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WorkNet Stats

Employed in community 40
 Self-employed 6
 Avg Hourly Wage \$8.39
 Avg Hrs worked/week 23.3

72% of people placed by
 WorkNet have been with
 the same employer two
 years or more

FOR UNION COUNTY - ANOTHER SUMMER of SUCCESS!

By Terri O'Connell, Editor

WorkNet Director Mike Heifner believes that youth who aspire to community employment should leave high school job ready. Recognizing that successful school to work transition requires an early start, WorkNet, the community employment division of the Union County Board of DD, recently launched its fourth consecutive summer work camp for youth with disabilities. As they say, nothing breeds success like success!

WorkNet's future thinking summer program is designed to provide transitioning students with an early and realistic look at the world of work. The targeted curriculum incorporates three major components – classroom instruction, activities to develop positive social skills, and paid job try-outs in the community. Findings from the National Longitudinal Transition Study 2 indicate support for WorkNet's approach. That study concludes "Although the number of functional domains affected by a youth's disability reduces the likelihood of employment, high social skills, experience gained in previous employment, and increasing age positively affect the likelihood that youth with disabilities are employed."

Piloted in 2005 with 6 participants, SUCCESS has grown each year. The 2008 program has twenty-two participants served in two groups. Each group meets two days a week for two hours and all participants meet as one group for three hours on Friday. The instructional program runs seven weeks. In addition, each student will participate in 2 – 6 short-term job tryouts throughout the summer.

Cedi Siler, Program Specialist at WorkNet, finds SUCCESS to be valuable in a number of ways. "It allows WorkNet to become acquainted with local youth who may later seek our service. It helps students get a grasp of what the work world and life choices are all about, and it provides employers the opportunity to meet prospective employees" says Siler.

WorkNet Job Developer George Finn says that Union County employers have demonstrated strong support for SUCCESS. This year 22 employers will participate in the program in some way. States Finn, "Employers know the

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AND NOW... A Word from your President

I often wonder as I am coming down from the excitement of a monumental event whether or not there will be any more great and wonderful things to come. Is this event the pinnacle – the defining moment in my career? Is this as good as it gets? And then the next great thing happens!

As you know, OAAS is once again represented on the ODMR/DD Behavior Support Advisory Committee. What a difference a few years make! The committee has been actively working to assess current techniques and procedures, to define positive supports, to identify best practice and to develop resources to encourage and support systems change. Data is being collected and analyzed and we are beginning to see some valuable information emerge.

A long term OAAS strategic initiative has been to work toward the elimination of horizontal restraint in Ohio. As more national evidence-based research is available regarding the particular dangers of the use of the prone restraint, it is clear that Ohio needs to move more quickly in the direction of its prohibition as a technique used in support of persons served. To that end, a challenge is sure to be presented to the field that we evaluate our systems of support, especially the use of all types of restraint, to

ensure that our practices are in alignment with our organizations' mission and values.

OAAS and the members of the Behavior Support Advisory Committee are aware that much work is to be done and significant training that needs to be provided. Over the next several months, announcements will be made regarding several training opportunities. In fact, the topic of the annual OAAS conference in September will specifically address positive behavior supports and individual organization consultations will be available on the second day of the conference. Furthermore, we are committed to provide regional training and technical assistance to our member organizations.

I truly believe that the next great thing to happen during my career will be that Ohio will indeed eliminate the use of the prone restraint. And as I celebrate our field's accomplishment, I am sure that I will then turn my attention to being a part of the movement to encourage and support the exclusive use of positive behavior supports for all persons served. And *that*, my friends, will be as good as it gets!

I am looking forward to seeing you in the fall at our annual conference and meeting! Have a safe and enjoyable summer!

Melanie

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importance of helping people to become productive employees and taxpayers. In fact several employers have told us they wish WorkNet would provide SUCCESS training to **all** high school students.”

SUCCESS referrals must be at least 16 years of age, eligible for county board service, and have a goal to work in the community. Using a stipend of up to \$25.00 a day, participants are responsible for arranging their own transportation. SUCCESS is supported by three funding partners, the Union County Board of DD, the Union County Department of Jobs and Family Services, and the Ohio Rehabilitation Services Commission.

Union County is a rapidly growing county in the Columbus metro area. WorkNet, the Community Employment Division of the Union County Board of DD, is located in Marysville, the county seat.

Around the State

TAC INDUSTRIES HOLDS ANNUAL FISHING DERBY

Springfield, Ohio, May 27, 2008 - “Give a person a fish, feed them for a day; teach a person to fish, feed them for a lifetime.” With that facet of its mission in mind, TAC Industries held its 18th Annual Fishing Derby recently at Shrine Park. Over 250 employees participated in the yearly event. “It’s a day which serves as a time of fun and friendship in recognition of the super accomplishments of the TAC workforce,” explained Cliff Meyer, CEO of TAC Industries.



Josh Armstrong, TAC Industries employee, and Senior Airman Jason Bosworth, OANG 269th Combat Communications Squadron, bait a hook at TAC’s recent 18th Annual Fishing Derby.

Members of the Ohio Air National Guard’s 251st Communications Group and 269th Combat Communications Squadron were among the volunteers that participated with TAC employees in a variety of activities throughout the day. “It

was a tremendous opportunity to show our appreciation to a group of folks who work hard for the Air Force every day,” said Colonel Norm Poklar, 251st Group commander, referring to the USAF cargo net manufacturing and repair work done by TAC employees. TAC Industries also does light manufacturing and assembly work for Rittal, Sweet Manufacturing, Trutec Industries, YSI and other companies in the Clark County region.

The highlight of the day came when Becky Wells landed a 22-inch catfish, the largest fish caught during the derby. Ron Irvin caught the most fish during the derby, with thirty fish landed in a two-hour period.

Sponsors for this year’s event included CiCi’s Pizza, Enon Fire Department, Flashions, Kinsler’s, Kripsy Krème Donuts, McMurray’s, Reiter Dairy and the Union Club which donated awards, door prizes and food for derby participants.

TAC Industries, Inc. is a 501(c)3 not-for-profit corporation contracted with the Clark County Board of Mental Retardation and Developmental Disabilities (MRDD) to provide employment opportunities for eligible individuals to develop marketable work and life skills. TAC Industries is not taxpayer supported, but competes to win production and service contracts in order to provide vocational training and create suitable jobs for people with disabilities. More information can be obtained by visiting www.tacind.com or by contacting Dave Faulkner at dfaulkner@tacind.com or (937) 525-7421.

Evolution OR “Not Letting the Grass Grow Beneath Our Feet”

By Terry Heminger, Marketing Representative, Marimor Industries, Inc.

The world of Adult Services is always evolving and the services and programs needed to meet a growing and diverse population are in constant flux. Understanding this reality, Marimor Adult Services in Allen County, Ohio has developed several new opportunities that will allow them to maintain strong and effective services for the people they serve.

Current economic realities have severely affected the traditional assembly and packaging work that has played such an important role to consumers in Allen County over the years. This, combined with a general shift to service and technology driven businesses in the area, has created a lot of uncertainty. Driven by the success of its document destruction division, Secure Shred, Marimor Industries undertook a digital imaging program in January 2008. “When completely up-and-running, this program, Secure Scan, will provide clients with hands on training in scanning, file creation, archiving and data entry,” said Dennis Powell, Industrial Systems Manager at Marimor Industries, Inc. “These skills will help open up new opportunities for individuals, not only at Marimor Industries, but in the community, as well.”

Changes toward employment are not only evident in the sheltered setting, but also taking place through collaborative efforts in the community. In August 2007, the Allen County Board of MRDD entered into a partnership with Apollo Career Center and the Rehabilitation Services Commission to do a Transition to Work Program. This program is centered on students who have completed their high-school requirements and are looking to explore jobs and gain meaningful work experience prior to employment. Hosted by St. Rita’s Medical Center, students at the work site are learning a variety of skills in the dietary, housekeeping and grounds maintenance fields. Job development for the people participating in this program began in January of this year. The success of this program has developed other opportunities and in the fall, a Project Search program will begin with Lima Senior High School and Lima Memorial Health Systems.

An exciting opportunity has recently been created as a choice for individuals who want to work, but want to work in a more creative and artistic setting. A new art studio at ArtSpace/Lima focuses on developing and promoting creativity in people with disabilities. A group of 10-12 artists from Marimor Adult Services attend the studio five days a week working on a variety of independent projects. Angie Herzog, Director of Adult Services, is very optimistic about this program, stating “This is about art and the people participating in the program have some fabulous talent. I anticipate that these people will continue to grow their art and will be able to make their work available for sale to the public very soon.”

The move to ArtSpace presented several challenges for the staff that remained at Marimor Industries. Areas were dispersed and an overall reorganization of the floor began. These changes quickly developed into exciting alternatives for habilitation. Inspired by several articles regarding the benefits associated with the Wii Gaming System, its applications for habilitation

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and the realization that the reorganization had created some open space, Ms. Herzog and Mr. Powell set out to develop a “Wii Area.” “This will prove to be an exiting new alternative for our consumers,” said Mr. Powell “not only will it provide exercise and stimulation, but will help develop hand-eye coordination, dexterity and encourage interaction with one another.”

Every day the staff and consumers at Marimor Adult Services are rising to meet the challenges and create new opportunities. “No matter where you are, or what you do, change is inevitable,” says Ms. Herzog “but the choices that we can provide as a result of those changes will allow Marimor Adult Services to fulfill its mission of providing quality services well into the future.”

Marimor Adult Services provides vocational, habilitation and employment services to over 400 individuals in Allen County, Ohio. For more information, contact Angie Herzog, Adult Services Director, at 419-221-1226 ext. 2078, or visit them on the web at www.acbmrdd.org/mii.

Hardin County Pioneers Relay for Life Team

Since participation in Hardin County Special Olympics track has been low in the past several years, we decided to replace it this year with a Relay for Life Team. On July 18-19 we will be walking to raise money for the American Cancer Society and to honor several of our co-workers



who have passed away from cancer or are currently fighting cancer. We have 60 persons who are raising money for our team, including individuals with disabilities, staff, providers, family members and community members. One local physician is requiring that all of his staff walk at least 2 hours. Another local physician is monetarily supporting one of her patients on our team. A local bank has offered to host a bake sale to help raise money for our team. There are 40 persons who have signed up to walk. The Pioneers are the biggest team in the county and other teams are

intimidated because of the number of people we have participating. So far we have raised \$2309. We had a Penny war between the workshop and school, sold Pioneer bracelets, sold donation cards and are accepting walking donations. We plan to have a car wash and to sell badges, necklaces and food at the relay. We’re also decorating our camp site in a 1950’s beach theme and will sell pictures taken with participants in our plywood dune buggy. We hope as we walk we can grieve and find healing and through our donations we can work toward finding a cure for this disease that has affected so many people.

Kimberly Thomas, Workshop Director

All of us at OAAS wish the Pioneers every success with this event!

Activities Enrich Lives of Individuals With Disabilities

By Teri Stein

*Reprinted from the
Tuscarawas County Bargain Hunter*

Work is the focus for most enrolled in the Tuscarawas County Board of Mental Retardation and Developmental Disabilities (TCBMRDD) Adult Services program, though it's the activities that most define the individualization of their services.

"We want to challenge them to strive for what they would like to accomplish and support them with dignity and respect to improve their quality of life," said Cassie Elvin, Adult Services director.

Adult Services offers a variety of activities including crafts, exercise, computer lab, pool, gardening, cooking, and art and music lessons for their consumers to engage in. The activities list is growing all the time.

"We want individuals with disabilities to have as many different and varied opportunities as you and I," said Elvin. "We want to engage individuals to give them a chance to be creative and active using their minds and bodies."

The newest activities include the creation of wind chimes that are for sale in the Starlight Enterprises Inc. office. Additional activities scheduled to begin this month are an exercise class at Super Fitness, and a creative writing group.

Volunteer musical keyboard instructor Gloria Butler of Strasburg has enjoyed making a positive difference by providing lessons one time a week at SEI. She has been surprised at the talents of her students.

One consumer recently attended one of the private half hour classes for the first time.

"She was really good and she was enthused about it," said Butler. "I enjoy the people; they listen and do a very good job."

"Most don't have keyboards at home so they only practice once a week," said Butler, who provides her own keyboard for the classes.

"I think she does a very good job," said appreciative music student, Tim Kaltenbaugh, of Butler's efforts.

Bell Choir instructor Juli Arnett has also been impressed with the efforts of her students. "They are doing a lot of things at one time and I've seen them step up. They work for me when I ask them to," said Arnett. The Starlight Bell Choir performed in April at the Tuscarawas County Senior Center in Dover.

Social outings are one of the most popular activities. The individuals enjoy getting out into the community to relax in area coffee shops, shop, dine, bowl, go geocaching, visit tourist attractions, attend programs at the Tuscarawas County Public Library, and use the Community Training Center computer lab at Kent State University Tuscarawas.

The activity staff match the individuals with outings of interest to them. Keith Houts, an SEI worker, said a recent outing to the Tuscarawas County 9-1-1 Center was his favorite. "I listen to the scanner every night; I know all their codes," said Houts who added he would like to visit there again.

Crafts have been done for sale and some for the enjoyment of creating something new. Garden stones are a popular sale item year round. Many individuals enjoy getting creative with painting, drawing, holiday projects, no sew fleece projects such as pillows and purses, yarn decorations, decorating calendar pages, and making beads.

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In keeping with activities that make a positive impact on the lives of their consumers, the Star for Life Wellness program for consumers has already shown results. Though the exercise phase of the program has yet to start, some individuals have already lost weight.

“They’re doing well; everyone is still excited about getting their charms,” said Kelly Monigold, a nurse at SEI. Each participant received a charm bracelet and is awarded a charm for each week they successfully complete the program.

The first two phases of the wellness program, drinking eight glasses of water a day and eating five fruits or vegetables each day, have been completed.

“They’re learning good habits,” said Monigold. “When I walk through the lunch room they show me that they have fruit in their buckets and some say they are still drinking water.”

Volunteering is one of the most important activities.

“We explain that volunteering is a way for us to give back to the people who have helped us,” said Heather Gordon, Adult Services job trainer.

“Volunteering gives us an opportunity to assess people in a job in the community,” said Lou Paris, Adult Services job trainer. “It also gives the individuals an understanding of what it is like to work in the community.”

Volunteering can lead to a job. One individual began volunteering at a hospital transporting patients within the facility. That led to the individual obtaining a STNA (State Tested Nursing Assistant) license and the opportunity to put in an application for employment.

“It’s enabled him to find his niche,” said Paris. Volunteer projects have included paper shredding and litter clean up. Anyone with a volunteer project that could be completed in two to four hours is encouraged to contact Gordon or Paris at 330-339-3578.

Maximizing the potential of the individuals they serve through a variety of means is a top priority for the TCBMRDD Adult Services program.

“If we can support their choices and offer a different avenue of programs, then we can capture different talents that we may not have known existed unless we try,” said Elvin.

Activities Available to Individuals in Adult Services:

- Exercise groups at SEI, the YMCA, and Super Fitness
- Bicycling
- Walking
- Exercise Bike
- Cooking
- Crafts
- Gardening
- Creative Writing
- Art Class
- Bell Choir
- Keyboarding
- Job Club
- Volunteering
- The game of pool
- Computer and Internet
- Knifty Knitter
- Next Chapter Book Club
- Social Outings
- Multi-Sensory Area

Our thanks to Cassie Elvin for sharing this story – and great ideas!

VENTURE PRODUCTIONS PLANTS NEW PARTNERSHIP

Venture Productions (Adams County) has teamed up with the OSU Extension Office and Adam's County Master Gardeners to explore the potential for commercial gardening at the workshop. Year one the project will be funded by the Extension Office and will operate on a volunteer basis. The training program will teach individuals the skills they need to grow and maintain a home garden for their own use and enjoyment. The group will sell or use themselves the veggies and flowers they raise. By developing proficient gardeners, Venture hopes next year to capitalize on the trend to "buy locally" and produce high quality vegetables and cut flowers for retail sales.

OAAS thanks Venture Director Liz Lafferty for sharing this project.

RESOURCES

Six Thinking Hats, Edward De Bono, Little, Brown and Company



This small book offers a simple and concrete alternative to argumentative and confrontational problem solving – parallel thinking. The intentional use of De Bono's model asks problem solvers to apply six different thinking strategies to the presenting issue. This deliberate role-playing helps individuals move beyond habitual ways of thinking, assures that important issues are addressed from every angle, and speeds up decision making by avoiding conflict.

We don't often think about thinking. Perhaps we should.

Editor

Continued Adjustments to Ohio Workers' Compensation Group Rating

Currently, the BWC is examining different ways to increase stability, consistency, and competitiveness of the workers' compensation system in Ohio. One of the proposed changes is to adjust the maximum discount an employer can receive when participating in a group rating program, which is currently 85%.

What does this mean for you? Although final decisions have not been made, the BWC is committed to adjusting Ohio workers' compensation group rating in an effort to improve the current program. Therefore, Ohio employers should take into consideration these proposed changes when forecasting future budgets.

CompManagement, Inc., a Sedgwick CMS Co, is committed to working with our associations to minimize any action that could have a monetary impact on Ohio businesses, and will keep you abreast of any changes in the months ahead.

OAAS POSITION STATEMENT ON BEHAVIOR SUPPORT POSITION

The Ohio Association of Adult Services has been a partner in the review of behavior support practices for many years. In keeping with the Association's mission to provide leadership and promote quality services that are responsive to the needs and choices of individuals served, we have continuously sought to improve upon the methods used to support individuals to manage their own behavior in a safe and growth-enhancing environment. Tremendous progress has been made in the field and particularly, in Ohio. In this evolution, we have realized the true benefit of positive behavior supports and are now prepared to move to the next level. That is, the eventual elimination of certain types of restraints. The following is the Ohio Association of Adult Services Position Statement on Prolonged and Horizontal Behavior Restraints.

Ohio Association of Adult Services
Position Statement
Prolonged and Horizontal Behavior Restraints
Adopted by Board Resolution: August 5, 2005

The Ohio Association of Adult Services (OAAS) welcomes a comprehensive state policy pertaining to safe and appropriate supports for persons who demonstrate the need for specific behavioral strategies and intervention. It is in this spirit that OAAS advocates for the eventual elimination of aversive behavior supports. OAAS is especially opposed to the use of prolonged restraints of any kind, as well as to manual and mechanical restraints applied to a person who is in a horizontal position for purposes other than medical support. This position statement will summarize the ethical and treatment reservations regarding the use of these types of restraints.

1. The need for restraint should be considered the result of unsuccessful treatments, strategies or interventions rather than the methods themselves are approved treatments, strategies or interventions. As such, it should be the last approach or tactic for protecting individuals from serious risk of harm.

2. There are no approved or generally accepted methods for safely restraining persons who have developmental disabilities, nor is there a system for direct monitoring and oversight of such restraints.
3. The prevalence and use of restraints are not monitored in aggregate, nor are the results of such applications analyzed. Without such crucial data, the risks from the use of restraints cannot be evaluated empirically.
4. There is a significant risk that a person may experience severe emotional, psychological, health and physical problems when restrained. Additionally, the application of restraints may result in increased agitation and restlessness when movement is restricted.
5. The use of restraints except in life threatening emergencies is prohibited in all systems of community-based care excluding services for persons who have developmental disabilities and the elderly. Moreover, the standards for the use of force and restraint in prison settings are elevated, even for those who have committed the most heinous of crimes, and such applications are vigorously monitored by human rights organizations.
6. There is no evidence that continuing to “hold” a person beyond the time needed to redirect to an alternative activity promotes the acquisition of greater coping and management skills for persons who have developmental disabilities. On the contrary, persons who are being held may resist for longer periods of time and may become dependent on the external control of their behavior.
7. The risk of injury to the person and those applying the restraint increases correspondingly to the length of time that the person is being restrained.
8. Risks of prolonged restraint and restraint in a horizontal position include:

Elimination Problems – bowel and bladder

Injury – Soft tissue damage and fractures (resistance, falls and misapplication)

Lung Problems – Choking, breathing, pneumonia, infection

Emotional Problems – Depression and anxiety, particular for persons who feel they are being punished or triggering reactions to previous abuse

Nutritional Problems – Hydration, consumption and digestive functioning

Physical – Blood flow and clots, muscle deterioration

The OAAS remains committed to its principle objective to provide support to its membership as the profession seeks to improve the quality of services provided to persons who have disabilities. Accordingly, OAAS will continue to solicit and advance best practice resources, particularly including behavioral assessment and positive behavior supports.

The Ohio Association of Adult Services joins the following leaders in advocating for the elimination of aversive behavior supports: The ARC, AAMR, TASH, MANDT System, The American Psychiatric Association, The Autism Society, Advocates for Children in Therapy, and The General Conference of the United Methodist Church.

Save the Date

OAAS FALL RETREAT AND ANNUAL MEETING
Promoting Positive Behavior Interventions
September 29 and 30, 2008
Deer Creek Resort and Conference Center

2008 OAAS Board of Directors

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