

GENERAL SESSIONS AND FEATURED SPEAKERS

KEYNOTE SPEAKER PERSON CENTERED INCLUSIVE SUPPORTS – ACHIEVABLE WITH A STABLE, COMPETENT AND SUFFICIENT DIRECT SUPPORT WORKFORCE

by Amy Hewitt, Minneapolis, MN

Amy Hewitt, PhD, has an extensive background in the field of intellectual and developmental disabilities. She has worked in various positions over the past 30 years to improve community inclusion and quality of life for children and adults with disabilities and their families. She is the Director of the University of Minnesota's Institute on Community Integration and conducts research, evaluation and demonstration projects about community services for children, youth and adults with intellectual and developmental disabilities. She has authored numerous journal articles, curriculum, technical reports, including a book entitled, *Staff Recruitment, Retention and Training*. Dr. Hewitt is on the editorial board of Inclusion and associate editor of Intellectual and Developmental Disabilities both journals of the AAIDD. She is currently the President of the Association of University Centers on Disability (AUCD) and past president of the American Association on Intellectual and Developmental Disabilities (AAIDD).



PLENARY SESSION UNDERSTANDING THE PAST TO CHART THE FUTURE OF SUPPORTS AND SERVICES

by Joseph Macbeth, Albany, NY

Joseph M. Macbeth is the Executive Director at the National Alliance for Direct Support Professionals (NADSP) and has worked in the field of intellectual and developmental disabilities for 35 years beginning as a Professional. Macbeth is recognized as a national leader in the advocacy & movement to recognize direct support as a profession and is a highly sought after speaker on the workforce challenges that affect the disability system. Macbeth has co-authored the Report to the President: America's Direct Support Workforce Crisis: Effects on People with Intellectual Disabilities, Families, Communities and the U.S. Economy for the President's Committee for People with Intellectual Disabilities (PCPID, 2017). He was the Issue Editor for Impact: The Direct Support Workforce and People with Intellectual, Developmental, and Other Disabilities (University of Minnesota, 2018) and produced an award winning Realistic Job Preview titled "Working as a Direct Support Professional: We Get It Done" (NYSACRA, 2011). While working in New York, Macbeth partnered with the State University of New York (SUNY) by assisting more than 500 direct support professionals advance their college education through the "Disability Studies Certificate". He currently sits on the board of directors for The Council on Quality and Leadership (CQL), The Learning Community for Person Centered Practices (TLCPCP) and the College of Direct Support's National Advisory Board.



CLOSING SESSION TEAMWORK

by Karen Zimmerman, Minot, ND

Karen Zimmerman currently serves as a Vice President and Chief Nursing Officer. A position she has held since 2014. Previously, she held the position of the Director of Clinical Excellence and Patient Safety where she directed and led Trinity Health's efforts in process improvement and core measure compliance; infection prevention and control; regulatory compliance; patient safety; patient relations; and provides support for physician quality, peer review, and privileging and credentialing. As a leader, Karen supports the professional development of the team she leads; is committed to



patient safety; providing knowledge-driven care; and evidence-based practice. She believes a leader is one who leads by example, empowers the people she leads, and who understands the behaviors behind actions and carefully considers her actions and the impact of those actions on those who follow her. Karen obtained her Bachelor's Degree in Nursing from Medcenter One College of Nursing and her Master's Degree in Nursing from the University of Mary. She continues to serve as adjunct faculty for the University of Mary graduate nursing program. Karen has served as an instructor for the Trauma Nurse Core Curriculum and as a preceptor for nursing students across the state. She has served as a guest speaker at Minot State University; speaks at surrounding high schools about the dangers of drugs, alcohol and trauma; and has presented to several agencies and groups on professionalism, leadership, and teamwork.

LESSONS FROM A JOB DEVELOPER: PUTTING BEST PRACTICE TO WORK

by Wesley Anderson, North Brunswick, NJ

Wesley E. Anderson is the Director of Training and Consultation Services at The Arc of New Jersey, where he provides technical assistance and training to supported employment agencies and families throughout the state. A certified practitioner of The Teaching Family Model as well as a Traumatic Brain Injury Specialist, Wesley has been providing supports to individuals with intellectual and developmental disabilities for over 7 years. He started his career in Special Education and continued on to supported employment at The Arc of Camden County, as an Employment Specialist and Job Developer. A proven networker, he was appointed by the Chamber of Commerce Southern New Jersey to represent them as a member of their Ambassador Committee. In his current role, Wesley also sits on the national board of directors for APSE (Association for Professionals Supporting Employment First), as the chair of the Professional Development Committee.



SELF-DETERMINATION: CONSIDERING THE POWER OF CHOICE

by Melissa Naslund, Minot, ND

Dr. Melissa Naslund has a strong passion for supporting professionals in their personal growth and development so they can turn around and support their clients/patients/consumers to also be their strongest, healthiest and most independent selves. Melissa graduated with her BAS in Psychology from the University of Minnesota Duluth, and her MA in Community Mental Health Counseling and Ph.D. in Human Development with an emphasis in Counselor Education and Supervision from North Dakota State University. Along with her teaching experience, Dr. Naslund has experience working within the mental health, human service and disability fields as a researcher, consultant, grant writer and counselor. As a researcher, she has focused on exploring the areas of counselor personal growth and development, program evaluation, suicide intervention and self-determination. She consults in the areas of mental and behavioral health, interpersonal communication and team building. She supports and applies for grants that support and advance the disability field, including mental and behavioral disabilities. She has experience working with at-risk youth and their parents/families, adults struggling with depression, anxiety, life transitions and adjustment disorders, and individuals diagnosed with physical and/or mental disabilities. Dr. Melissa Naslund's vast experiences allow her to bring many lenses to her work as a counselor, professor and speaker.



ALL ABILITY DANCE THEATRE, INCLUSIVE ARTS, AND THE BENEFITS

**by Heather Pickering and "JJ" James Janis, Rapid
City, SD**

Flutter Productions, part of the Black Hills Works Family, creates opportunities for performers of all abilities to



soar, challenging the perception of people with disabilities and creating a new creative community in which performers — with or without disabilities — come together to create works that celebrate the human spirit. Flutter Productions produces original, world premiere productions for the stage, based in theater and contemporary dance, and creative projects that are tailored to highlight the talents of each performer. Heather Pickering, the Artistic Director of Flutter Productions, will speak to the process that Flutter uses to make the arts accessible through integrated community partnerships. Heather holds a MFA in Acting/Directing from the University of Wisconsin, a BA in Theatre from Colorado State University with an emphasis in music and dance, and a BS in Secondary Education from Chadron State College. In 2018 Flutter Productions published, *The Chair Is Not Me*, by "JJ" James Janis, who will be sharing his thoughts on the impact of his experience and reading from his book. JJ grew up between the Pine Ridge Indian Reservation and Rapid City in South Dakota. Born with cerebral palsy, complicated with several other conditions, he was only expected to live for 12 hours but 60 years later he is still here! Previously his work was published in a collection of poems: Ashes and Chuckles in 1981. Several of his poems have been featured in world premier productions by Flutter Productions. Writing is one of the things that sets JJ free from his disabilities and allows him to escape. In addition to writing, he has always been interested in the office of the President of the United States because his grandmother, Ellen Janis, worked on JFK's campaign to feed people. Following in her footsteps, he recently became one of the newest members of the A-Team Black Hills, which advocates for the rights of the disabled.



POSITIVE APPROACH@TO CARE - GEMSTM: SEEING MORE THAN LOSS

by Shelly Edwards, Newberg, OR

Shelly Edwards is an accomplished professional trainer and educator. She joined Teepa Snow's PAC Team in 2018, after four years as a PAC Certified Independent Trainer. She has been a trainer of adults for more than 30 years, specializing in alzheimer and dementia training since 2007. During this time, Shelly has been training professional care partners, first responders and families alike. She has also been a trainer for Oregon Care Partners since its inception in 2014, providing classes about dementia, challenging behaviors and communication skills for care partners in the developmental disabilities community as well. After living all over the United States, Shelly relocated to the Northwest in November, 2013. She holds a BA in History from Mount Union College and a Master of Library Science from Kent State.



Concurrent Sessions (Preliminary List)

**Strengthening Protections for Beneficiaries with Representative
Payees** by Corinne Hofmann, Bismarck, ND

A Balancing Act: Rights Promotion and Protection by Kendra Ellwanger, Towson, MD

Supported Decision-making ... The Right to Make Choices by Judy DeWitz, Bismarck, ND

Guardianship, Supported Decision Making, and Alternatives by Kendra Ellwanger, Towson, MD

Teaching Personal Self-Advocacy by Cathy Haarstad, Minot, ND

Physical Activity is for Everyone by Katie Johnke, Bismarck, ND

The 80% Solution: Practical Applications for Hiring, Developing,

Keeping and Empowering Direct Support Professionals by Joseph Macbeth, Albany, NY

**How to Attract or Retain Key Employees, 457(b) Deferred Compensation
Plans** by Jerry Bruzek and Tom Burkhart, Bloomington, MN

**Strategies to address recruitment and retention challenges in the
direct support workforce (parts 1 & 2))** by Amy Hewitt, Minneapolis, MN

Healthy Transitions by Rhonda Weathers, Minot, ND

CARES Statewide Crisis Services by Paul Kolstoe, Sue Foerster, Keith Vavrovsky, Kris Tisdale, Heather Jenkins, Heidi Paulson, Jennifer Hooley, Barb Peterson, Holly Johnson, Grafton, ND

Group Skills Training for Extreme Problem Behaviors by Heidi Paulson and Kimberly Odegard, Grafton, ND

"What to do when it just doesn't feel right..." by SD Advocates for Change (SDAC) Leadership Team, Pierre, SD

Ethical Decision Making by Katie Krukenberg, Bismarck, ND

Ready, Willing and ABLE! by Terry Peterson, Amy Bergan, and Mark Mehlhoff, Minot, ND

Learn While You Earn by Evan Borisinkoff, Minot, ND

Intro to Nurtured Heart Approach by Heather Dutenhafer and Jamie Leao, Bismarck, ND

An Overview of the Advancing Students Toward Education and Employment Program (ASTEP) by Amy Armstrong, Minot, ND

Discrimination based on Disability in Employment Settings by Cynthia Wagner Goulet and Kiersten Small, Bismarck, ND

AT 101: Recognize When Assistive Technology is Needed by Tami Ternes and Beth Bakke Stenehjem, Mandan, ND

Social Security Online Benefit Planners by Patty Hoffman, Bismarck, ND

The Overachiever: From Reactive Coach to Proactive Consultant by Wesley Anderson, North Brunswick, NJ

Therap will be offering 3 different sessions by Deborah Hibbard Brito, Maine

Fair Housing Rights of Persons with Disabilities: Know Your Rights by Kelly Gorz, Grand Forks, ND

Let's Get Moving! by Jacey Whaley and McKayla Artz

And More!

Other Events

CONFERENCE RECEPTION: Join us Tuesday, April 23, for the Reception following the afternoon sessions. A delicious array of hors d'oeuvres and beverages (soda, wine and beer) are free to conference participants. A cash bar will also be available. Entertainment will be provided.

DIRECT SUPPORT PROFESSIONAL AWARDS: NDACP's Direct Support Professional Awards will be presented during the Wednesday luncheon.

**PRE-CONFERENCE SESSION: Lessons from a Job Developer: Putting
Best Practice to Work.** ND APSE is sponsoring a preconference session by Wesley Anderson.

Abstract: It's nearly a universal truth, "finding work is hard work". While it can often feel like the process is vague and out of your hands, taking more control of the search is possible. In order to make that possibility a reality in an increasingly technological age, a two-pronged approach is necessary. We must first understand how hiring has changed and then optimize how we job develop. New job developers must learn how to identify employer needs and potential methods for meeting them. Strategies for organizing your workflow will also be explored.

Registration Fee: \$40. The fee is \$15 for ND APSE members, APSE Best of the Best Award Winners, individuals with disabilities and family members. The APSE Best of the Best Luncheon is included in the registration fee.

APSE AWARDS: The APSE "Best of the Best" Consumer Recognition Awards and the "Pat Knudson Outstanding Professional Achievement Award" will be presented during the APSE luncheon.

**PRE-CONFERENCE SESSION: Conducting Abuse, Neglect and
Exploitation Investigations.** North Dakota Protection and Advocacy is sponsoring a preconference session by Robyn Schmalenberger and Co-Trainer

Abstract: Protection and Advocacy will provide training specific to conducting investigations involving abuse, neglect and exploitation. The training will include information regarding applicable laws and policy issuances, the investigative process and time for questions from attendees. The training is intended to be comprehensive and prior experience completing investigations is not required.
Registration Fee: \$25.