

Remembering Why

Promoting Valued Social Roles in a
Deinstitutionalization Initiative



From Jan '05 to Sept '06

438 people moved from specialized
facilities to community services

12 of 36 facilities closed

Most integrated

Positive Relationships

Valued
Social
Roles

Freedom to contribute

Least restrictive

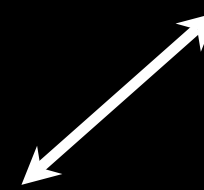
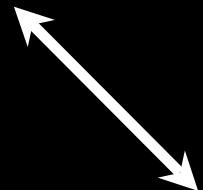
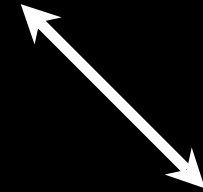
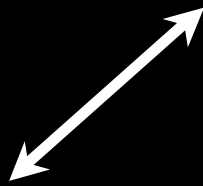
SRV informed but highly ideological

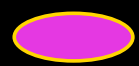
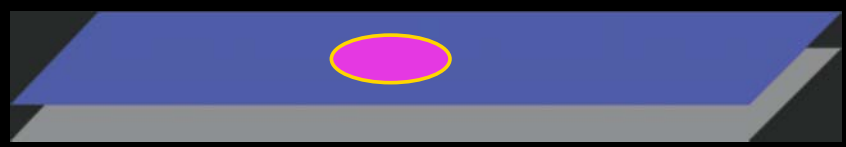
Person managed as one of
a group for compliance to
external standards & staff
convenience

Low expectations for
development &
contribution (hidden
hope)

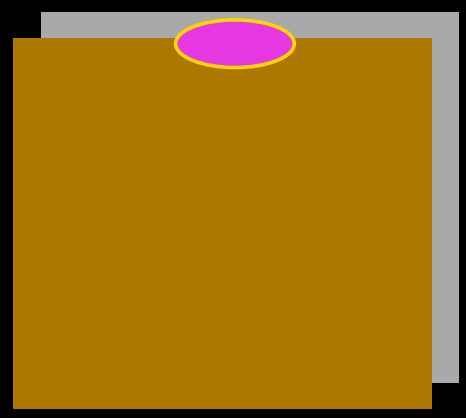
Social distance
(hidden positive
relationships)

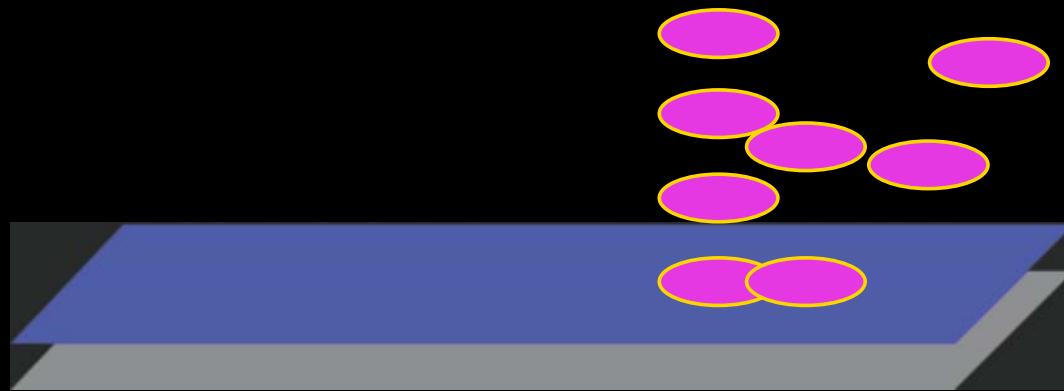
Poor understanding of
impairments > assistance
that limits person (ignored
things that work)





Valued roles & good relationships
with people with DD, staff & family
in service settings

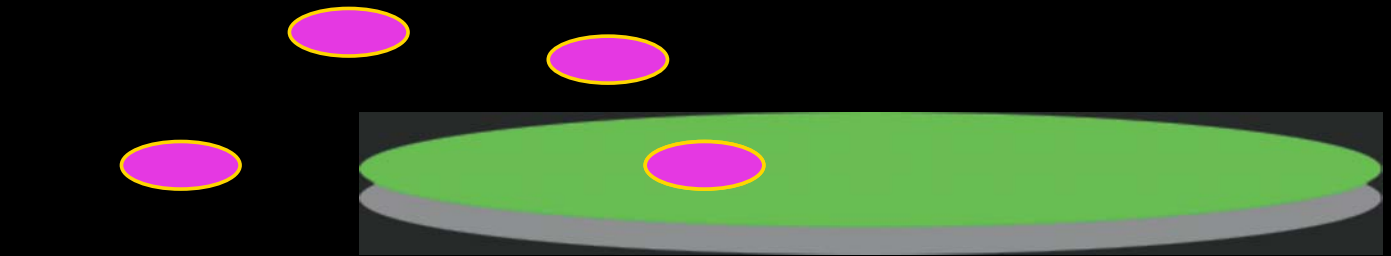




Springy



Sticky



and

Valued roles & good relationships
in community settings with
other citizens



Valued roles & good relationships
with people with DD, staff & family

Valued
Social
Roles

Need to
learn how
to assist

Apparent indifference

Competing accountabilities

Managerialism

Weak container for emotional work of change

Sunk investment in congregate service settings

Systemic overcommitment (scarcity, hurry, busy-ness)

Devaluation & fear of inability to control the person

A Multi-Component Change Strategy

\$ Incentives

**Legal &
Regulatory
Changes**

Guardian
Education

Education for
Judges &
Lawyers

Administrative
Forums

Training & Individual Consultation

- People with complex physical disabilities
- People with psychiatric disabilities
- People whose behavior is dangerous
- Organizing personalized assistance
- Engaging community members in welcoming people home

Personalized Assistance
Agency Development

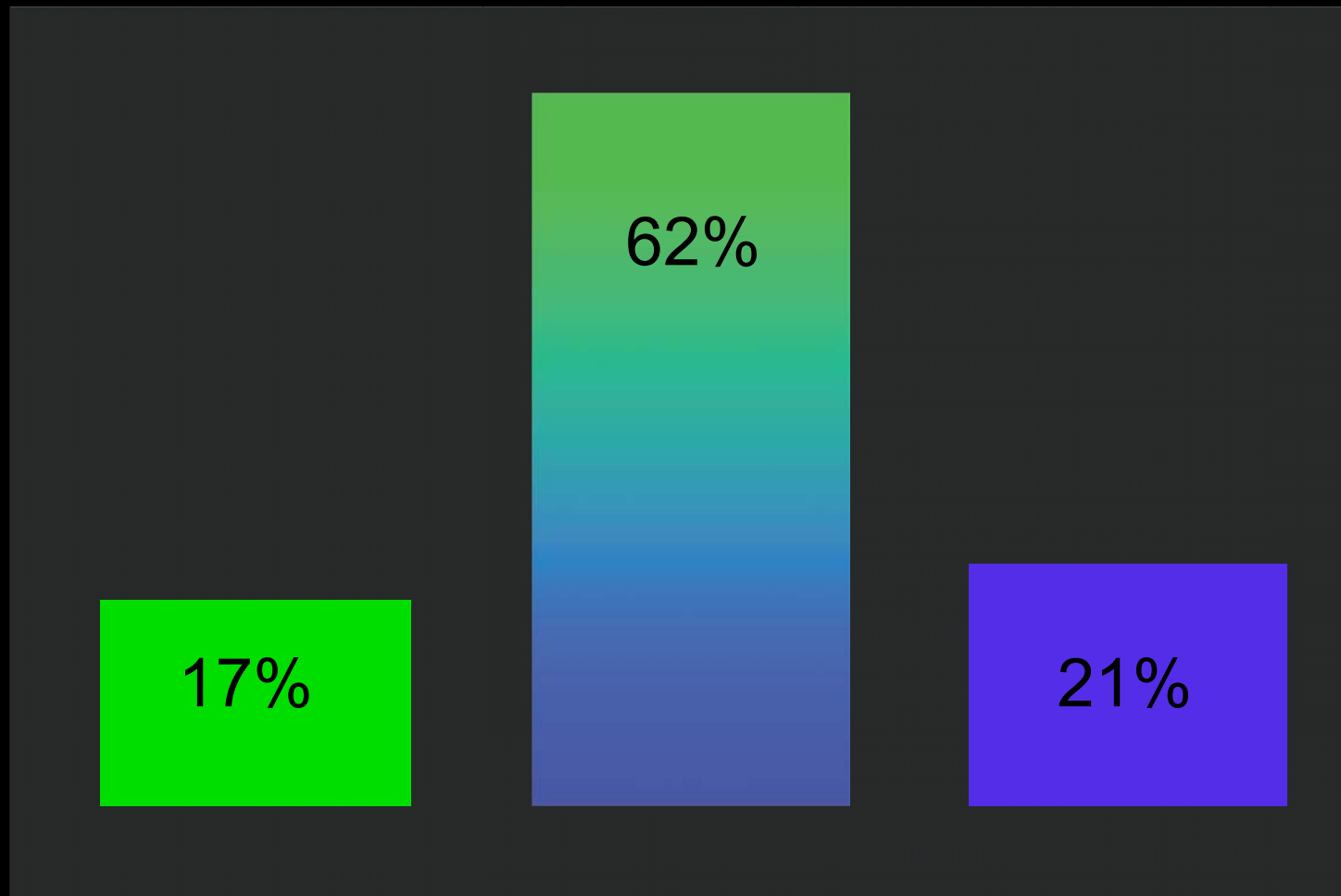
County System Development

Learning Groups

Common Themes

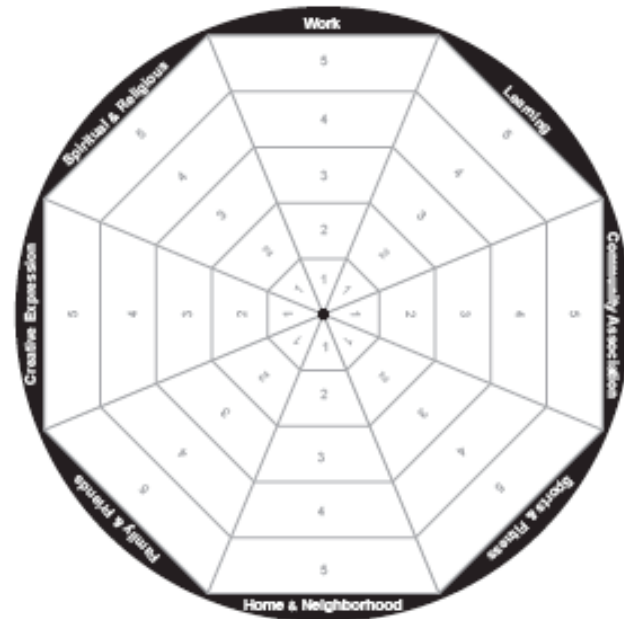
- Build personal identification with those feared as “too difficult”
- Advocate for personal commitment & continuity of good relationships
- Show the benefits of personalized supports for valued social roles
- Raise awareness of knowledge & skills that allow people to imagine better ways & better results
- Recruit people to more intense involvement

9 people trans-institutionalized



Reflecting on Social Roles

Identifying Opportunities to
Support Personal Freedom &
Social Integration
Through Wisconsin's
Restructuring Initiative



SRV informed but highly
ideological

John O'Brien
VERSION 1
JUNE 2006

Establish the distinction between playing a valued role within service-family boundaries & playing a valued role in community life.

Engage a role in a way that...

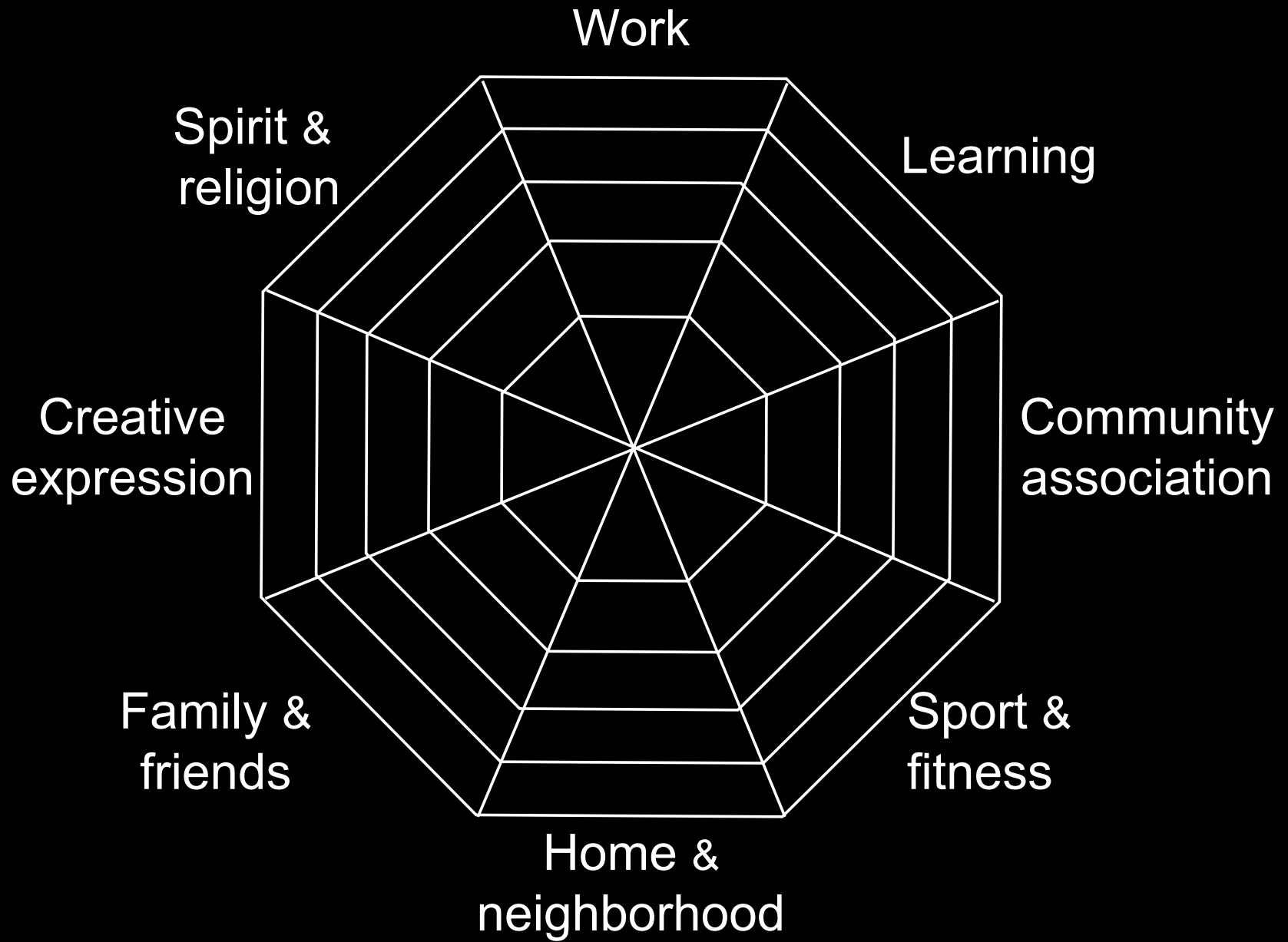
...promotes positive recognition

...promotes satisfying
interaction

...with citizens in settings
outside services



Promote consideration of a wide range of roles in multiple settings as a focus for long term action.



Receptionist

Trainer

Work

Apprentice

Data Entry

Trainee

Baker

Union member

Produce Clerk

Machine operator

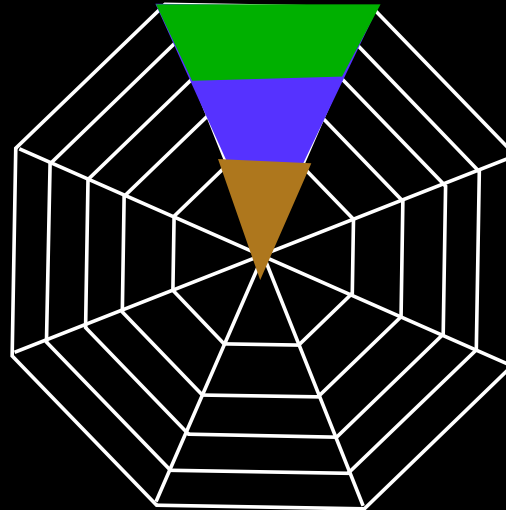
Intern

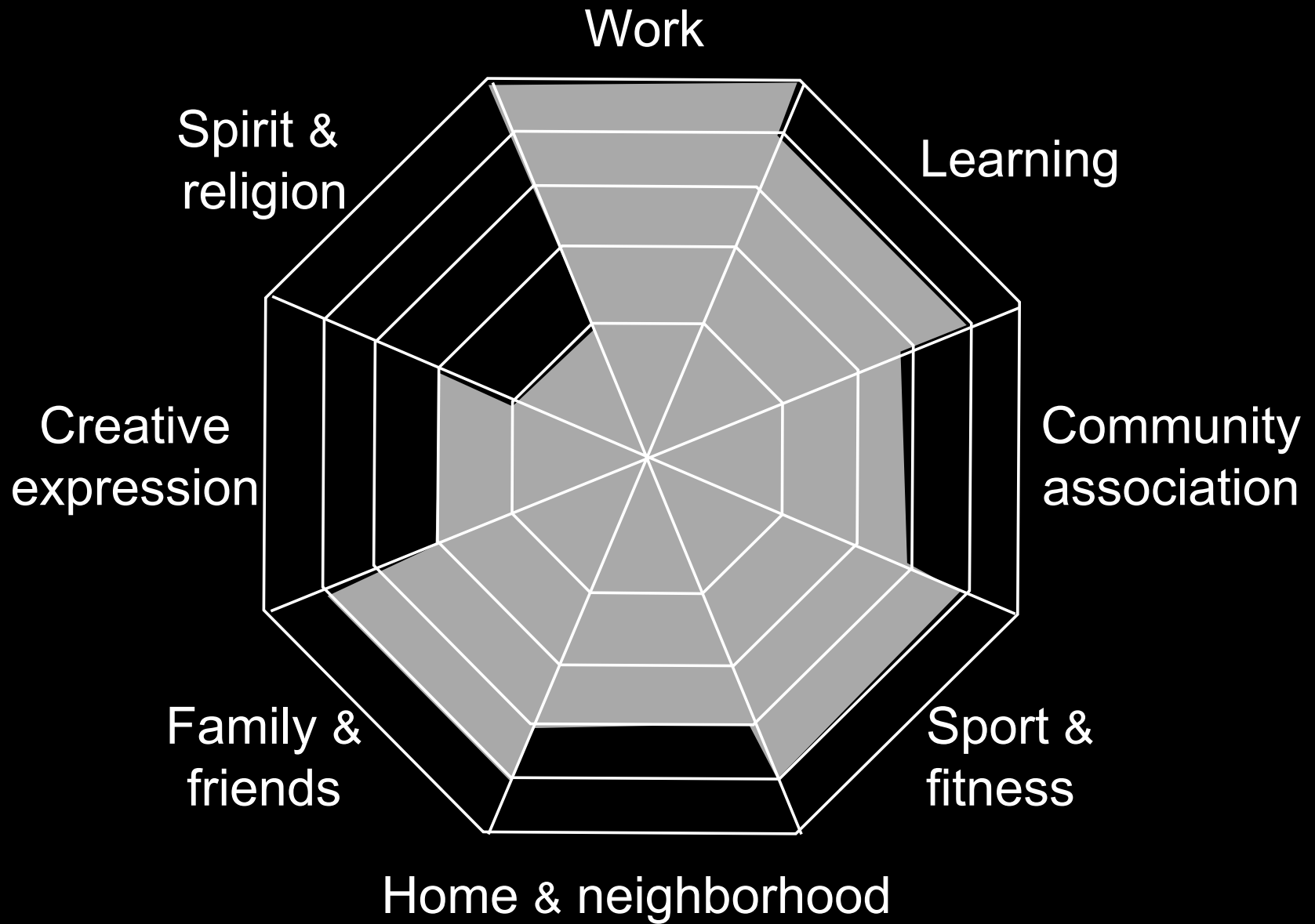
Child care worker

Owner

Co-Worker

Employer



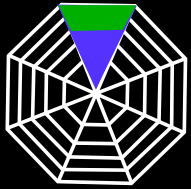


Frame typical reasons for inaction as constraints to engage by building stronger relationships & learning more effective ways to assist.

Constraints

- _ We don't yet know the person well enough to identify his or her interests & capacities in this sector of community life.
- The person says "no" to developing opportunities in this sector of community life.
- The person's guardian says "no" to developing opportunities in this sector.
- Some other authority says "no" to developing opportunities in this sector.
- __ Developing opportunities in this sector involves too much risk.
- __ We lack a service provider committed to supporting engagement in this sector.
- __ We lack sufficient staff time to develop opportunities or provide the continuing assistance the person would need to sustain involvement in this sector.
- __ We can't arrange or provide the transportation the person needs to sustain involvement in this sector of community life.
- __ The person can't afford the costs of involvement in this sector of community life (equipment, dues and fees, admission, etc.).
- __ We can't yet identify any opportunities in this locality for the person to pursue an interest in this sector of community life.
- __ We don't yet know how to negotiate the access and accommodations the person needs to pursue an interest in this sector of community life.
- __ We don't yet know how to assist the person to develop the knowledge, skills, and habits necessary to pursue an interest in this sector of community life.
- __ We don't yet know how to assist the person to manage behaviors that compete with engagement in this sector of community life.

Work



Considerations

- ___ The person's job matches the person's interests and abilities.
 - The person's job challenges the person to develop his or her knowledge and skills.
 - ___ The person works in an ordinary community business.
 - ___ The person earns the same wages and receives the same benefits as non-disabled workers doing the same tasks do.
 - The person's job calls for on the job interaction with other people, including people who are not also clients or staff of human service agencies.
- ___ The person's job offers opportunities for social contact outside of work that include people who are not also clients or staff of human service agencies.
 - ___ The person's job offers the chance for career advancement.
 - ___ The person's co-workers /supervisors play an active part in design and implementation of any accommodations or adaptations necessary to insure that the person performs successfully.

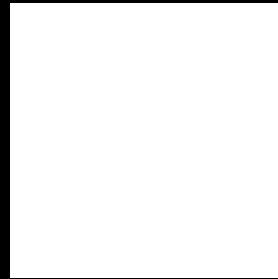
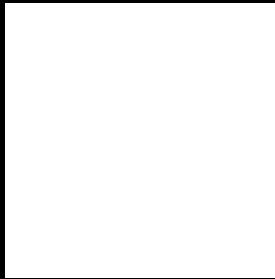
Identify development opportunities
for both individuals & systems

Action to Develop
the System

Lower

Higher

Harder



Easier



Action With the Person

Lower

Higher

Harder



Easier



Download

Reflecting on Social Roles

And Now They Need A Life

Perspectives on Most Integrated

www.inclusion.com/jobrien.html