

The Importance of Understanding IDD and Community Involvement

Goal: This presentation will provide information on how we can support our employees, educate the community, and empower IDD consumers by way of effective case management with family support and quality care.

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Understanding Intellectual and Developmental Disabilities

- What does IDD mean to you?
- What does IDD mean to others?
- What does IDD mean to our consumers?
- Definition of IDD according to American Association on Intellectual Developmental Disabilities (AIDD).

Eunice Shriver once said:

“Think of the families, think of the mothers who love their children but feel so desperately alone. Their children have done nothing wrong, committed no crime and perpetuated no injustice. They are the world’s most innocent victims, and they suffer only because they are different.”

Intellectual and Developmental Disabilities

- What does IDD mean to you?

Discussion of what it means to you.

- What does IDD mean to others?

Discussion of what it means to others.

Understanding IDD

- What does it mean to our consumers?
- <http://www.youtube.com/watch?v=Jg2ZBPw2LyE&sns=em>

What does IDD really mean?

- The AAIDD defines IDD as:
- an disability characterized by significant limitations in both **intellectual functioning** and in **adaptive behavior**, which covers many everyday social and practical skills. This disability originates **before the age of 18**.
- **Intellectual Functioning**
- *Intellectual functioning*—also called intelligence—refers to general mental capacity, such as learning, reasoning, problem solving, and so on.
- One way to measure intellectual functioning is an IQ test. Generally, an IQ test score of 75 or below indicates a limitation in intellectual functioning.

Understanding Intellectual and Developmental Disabilities

- **Adaptive Behavior**
- *Adaptive behavior* is the collection of conceptual, social, and practical skills that are learned and performed by people in their everyday lives.
 - Conceptual skills—language and literacy; money, time, and number concepts; and self-direction.
 - Social skills—interpersonal skills, social responsibility, self-esteem, gullibility, naïveté (i.e., wariness), social problem solving, and the ability to follow rules/obey laws and to avoid being victimized or victimizing others.
 - Practical skills—activities of daily living (personal care), occupational skills, healthcare, travel/transportation, schedules/routines, safety, use of money, use of the telephone.

MYTH

IDD is the same as
a mental illness.

MYTH

People who have severe or profound IDD
must be locked away in an institution
for their own protection and society's.

MYTH

IDD is a contagious
disease.

FACT

If you talk for another person who is capable of speaking for themselves, it deprives them of self-worth and dignity.

MYTH

IDD people cannot live on
their own.



People with IDD are reliable
employees.

MYTH

There is no use for sex education when it comes to IDD individuals because they lack the desire for sexual relationships.

MYTH

All people who have difficulty talking are diagnosed with IDD.

FACT

IDD people have the same range of feelings and emotions as non-IDD people.

MYTH

All people with disabilities
require job accommodations.

Importance of Community Involvement

- Why is it important to include IDD consumers in the community?
- What does it mean for IDD consumers to be involved in the community?
- How do we integrate IDD individuals in the community?

Importance of Community Involvement

- IDD individuals want and need meaningful work that pays a living wage
- About 92% of adults who have IDD live independently or with family members, while only about 8% live in group homes or institutions.
- A majority of Intellectual and Development Disabilities individuals diagnosed with IDD are diagnosed as Mild IDD, and with the right support, can improve greatly and can learn and develop new skills.

Importance of Community Involvement

- Video interview clips of what IDD consumers think and want
- <http://www.youtube.com/watch?v=k65kwvFG4sY&sns=em>
- <http://www.youtube.com/watch?v=-cA3t1HW1Ow&sns=em>

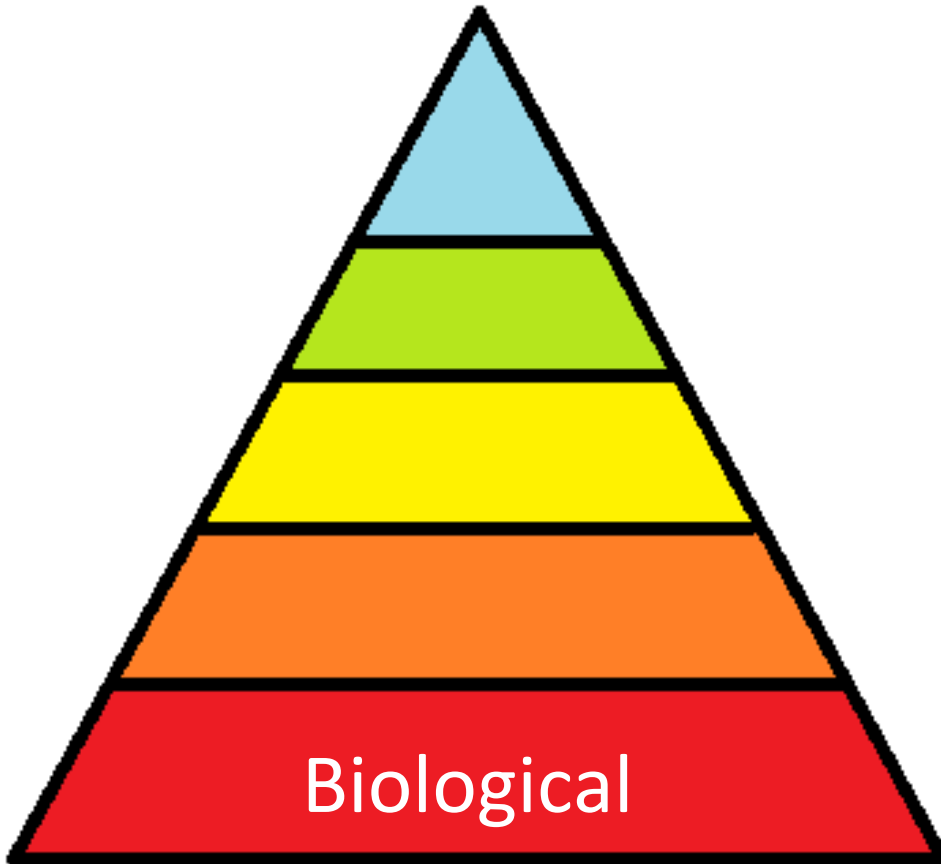
Services that are needed to empower consumers

- Day habilitation
- Employment Assistance
- Supported Employment
- Recreational Activities
- Social Outings
- Respectable Employers
- Advocacy
- Socialization opportunities
- Volunteering opportunities
- Special Olympics

Quality Way of Life

- Quality way of life is a right and is a great need for IDD.
- Intellectual and Developmentally Disabled individuals have the right to an education as well as human rights and need to be seen as valuable and important members of our larger global family.
- Lasting change must start with young people.
- Schools need to learn to embrace diversity and respect differences. This will lead to higher levels of social and emotional security for ALL students, with and without disabilities, who feel safe from teasing, bullying and social exclusion.
- Think of Maslow's Hierarchy of Need's when you are thinking of possible services for consumers.

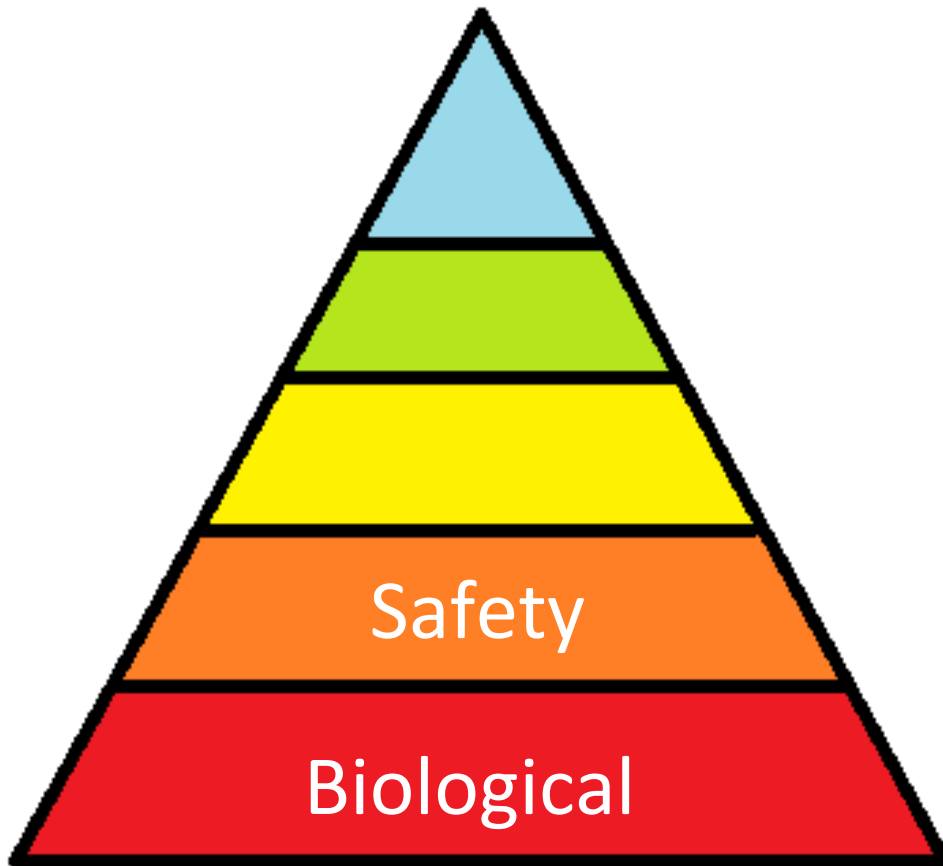
Maslow's Hierarchy of Need's



Biological needs
must be met
before any other
needs can be met.

Biological needs
air, food,
water, sleep

Maslow's Hierarchy of Need's

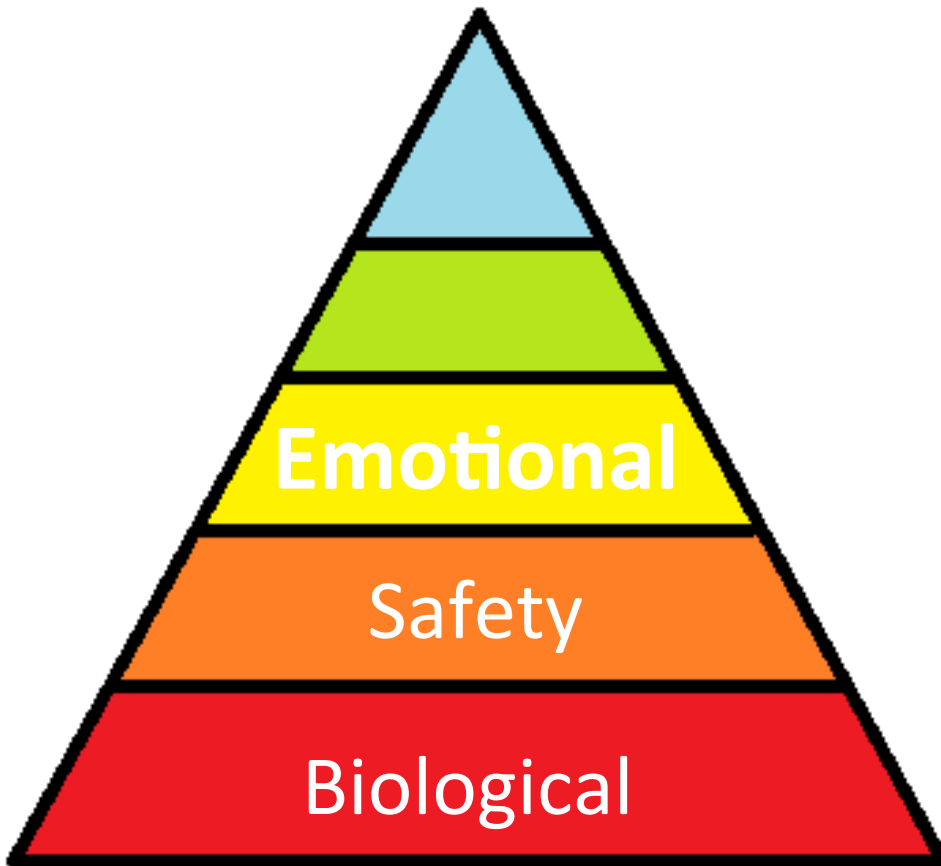


Once biological needs are met, safety needs can be pursued. Safety needs must be attained before other needs can be addressed.

Safety Needs

protection from elements, security, order, law, stability, freedom from fear

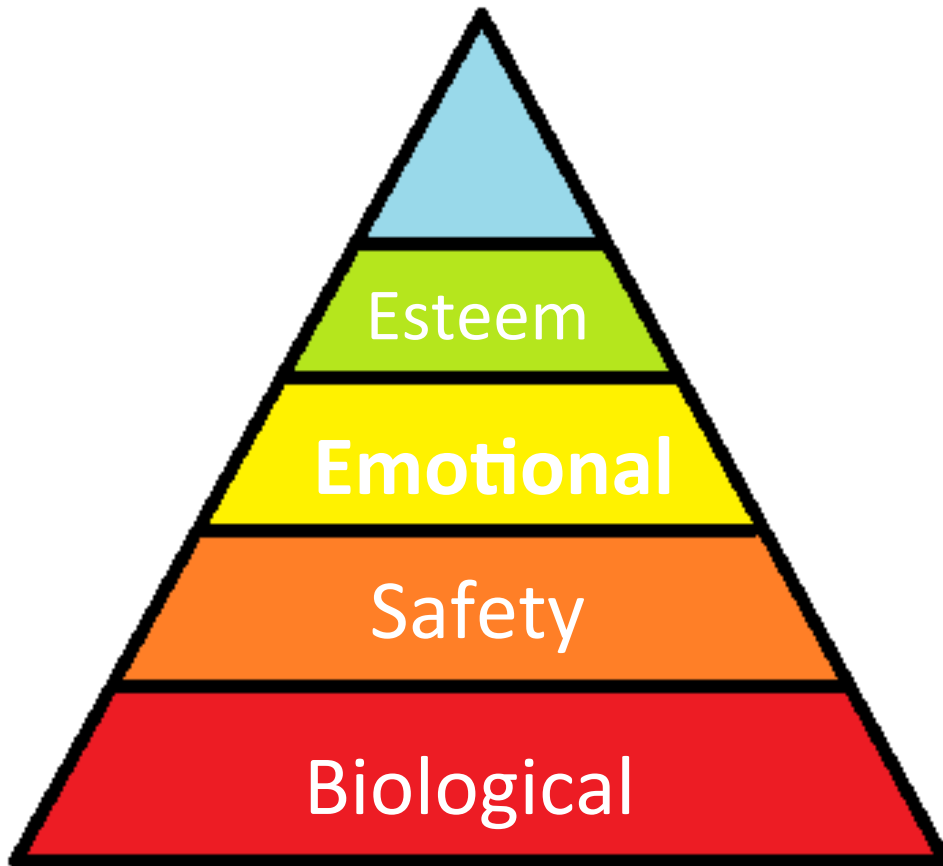
Maslow's Hierarchy of Need's



Emotional needs

friendship, intimacy, affection and love; which can come from a work group, family, friends, romantic relationships, etc.

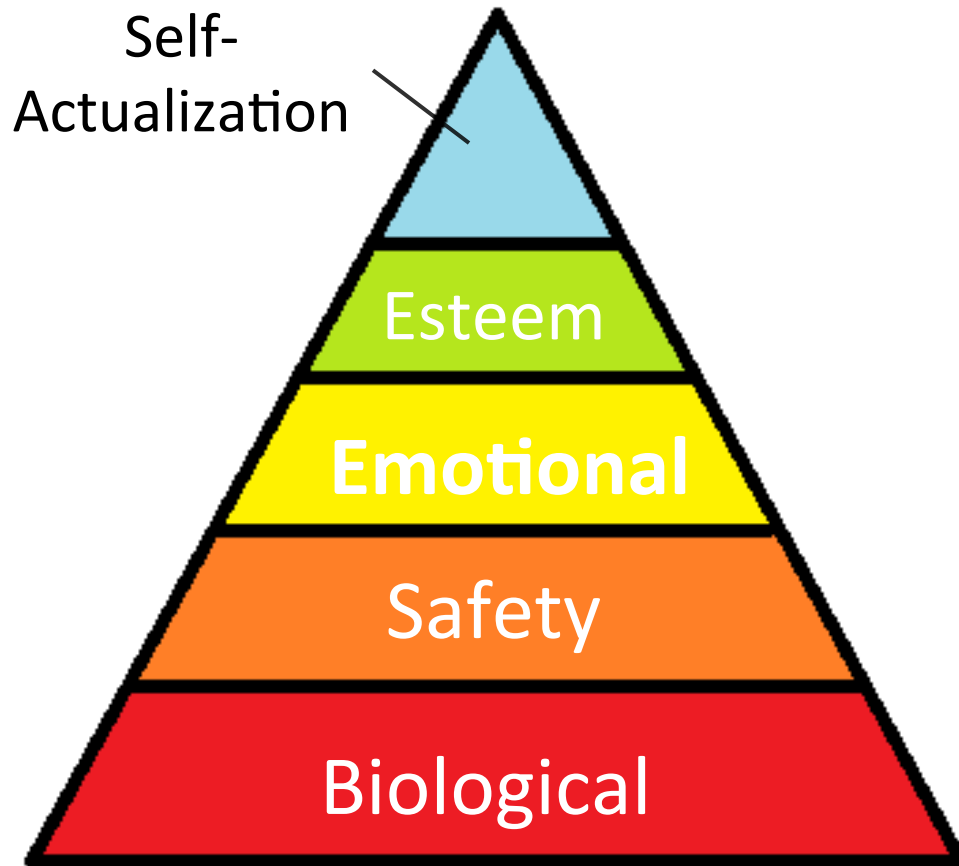
Maslow's Hierarchy of Need's



Esteem Needs

achievement,
mastery,
independence,
status, dominance,
prestige, self-
respect, respect
from others.

Maslow's Hierarchy of Need's

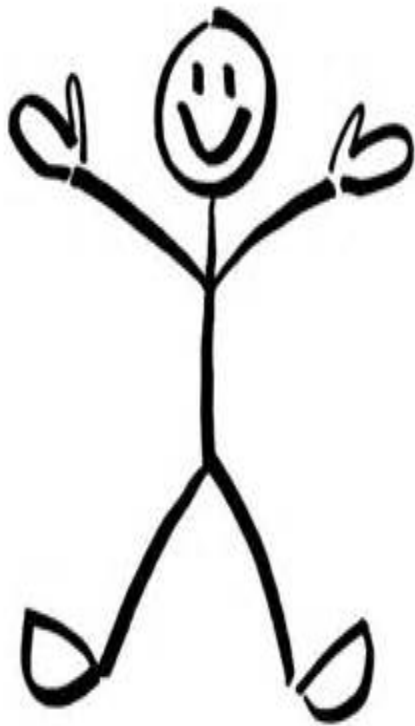


Many people never reach this stage due to needs not being met in previous areas.

Self-Actualization

realizing personal potential, self-fulfillment, seeking personal growth and peak experiences.

Meeting needs of individuals



Now that we know more about Intellectual and Developmentally Disabled individuals and their needs, how do we help them meet those needs?

**Employ the
best staff!!**

Effective employee training

The best employees for working with Intellectually and Developmentally Disabled (IDD) individuals will:

- Have a passion for working with these individuals.
- Have to want to make a change in their consumers life
- Be compassionate and understanding
- Be a voice for consumers
- Consider the consumers point of view
- Be advocates and protect the consumers rights
- Establish a positive rapport with families, providers, outside agencies, and the consumers
- Maintain confidentiality
- ***“Be the change they want to see in the world”*** Ghandi

Effective employee training

The most effective training for employees should:

- Work towards goals identified in the agency's mission statement.
- Reduce turnover rate.
- Use a training curriculum for new employees and an open door policy to address questions.
- Clearly establish job responsibilities and expected behavior in the workplace.

Effective employee training

Studies have shown that training employees cuts down on costs and waste, it complies with regulations, and helps employees to reach goals and complete tasks more efficiently.

Effective employee training:

How to get started

- Identify the company's goal.
- Determine the tasks/goals the employees will be responsible for.
- Determine training activities that will help employees accomplish their tasks.
- Determine the different learning styles for the employee and be prepared to change the teaching style as you go along with the training.
- Remember the employees are adults so treat and teach them as adults, otherwise it will be a waste of your time and the company's dollar.

Effective employee training:

How to get started

- Develop learning objectives: utilize both a training manual and on the job training. It always helps any employee see the work in action and to be able to refer back to the work in a manual.
- Keep it relevant to the job and the responsibilities the employee will have.
- Explain why it's important and tell them what's in it for them.
- Help employees become SMART-specific, measureable, achievable, relevant, and time-bound.

Effective employee training: What works

- Keep it simple!
 - Don't let too many chef's stir the pot. Keep one person as the trainer for a set amount of time and then let the training be completed.
- Constant communication
 - Make sure the trainer is in constant communication with the supervisors and have the trainer follow up with the supervisor on a bi-weekly basis or more often if needed to provide and receive feedback.
- Emphasize teamwork
 - Make it be known that at an agency/company it's about teamwork. We all want what is best for our clients and the agency/company and the best way to do that is to work as a team.
- Training in steps
 - A new job is overwhelming, so make it as simple as possible. Build the employees up to meet their goals. Example: Collaterals and meetings.
- Be creative
 - Role playing and group activities offer a comfort level and people tend to be more willing to provide answers and/or ask questions.
 - Visual learning and problem solving helps people get and stay involved in training courses.
- Encourage questions
 - Allow the new employees to be discreet with questions they continue to have about areas they may be struggling in, then address it either one on one with the employee or re-train the entire group without putting the employee on the spot.

Keeping good employees

The happiest employees feel like their concerns are heard and addressed. Employers can meet these needs by listening to their employees in the following ways:

- Keep an open door policy for trainers and supervisors.
- Encourage employees to ask questions and provide appropriate direction.
- Foster positive relationships between employees.
- Clearly establish boundaries, expectations, and responsibilities.
- Maintain consistency in training, policies, etc.
- Allow feedback from employees.
- Hold regular meetings.
- Acknowledge good work and commitment.

Effective employee training

The benefits of training will not be seen right away. It may take months to notice the change. However, change will be seen by way of:

- Lower turnover rates
- Higher retention rates
- Longevity at the agency/company will grow
- Smoother & better audits
- Better working environment
- Happier employees
- Pay raises could happen
- Productivity will increase
- People will call in less
- Less re-training will occur
- Consistency will be noticed

Questions/Answers

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Thank you

