



# The Training & Research **Resource**

**April 11, 2008**

## *Statewide Trainers' Council: Trainers Wanted!*

*Wednesday, April 23<sup>rd</sup> - 10:30am - 2:30pm*



The next meeting of the RRTI Statewide Trainers' Council will be on Wednesday, April 23<sup>rd</sup> from 10:30am-2:30pm at the NYSRA/RRTI offices in Albany. All trainers for agencies that provide support to individuals with disabilities are welcome to attend and participate.

Results from the Trainers' Council Survey, information and updates on the Trainer's Institute: "Developing the Trainer's Toolbox—Talent, Technique, Technology," as well as the Trainer's Track for NYSRA's Annual Leadership Summit, "Successful Solution and Collaborative Outcomes," will be shared. Trainers will hear the latest news on state initiatives. This meeting will also provide trainers an opportunity to exchange ideas on new programs and training that RRTI and the Council members may want to offer.

*For more information or to RSVP, please contact Stacie Muscolino at 518-449-2976 ext. 108 or [stacie@nyrehab.org](mailto:stacie@nyrehab.org).*

### Inside this issue:

RRTI Events 2

RRTI Products 3

In the News 4

Related Industry Conferences 6

## *Just the Facts: How to Conduct Investigations for MR/DD Programs*

*Monday and Tuesday, June 16<sup>th</sup>-17<sup>th</sup> - 9:00am - 4:30pm*



*Geared to any staff involved in Incident Investigations including Quality Assurance Personnel, Program Managers, Coordinators and Supervisors.*

RRTI will be repeating this popular two day seminar at Jawonio, Inc. in the mid-Hudson region. The workshop, presented by **Nicholas Constantino**, addresses the primary aspects of incident management and the proper conduct of thorough administrative investigations of NYS OMRDD Certified programs. Utilizing an interactive approach, participants will learn:

- Part 624 regulations - including the emergency regulations of 12-30-2007, also known as "Jonathan's Law"
- The types and categories of evidence - including photography
- Interviewing and Interrogation techniques
- How to obtain a comprehensive written statement
- How to prepare a detailed final written investigative report.

**Nicholas Constantino** is the Executive Director of Administrative & Investigative Services. He has a great deal of expertise in the area Investigative Reporting. Mr. Constantino has worked for the NYS

*(Continued on page 3)*

REHABILITATION  
RESEARCH AND  
TRAINING INSTITUTE

**RRTI**

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518.449.2976  
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[www.rrti.org](http://www.rrti.org)

## *Trainers' Institute: Developing a Trainers' Toolbox - Talent, Technique and Technology*

*May 13-14<sup>th</sup> - Century House - Latham, NY*



The Trainers' Council of RRTI is pleased to host the first annual Trainers' Institute. This day and a half training focuses on professional development and personal growth including learning, demonstrations, dialogue, the sharing of ideas and networking. This training is for professional trainers in the rehabilitation field who provide support and services to people with disabilities including training managers, program managers, training staff, quality assurance training managers,

HR staff, IT specialists and teachers.

Our expert trainers will be Judi Clements, Perry Samowitz, Robert Sbordone and Staff Ed and the Electric Educators.

**Judi Clements** is a veteran trainer & public speaker, who has offered training, coaching and keynotes for over 22 years. Formerly VP of Training for a national healthcare firm, Judi has written dozens of original training curricula and had her own radio segment. She is a certified NYS teacher & qualified *Myers Briggs Personality Type* consultant.

**Perry Samowitz** is the Director of Education and Training for YAI/National Institute for People with Disabilities. Over the last 30 years, Perry has produced numerous training videos that are being utilized by agencies across the United States and in many countries. He is a certified sexuality educator and has co-developed tools to determine sexual consent for people with developmental disabilities.

**Robert Sbordone** is Manager of Staff Training and Development for Jawonio, Inc. a non-profit agency dedicated to advancing the independence, well-being and equality of people with disabilities and special needs. He is responsible for designing, developing and overseeing all agency training. Robert applies innovative techniques of instructional design and learning theory to build the skills his learners need.

**Staff Ed and the Electric Educators** bring a combination of music and humor to the world of staff training. The band is composed of members of Hard Cold Sell, the "house band" for Mountain Lake Services: a combination of people supported through Mountain Lake Services and the staff who support them. The songs are favorites of the staff training crowd, including such hits as OSHA-Rona, The Tube Cert Boogie, and (I Can't Get No) Staff Retention. This multimedia performance will be a rocking, humorous celebration of the challenges faced in the world of staff training. Clear the floor: Staff Ed is in the house!

Sessions include:

- What's in Your Toolbox?
- Laughter Builds
- Even If You're on the Right Track, You'll Get Run Over if You Just Stand There
- Promising Tips for Using the Toolbox

*To register for the Trainers' Institute, go on-line to [www.rrti.org](http://www.rrti.org), see the brochure at the end of this issue or contact [stacie@nyrehab.org](mailto:stacie@nyrehab.org) or 518-449-2976 ext. 108.*

## *RRTI Events*

April 23, 2008

**Trainers' Council Meeting**

RRTI Training Center

10:30am-2:30pm

May 13-14

**Trainers' Institute:**

**"Developing the Trainer's Toolbox-Talent, Technique, Technology"**

Century House, Latham, NY

June 16-17, 2008

**Just the Facts: How to Conduct Investigations for MR/DD Programs**

Jawonio, Inc.; Rockland County

9am-4:30pm

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### **SAVE THESE DATES**

**June Management Meeting**

**June 5-6, 2008**

Gideon Putnam Hotel

Saratoga Springs, NY

**Annual Leadership Training Summit**

**September 15-17, 2008**

The Desmond

Albany, NY

### *Did you know...?*

**All forms of payment are now accepted when you register on-line at [www.rrti.org](http://www.rrti.org)!**

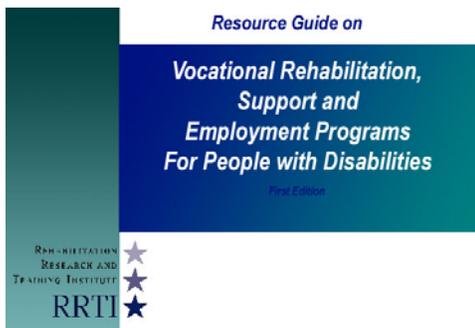
## *Just the Facts: How to Conduct Investigations for MR/DD Programs*

(Continued from page 1)

Health Department investigating Medicaid fraud and he was with OMRDD for over 20 years holding a variety of positions, most recently as the Director of Internal Affairs. In this capacity, he was responsible for policies based on regulations involving investigations and incident management. At OMRDD, Mr. Constantino coordinated all investigative activities involving serious abuse or unexpected death of consumers, employee fraud/theft and other illegal activities. Nick developed and taught the OMRDD Investigation Training Program and prepared the manual that is used statewide regarding Administrative Investigations of Untoward Events.

The training will be held at Jawonio, Inc.; 775 North Main Street; New Hempstead, NY. For your convenience, a block of rooms has been held at the Fairfield Inn in Spring Valley. Call 1-800-228-2800 or 1-845-426-2000 and ask for the NYRO block rate. **For more information or to register, please contact Stacie Muscolino at 518-449-2976 ext. 108 or [stacie@nyrehab.org](mailto:stacie@nyrehab.org).**

## *Resource Guide on Employment Now Available*



RRTI has just issued its new Resource Guide on Vocational Rehabilitation, Support and Employment Programs for People with Disabilities.

For people with disabilities, employment is an important factor in maintaining self esteem, quality of life, social interaction, mental health recovery, and inclusiveness in community settings. Vocational rehabilitation agencies assist individuals

with disabilities in acquiring skills needed to get, keep, or regain employment. Employment programs assist people in finding jobs.

The purpose of the RRTI Resource Guide on Vocational Rehabilitation, Support and Employment Programs for People with Disabilities is to provide information on the large variety of federal and state agencies, programs, and technical assistance resources related to vocational rehabilitation and employment for people with disabilities. The guide contains information on many agencies and programs along with internet links to many of the resources for additional information. The appendix contains links to several articles that may also be of use to those interested in various vocational rehabilitation topics.

The guide can be viewed at [www.rrti.org](http://www.rrti.org). Click on 'Resource Guide on Employment: on the left side of the home page.

*Twice a month, RRTI offers The Training ReSource to professionals in the field. This publication highlights products and services available to you and your staff from RRTI and others in the field. It also focuses on research presented in the field. If your agency has news that fits this venue, please feel free to share it with RRTI and other professionals. Submit articles and other news directly to Anita at [anita@nyrehab.org](mailto:anita@nyrehab.org).*

## *RRTI Products*

### *DRA Compliance Toolkit Available NOW!*

As you may have heard, the new state budget includes a provision regarding a "false claims act" on the state level. It gives a right of action - and incentives - to local governments and even individuals to blow the whistle on Medicaid fraud. Our new toolkits includes the most current information about the DRA, NYS Social Services Law and other state budget provisions impacting our agencies.

With the help of Medicaid experts from Manatt, Phelps & Phillips, LLP, NYSRA has created the DRA Compliance Toolkit. This valuable guide contains the information your agency needs to comply with the mandatory provision of the DRA. The toolkit is available on CD-ROM and in a printed manual. Agencies purchasing the toolkit will also receive a 3-hour training to review its contents and applications. Topics covered in the 3-hour training include

- Code of Conduct
- Employee Handbook provisions addressing the False Claims Act and other fraud and abuse issues
- Essential Policy Templates and Changes mandated under the DRA
- Customized area of risk assessment addressed for MRDD and MH providers
- Compliance Officer Requirements
- and more!

The cost of the Toolkit is \$995 for NYSRA members and \$1,495 for non-members. Please contact NYSRA at 518.449.2976 ext. 331 for more information or email [stacie@nyrehab.org](mailto:stacie@nyrehab.org). Order Now!

## *In the News*

### *Bipolar Youths' Misreading of Faces May be Risk Marker for Illness*

#### Linked to Genetics, Altered Brain Circuitry

Youngsters with pediatric bipolar disorder and healthy peers who have first-degree relatives with bipolar disorder share the same difficulty labeling facial emotions, NIMH researchers have discovered. Reporting in the February 2008 online edition of the *American Journal of Psychiatry*, the scientists suggest that the facial emotion recognition impairment might be part of an inherited predisposition to the illness.

Two related imaging studies traced face emotion labeling deficits in youngsters with pediatric bipolar disorder to weak connections and differences in activity of a brain circuit responsible for interpreting the meaning of social and emotional stimuli. Evidence suggested that the differences were stable traits, unrelated to effects of medications or mood states.

Understanding such specific vulnerabilities in emotional processing may someday lead to improved treatment, diagnosis, and ultimately prevention of bipolar disorder in children, say the researchers.

Having a sibling or parent with bipolar disorder greatly increases the risk of a child having bipolar disorder, indicating that the illness has a substantial genetic component. Difficulty identifying facial emotions might be a marker of that risk.

To examine this, Melissa Brotman, Ph.D., Leibenluft and colleagues tested 52 youths with bipolar disorder, 24 healthy youths who have first degree relatives with bipolar disorder, and 78 controls, ages 4-18, all unrelated, on a facial emotion recognition task (below). Participants indicated if faces that appeared for two seconds presented happiness, sadness, anger or fear. Both bipolar and at-risk groups were equally prone to mis-identifying face emotions on the task when compared to controls. The researchers later confirmed these results in expanded samples that included some patients from the same families.

The NIMH researchers reported in an earlier imaging study that the amygdala, a brain area associated with processing fear-producing stimuli, is over-activated when youngsters with bipolar disorder misread neutral facial expressions as threatening.

In a follow-up study published in the January 2008 issue of the *Journal of Child Psychology and Psychiatry*, Brendan Rich, Ph.D., Leibenluft and colleagues found that youngsters with bipolar disorder have weakened connections between the amygdala and three other brain areas critical for processing faces and emotional stimuli.

Using functional magnetic resonance imaging (fMRI), the researchers scanned 33 patients with bipolar disorder and 24 healthy youngsters while they rated faces expressing different

emotions on measures such as hostility and fear. The analysis measured the extent to which the amygdala communicated with other brain areas during the task – circuit connectivity.

Since one of the amygdala's jobs is to assign emotional significance to faces, diminished input from the three key brain areas involved in face emotion processing could cause the amygdala to “aberrantly perceive neutral faces as threatening,” as the earlier imaging study found. Poor connections could also lead to the misinterpretations of social signals and impaired emotional learning and memory that is characteristic of the disorder, the researchers said.

Since pediatric bipolar disorder is characterized by extremes of both positive and negative emotion, the NIMH researchers suspect that patients' brain activity might differ from that of controls while processing both kinds of facial emotion.

Indeed, Daniel Dickstein, M.D., Leibenluft, and colleagues found in an fMRI study that youngsters with bipolar disorder had reduced overall memory for emotional faces – especially for fearful faces. However, when they did successfully remember happy or angry faces, their brains showed greater activity than control subjects. The researchers report their findings in the November, 2007 issue of the journal *Bipolar Disorders*.

The researchers scanned 23 patients and 22 control subjects while they viewed and rated emotional faces. A half hour after the scan, subjects were given a surprise memory test in which some of the same test faces appeared – but this time showing neutral expressions. Thus, the researchers had data on subjects' recollection of faces, as well as their initial face emotion ratings and brain activity while making these ratings.

The striatum and anterior cingulate are key hubs in the brain's reward system. The researchers found that happy faces triggered over-activation in these regions in youth with bipolar disorder compared to healthy youth. This is consistent with other evidence that youngsters with bipolar disorder are impaired on behavioral tasks involving reward-processing.

Angry faces triggered increased activation in patients, compared to controls, in the orbitofrontal cortex. This region is a seat of irritability and aggression in response to frustration or perceived threats – behaviors characteristic of bipolar disorder. Thus, in youths with bipolar disorder, positive and negative face stimuli elicited over-activation in brain regions involved in regulating emotions and behavior.

### *Teens with Treatment-resistant Depression More Likely to Get Better with Switch to Combination Therapy*

Teens with difficult-to-treat depression who do not respond to a first antidepressant medication are more likely to get well if they

switch to another antidepressant medication and add psychotherapy rather than just switching to another antidepressant, according to a large, multi-site trial funded by the National Institutes of Health's National Institute of Mental Health (NIMH). The results of the Treatment of SSRI-resistant Depression in Adolescents (TORDIA) trial were published February 27, 2008, in the *Journal of the American Medical Association (JAMA)*.

Adolescents with treatment-resistant depression have unique needs, for which standard treatments do not always work. Brent and colleagues conducted TORDIA at six regionally dispersed clinics with 334 adolescents ages 12 to 18. The teens in the study all had major depression and had not responded to a previous two-month course of a selective serotonin reuptake inhibitor (SSRI), a type of antidepressant. The teens were randomly assigned to one of four interventions for 12 weeks:

- Switch to another SSRI—paroxetine (Paxil), citalopram (Celexa) or fluoxetine (Prozac)
- Switch to a different SSRI plus cognitive behavioral therapy (CBT), a type of psychotherapy that emphasizes problem-solving and behavior change
- Switch to venlafaxine (Effexor)—another type of antidepressant called a serotonin and norepinephrine reuptake inhibitor (SNRI)
- Switch to venlafaxine plus CBT

About 55 percent of those who switched to either type of medication and added CBT responded, while 41 percent of those who switched to another medication alone responded. There were no differences in response between those who switched to an SSRI and those who switched to an SNRI, nor were there differences in response among the three SSRIs tested.

Unlike similar studies on adolescent depression, TORDIA did not exclude teens who were thinking about suicide or had attempted suicide. They were included so that TORDIA would mirror real-world treatment situations, and its findings would be readily applicable to community settings.

More than half of the participants expressed suicidal thinking and behavior (suicidality) before treatment began, and all teens were monitored weekly for side effects related to suicidality and predictive symptoms like hostility and irritability.

None of the TORDIA treatment groups, however, showed any measurable effects on suicidality, a finding consistent with other studies that have discovered suicidality does not necessarily subside when the depression does. The researchers reiterated the need for new treatments that specifically prevent or alleviate suicidality.

Although none of the medications seemed to be superior over the others, venlafaxine was associated with more adverse effects, such as skin infections and cardiovascular side effects. The researchers concluded that because venlafaxine had a greater potential for side effects, switching to another SSRI should be considered first.

## *Group Therapy Program Offers Meaningful Gains for People with Borderline Personality Disorder*

A 20-week group therapy program focusing on cognitive behavioral and skills training, when used in conjunction with usual care, helped reduce symptoms of borderline personality disorder and improve overall functioning, reported NIMH-funded researchers. Their findings were published online February 15, 2008 in the *American Journal of Psychiatry*.

Borderline personality disorder is a serious mental illness noted by unstable moods, behavior and relationships. Each year, 1.4 percent of adults in the United States have this disorder, which is widely viewed as being difficult to treat. However, recent advances in treatment research for specific symptoms of borderline personality disorder, such as dialectical behavioral therapy to reduce suicidal thinking or behavior, have shown reasons to continue exploring options for therapy.

This study tested the effectiveness of the Systems Training for Emotional Predictability and Problem Solving (STEPPS) program for treating people with borderline personality disorder. The researchers randomly assigned 165 men and women ages 18 and older to receive either STEPPS plus any other care they had previously been receiving (“treatment as usual”), or treatment as usual alone. During the 20-week treatment period, people who received STEPPS plus treatment as usual had greater and more rapid improvement in borderline-related and depressive symptoms (which affected 78 percent of study participants) than people who received treatment as usual alone.

Also, participants in the STEPPS group continued to improve over the entire 20 weeks of the program, whereas improvements in the group that received only treatment as usual leveled off after 10 weeks.

Furthermore, people who received STEPPS plus treatment as usual were more likely to rate themselves, and to be rated by their study therapist, as “very much” or “much” improved, compared to the other group. At follow up visits during the year after the end of treatment, improvements of the STEPPS plus treatment as usual group were maintained.

Fewer participants who received STEPPS had emergency department visits, compared to the group that received treatment as usual alone. There were no significant differences between the two treatment groups in the number or frequency of suicide attempts, self-harming acts, or hospitalization. Also, similar to other studies of borderline personality disorder, there was a relatively high rate of dropout from the study from both treatment groups, roughly 25 percent of the 165 randomly assigned participants.

The researchers suggest that a relatively brief therapy program offers “real world” benefits because their study mirrored common treatment situations in which people are already receiving other types of mental health care.

## Related Industry Conferences and Events

4/16/08

MHA of NYC

***Geriatric Mental Health and Developmental Disabilities: A Best Practices Presentation in Geriatric Mental Health***

Hunter College School of Social Work; New York

For more information, call 212-614-6356 or email

yhsin@mhaofnyc.org

4/21-24/08

Easter Seals Project Action

***2008 Mobility Planning Services Institute***

Renaissance Washington Hotel; Washington, DC

For more information, <http://www.projectaction.org/> or 202-347-3066 (Washington, D.C.); 800-659-6428 (toll-free); 202-347-7385 (TDD)

4/22-23/08

NYAPRS 4th Annual Executive Seminar on Systems Transformation

***Innovative Strategies in Program, Practice and Funding That Promote Wellness and Recovery***

Crowne Plaza; Albany, NY

For more information, go to [www.nyaprs.org](http://www.nyaprs.org) or call 518-436-0008

4/27-29/08

***Empire State APSE Supported Employment Training Institute***

Crowne Plaza, Lake Placid

For more information, contact Wendy Quarles; 716-829-2875 or [wquarles@buffalo.edu](mailto:wquarles@buffalo.edu)

5/5-7/08

**Annual Training Conference**

Best Western Sovereign Hotel; Albany, NY

For more information, contact [nycasemanagement@nycap.rr.com](mailto:nycasemanagement@nycap.rr.com)

5/8-9/08

**2008 Symposium on Strengthening the HCBS Direct Service Workforce**

Hyatt Regency; Baltimore

For more information, call 1-877-822-2647 or email

[infor@dswresourcecenter.org](mailto:infor@dswresourcecenter.org)

5/15/08

NYS Interagency Partnership on Assistive Technology

***New York State Governor's Assistive Technology Expo***

Empire State Plaza Convention Center

For more information, contact Michelle Murray; 518-388-0690 or go to [www.atexpo2008.com](http://www.atexpo2008.com)

5/21-22/08

***Vision Rehabilitation and Employment Institute 2008***

Crowne Plaza; Albany, NY

For more information; [wquarles@buffalo.edu](mailto:wquarles@buffalo.edu)

7/9-11/08

**APSE 2008: The Winner's Circle...Everybody Works, Everybody Wins!**

Marriott Downtown; Louisville

For more information; [www.apse.org](http://www.apse.org)

7/15-17/08

**Workforce Innovations 2008: Success Decoded**

Sponsored by the USDOL's Employment & Training Administration and the American Society for Training & Development

New Orleans

For more information, go to [www.workforceinnovations.org](http://www.workforceinnovations.org)

9/24-26/08

NYAPRS 26th Annual Conference

***Integrating Our Services, Integrating Our Lives***

Nevele Grand; Ellenville, NY

For more information, go to [www.nyaprs.org](http://www.nyaprs.org) or call 518-436-0008

## Scholarship Information

### *Edna Aimes Scholarships for 2008-2009*

The Edna Aimes Scholarship is awarded annually by the Mental Health Association in New York State, Inc. (MHANYS). It is named for Edna Gentry Aimes, who bequeathed funds to MHANYS for the scholarship in 1965. Ms. Aimes was a pioneer in mental health work in Columbia County. She served as the charter member and first president of the Columbia County Mental Health Society, and as regional vice-president and secretary of the board of the New York State Mental Health Association.

These scholarships are open to juniors, seniors, and matriculated graduate students attending school in New York State on a full-time basis, and majoring in a mental health-related field to prepare for a career in mental health. You must be a New York State resident and demonstrate financial need.

Two individual scholarships for tuition in the amount of \$2,500 apiece, plus travel expenses up to \$100 for scholarship winners to attend MHANYS Annual Awards Dinner in October 23, 2008.

The deadline for application submission is May 2, 2008. For more information and to download an application, go to [www.MHANYS.org](http://www.MHANYS.org).



# **Trainers' Institute: *Developing a Trainers' Toolbox Talent, Technique and Technology***

**May 13—14, 2008  
Century House Hotel  
Latham, NY**



**Presenters:**

- ~ **Perry Samowitz, YAI**
- ~ **Robert Sbordone, Jawonio, Inc.**
- ~ **Judi Clements, Judi Clements Training & Development**
- ~ **OMR and OMH Representatives**

**Featuring:**

***Staff Ed and the Electric Educators***

# Developing a Trainers' Toolbox Talent, Technique and Technology

For the professional offering training to those in the rehabilitation field which provide support and services to people with disabilities. The Trainers' Council of RRTI is pleased to host the 1st Annual Trainers' Institute. This day and a half Institute has a focus on professional development and personal growth including learning, demonstrations, dialogue, sharing of ideas and networking.

## Who Should Attend?

Training Managers, Program Managers, Training Staff, Quality Assurance Training Managers, HR Staff, IT Specialists and Teachers.

## Tuesday, May 13, 2008 Day 1 Agenda

10am	Registration
11am	What's in your Toolbox?
12 Noon	Welcome Lunch and Introductions
1:45pm	Break
2:00pm	Laughter Builds ■ Judi Clements
2:15pm	Even If You're On the Right Track, You'll Get Run Over if You Just Stand There ■ Judi Clements
3:00pm	Promising Tips for using the Toolbox
3:45pm	Staff Ed and the Electric Educators
4:45pm	End
Dinner on own	

## About the Presenters:

**Judi Clements** is a veteran trainer & public speaker, who has offered training, coaching and keynotes for over 22 years. Formerly VP of Training for a national healthcare firm, Judi has written dozens of original training curricula and had her own radio segment. Judi has offered public speaking coaching to everyone from priests to politicians, performed one-woman reviews, taught high school & college, and appeared in radio & television commercials. She is a certified NYS teacher & qualified *Myers Briggs Personality Type* consultant, with a Master of Arts Degree from the University at Albany. Judi believes—*“Learning is a lifelong endeavor. With knowledge and a good sense of humor, we can handle even the most difficult change.”*

**Perry Samowitz** is the Director of Education and *Training for YAI/National Institute for People with Disabilities*. Over the last 30 years, Perry has produced numerous training videos and CD-ROMS that are being utilized by agencies across the United States and in many countries. He is a certified sexuality educator and has co-developed tools to determine sexual consent for people with developmental disabilities. Perry has presented at many conferences throughout the U.S., Canada, Finland, and Iceland.

**Robert Sbordone** is Manager of Staff Training and Development for *Jawonio, Inc.* a non-profit agency dedicated to advancing the independence, well-being and equality of people with disabilities and special needs. He is responsible for designing, developing and overseeing all agency training. He was a teacher in the public school system for nearly 30 years working with both youth and adult learners. Having made the transition to corporate training over 7 years ago, Robert continues to apply innovative techniques of instructional design and learning theory to build the skills his learners need. Robert holds a Bachelor of Arts degree, cum laude, from the State University of New York in Education. He has also completed doctoral work at Teachers College of Columbia University where he focused on instructional design.

**Staff Ed and the Electric Educators** bring a combination of music and humor to the world of staff training. The band is composed of members of Hard Cold Sell, the “house band” for *Mountain Lake Services*: a combination of people supported through *Mountain Lake Services* and the staff who support them. The songs are favorites of the staff training crowd, including such hits as OSHA-Rona, The Tube Cert Boogie, and (I Can't Get No) Staff Retention. This multimedia performance will be a rocking, humorous celebration of the challenges faced in the world of staff training. Clear the floor: Staff Ed is in the house!

# Wednesday, May 14, 2008

## Day 2 Agenda

### 9am—10:15am General Session

#### How to Design a Competency Based Training System that really works ■ *Perry Samowitz, YAI*

Training by itself doesn't always provide desired results. Staff need to learn specific skills that directly apply to their job responsibilities. Job skill development should be emphasized with training as one component of a competency based system. This session will share viable competency based training systems for residential, day, employment and community and family types of services/programs.

### 10:30am—11:45am Concurrent Sessions

#### Session 1

##### Training 101: "Now I'm a Trainer, So What Do I Do?" ■ *Robert Sbordone, Jawonio, Inc*

This workshop is designed for trainers who might be "new" to the profession and want to know where to begin when working in learning and development, or for those beginners who want strengthen their skills as a trainer. Topics include the 7 Survival Secrets: (1) using adult learning principles, (2) analyzing your audience (3) designing and developing the training (4) dynamic deliveries (5) using, not abusing, training aids, (6) handling the horrors and (7) evaluating effectiveness. **A participant's course book including handouts and a resource guide designed for beginning trainers is provided.**

#### Session 2

##### Turning Boring into Brilliant ■ *Judi Clements*

In this program, Judi turns experienced trainers into "professional" trainers. You'll learn how to develop appropriate training goals and materials, how to utilize the principles of adult learning to ensure trainee participation and involvement; learn how to handle difficult situations in the classroom and turn challenges into learning opportunities...putting the PIZZAZ back into your training.

#### 12Noon—1:00pm

Buffet Lunch

### 1:15pm—4:00pm General Sessions

#### 1:15pm—2:30pm

##### How to get the most out of a training session by effectively using videos and follow-up assignments ■ *Perry Samowitz, YAI*

Training sessions can either be boring or very stimulating to the attendees. Often what separates a dull session from an extremely informative and interesting session is the use of videos. Staff need to see what is expected of them and then have a lively discussion on how they will adapt what they saw for use with their consumers. This session will demonstrate how to best use videos, and then how to best ensure that the skills learned will be transferred directly into the work in the programs.

#### 2:45pm—4:00pm

##### State Agency Partners in Training

Representatives from OMRDD Talent Development & Training & OMH Training & Strategic Development Divisions have been invited to join us to discuss overall plans for the development of the workforce who offer supports & services to people with disabilities.

# Registration Form

## May 13—14, 2008

Please complete this form at [www.rtti.org](http://www.rtti.org) or return by fax or mail to the address and fax number below. Please make copies for multiple registrations.

Name: \_\_\_\_\_

Agency: \_\_\_\_\_

Address: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_

Phone: \_\_\_\_\_

Fax: \_\_\_\_\_

Email: \_\_\_\_\_

Special Accommodations (deadline May 1, 2008):  
\_\_\_\_\_

#### Dietary Needs:

\_\_\_ Kosher \_\_\_ Vegetarian \_\_\_ Other

#### Day one lunch selection:

\_\_\_ Pasta \_\_\_ Chicken

#### Registration Fees:

Payment is due with registration. **Please make checks payable to NYS RRTI. Contact the RRTI office at the number below if you wish to pay by Visa or MasterCard.**

#### Full Conference (5/13—5/14) - Please select one

\$225 Non Members

\$175 NYSRA Members

#### Day Two Concurrent Session Selection—

Please select one

Session 1— *Training 101: "Now I'm a Trainer, So What Do I Do?"*

Session 2— *Turning Boring into Brilliant*

#### Hotel Information:

Century House, a Clarion Hotel  
997 New Loudon Room, Latham, NY 12110  
518-785-0931 or 888-674-6873

**Room Rate—Cut Off April 13—\$105.00 a night please ask for NYS Rehabilitation Research rate**

**NYS Rehabilitation Research & Training (NYS RRTI)  
155 Washington Ave, Suite 410, Albany, NY 12210  
518-449-2976 (Phone) 518-426-4329 (Fax)**



## **Registration Policy**

RRTI requires a purchase order and/or voucher number to register by fax. Registrations received without payment do not guarantee enrollment in the seminar. The fees listed include the cost of program materials and lunches/breaks for both days. They do not include breakfast or dinner costs or overnight accommodations. All registrations received less than 5 days prior to the seminar date will be honored on a first-come, first-served basis, space permitting. All registrants will receive written confirmation of their registration. Registrants wishing to cancel must inform RRTI at least 14 (fourteen) working days prior to the seminar date to avoid liability for the entire fee. A \$55.00 processing fee will be held for each cancelled registrant. In cases where cancellations are not received 14 days prior to the seminar, refunds will not be made. *No – Shows will be invoiced for the entire fee.* Substitutions can be made at any time.

## **About the Rehabilitation Research and Training Institute**

The Rehabilitation Research and Training Institute (RRTI) offers research and training resources to providers of services to individuals with disabilities. RRTI recognizes that a skilled professional and direct care workforce are critical to the most effective delivery of such programs. The tradition of expert training seminars continues through the Institute's delivery of timely and relevant educational opportunities to meet the needs of community agencies.