

Region V Services

The mission of Region V Services is to provide desired training and supports that promote interdependence and relations within community and lessen reliance upon agency services

Provide desired training and supports

We will use the personal outcome measures from The Council on Quality and Leadership as our guide to process and measure what people desire. The process of discovering what a person truly desires involves listening to the person whether they communicate in traditional ways or not, listening to others who know the person well, and asking questions to determine the reasons behind the expressed desire.

Promote interdependence and relationships within community

We will use principles from Social Role Valorization and Universal Enhancement as we support individuals to achieve their desired outcomes. This includes, but is not limited to:

1. Showing respect through tone of voice and active listening.
2. Providing people with experiences that offer both image and competency enhancement opportunities.
3. Making sure that our habilitation programs reflect a person's desires.
4. Remembering we work FOR the individual and their family and we do not employ direct care staff, we have Community Support Professionals.
5. At all costs, people must look as good as possible.

Lessen reliance upon agency services

We will utilize teachable moments. Virtually every daily activity provides an opportunity to teach something new.

We will promote less dependency upon Region V Services, including the creation, facilitation, and utilization of natural supports from family, friends, co-workers, etc.





Region V Services' Mission Guidelines

January 2008

Purpose

The purpose of the Mission Guidelines is to provide direction for Region V Services. It replaces the Position Papers that originated in 1995 and were most recently updated in the summer of 2000. The guidelines provide direction of where we are going and what we should be doing. They also indicate how we will act, why we are moving in this direction, and who we are as part of Region V Services.

Our mission is our guidance for how Region V Services can move towards our vision, which will also involve change in our communities and culture. **Our vision** is that each Nebraskan who experiences disability will be so valued as a member of the community that resources will be available to provide integrated, personalized supports that will enable each person to have control of his/her own life.

Desired Training and Supports

We will customize supports to meet the needs and desires of each individual. We will build on the strengths and desires of each person by providing opportunities to experience life in a way that allows for informed choice.

Outcome Based Performance Measures will be used to identify the desired supports for the person.

Many times people we support will tell us they want something because they believe that's what we want to hear or perhaps what their parent wants to hear. Outcomes cause us to delve deeper to see if what an individual does reflects what she/he says.

We will recognize that people may change their minds about what they desire, and that this is a natural reflection of getting new information. When people change their minds, we must respect their new choices.

We will be an "Employment First" and "Authentic Living" organization. This means that the first options considered must be for job placement and least restrictive living environment.

We should seek answers to these questions:

- What job and living experience has the person already had?
- What is the person interested in doing?
- Who does the person know who might help?
- Can other providers be involved (Vocational Rehabilitation, Local Housing Authority, League of Human Dignity, etc.)?
- What typical community services are available that we can support the individual to access?



Promote interdependence and relationships within community

Once we have identified desired training and supports, we will utilize principles of social role valorization and universal enhancement to design and deliver the supports.

We will identify valued social roles that reflect the individuals goals and desires. The program will be designed to develop image and competency enhancement. Habilitation (teaching) will reflect the person's desires and enhance the valued roles each person holds.

We will respect each individual and expectations will be high.

- Are the activities in which he/she participates challenging and interesting?
- Do these activities make efficient use of his/her time?
- How were supports and activities selected for this person?
- What benefits will these provide for this person?
- Has the person made progress? If no, why not?
- What has been done to customize the activities to the person?
- Is the person involved in all decisions affecting his or her life?

We will provide each person with the experience of a meaningful day.

- Employment is the first option to be considered for day services (though employment can include night and weekend jobs as well).
- Supported Living is the first option to be considered for residential supports.
- We recognize that work and non work time are important parts of self perception and how a person is perceived and valued by others. We must demonstrate that we value each individual's time and life.
- We help create and align natural supports, using a "place-train" model with employment consultants (job coaches).

Lessen Reliance on Agency Services

All supports will emphasize the establishment of natural supports.

Natural Supports are types of assistance that are typically available to individuals who are not disabled to help them access and participate in the **employment** and community **environment of their choice**.

- Our mission commits us to "lessen reliance upon agency services." This can only be accomplished if people utilizing supports become more independent and interdependent. Family, friends, co-workers and acquaintances make up the support we all need to lead a happy and fulfilling life.
- We know it works. Long-term success on the job and at home is many times more likely to occur when natural supports are in place.
- A person's pride and self-esteem are enhanced when he/she is more interdependent. We, as individuals and as an agency, should do whatever we can to increase each other's self-esteem.
- Living supports will be customized with the organization in the role of supporter/facilitator.

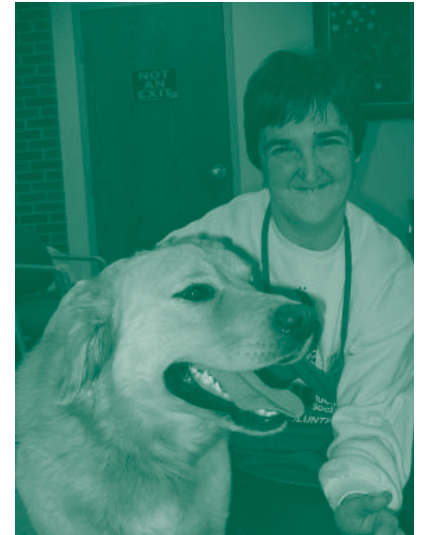


Valued Social Roles

Employee



Volunteer



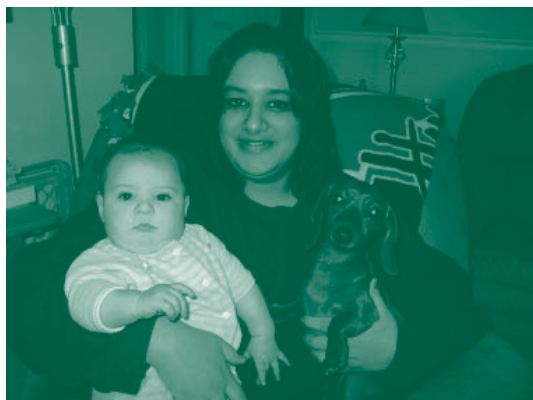
Spouse



Consultant



Mother





College Student



Homeowner



Board Member



Artist



Musician





Definitions and Acronyms

Personal Outcomes - Personal outcomes are centered on the individual, not programs or program categories. The measure of success moves from how well the professionals and programs are doing to how well the individual is doing in those areas that are most important to him or her. We learn about personal outcomes only when we talk to the person and learn about what is important and why. Personal outcomes are not measures of program efficiency or effectiveness.

Social Role Valorization - A framework for understanding that people are seen and judged by the social roles they occupy, realizing that people can learn the behaviors, duties and responsibilities of desired roles and offering methods for designing appropriate supports. Illustrated by pictures on pages 4 and 5.

Acronyms/Organizations

AAIDD - American Association on Intellectual and Developmental Disabilities - A national organization focusing on research, best practice, and professional networking.

ACP - Association of Community Professionals - An organization for people who work in the field of developmental disabilities.

Arc of Nebraska - An advocacy organization for people who experience developmental disabilities and their families. It has local, state, and national affiliation.

DDD - Division of Developmental Disabilities - Division of HHSS devoted to specialized services for people with developmental disabilities.

HHSS - Health and Human Service System - State of Nebraska organization for human services.

NAS - Nebraska Advocacy Services - A federally mandated advocacy organization.

NASP - Nebraska Association of Service Providers - An association of providers affiliated with the national organization American Network of Community Options and Resources, ANCOR

NPN - Nebraska Providers' Network - A voluntary association of Nebraska public and private providers with no fees or staff.

People First - A self advocacy organization for people with a developmental disability, that teaches members that they are the experts. It is the person with the disability that lives day to day, twenty-four hours a day, with their disability and the decisions regarding their life come from them.

Desired Training and Supports

For additional information on personal outcome measures contact:

The Council on Quality and Leadership in Supports for People with Disabilities.

The Council
100 West Road, Suite 406
Towson, MD 21204
(410)583-0060
www.thecouncil.org

Promote Interdependence and Relationships within community

For additional information on Social Role Valorization contact:

Syracuse University Training Institute for Human Service Planning, Leadership and Change Agency.
800 South Wilbur Avenue, Suite 3B1
Syracuse, New York 13204
(315)473-2978
www.socialrolevalorization.com

For additional information on Universal Enhancement contact:

Universal LifeStiles
8126 Wellsbrook Drive
Indianapolis, Indiana 46278
(317)871-2096
tpomer@aol.com
www.universallifestiles.com

Lessen Reliance on Agency Services

For more information on Region V Services and our mission contact:

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Region V Services

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-Serving individuals with developmental disabilities-

Locations: Auburn, Beatrice, Columbus, Crete, David City, Fairbury, Hebron, Lincoln, Nebraska City, Seward, Wahoo and York