workplace success. Unless a person at work knows, understands and implements the physical and mental requirements of a job, success is nearly impossible. The job developer is the lead person in negotiating job tasks with the employer, determining the physical and mental requirements of the job, relaying the requirements of the job to the employee and interfacing with co-workers on how they can make the person successful at work. The trick to job task analysis is not letting the process turn into an overweight, ruthless gangster. This session will focus on five aspects of successful job task analysis:

- Identifying the steps in order to complete the task
- How to write steps which are clear, plain and simple
- Communicating the steps to the employee
- How to make job training effective
- Working with employers and co-workers in the job task analysis process

#### **Social Networking Ethics & Best Practices**

*Mary Barros-Bailey*

Social networking vs. social media. What's the difference? In this session, participants will learn terminology describing the fastest growing form of online social interaction as well as ethical pitfalls and best practices.

#### **Autism Spectrum Disorders**

*Nancy Saufley*

This presentation will address:

- Facts about autism spectrum disorders
- Characteristics of autism spectrum disorders
- Effective strategies for working with people with autism spectrum disorders
- How to evaluate treatments for autism spectrum disorders

## SESSION DESCRIPTIONS · Tuesday, October 25, 2011 (cont.)

### **Changing School Culture**

LeDerick Horne

Changing School Culture is a workshop that will examine the way that contemporary education practices, policies, and personnel can positively and negatively affect students with disabilities. Participants will be asked to confront the written and unwritten cultural standards in their own schools so they can create an environment that optimizes each student's potential. Nationally recognized programs will be presented as examples of best practices. There will be a focus on creating a systemic change throughout schools and communities. LeDerick R. Horne will facilitate this workshop. LeDerick was classified as neurologically impaired in the third grade. Despite this diagnosis, LeDerick was able to earn a B.A. in 2003, start his own property management company, and work as a nationally recognized advocate for students with disabilities.

## SESSION DESCRIPTIONS · Wednesday, October 26, 2011

### **8:30am-10:00am Breakout Session**

#### **Counselor & Client Ethical Role**

Mary Barros-Bailey

Can dual relationships be beneficial? Are they always detrimental? In this session, the issue of dual relationships in rehabilitation counseling, along with other issues in the client-counselor relationship, will be revisited. Current thinking and models in the profession will be discussed, and tools provided to attendees to be able to walk away from the session using immediately.

#### **Improve Your Jedi PASS Skills**

Brooke Lusk, Gary Frentz, Brett Glirbas

For many people, Plan for Achieving Self-Support or PASS, seems like a complex and challenging work incentive. PASS can certainly be complicated, but it is one of the most flexible and powerful SSA work incentives available. PASS can help beneficiaries access training, equipment, services, or anything that they need to start work. This session will provide an overview and strengths of the PASS. In addition, the presenters will discuss likely and unlikely PASS candidates and tips on completing the required PASS form. Lastly, you will hear examples of successful PASS's and how to work with Vocational Rehabilitation throughout the process.

#### **Profit by Investing in Workers with Disabilities**

SFBRN Panel

Julie Briggs, Director of the SFBRN (Sioux Falls Business Resource Network), will facilitate a panel presentation of key employers within the Sioux Falls area. Throughout the presentation Vocational Rehabilitation personnel, providers and individuals with disabilities will gain valuable insight to the do's and don'ts of job development, employment services, and strategies to help an individual with a disability obtain employment.

## **SESSION DESCRIPTIONS** Wednesday, October 26, 2011 *(cont.)*

### **Using Transition Assessment to Guide IEP Development**

Dr. David Test

This session will overview transition assessment and provide a process for using the information gathered through transition assessment to develop “transition rich” IEPs.

### **10:30am-Noon Breakout Session**

#### **Avoiding the Dark Side of Self-Employment**

Dr. Larry Swain

This presentation will assist you in helping entrepreneurs develop a plan for their business. It will assist you to help people get a simple business idea into a format that can be explained to others and finance providers.

#### **Finding Common Ground**

Dr. Ed O’Leary

This session will stress the importance of early collaboration between schools and adult service agencies to ensure a seamless transition for high school students to adult life. Dr. O’Leary will highlight federal requirements and facilitate a panel of SD adult service agency representatives, educators, and students. Panel members will give examples of how they have worked together to provide services to young adults in the state. This collaboration has increased the student’s potential to achieve their post-school vocational and independent living goals!

#### **Navigating the ADAAA**

Susan Schneider

The ADAAA (Americans with Disabilities Act Amendment Act) made significant changes to the definition of “disability” making it easier for a person to establish a disability under the ADA. This presentation will explore the relationship between the ADA and leave under other federal and state leave such as Workers’ Compensation and the FMLA. The presentation will include handling of irregular attendance issues, extended leave, evaluating a medical condition, notification of a disability and providing a reasonable accommodation under various scenarios. We will also review best practices to ensure compliance.

### **Noon Luncheon Keynote**

#### **Trust Me**

Duane Salonen

This is important for all of us because we will look at four attitudes related to our relationships with others, especially people with disabilities, and how we could easily change our thoughts about the possibilities.

## **SESSION DESCRIPTIONS** · Wednesday, October 26, 2011 *(cont.)*

**1:30pm-3:00pm**

**General Session**

Erin Riehle

### **Project Search - Parallels in Practice and Philosophy**

Project SEARCH is a business-centered approach to training and employment for young adults with disabilities. By incorporating Lean tools, processes, and philosophy into our approach to training and employment, we enhance the learning process while at the same time creating a more seamless integration of employees with disabilities into the business environment. This presentation will describe how we have used Lean and employees with disabilities to eliminate waste and create the most efficient and productive work flow possible.

**3:30pm-5:00pm**

**Breakout Session**

### **Discover Your Entrepreneurial Style**

Dr. Larry Swain

This workshop will give participants the opportunity to discover what their entrepreneurial style is and how they prefer to deal with people. It also gives insights into how to work with others and help them to develop a business that fits their style.

### **Fetal Alcohol Spectrum Disorders**

Marcia Maltaverne

In this session participants will learn the physical, intellectual, and emotional characteristics of young adults with a Fetal Alcohol Spectrum Disorder and hear suggestions for transition and successful outcomes at work.

### **Self Advocacy for Young Adults**

Dr. David Test

This session will provide an overview of strategies teachers and parents can use to promote self-advocacy in students with disabilities.

### **Accommodations and Adaptations**

Erin Riehle

This presentation will provide concrete examples of many of the accommodations and adaptations used over the years to train and employ young adults with intellectual disabilities in hospitals, banks, large industries and government entities.



## SESSION DESCRIPTIONS • Thursday, October 27, 2011

### **8:00am-9:30am                      Breakout Session**

#### **Feel the Force of Positive Behavioral Supports**

Tyler Paris

Demonstrating acceptable workplace behavior is an essential skill for every employee. Changing unacceptable to acceptable workplace behavior can be challenging but not impossible. To keep employees from embracing the dark side of workplace behavior, Positive Behavioral Supports is an effective technique. This interactive session takes a look at Positive Behavioral Supports and how to implement a successful strategy utilizing the following elements:

- Effective job development and matching
- Identifying workplace norms
- Educating co-workers
- Recognizing inappropriate behavior
- Developing a positive behavior strategy
- The use of mentors
- Enforcing workplace policies

#### **Diverse Cultures & How to Effectively Work With Them**

Christy Nicolaisen

This presentation will give people the opportunity to learn about various cultures and how to work more effectively with them. It will provide an opportunity to ask questions, share experiences and celebrate differences.

#### **Psychiatric Disability and Higher Education**

Dr. Alan Davis

This presentation will focus on working with students diagnosed with a psychiatric disability who are attending post-secondary schools. In order to promote degree completion it is helpful to monitor and support students. The psychiatric needs most associated with success will be highlighted with recommendations for student support.

#### **This is My Life-Our Transition Journey**

Young Adult Panel

This session will feature a panel of young adults in various stages of the transition to adulthood process, as well as parents, who will share the stories of their 'transition journeys'. They will describe both positive and not-so-positive experiences in their journeys through school to the adult world, and offer tips to educators who are helping prepare students for adult life.

### **9:45am-11:00am                      General Session**

#### **A Case for Diversity**

Tom Simmons

A case for diversity will discuss the positive side of diversity rather than something done for political correctness. Using American Jazz music as one model, we'll discuss how smart leaders concentrate on what someone can do rather than what they can't do and how unique talents and skills can be blended to make beautiful music.