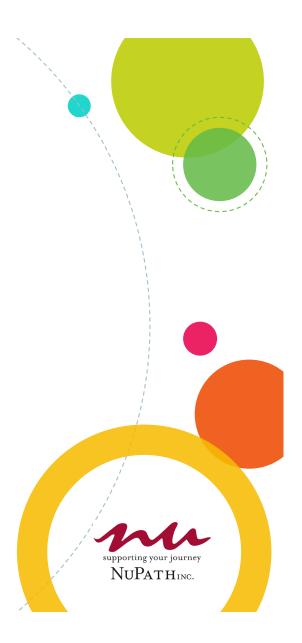


#nowalls
Innovations in
Community Based
Day Services





# Hello!







**David** 

Hoff



**James** Sanon



Elder Soares



Leigh Wilmot







# Agenda

- Best "Aspirational" Practices for CBDS
- NuPath's No Walls
- Benchmarking Success
- © Community Mapping
- Purposeful Schedules: See for yourself!



#### ENSURING EXCELLENCE IN COMMUNITY-BASED DAY SUPPORTS: A GUIDE FOR SERVICE PROVIDERS AND STAFF

By David Hoff, Cori Di Biase, and Genni Sasnett

#### Introduction

A major component in the evolution of employment and day services and supports funded by the Massachusetts Department of Developmental Services (DDS) is the development and expansion of Community Based Day Supports (CBDS).

#### DDS defines CBDS as follows:

Community-Based Day Supports- (Activity Code 3163) - This program of supports is designed to enable an individual to enrich his or her life and enjoy a full range of community activities by providing apportunities for developing, enhancing. Pre-planned CBDS activities should promote the full integration and inclusion of individuals with disabilities into mainstream society through positive community contributions and relationship development.

#### CBDS is not:

- · A replacement for paid employment.
- A prerequisite for employment.
- · Activities just to fill time.
- Activities that individuals are "plugged" into.

## Aspire to Innovate



#### F imples of Employment-Driven S Activities

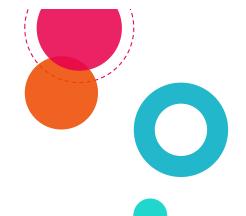
anoted, a core-component of CBD's pallow by for individuals not working, or who are underemployed, it was witton in employment-focused activities. The following in samples of the types of CBDS activities that are employment it used.

#### Career Exploration Activities

- Volunteering in organizations connected to pole all career interest.
- . Job tours
- Job shadowing
- Situational assessment 
   Situational assessment
- + Internshi
- · World Visits/Tours
- national interviews.
  - al cubs

#### Proper Skill Building Activities

- d training
- How dwellness progra
- Employees at for special control of the special control of the
- Vocational training and certifications (Original Centers and similar organizations can provide connections)
- Classes/workshops on job seeking (interviewing, writing, etc.)
- Job preparation and soft skill development: dressing work, social interactions at work, schedule manager time management, etc.
- Managing public benefits and benefits issues



## Best "Aspirational" Practices

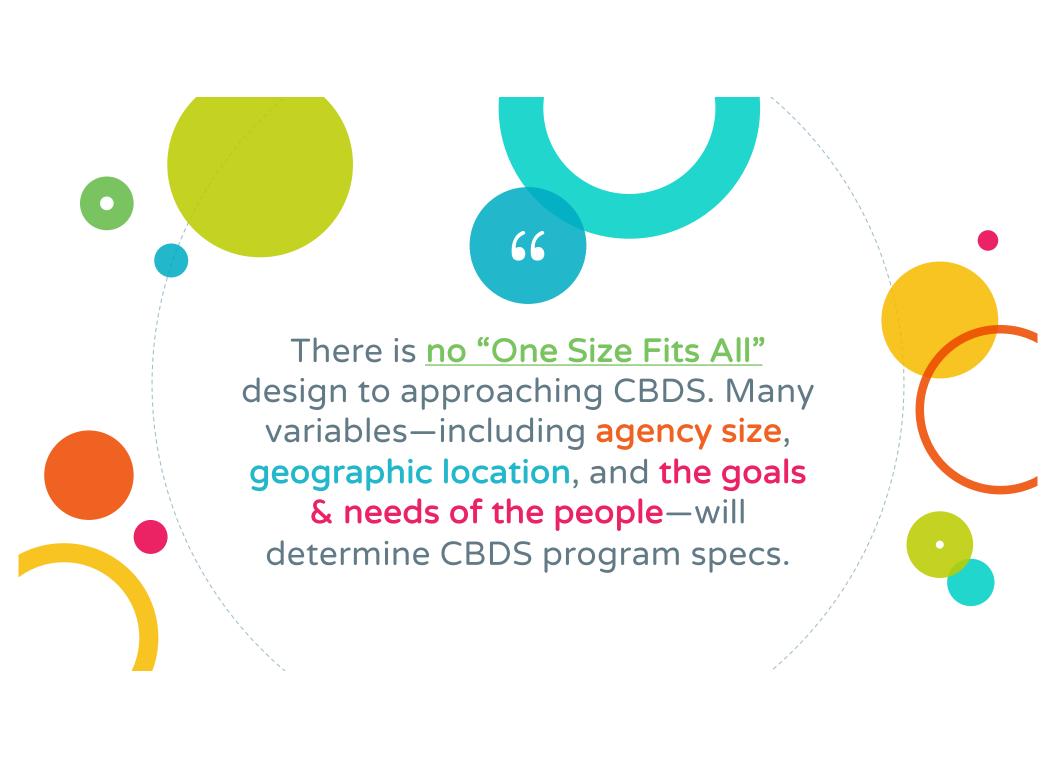






- Person-Driven
- Purposeful
- O Community-Based
- Facilities and Location
- Career-Driven

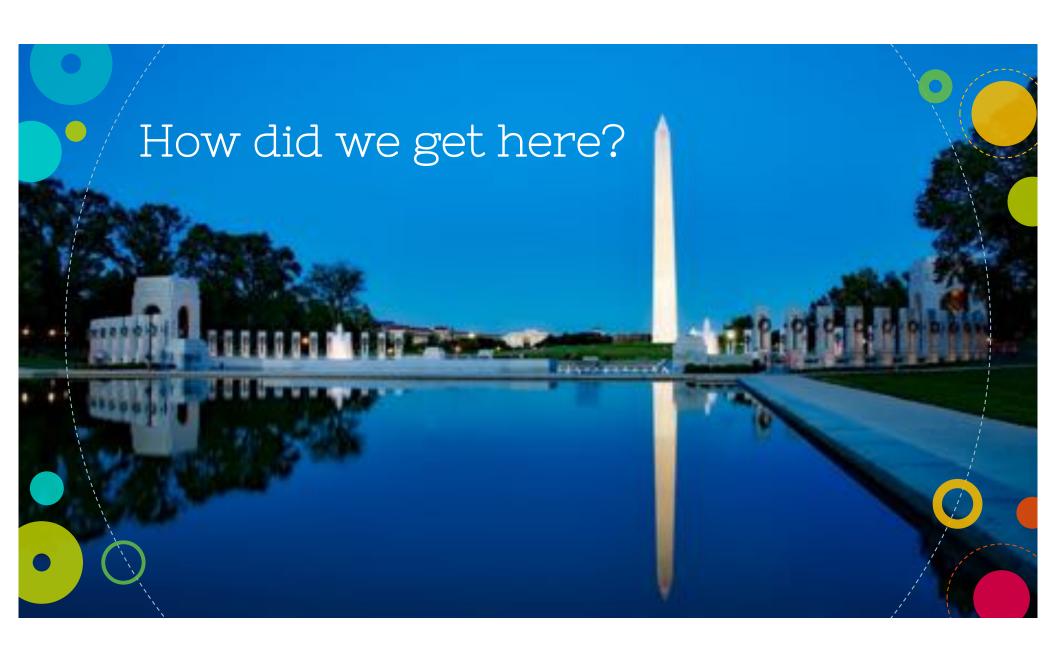
- Maximize Community and Natural Supports
- Maximize Time in Community
- Manage Staff and Ratios
- Scheduling: Avoid Global
   One Size Fits All



# Challenges



- Narrow set of activities; Not purposeful
- Lack of knowledge of community
- Lack of connection with employment
- "Plugging" people into staff-chosen activities
- Lack of self-advocacy and self determination by individuals
- Special activities that segregate
- Large groups
- Over-reliance on "the building"
- Staffing
- Transportation





# May 2015

After initial work with ICI, NuPath team travelled to Washington D.C. to learn from SJCS, an agency offering only "facility-free" day programming Not in [Massachusetts] anymore...



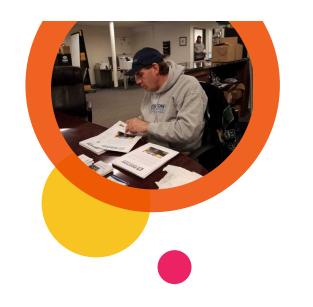






### What is No Walls?

- A CBDS program model in which people supported and their frontline staff <u>never</u> enter a day program facility
- Staff pick them up at their homes or meet them in the community and then begin their activity schedule

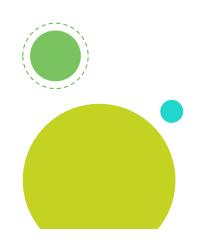




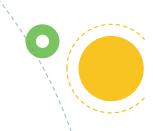


Positive Personal Profile ("PPP")







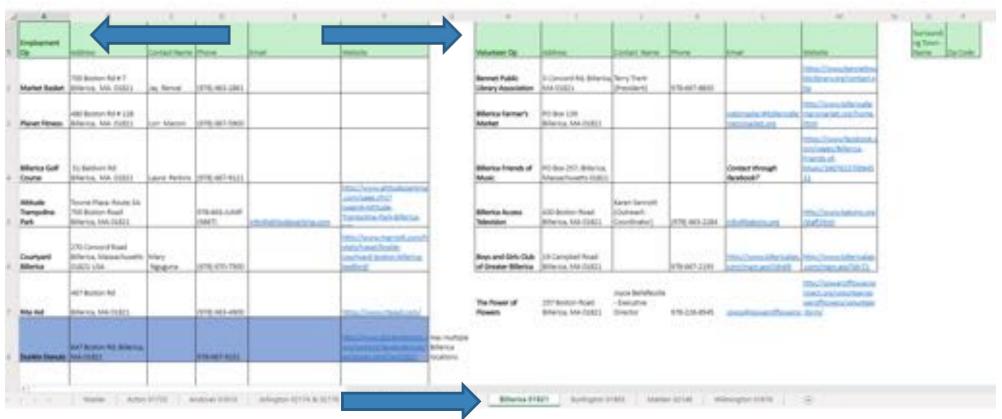


- © Elements:
- Goals
- Work/Volunteer Experience
- Interests
- Preferences
- Challenges
- O Protocol:
- Done upon entry to program
   with input from person and team
- Living Document: Updated every 6mo

NuPathso Name:	Area Office:
Service Coordinator:	Service Coordinator Phone Number:
Home City:	Resumé? □Yes□No Employed? □Yes □No
Employer:	Work Schedule:
Hours of Employment:	Wage: 5/hour
Supervisor at Job:	Job Position:
Emergency Contact:	Emergency Contact Number:
Please describe each of the following, t	based on conversation, observation, and records with the individual.
Dream Jobs and Life Goals	Interests, Leisure Activities, and Hobbies

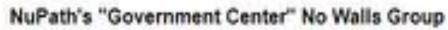


# Community Mapping

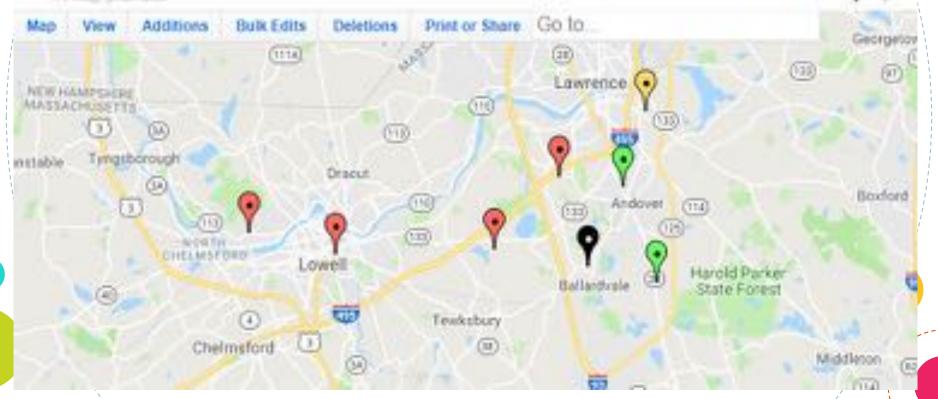




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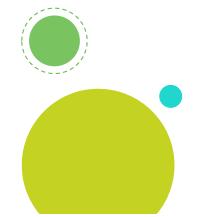


The home and CBDS addresses of NuPath Westford's Andover-area No Walls group.









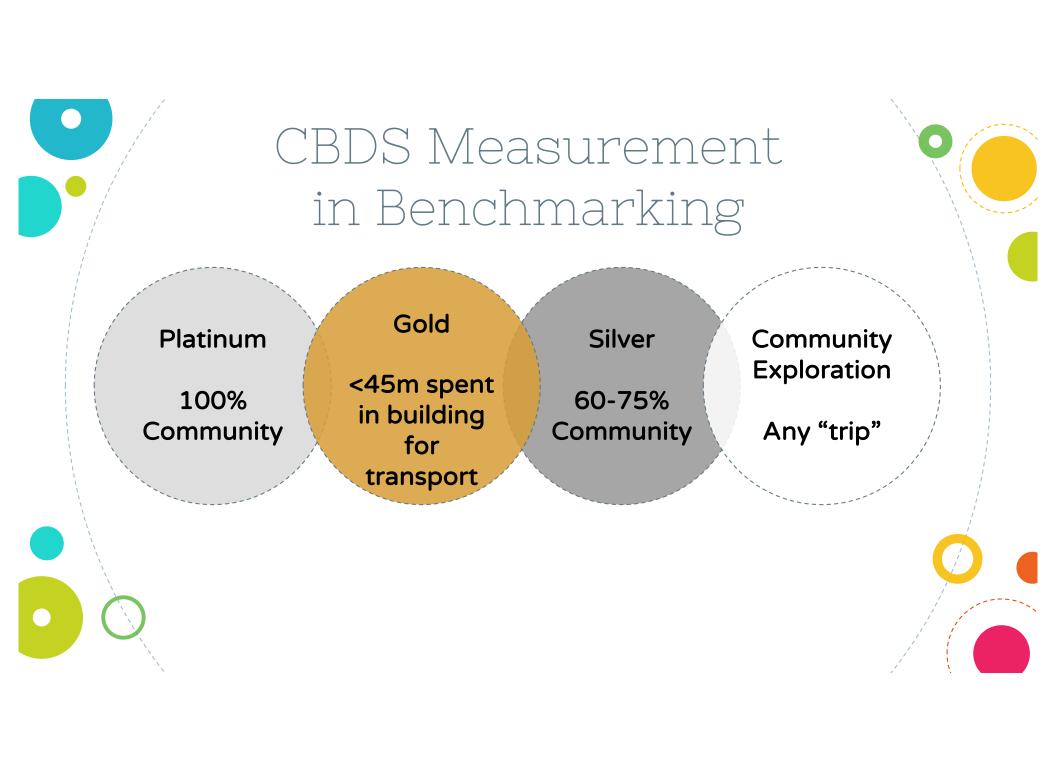
Recruiting, training and supervising staff in "No Walls"





- Staff Expectation:
  - Community is KeyStaff Recruitment
  - Interviewing
  - Training
  - Oversight
- Supervision:
  - Community-Based
  - Spot-checking Activities
  - Using technology for mobile oversight





# CBDS M

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# Assessed Values & Set Standards

- A meaningful activity: productive and/or engaging
- Opportunity to try something new
- Interactions with nondisabled peers
- Purposeful: Person Centered (PPP)
- Considers *Employment*1st

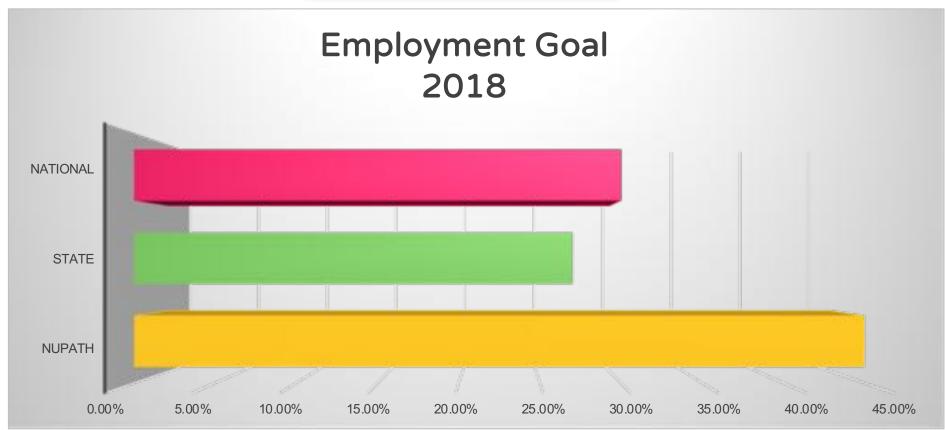




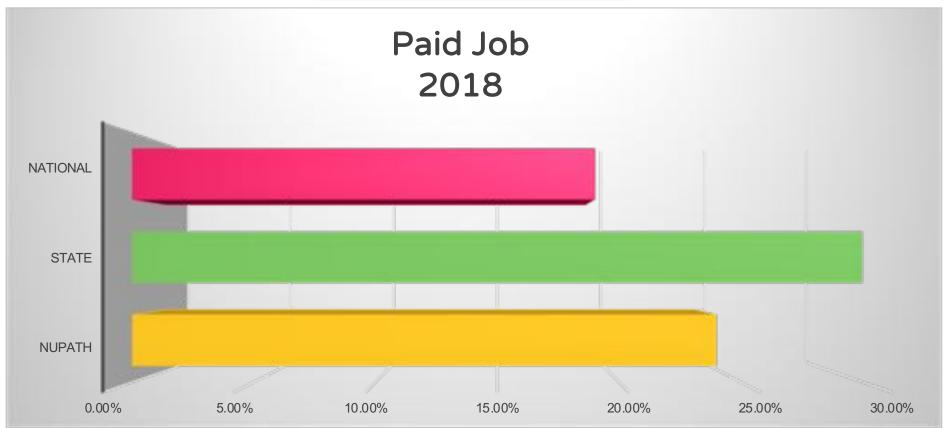


- CBDS as a "training ground" for competitive employment
  - Ideal: One person; one job
- Exposure -> employment opportunities
- CBDS volunteerism instills both technical & "soft" work skills

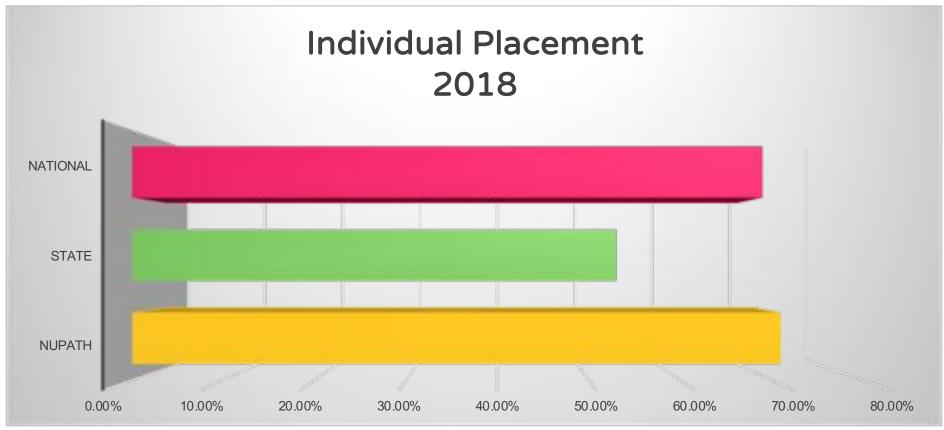


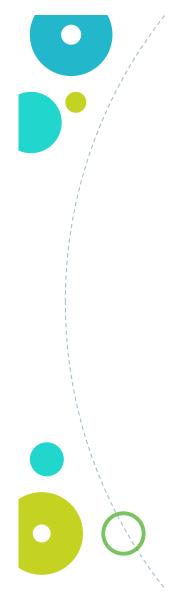














# Facetiming the Future Calling all community members!



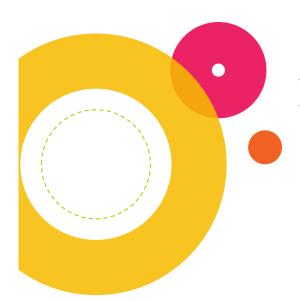
## NuPath Takeaways

#### **Results**

- 8 No Walls Groups
- 34 people completely facility free (Platinum)
- Average 90 FTE slots in the community on a daily basis (Gold and Silver)
- 85 people employed in the community







## NuPath Takeaways

#### Lessons

- It's ok to build a boat on the water.
- Find the right type of staff, support them, let them run...
  - "Trust but verify"
  - Know when to step back and when to step in
- O Have a healthy appetite for risk.
- Be ready for unexpected outcomes!







#### Resources





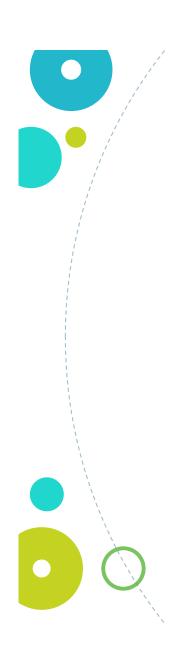
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# Questions & Conversation







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