



Able Opportunities, Inc.

Leveling the playing field for equal opportunity, economic power, independent living & inclusive communities

WWW.ABLEOPPS.COM

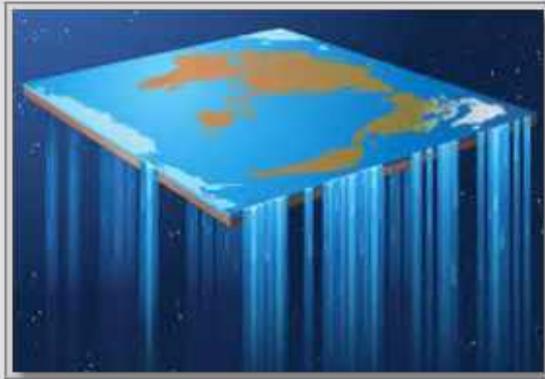
**Person-Centered to Person-Driven:
Successful Innovative Accommodations
Increasing Self Advocacy and Self Determination**

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How do humans develop beliefs?

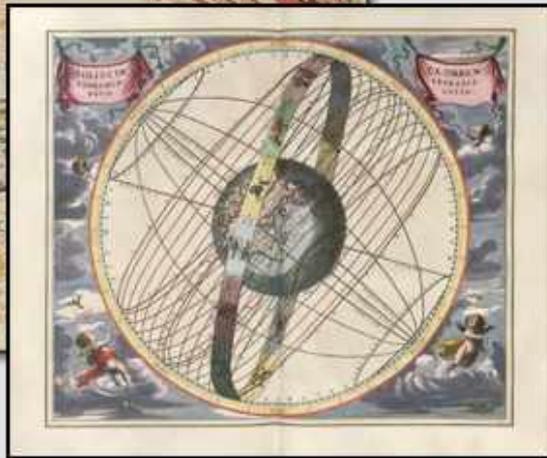


**The world is flat.
No, it's not.**



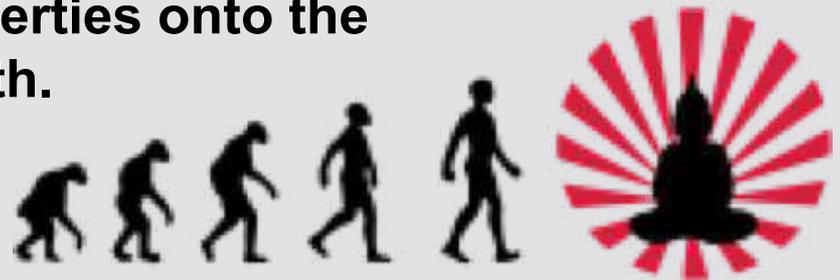
Ptolemy: The earth is the center of the universe.

Copernicus: No, it's not.

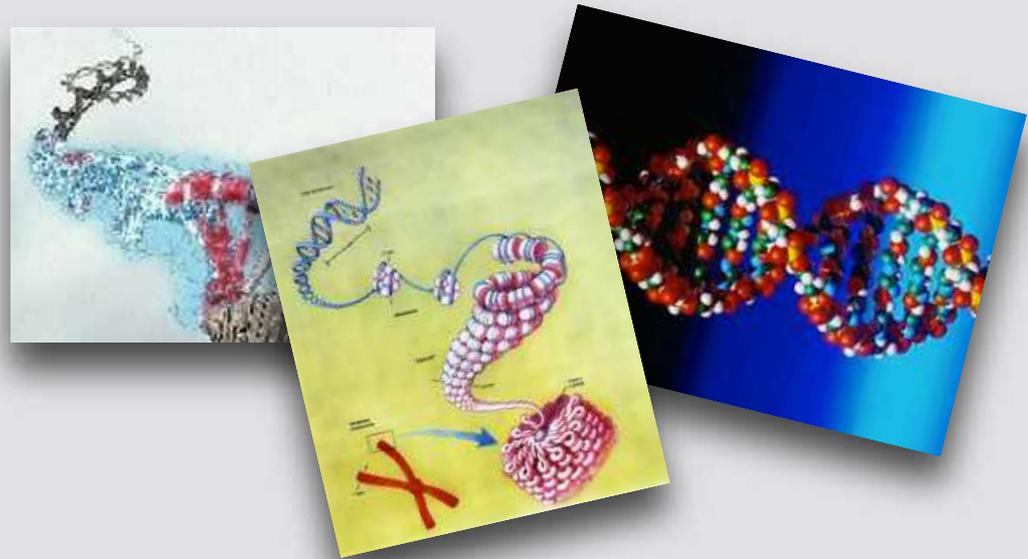


How Do We Gain Perspective?

- During the Age of Enlightenment humans regarded anthropomorphism, the projection of subjective properties onto nature, as the basis of myth.
- This perspective moved humans to look beyond the belief that the earth was the center of the universe.
- What does this have to do with our field?
- The projection of subjective properties onto the nature of others, perpetuates myth.



We continue to hold conviction of theory about what we don't understand.



JUNK DNA??!!

- ✦ **Just over a decade ago, the sequence of the human genome was fully assembled. We learned that less than 3 percent of the entire genome contains information that encodes for proteins. This posed a difficult problem for genome scientists - what is the other 97 percent doing? The role of the rest of the genome was largely a mystery and was thus referred to as "junk DNA."**
- ✦ **Over the years, it's become more and more clear that junk DNA isn't junk — much of it is just doing jobs that are more difficult to understand. It turns out that this DNA — the preferred term now is non-coding DNA — is responsible for things like transcription and interaction with proteins.**

We know so much, we know so little...



- Which can help us pay attention!
- Deaf Blindness has taught me more about autism than any class I've taken. Why? It requires first understanding spatial organization, pictures in structured patterns. Then succinct physical tactile expression and fluency. It challenged my habits.
- Curiosity rather than conviction is needed. To find our challenges, we have to question our habits and beliefs.
- In fact, curiosity is vital; instead of training on tools that help you do your job the same way, we're going to cover tools that help you shift how you do your job.

If a house collapsed in on a child, all of us would come running with pitchforks and shovels. No one would stop digging until the child was found. That is our task here, to keep digging until we find the child.

**– Dr. J. Julian Chisholm
Talking to Annie Sullivan about Helen Keller**

We apply this perspective to everyone we work with. Our job is to level the playing field with innovative accommodations, using them like pitchforks to lift the rubble of institutionalized oppression. We can not stop digging until we find the person

History of Oppression

Target Groups, challenged to get equal access to rights and freedoms are defined by:

- Age
- Disability
- Religious Culture
- Ethnicity
- Sexual Orientation
- Social Class
- Indigenous Background
- National Origin
- Gender

"Beyond Inclusion,
Beyond Empowerment"
by Leticia Nieto

- We work in a field of social justice. We need to consider how systemic oppression impedes efforts.
- We are still learning. Perspective: when I was in school, special education was a room down the hall. When my mom was in school, special education was in a different building. When my grandmother was in school, there was no special education.
- We are working together to set the bar in the right place. How do we keep going, to continue to create innovative accommodations and invest in the time it takes to set the bar higher?
- Systemic oppression requires address with a long-term dynamic plan, from strategic plans, to evaluations, goal setting and training of staff and students.

COMMUNICATION & MONEY

**Two of our main sources of power,
are the most common areas
impacted by marginalization.**

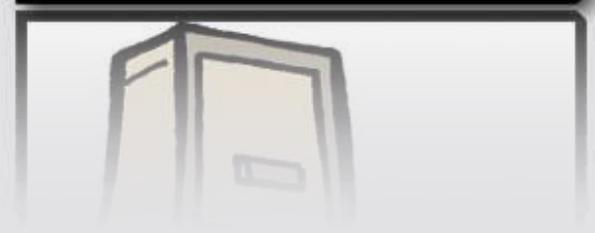
Communication, You Don't Say

- Overdeveloped traits
- Addressing the injury of low power status, meeting the “feral child”
- Shifting from Compliance to Alliance



Modality Loss / Processing Loss Mind Deafness / Mind Blindness

- **The Mind as a File Cabinet:
Category/Relatedness**
- **Most of what we know we learn
incidentally, Risely & Hart**
- **Sugata Mitra, studies in motivation
driven learning...without teachers**
- **Accessibility of a model, emphasizing
a tactile / kinesthetic dimension**
- **Approach and Model, how we
“knock on the door”**



Etiquette of Approach

- Orientation to speaker / content
- Sensory focus
- Processing time
- Exposure to model
- Tactile exploration
- Approach and Model, how we “knock on the door”



The Three Minute Rule

The Gottman Institute



- **John & Julie Gottman, at the Gottman Institute, can determine with over 90% accuracy newlywed couples who will be heading to divorce. John has researched communication between couples for over 40 years.**
- **Their research shows that the first 3 minutes of communication, when stress is present in the topic, can predict the outcome of that communication. In other words how you approach the interaction influences its success.**



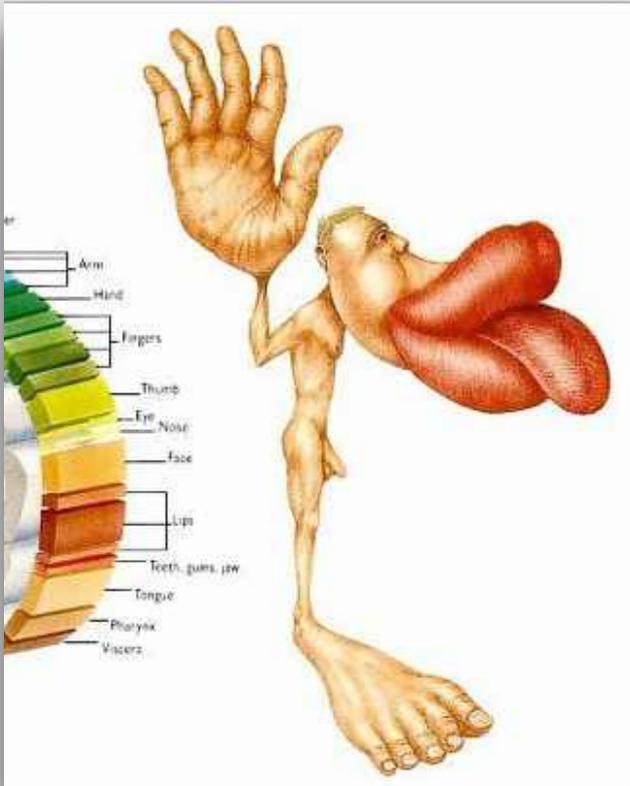
Naoki Higashida, “The Reason I Jump”



Question: “Why do you ignore us when we’re talking to you?”

Answer: “If someone is talking to me from somewhere far off, I don’t notice. You’re probably thinking, “same here”, yes? A major headache for me, however, is that even when someone is right here in front of me, I still don’t notice they’re talking to me. ... So it would help us a great deal if you would just use our names first to get our attention, before you start talking to us.”

Homunculus



- Model shows sensory weight
- Enlarged areas hold more nerves and easily engage the startle reflex
- Pay attention to initiating interactions. Successful protocol includes: tap on shoulder, using their name, holding object near your face when introducing it, giving time for orientation, using hand under hand demo, giving it over more and more as they come forward to explore.

**** We have to stop reaching in over the hand and shift to hand under hand teaching methods ****

Worth Repeating



- When I demo hand under hand, I can feel your intrinsic motivation for mystery, the moment you are curious, want to try it, understand something and reach toward the object.
- If my hand is over yours, I am teaching cue dependence, that you should wait until I give the object over. I often miss your attempt at mastery.

**** We have to stop reaching in over the hand and shift to hand under hand teaching methods ****

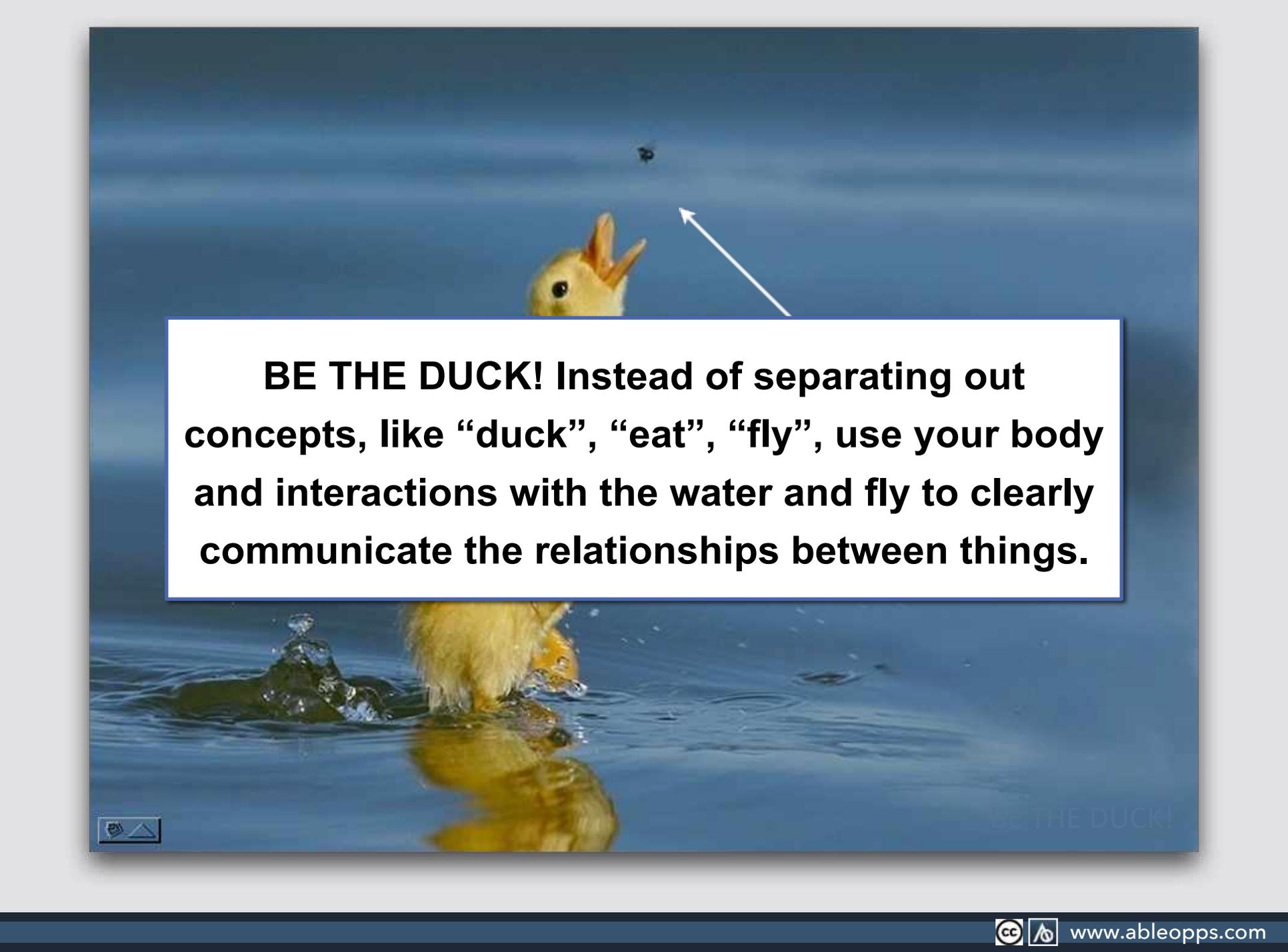
Exercises

- **Sit facing your partner, with your partner facing the back of the room**
- **I will project a picture at the front of the room**
- **Without using language, describe the the picture to your partner**
- **Mime, act it out, use your body and hands. Do not use any language, sign or spoken**



TIME, TOPIC, COMMENT

- **English is like a movie, you get the point at the end.**
- **Visual languages are like a newspaper, headline first clarifying the point, then the details.**
- **Strengthen your visual communication skills, start staff meetings with this exercise using pictures from a magazine or online.**



BE THE DUCK! Instead of separating out concepts, like “duck”, “eat”, “fly”, use your body and interactions with the water and fly to clearly communicate the relationships between things.

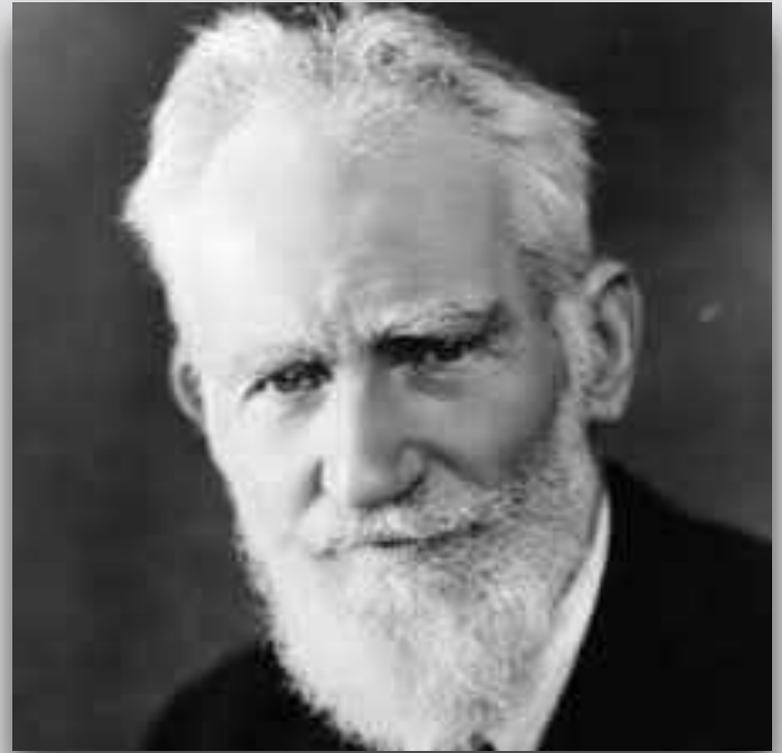


BE THE DUCK!



**“The single biggest
problem with
communication is the
illusion that it has
taken place.”**

George Bernard Shaw



Engage in non-language exercises. What is successful when we stop talking?

After strengthening your visual communication strategies, practice tactile methods. Wear blindfolds, build new files. “Simulation” is a misnomer.

Vision and hearing are our primary tools for organization, disrupt them to strengthen more succinct nonlinguistic communication strategies.



Plan for Training

“A habit cannot be tossed out a window, it must be coaxed down the stairs a step at a time.”

Mark Twain

Your brain runs with its habits, reinforced by everyday use. We default to them, because for us, they are most efficient. You cannot think yourself into stronger visual and tactile strategies, this is not an issue of your intelligence. You need to build cellular memory, you must disrupt the habits in action.

Mobile, Person-Driven, Picture Systems



- Teach individuals to take pictures of people / activities / places / objects; allow them to be as involved as they are able and want to! Model and teach tools using hand under hand. Label all pictures with the same vocabulary, so they are interpreted & read the same by everyone.
- Remove the memory card and place into portable printer. Or use a newer “Selfie” printer where you can send pictures directly from your phone.
- Caption photos and use them to tell stories across environments successfully - communicating about a recent event. Ex. Go to work with a captioned photo of a hike you took on the weekend. This allows someone to build relationships with others.
- Model this strategy, offering without any requirement, until the person comes forward naturally. The 1st goal is for the team to model consistently and long-term.
- Use this system to capture food orders at a cafe to be modeled and used by everyone.
- Next explore choice making and sequencing.

Berry Picking



berry (twist back & forth on pinky)



picking (just like picking)



by Leona Sandlin's Class
Joe Kokrine, Ronald Buster, Trevor Ayunerak,
Haley Moses, Christine Strongheart, Crystal
Moses, Shantel Leopold, Jordon Phillip, Martin
James, Fredrica Joseph, Calvin Kameroff

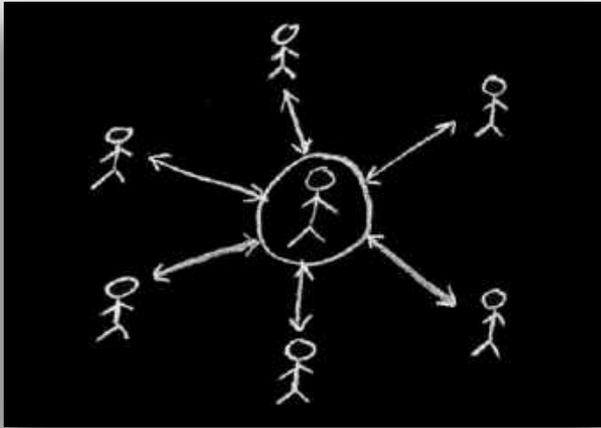


I rode horses everyday on my trip!



I'm a cowboy at heart!

**Because pictures can tell a story that
Reid's language can not...**



Use of this equipment allows an increase of communication and self determination. These skills transfer well to the worksite for employees to capture and track the schedule of their job tasks.

- **Storytelling captures photos like those in a photo album, with people in the picture.**
- **A picture schedule for work is taken by the employee (supported as needed) following direct instruction from the employer. Photos are taken from the view from the employee; a picture of the task itself, not the employee completing the task.**



Job tasks are captured, printed and set in sequence. Here, the left strip orders job tasks, the right shows completed tasks. Note: vertical or horizontal systems can work.

Concretize times when abstract decision making is required. Ex) The clipboard shown here tracks tasks that need to be completed in 3 patient rooms. If 1 of the rooms is busy, or if supplies run out, it must be completed later. We took a picture of the clipboard and trained to move it down the task list thru the shift until all boxes for each of the 3 rooms was checked off.



Once the job expanded into the busy Pediatric Rehab Department, tasks to sanitize and restock toys in various treatment rooms were too numerous to fit onto one schedule. We color coded rooms and outlined tasks in the color assigned to the room. In the main schedule was a picture of the room sign, then on the back of the door in each room was another strip with tasks to complete for the room.



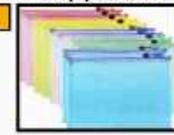
It's not necessary to understand measurements in order to learn to cook...

Create a low tech loaner kit, with lesson plans for virtual classes. These can be used when back on site as well.

Low Tech Kit Name: _____ Dept: _____
 Date Out: _____ Date Returned: _____

<p>1 Canon Portable Printer</p> 	<p>1 Printer Case</p> 	<p>1 Printer Battery</p> 
<p>1 Digital Camera</p> 	<p>1 Camera Case</p> 	<p>1 32 GB Memory</p> 
<p>2 Paper/Ink Refill</p> 	<p>1 Fellowes Laminator</p> 	<p>50 pack Laminator Sheets</p> 
<p>1 Bullet Blender</p> 	<p>1 Set Color Coded Measuring Cups/Spoons</p> 	<p>1 Time Timer</p> 

Sign Out Low Tech Kit Page 1 of 2

<p>1 Whiteboard Calendar (month) Peel & Stick</p> 	<p>1 Desktop Whiteboard Easel</p> 	<p>1 Set Whiteboard Pens</p> 
<p>1 pack Whiteboard Peel & Stick Sheets</p> 	<p>6 boxes Velcro</p> 	<p>10 zip pouches</p> 
<p>Portable File Box</p> 	<p>5 Hanging Folders</p> 	<p>Rolling ToolBox</p> 

PLEASE CHECK OFF EACH ITEM BEFORE RETURNING AND REPORT ANY MISSING OR LOW STOCK

Sign Out Low Tech Kit Page 2 of 2

Financial Literacy

- **Why do we work? What makes work different than other community activity and choices?**
- **How do we know we are contributing to the team? How do we measure or track our work tasks and performance? Where do we look to get measurements of progress and success? Who do we report to?**
- **How do we accommodate someone with a developmental disability to access this same information?**



Money Jigs



A Money Jig can be made for any combination of coin. This one holds four quarters. We shop at the dollar store for items to purchase with earnings. We find a community sponsor to donate \$200/year to allow someone to learn production = earnings. Earnings = choice of spending.

Connect Production to Earnings



This young man uses the wA app & a money jig for concrete information about work expectations and earnings.

Connect Production to Earnings

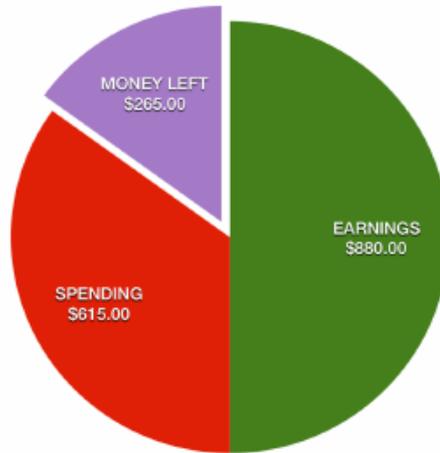
A clear connection to earnings motivated Chris to increase his work speed to competitive employment rates and leave the sheltered workshop for a job in his community.



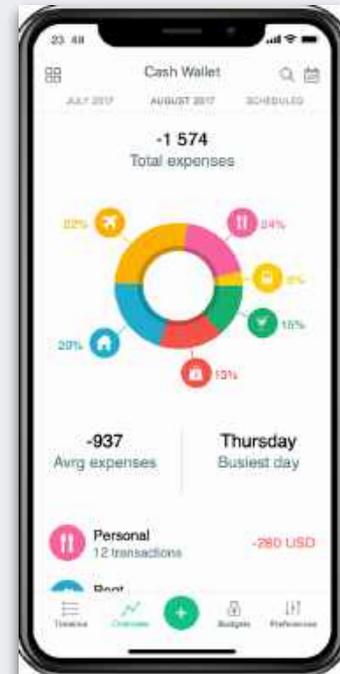
Concrete Visual Budgeting

- ◆ Then track your spending choices to see how much you earn and how much you spend in a month.
- ◆ Fill in your earnings and spendings (blue text) and the chart will calculate it for you.

DATE	EARNINGS	SPENDING	ITEM	MONEY LEFT
3/1		\$350.00	Rent	-\$350.00
3/2	\$80.00	\$30.00	Utilities	-\$300.00
3/5		\$80.00	Phone	-\$380.00
3/6		\$25.00	Food	-\$405.00
3/7				-\$405.00
3/8				-\$405.00
3/9	\$200.00			-\$205.00
3/12		\$25.00	Food	-\$230.00
3/13		\$15.00	Dinner w/friend	-\$245.00
3/14				-\$245.00
3/15				-\$245.00
3/16	\$200.00			-\$45.00
3/19		\$25.00	Food	-\$70.00
3/20		\$40.00	Video Game	-\$110.00
3/21				-\$110.00
3/22				-\$110.00
3/23	\$200.00			\$90.00
3/26		\$25.00	Food	\$65.00
3/27				\$65.00
3/28				\$65.00
3/29				\$65.00
3/30	\$200.00			\$265.00
TOTAL	\$880.00	\$615.00		\$265.00



Do you want to save to buy something big? Use this chart to meet your goal!





WORK AUTONOMY

A PERSON-DRIVEN ACCOMMODATION TOOL

Available on iTunes

Work Autonomy allows accommodation to some of the greatest barriers in the work place: communication with customers, co-workers and supervisors, understanding and tracking task expectations, and connecting the relationship between production and earnings.



Set colors, font, sections to meet accommodation needs. Capture video, photo, text, and/or voice for messages and a work schedule. Set work expectations with your employer.



Play Messages



Track Schedule



Track Expectations



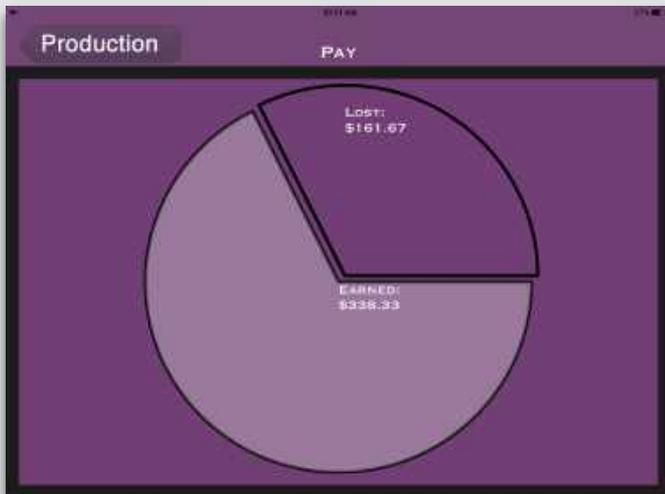
Track Production



Employees capture the main tasks of their job using video, photo, text or voice. Under these they capture the steps needed to complete the tasks. Details come from their supervisor, with the coach reinforcing training, by training to referencing the app for work details.



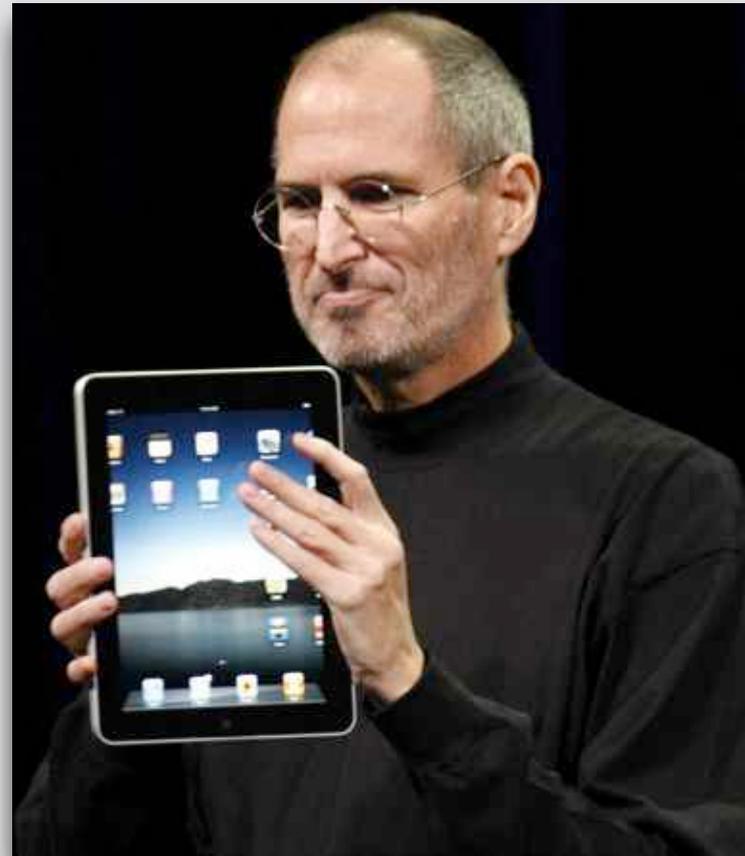
A timer, clock and counter are set to work expectations. These send data to a production chart while the employee works, then the chart is sent/shown directly to supervisors. This strengthens the employee / employer relationship, avoiding the tendency for a job coach to become a “surrogate supervisor”.



The other chart produced shows wages earned so far this week, allowing someone to see their earnings increase as they continue to work. The earnings from this chart can be used in the budgeting worksheet

Cause the times, they are a changin' ...

- **Steve Jobs changed the game.**
- **From a 4 to \$ 6000 clunky device that can do one thing... to a device that can do millions.**
- **The same device that's in the hands of the masses!**



High Tech- How do you use your smart device?

Does the person you support have access to do the same?

- **Contact - phone, FaceTime, other video calls**
- **Tracking- calendar, task lists, addresses**
- **Presentations- Keynote/PowerPoint**
- **Documents- Pages/Word, Numbers/Excel**
- **Mapping- maps, Keynote**
- **Learning - google, YouTube**
- **Entertainment- streaming, games**
- **Sharing- pictures, documents, screens...**

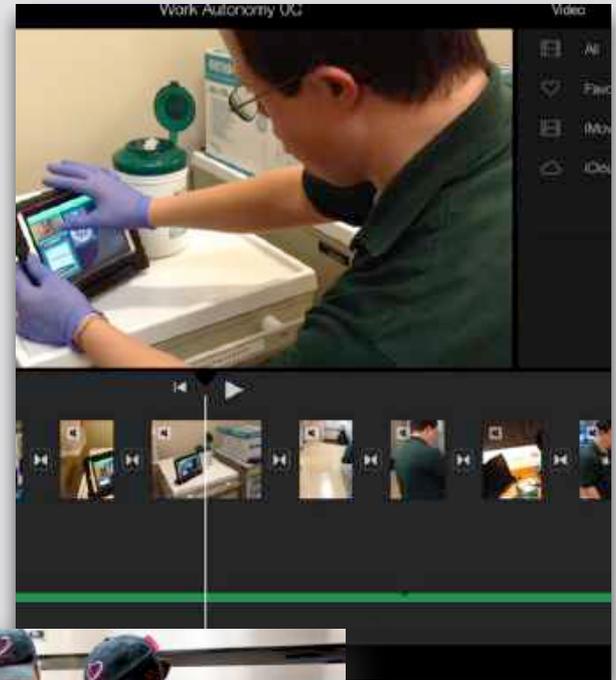


First, play to learn how to touch and activate with different movement: puzzles, photo booth...



Pictures & Film

- Capture and show a work site in preparation for the first day
- Stay connected to co-workers
- Take footage of new places /job sites
- Person Centered Plans
- Video Resumes
- Self Advocacy Film
- Video Brochures
- Customer Film Files



Support people to create their own “How To” References

Good Contrast



Poor Contrast



Clean & Concrete Visuals for Access

Front Lit



Back Lit



Video Resumes

Video Resumes allow employers to see potential employees rather than barriers.

You can find models and tools at the link below. Use the worksheet to prep.



<https://www.ableopps.com/video-resumes>

Video Resumes

Employers tell us video references are some of the most powerful messages to include! Testimonials can come from previous supervisors, coworkers or coach.



Video Resumes

Capture employable skills including past work experience, volunteering, chores at home, contributions in the community...consider all transferrable work skills.



Video Resumes

The video resume process should be directed by & for the customer. Whether capturing photo/film and voice content, deciding on color schemes and fonts, manipulating the iPad or giving a thumbs up or down, support the customer to make their own decisions.



Mock Interviews

Mock Interviews

Once the video resume is complete, set up mock interviews to share with stakeholders. Ask for feedback. Edit film based on the feedback. This is a great opportunity to prepare for future interviews.



Note-taking Apps



ex. Notability and other note taking apps are ideal for creating BIO pages, title pages video resumes, self advocacy film, etc...



Michael Rogers

In addition to my job at the State of Washington, I moonlight as a ticket-taker for the Mariners, Seahawks & Sounders!

A true Seattle sports fanatic!

Keep the Work Autonomy App in the menu bar for easy access.

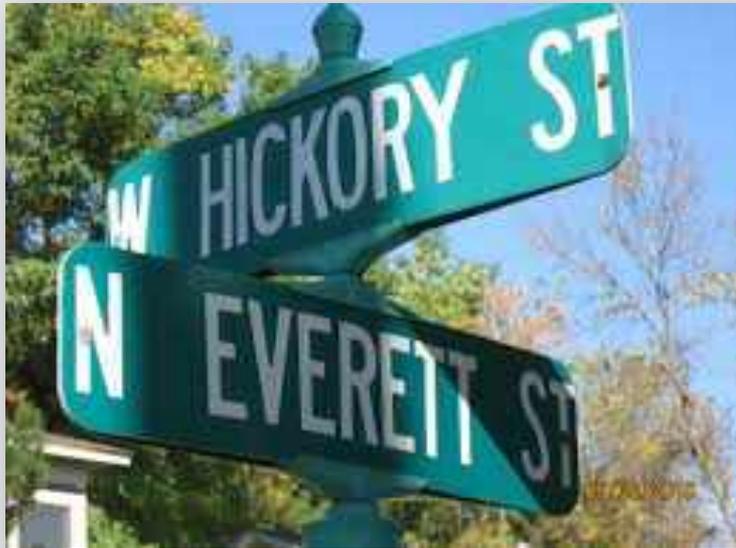


Work Autonomy App

A Person Centered Accommodation Tool

www.ableopps.com
NOW AVAILABLE ON iTUNES!

FaceTime & Video Calls



Training on video calls now, can build a foundation for safe travel skills later when customers learn to use cross streets and use landmarks for communication about location.



Other Apps

  Apps like Glide & Marco Polo, allow you to leave video messages

 Cognitopia, some ability to use video and pictures, but tracking is written

 CanPlan, ability to capture and schedule Visual Tasks

 QR Codes & Scanning Apps, Create a free Quick Response code
Ex) www.QRStuff.com

 Use a QR Scanning Apps. Ex: Free QR Code, QR Scanner, Scanbot
Point your phone at the QR code and it will direct you to a link assigned.

 Seeing AI, a visual scanner with read out for environments & documents

 Otter, a note taking recorder, that provides audio and text

 Genius Scan, copies of reports, evaluations, receipts...

Progress, Slow & Sure

Programs supporting people with developmental disabilities have been most strongly influenced by those with a passion for social work and social justice. This has resulted in person-centered services, strong advocates and constant movement toward higher standards in the quality of life for those who experience developmental disabilities. We are relatively new at accommodations for our second customer.



System Challenges

- **Whats the #1 reason a person with a disability loses their job? A change in supervisor.**
- **If an employer has had a bad experience with one of us, they are understandably reluctant to hire someone else.**
- **The fact that we are just becoming standardized, through training and certification, means we have created a messy reputation as a field, based primarily on relationship. This is not sustainable.**
- **Our first response to an employers hesitation is to acknowledge it, take responsibility, and offer a business model solution.**



We develop successful recruitment & retention business models for hiring people with disAbilities



**JOIN US
YOU'LL GET
WIN-WIN RESULTS**

Our collaboration with Harrison Medical Center has allowed us to attend to our second customer, the employer.

In addition to understanding their mission and values, we have developed business minded practices.



WIN Program

WIN, Work Independence Network, is an innovative collaboration between Harrison Medical Center, Kitsap County Developmental Disabilities and Able Opportunities, Inc. We develop successful recruitment & retention business models for hiring people with disabilities.



Business Model Tools

- **Video Resumes**
- **Apps like Work Autonomy that produce production reports and connect employer and employee**
- **Financial literacy to drive motivation**
- **Standardized, formalized protocol: cost analysis, fading plans, accommodated compliance reviews, on-going training opportunity**
- **Able Opportunities, Inc. writes Standard Operating Procedures to house within the business. We train employers how to manage us**

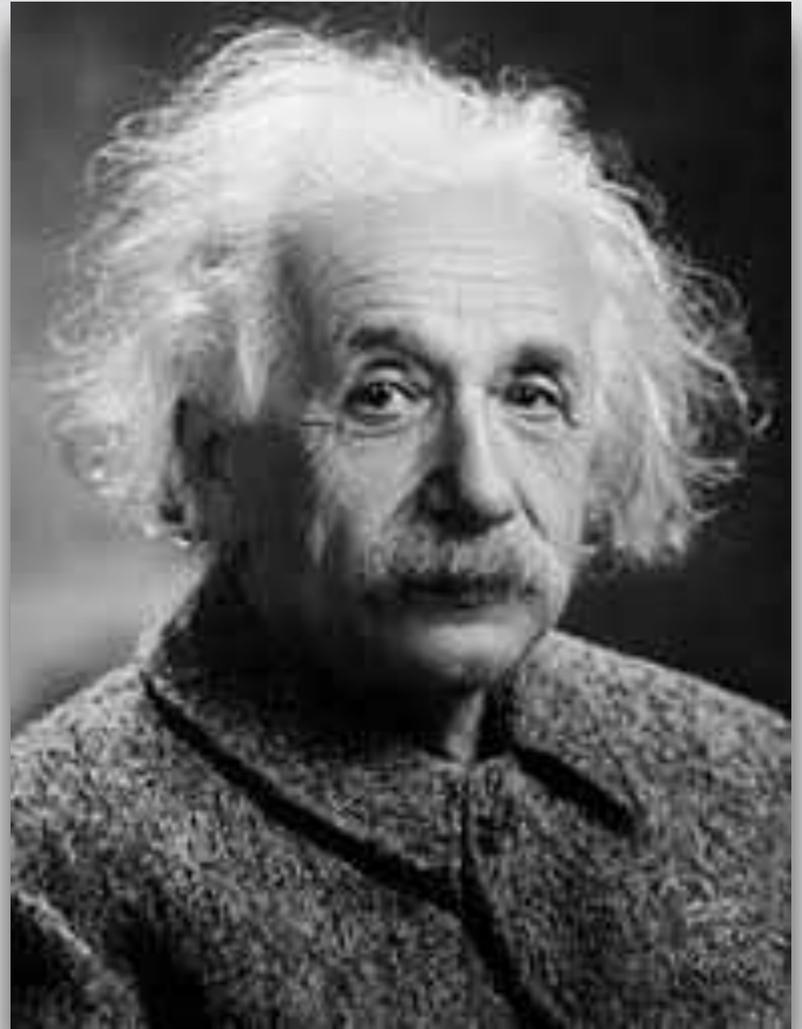
Cost Analysis

Along with customizing a strong job match and defining a clear job description, identifying cost savings is a powerful strategy to align with a business bottom line. When job developing, use this tool to shift the conversation from a special project to a smart business decision. You may meet an HR recruiter or a floor manager who is interested in collaborating with you, but they will need to justify the position to the person approving budgets. Your ally can use this cost analysis to market customized positions within their department or company.



“In matters of truth and justice, there is no difference between large and small problems, for issues concerning the treatment of people are all the same.”

Albert Einstein



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