

What is a Meaningful Day?

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Why should the people work?

- It's natural to work (most people do)
- As wage earners, people gain more control over their lives (less dependency on SSI/SSA)
- Being employed at a quality job and becoming a tax payer has a valued role (valued by self, family, society)
- Employment expands people's social networks
- Duh! For the Paycheck!!!

When people don't work, they generally live in poverty.

- If people don't have meaningful days (volunteering, learning, working; contributing to their local communities); they often show signs of depression, have more behavior challenges and overall irritability.
- People are generally happier when they have meaningful days.
- “Meaningful days” can turn out to be a lot of different things, depending on the person

Scott Ramsey shares about Roles Based Planning

- RBP incorporates Person Centered Planning, Self Determination, and Social Role Valorization
- Person Centered Planning alone (without the other two) often leads to an increase in recreational activities without a real increase in days/lives that are meaningful and valued within the context of community

Sharing a bit about My Life



BY

AARON BURGAN

I graduated from Saugus High School in 1992. The Hart School District helped me to get a job at Six Flags Magic Mountain before I graduated.

But, in the winter months,
Six Flags is only open on
Weekends, so I only
worked on Saturdays. I
needed another job when
I graduated!

So, I got a second job at the
SANTA CLARITA FOOD SERVICE

(I've worked there for 20 years
and I make more money than my
jobcoach!)

WHAT I DO AT WORK



I MOP THE FLOOR



I TAKE OUT THE BOXES



THROW OUT THE TRASH



CLEAN THE WAREHOUSE

I went back to school to earn my
Certificate in Janitorial Services from
Golden Oak Adult School, 2013



SOME OF THE THINGS THAT I DO FOR FUN ARE



Visit the Library &
watch the NASA
channel



EAT OUT



Team 8		RDP 214		834		1401	
Don Haldorn	5 11 0 2 2	0 7 6 7 0 6 7 0	194				
Don Haldorn	9 17 26 35 35	51 70 79 98 107	402				
Aaron Bango	7 6 0 7 7 6 7 7 7 8	7 7 7 7 7 7 7 7 7 8	275				
Aaron Bango	16 25 45 65 84	101 121 141 161 189	469				
[A] Kayelin S	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	180				
[A] Kayelin S	0 18 27 35 45 54	63 72 81 95	360				
[A] Erik West	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	185				
[A] Erik West	19 34 50 76 95	104 113 122 131 149	370				

Team 8
Next game on lane 28

GAME 2 LANE 28



VACATIONS



My Monday Night Bowling League





I also enjoy
going to
conferences

Nashville TASH
Conference



I have a season pass at
Disneyland thanks to my
paycheck!



THINGS I WOULD LIKE TO CONTINUE DOING



OTHER GOALS FOR MY FUTURE:

- Spend time with my family and friends
- keep my job at the food service
- Be healthy and not get sick
- Keep my house clean and looking nice
- Spend time with my girlfriend Melanie!
- Check out airplanes & construction sites whenever I can

Steve



Steve has lived in a condo in the Santa Clarita Valley with his roommate John for over 15 years



The first year:

- Steve needed to learn that we would (and could) listen to him and that he could lead his own life.
- The first month in his own place, Steve would push you out of his room and stay there.
- He seemed to be depressed and not know how to direct his life
- We helped Steve develop a Communication Dictionary to teach others how he communicates

Steve's Communication Dictionary

When Steve:

Takes your hand and pulls on you

**Sings "Ahh-ahh-ahh",
Or "eee, eee, eee", etc.**

If Steve's in a store or if he is around other people who don't know him, and startles people with his noises;

Stands up and begins to walk away or towards something

It may mean:

"I want to go"

"I want something"

"I'm happy", "I'm enjoying this",
"I'm saying 'Hi'"

Then you should:

He wants to use the bathroom, get a drink of water, or do something purposeful (he has a reason for standing up and moving!)
He may also be attempting to get a twig or branch to twirl in his hand

We should:

Prompt Steve to touch the picture of the car/car keys then walk with him to the car. Then, use picture album to see if Steve points to a picture of a specific place.

Say "show me", and follow him to see what he wants

Say "Hey Steve, you sure are happy" so that community members understand that Steve is happy.

Say "Steve, you sure are happy", or "Hey Steve, are you saying 'Hi'?"

Follow him and see where he is going (his initiating getting up has a purpose!). Do not simply try to stop him or tell him to sit down, as he may have a toileting accident or need a drink.

We also started some new community routines and found a new neurologist

- Steve's happiness improved

- He now demanded that you take him out in the community and spend time around other people

- He learned that we would listen to him and respond to his initiation

- We identified other ways for Steve to experience vestibular motion (season pass at Six Flags, snow skiing, etc.)

What makes Steve's home his:

- Steve has the key
- Steve pays the rent (actually 1/2 the rent and bills, which he splits with his roommate John)
- Steve makes sure that you listen to him (or else you will hear about it from Steve)
- People knowing (and respecting) his “language”

Getting older means having a plan for high blood pressure, high cholesterol, etc.



Working out at the Gym

(I like the treadmill next to the mirror best!)



Giving out flowers at the SCV Convalescent Hospital every Tuesday



Shopping for the SCV Food Pantry



Dropping off food to the Food Pantry



Soles for Souls



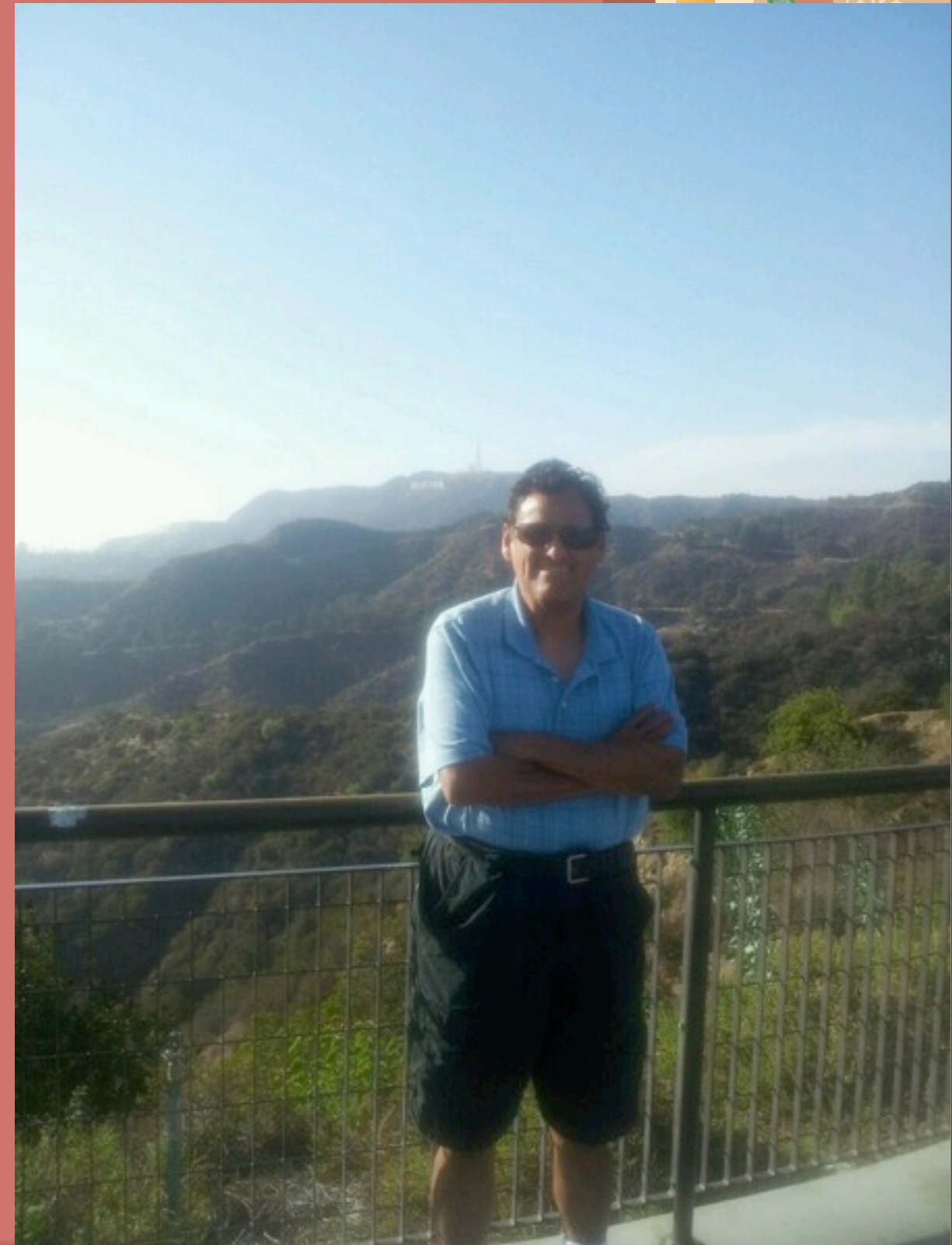
Steve helps teach us the importance of learning to listen



Spending time with family

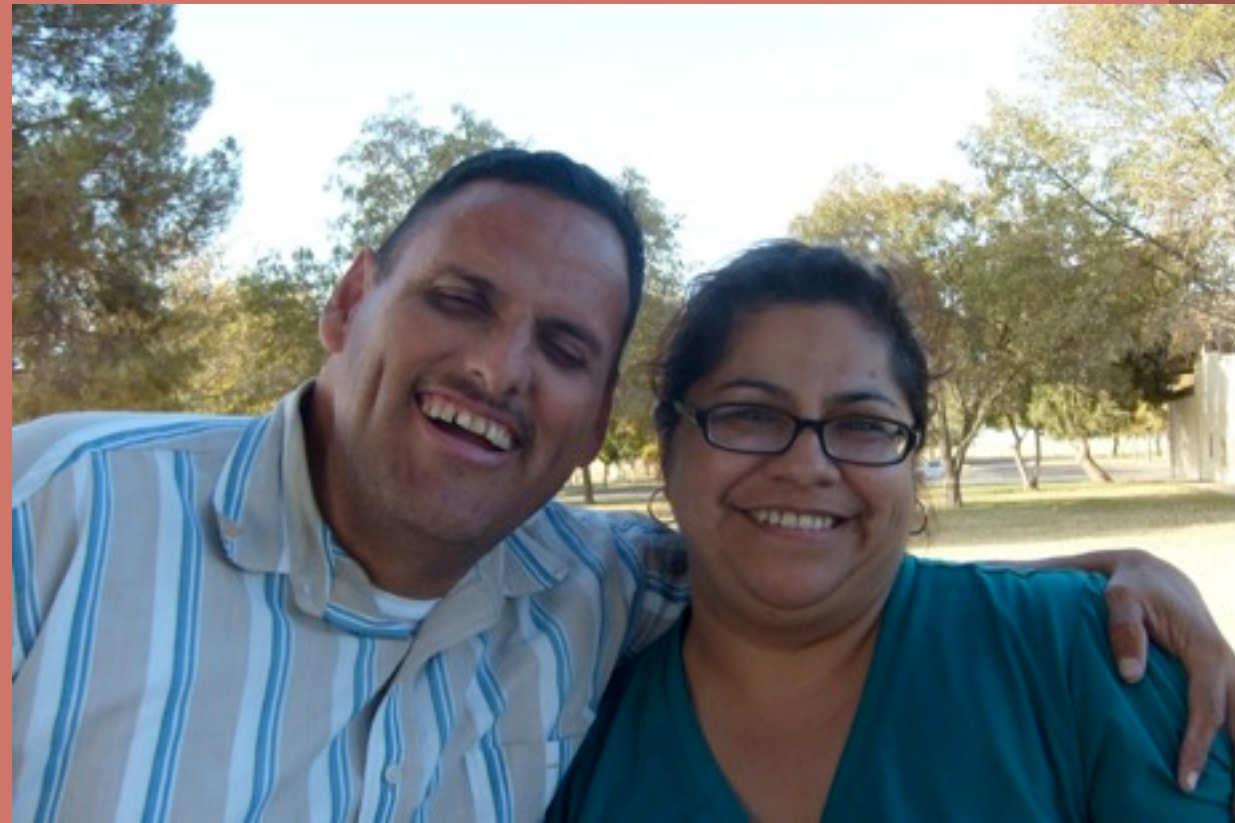


Jose's Story



Brief History of Services

- State Dev Center
- Lots of Group Homes
- Lots of Day Programs
- I FIRED my first SLS agency
- I got evicted from apartments & living situations



My Niece Rosie

The first year; getting to know Jose and vice-versa

- I lived in 6 places during the first 12 months with Avenues in '94 - '95
- I fired ALL of my staff one time (too see if I could do it...but then I hired some back)
- I sometimes called "911" when I got mad at staff
- I had a blow-out and left my annual meeting at the regional center
- Avenues didn't leave
- Going through these experiences made our relationships stronger



Things I don't like:

- 🌀-People touching my stuff
- 🌀-When people tell me what to do
- 🌀-PROGRAMS with rules -Treating me like a "kid"
- 🌀-Being with the same person all the time
- 🌀-Not having money to spend or food to eat



What Works:

- Treat me with respect
- Having choices
- Working every other day
- Having things to look forward to

What doesn't work:

- Treat me like a kid
- Being told what to do
- Working every day
- Same old routine



What Works:

- Having a variety of support people
- Jose's in charge
- Leave my apt. when I get mad

What doesn't work:

- Having the same people more than 3 days in a row
- Not taking my diabetes medications



Scott and Jose after 5 straight days!

Key Supports:

- 📌 -Dept. of Mental Health (Counseling, shot)
- 📌 -Regional Center (someone to call when he wants to "fire" everyone)
- 📌 -Diabetes specialist (helping Jose to monitor his blood levels & provide reminders to exercise)
- 📌 -SLS and Individualized Day Svcs. Support staff; providing varied and flexible supports on a daily basis; able to use cell phone to call key family members & people at Avenues
- 📌 -Jose's family
- 📌 -Friends & Neighbors



Quality of Life Changes



-I KEEP my stuff instead of selling them when I want money to buy a snack. (When Jose feels that he has more power & control in his life, there is less of a need to assert his control by selling his possessions).

-I allow people to support me now

Learning to be a Dog Walker at the East Valley Animal Shelter





Visiting my Firemen friends



My job where I get a paycheck



Self-Determination

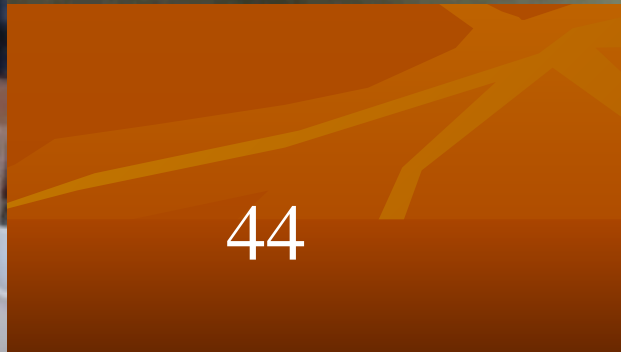


- I make the rules in my apartment.
- -I'm the boss
- -I make my own schedule
- I can hire & fire my staff and SLS agency (having done it before)

**Sometimes when I get tired of my
staff, I go to Universal, where
everyone knows me**



Now I have someone else to kiss!



MELANIE: HAVING VARIETY IN MY WEEK IS IMPORTANT! 2013 TASH CONFERENCE



MY LIFE WASN'T AS FUN 15 YEARS AGO

I STARTED HEARING VOICES BUT IT TOOK THE DOCTORS
A LONG TIME TO FIGURE OUT THAT I HAD
SCHIZOPHRENIA ON TOP OF MY AUTISM.

I GAINED 60 POUNDS IN ONE YEAR AFTER STARTING TO
TAKE NEW MEDICATIONS.

AFTER MOVING INTO MY OWN PLACE, I WANTED TO BE
MORE INDEPENDENT, BUT I NEEDED STAFF TO COME
OVER AND HELP ME GET UP AND GET READY FOR MY
DAY.

MY FAMILY AND SUPPORT TEAM HELPED ME TO ACHIEVE
MY GOALS OF GETTING A JOB, AND I NOW GO TO THE
GYM DAILY AND HAVE LOST WEIGHT!

I'VE LOST OVER 50 POUNDS!



VARIETY HELPS ME FORGET
ABOUT MY VOICES AND TO FOCUS
ON MORE IMPORTANT THINGS!





IT TOOK ME A WHILE TO GET IN A HEALTHY ROUTINE OF GOING TO THE GYM 6 DAYS A WEEK & DOING YOGA & ZUMBA. EVERYONE REMINDED ME OF MY GOAL TO LIVE TO BE 100 AND TO GET A NEW WARDROBE!

WORKING AT THE AVENUES OFFICE



HELPING OUT AT THE FOOD PANTRY & HELP THE CHILDREN



READING TO MY KIDS AT DAYCARE



✦ READING TO THE KIDS



RETURNING BOOKS TO THE LIBRARY

WRITING CARDS TO MILITARY FAMILIES



SHOPPING AND WALKING MY DOG BOB



CHECKING MY E-MAIL AND FACEBOOK



SPENDING TIME WITH MY BOYFRIEND AARON



I DON'T LIKE GOING TO THE
SAME PLACES AND DOING THE
SAME THINGS EVERY DAY.
THAT'S WHY I NEEDED VARIETY!



Toby



A little history

- I lived with my Mom and my Grandpa & Grandma when I grew up. I had some issues in school when I was little, and some issues in the community too. When I was 15, I had an issue with the police, and I ended up at Fairview State Hospital in a locked residential unit.



I lived at Fairview State Hospital since I was 15

- Sometimes I got a little nervous when I was in enclosed spaces or if people are being pushy. If people get in my face, I get very nervous.
- At Fairview, they would tie me down in 5 points when I had an issue. They didn't understand that I just got more nervous when they did that.
- They recently asked me to present at Fairview until they found out I was going to talk about being in 5-points and how they should stop doing that. Then they didn't want me to come talk. They aren't being truthful about what they do to people!

I moved out of Fairview in October of 2007 when I was 27 and moved into my own apartment



- Now I tell people that “I need some SPACE!”, and “I need a little time”

- **What works:**

- Sitting in the back seat of the car
- Choosing to use the stairs
- Letting me approach you
- Let me “squash” things
- I prefer the city transit bus

- **What doesn't work:**

- Sitting in the FRONT seat
- Being in Crowded spaces
- Getting in my face
- Being too “pushy”



- I am living in my second apartment, in Canyon Country. (My first apartment didn't work out, but now I've learned how to be a good tenant and not call the apartment manager too much)
- I like my new apartment better and I know all my neighbors really well.
 - I have a cell phone so I can be more independent! I am becoming more independent by taking the bus and meeting my staff
 - AND through my recycling business and my job at Six Flags

Now I work at 6 Flags Magic Mountain as a Park Attendant



I am learning new job duties so I can get more hours.

Learning new task

New task mastered



**I make extra money on my days off.
I love to recycle and make money.
It's a Win Win!**



**I do my best to keep the environment clean!
I love helping the Dept. of Forestry and
Project Green**



**I also keep my community clean by volunteering
to pick up trash at the riverbed and graffiti
removal**





Planning and Organizing my Camping Trip to Big Rock Creek / Paradise Springs (Let me tell you how much fire wood I brought!)





Cheryl Mayfield

- My perspective on behaviors that get in the way of people living the lives that they want

- Cal-TASH, San Francisco
- 2014

Behavioral Challenges I witness in Staff and Administration

- Many staff have a hard time listening to the people they support. They (staff) make excuses for everything and often become barriers that prevent people from having the lives that they want.
- Sometimes staff and administrator think that they know what is “best” for the people they support.
- Staff sometimes get “lazy” and comfortable in their routines instead of supporting the evolving dreams of the people we support.

Non-Compliance

- Deliberate or uncaring refusal to listen to the person being supported
- Not following through with support ideas, planning ideas, etc.



The “Excuse” makers (my favorite!)

- We already tried that
- She/he can't work that long / He/she's too tired!
- He/She won't like that
- She/he doesn't do well around other people
- He might hurt somebody (TRANSLATION: We shouldn't take him ANYWHERE)
- Her medical conditions/childhood conditions are/were too severe for her to try that
- We can't take them in the car because they might have a problem
- It will be too stressful for him/her

The Hypochondriac

- Calling in for a shift they don't want to do
- Hypochondriac with “drama”:
 - Arriving to work with a “woe is me” attitude that continues throughout the persons entire shift, making it difficult to focus on the needs of the person being supported

Communication Problems

- Assuming the person being supported cannot communicate or understand any form of communication (other than a direct command to either “sit down”, or “go to the bathroom”)
- Not bothering to “assume competence” for each person who may not communicate traditionally
- People who do not communicate traditionally having no AT, communication dictionary, or other type of communication system set up for them
- Communication systems that are not portable (that do not travel WITH the person at all times)

People who make excuses for people who have disabilities

- These people are not helping anyone!!
- Their behavior only perpetuates the “disability”!
- **We should instead try to assist people to take responsibility for themselves and their behaviors**



- Cheryl Mayfield works as an Ombudsman for a large SLS agency, spending time with Teams supporting people who have little or no family involvement. She owns her own home, has written a children's book, and enjoys going to church and spending time with her neighbors, friends and Toby. You can contact her at:
cherylloveswolves@yahoo.com

Avenues Individualized Day Services provides up to five days per week of career planning and community support which can include:

- Seeking and maintaining a job (paid or volunteer), College classes, and other meaningful day activities based on the persons preference.



● SOME KEYS TO INDIVIDUALIZING SUPPORTS:

- Utilize Person Centered Planning approaches to focus on the individual
- Find out WHAT WORKS and What Doesn't Work!
- Vary staffing patterns
- The individual has control of hiring & firing of supports
- The individual should “direct” and choose their services to the best extent that they can, with support from family and team members

More keys to Individualize Supports

- Agencies & staff should develop effective and better ways to listen to the people they support
 - Infer meaning to behaviors (look at the function & communicative intent)
 - Look at changes in affect with different people across different environments & activities
 - Develop communication dictionaries use assistive technology for persons with non-traditional communication

How to develop the culture of a small agency:

- Smaller is better
- One person at a time
- ALL agency staff provide direct services
- Limited middle management
- Put resources into people, not buildings
- The most valued services are those that are closest to the person being supported