

A PUBLICATION
OF THE AAIDD
AD HOC
STUDENT AND
EARLY CAREER
PROFESSIONAL
COMMITTEE
(SECPC)

AAIDD Student and Early Career Professional Newsletter

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Here is the Latest Issue of the AAIDD Student and Early Career Professional Newsletter!

INSIDE THIS ISSUE:

AAIDD 2011 Annual Conference Events	1
Cuba Research Delegation	2-3
March Teleconference Summary	4
Student Scholarship Winners	5
Upcoming Webinar Announcement	5
National Leadership Consortium	6-7
Cuba Scholarship Information Teleconference	7
Family Employment Awareness Training	8
Publication Information	9
Join AAIDD	9

This newsletter focuses on connecting and sharing information with students and young professionals in the field of Intellectual and Developmental Disabilities (IDD). We hope you find this newsletter to be a useful resource. We invite you to get involved in the many ongoing

activities of SECPC committee.

Please contact Committee Co-Chairs Melissa DiSipio at MDiSipio@pmhcc.org or Judith Gross at jgross@ku.edu if you have any questions or are interested in joining this active committee. We look forward to hearing from you!



AAIDD 2011 Annual Conference

While there are many ways for students and early career professionals (S/ECPs) to be involved during the AAIDD Annual Conference, we would like to share with you some specific events to which we encourage your attendance. All event locations will be announced in the program or at registration. Any updates will be posted on our webpage, www.aaidd.org/ecp, and an announcement will go out to the S/ECP listserv.

Sunday, June 5:

8-9PM: President's Reception — all S/ECPs are invited

Monday, June 6:

9-10AM: Leadership Forum and Open Membership meeting — we encourage all S/ECPs to attend

5:30-7PM: Special Event with Rachel Simon & Dan Habib — we encourage all S/ECPs to attend

8-9:30PM: Paul H. Brookes S/ECP Happy Hour — this is specifically for S/ECPs

Tuesday, June 7:

7:15-8:45AM: New Attendee Orientation

5:30 - 7PM: Poster Session — we encourage you to browse all of the posters and stop by the SECPC poster and introduce yourself to our committee members

7:30 - 8:30PM: Reception on the Mississippi—one-hour evening cruise, tickets \$5

Wednesday, June 8:

12:00-1:30 PM: S/ECP Luncheon— Sponsored by REM Minnesota and the Mentor Network— free tickets available at the registration table

The AAIDD 135th Annual Meeting, *Inclusive Communities: Pathways to Realizing the Vision*, will be held June 6-9th in St. Paul, Minnesota. The Meeting will be held at the Crowne Plaza St. Paul Riverfront. May 16th is the deadline for reservations at the AAIDD group discount rate. Go to the [AAIDD website](http://www.aaidd.org) for more information.

AAIDD Cuba Research Delegation

AAIDD has partnered with Professionals Abroad to offer an exciting opportunity for professionals in the field of intellectual and developmental disabilities to conduct professional research and exchange during a **5-day delegation to Havana, Cuba: October 16-21, 2011!** Our delegation will depart Miami, Florida on October 16, 2011 for Havana, Cuba, and return on October 21, 2011. This is an exclusive professional research program for AAIDD members. For more details, and to reserve your space as part of this delegation, please visit www.professionalsabroad.org.

The mission of this delegation will be to research the structure and delivery methods of supports provided for people with intellectual and developmental disabilities in Cuba. To learn firsthand about the Cuban approach, the delegation

will meet with representatives of Cuba's health, education, and social service systems, including policy makers, academics, clinicians, and educators, and participate in site visits to schools, clinics, and facility- and community-based services.

For our areas of interest, the delegation will be briefed by leading Cuban academic, governmental, and NGO experts on the most current epidemiological data and projections, educational interventions and outcomes, health service structures and emerging strategies for long term care, and social welfare interventions and policies. Each day will include formal briefings, discussions, or site visits. Cuban colleagues will be invited for evening meals for informal discussions and the opportunity to share information and insights.

Professionals Abroad is a division of Academic Travel Abroad, a 60-year-old travel organization based in Washington, DC. Academic Travel Abroad is licensed by the Office of Foreign Assets Control as a Travel Services Provider for US travel to Cuba. Details regarding individual eligibility for participation are available at www.professionalsabroad.org, or by contacting Professionals Abroad directly at 1-877-298-9677.

Current, full-time professionals (paid or unpaid) in the field of intellectual and developmental disabilities are eligible to travel under this general research license. Your résumé or vita must explicitly outline your professional work related to the research topic of the delegation. If this correlation is not clear in your résumé or vita, please also submit a supplemental statement on your professional purpose for participating in this program and how it relates to your full-time professional experience. Please **note that it is your responsibility to qualify yourself for this delegation**. Professionals Abroad will review your application in their office upon receipt and will contact you with any questions.



Cuba Research Delegation . . . continued

Graduate students may enroll on professional delegations, so long as you are enrolled in a graduate-level program, and will receive academic credit toward your degree for the research you complete as a member of the delegation. You will be required to submit a letter from your university with your application that certifies that you meet these requirements. The letter must be on university letterhead, and must be signed by a designated representative of the university. Undergraduate student status will not qualify you for travel to Cuba as part of a professional delegation. Please contact Professionals Abroad directly at 1-877-298-9677 for more information.

Retirees: If you are or will be retired at the time of travel, you must remain otherwise full-time professionally active (paid or unpaid) in research in the field of to qualify.

Non-U.S. Citizens and Residents: All delegates must complete the same application materials and qualify under the same OFAC restrictions for U.S. citizens and residents. Once qualified, all delegates must depart with the group from Miami for the charter flight to Havana. If you are a Cuban citizen and departed Cuba later than 1971, you will need to apply for an additional entry document. Please contact Professionals Abroad for more information.

Student Scholarship Competition

AAIDD is managing a graduate student scholarship competition on behalf of Professionals Abroad. One scholarship will be awarded that will cover the delegate program costs (the \$3,995 fee that would

otherwise be paid to participate). The scholarship recipient will be responsible for their own travel arrangements and costs to/from Miami.

Scholarship applicants must:

1. Craft a cover letter affirming that he or she (a) meet the eligibility criteria outlined above and (b) are enrolled in a graduate program at the time of the application and expect to continue to be enrolled at the time of the October delegation.
2. Prepare a 250 word (1 page double spaced, 12 point font with 1 inch margins) essay describing their research interests in Cuba and plans for disseminating knowledge gained on the research delegation.

Submit application materials (cover letter and essay) by 11:59 pm eastern **June 30, 2011** to mnygren@aaidd.org

All applicants will be notified of the results of the competition by **July 15, 2011**.

GOOD LUCK!



March 2011 Teleconference Summary

Respect & Trust—Important Elements in Collaborative Relationships

On March 3, 2011 the American Association on Intellectual and Developmental Disabilities (AAIDD) Student and Early Career Professional Committee (SECPC) and the American Network of Community Options and Resources (ANCOR) partnered on their first collaborative webinar aimed at meeting the learning needs of early career professionals and students in the field of developmental disabilities. The presenter, **Mary Lou Bourne, a partner in Support Development Associates**, shared her expertise in the presentation entitled *The Cornerstones of Collaborative Relationships: Respect and Trust*. The presenter's experience supporting human service systems to re-design their organizational structures and align their work culture to make the transitions necessary to become learning organizations helped to emphasize the content that was shared.

This interactive webinar was grounded in concepts related to the importance of relationships in meeting outcomes associated with providing quality supports. It was noted that we not only need to recognize the relationships we have within our organizations, but also those we have with people in external organizations that aim to support the people (i.e. other agencies, systems, consultants) and organizations whose primary role is not that of supporting people with disabilities (i.e. maintenance companies, insurance companies). Early career professionals and students had the opportunity to look at their own work

relationships and to reflect on where respect and trust exists. These participants also learned about communication methods that often elicit defensive responses from people. Through this they were challenged to think of how their own communication style may contribute to the building of respect and trust.

Mary Lou also led the participants through a description of seven rules of trust and taught about the components that are essential for building trust. The webinar concluded with discussion about how our business relationships impact the people we support. It was emphasized that building trust is not optional as the collaborative relationships we have lead to effective team work, person-centered decision making, and the provision quality supports. This webinar provided participants with great information that will support their efforts working in teams to provide support to people and help them move forward in their careers. The webinar left early career professionals and students wanting to learn and reflect more about what they can do to build partnerships in order to support the systematic change needed to help people with disabilities have enviable lives where full inclusion and community participation are a reality.

The archived webinar and associated materials can be located at http://www.aaidd.org/content_373.cfm?navID=128

AAIDD Student Scholarship Winners

Jacob S. Sawyer

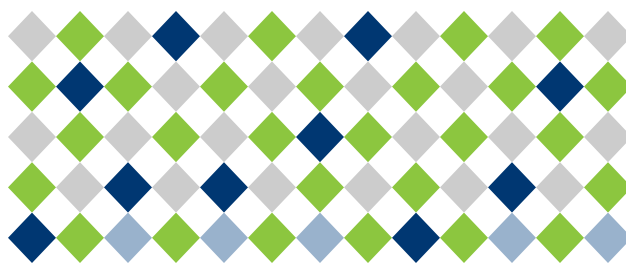
Jacob began the counseling psychology M.A. program in the Department of Counselor Education and Counseling Psychology in the summer of 2009 at Western Michigan University. Shortly after entering the program, he began working as a Graduate Assistant for the Center for Disability Services at WMU. During this time, he worked under the supervision of Dr. Carol Sundberg as they examined ways to improve the consumer's quality of life.

Jacob's proposal, which he will present at the 2011 AAIDD national conference, examines the utility of the Supports Intensity Scale (SIS) as a quantitative measure to determine if individuals with developmental/intellectual disabilities are receiving appropriate funding. This study showed that the SIS may prove to be a useful tool in assessing if current levels of funding are appropriate based on the consumer's SIS score. The next steps are to use this data to advocate for the use of the SIS for other developmental disability programs to find if they get similar results. Jacob plans to continue to conduct research in areas of underserved populations as he begins the Ph.D. program in counseling psychology at Teachers College, Columbia University in the upcoming fall.

Patricia Navas

Patricia earned her Master's degree in Integration of People with Intellectual Disabilities at the University of Salamanca (Spain). Patricia is currently a doctoral student in Psychology at the University of Salamanca. She also serves as a research assistant at the Institute on Community Integration (INICO) at the University.

Patricia's research and clinical interests are in the areas of intellectual disability (ID) and adaptive behavior. Currently she is focusing her dissertation research on the adaptation and validation process of the Diagnostic Adaptive Behavior Scale (DABS) to the Spanish context using Item Response Theory (Graded response Model). It is this research for which she received the AAIDD Student Scholarship to support her attendance at the 135th Annual Conference of the American Association on Intellectual and Developmental Disabilities.



Upcoming AAIDD/ANCOR Webinar

Wednesday, May 18th, 2011 at 2:00-3:00PM, EST

Topic: Giving A Voice To People With Intellectual Disabilities Who Also Have Mental Health Challenges

Presenters: Dina McFalls, Director of Philadelphia Coordinated Health Care and Monique Shaw, Community Outreach Projects Manager at Philadelphia Coordinated Health Care

To register, go to the AAIDD website at http://www.aaidd.org/content_297.cfm?navID=86

The National Leadership Consortium on Developmental Disabilities at the University of Delaware

Leadership, Values and Vision: Transforming Lives and Organizations

The National Leadership Consortium on Developmental Disabilities at the University of Delaware is a partnership of nine national developmental disabilities organizations that have come together to support emerging leaders and provide them with the knowledge and skills needed to become transformational leaders who will have significant impact on the lives of individuals with intellectual/developmental disabilities and their families and on progressive disability policy within their states and nationally.

The Consortium offers intensive week-long leadership institutes twice annually as well as a range of other learning opportunities relevant to developmental disability leadership and nonprofit leadership and management. The establishment of **The National Leadership Consortium is premised on the conviction that we cannot** leave the shaping of the values and skills of the future leaders in this critical field to chance. Rather we need to provide support, training, and mentoring opportunities to help assure approaches that value people with disabilities and offer options that assure full and meaningful community participation.

As **Renee Pietrangelo**, Executive Director of ANCOR said, "Support models for people with developmental disabilities are transitioning at break-neck speed. Little priority and few resources have been directed to leadership development, succession planning, and mentoring for the next generation of disability leaders and advocates. An enormous amount of work remains to be done to ensure a world where full participation and meaningful lives for people with disabilities are a reality. This is a moral imperative that can only be achieved by visionary, competent, and passionate leaders. That is why the training, development and mentoring offered through the National Leadership Consortium at the University of Delaware is

fundamental and essential."

Intensive, Week-long Leadership Institutes at the University of Delaware

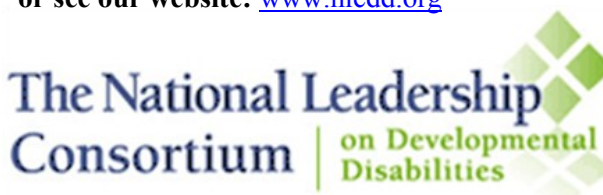
Leadership Institutes are intensive leadership development programs for people identified by their organizations as emerging leaders. A select group of about thirty future leaders from organizations across the United States and internationally come together with a renowned faculty of national experts on progressive supports for people with disabilities. Participants may work in areas of management or program leadership in organizations that provide, advocate for, or fund community-based services and supports for people with intellectual/developmental disabilities and their families.

The course emphasizes participation and collaboration. A highlight of the course for past participants has been the relationships that are built over the week-long experience. Institute participants come away with demonstrated leadership ability and a firm grasp of the values that are critical for quality, individualized supports. In addition, participants leave with a network of colleagues and enduring relationships with some of the most influential leaders in the field.

Applications are now being accepted for the Summer Leadership Institute on July 10th – 15th, 2011. **Applications are due April 29, 2011.**

For more information, contact:

Nancy Weiss, nweiss@udel.edu, 410-323-6646
or see our website: www.nlcdd.org



NLCDD Leadership Consortium continued ...

Comments of Participants of the NLCDD Leadership Institute:

Since attending the Leadership Institute I have a renewed sense of direction in leading my team. I'm encouraged more than ever that we can achieve the once thought unachievableas a result of good, strong, and fearless leadership. The Institute re-energized me and renewed my passion for what I do. ~ **Stephanie K. Grimes**, *Director Adult Services, Gateway Services, Inc., Princeton, IL*

The Leadership Institute was the most powerful week of professional development in my thirteen-year career in disability services. What has the Leadership Institute done for the people I support? It has invested in *me*. It has increased my ability to empower every person I supervise to reach their full potential which in turn has produced results for people served by my agency. The leadership skills I came away with are like a rock cast into the

water...the ripples are undoubtedly touching the shores of many. ~ **Becky Hansen**, *Vice President, Service Coordination, Sioux Vocational Services*

The Leadership Institute offers a forum where new ideas, experiences and information are shared and strengthened. I came away with a renewed sense of commitment, new tools, and strategies for making the organization I work with more responsive to, and more respectful of, people with disabilities and their families. ~ **Marian Frattarola-Saulino**, *CEO, Values into Action, Inc., Philadelphia, PA*

It was an empowering and interactive week that will forever enlighten my thinking and decision-making. It took my participation in the Leadership Institute to realize that I have the individual power to enhance the future for individuals with developmental disabilities. ~ **Sandra Root-Elledge**, *Coordinator for Community Education, Wyoming Institute for Disabilities, Laramie, WY*

Cuba Delegation Student Scholarship Information Teleconference

Presenter: Professionals Abroad
Thursday, May 26th, at 4pm, EST

Graduate students interested in joining the research delegation to Cuba in October 2011 can learn more about this unique opportunity and scholarship competition.

AAIDD Student and Early Career Professional Committee (SECPC) in conjunction with Professionals Abroad will host a conference call to discuss the scholarship competition and answer any

questions regarding this trip.

The teleconference call information is:

Call-in Number: 1-866-951-1151
International: 201-590-2255

Conference room number: 6099858

Hope you can join us and take advantage of this opportunity!

Family Employment Awareness Training

Research and Training Highlight

Family Employment Awareness Training

The **Family Employment Awareness Training (FEAT)** was developed and implemented by the Beach Center on Disability at the University of Kansas in collaboration with

Families Together, Inc. FEAT was funded through state Medicaid Infrastructure Grant monies for the purpose of enhancing the awareness of individuals with disabilities and their families regarding the possibilities for employment and increasing their expectations with regard to finding meaningful and satisfying employment in their home community. To that end, the FEAT project has four primary goals:

1. Increase participants' expectations regarding employment,
2. Teach participants to identify and access Kansas resources that can support employment,
3. Develop self-advocacy and problem solving skills in participants, and
4. Build capacity through a "train-the-trainer" model in order to create meaningful change through a sustained effort.

The FEAT training curriculum was designed to meet these goals by addressing the following topics:

- The family/parent role in supporting employment
- Research on supported and customized employment
- Different ways to structure employment (e.g., carved, created, resource ownership, self-employment) and examples of successful employment in Kansas
- School and healthcare transition
- Support resources for employees and employers
- Services, benefits, and programs available in

Kansas to support employment

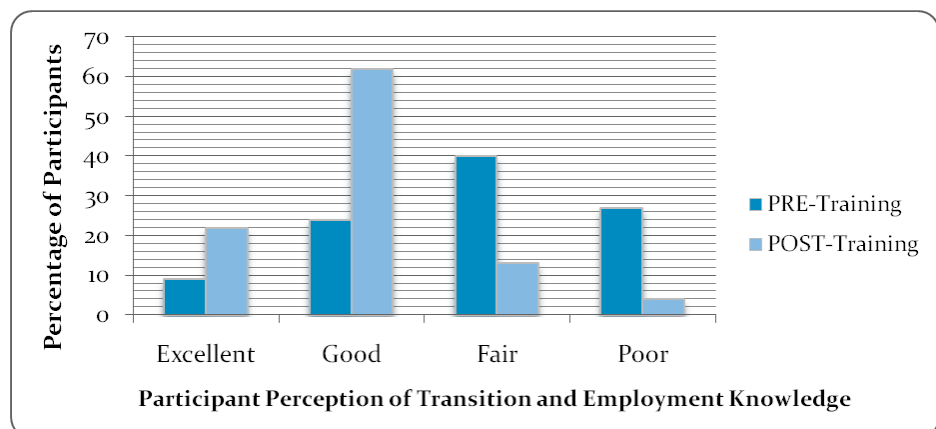
- Funding and information resources
- Antidiscrimination laws

In 2010, we conducted six trainings across the state of Kansas, and we currently have plans for six trainings in 2011 including Lawrence (recently held in March), Pratt, Overland Park, Wichita, Hays, and Salina.

Trainings are held over two Saturdays and consist of content presentation, brainstorming activities, and a youth session in the morning and networking with community representatives in the afternoon.

Networking occurs with other families and individuals with disabilities as well as with representatives from the various Kansas employment related services and programs. Local families and individuals with disabilities are invited as guest presenters to the trainings to share their stories of how they successfully navigated employment in their home communities. Service and program representatives are invited as guest presenters to the trainings to share what types of services or supports they provide and to meet first-hand with participants and answer questions.

Overall, in 2010, participants positively evaluated the training as well as reported an increase in their transition and employment knowledge following the trainings.





Knowledge | Support | Empowerment

A Publication of the AAIDD Ad Hoc Student and Early Career Professional Committee (SECPC)

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Judith Gross, *Family Employment Awareness Training, Research and Training Highlight*

About SECPC

The goal of the AAIDD Ad Hoc Student and Early Career Professionals Committee (SECPC) is to develop and implement strategies that foster the involvement and representation of students, recent graduates, and professionals in the early stages of their careers within AAIDD. The committee is working on a number of initiatives and meets via teleconference once per month to provide one another with updates on committee initiatives and to share ideas. We are always interested in including more students and new members in our activities. Please contact Melissa DiSipio at MDiSipio@pmhcc.org or Judith Gross at jgross@ku.edu if you would like to learn more about becoming involved in this active committee.

Please visit our website at:

http://www.aaid.org/content_297.cfm?navID=86

Archived issues of SECPC Newsletter available at :

http://www.aaid.org/content_366.cfm?navID=115

Not yet an AAIDD member.... Join Today!

AAIDD offers a number of membership options with a variety of benefits depending on the level you choose. Below we will highlight three types of membership that may be affordable for students and early career professionals

AAIDD offers an International Electronic membership for members residing outside of the U.S. or Canada for \$50, which offers electronic access to both *AJIDD* and *IDD* journals. Members at this level cannot hold office or vote in AAIDD

elections.

AAIDD offers a Basic membership for \$75, which offers electronic access to *AJIDD* or *IDD* journals. Basic members are eligible to hold office and vote in AAIDD elections.

AAIDD also offers a Classic membership for \$125, which offers electronic access to both *AJIDD* and *IDD* journals. Classic members are eligible to hold office and vote in AAIDD elections.

In addition to the aforementioned benefits, members at all three levels have access to members-only web forums, delivery of electronic newsletters, and are entitled to member discounts for meeting registration, book store purchases, and job postings.

For more information on the various membership categories and to join AAIDD visit :

http://www.aaid.org/content_120.cfm