

# The Source

Training, Professional Development & Research in the Rehabilitation Field

## RRTI Events

### Community Living in a Pandemic Society

7/6—Wildwood Programs  
Latham, NY

### 3rd Annual Service Coordination Leadership Institute

7/14—Century House  
Latham, NY

### Are You Ready? Documentation Protocols for MH Medicaid Providers

7/22—Human Technologies Corporation  
Utica, NY

### School Business Office—Demystified

7/27—ACLD  
Bethpage, NY

### MTP Job Readiness Curriculum Instruction for Community Rehabilitation Partners

9/2—RRTI Offices

### Community Living in a Pandemic Society

9/10 - Lifetime Assistance  
Rochester, NY

### Community Living in a Pandemic Society

9/11 - community Services for the Developmentally Disabled  
Buffalo, NY

### MTP Job Readiness Curriculum Instruction for MTP School Professionals

9/23—The Desmond  
Albany, NY

REHABILITATION  
RESEARCH AND  
TRAINING INSTITUTE

RRTI  
WWW.RRTI.ORG

## The Rehabilitation Summit

September 21-23, 2009

The Desmond • Albany, NY

The Rehabilitation Summit will convene on September 21-23, 2009 at the Desmond Hotel and Conference Center in Albany, New York to continue to support NYSRA's vision and mission by collaborating with organizations with a common purpose to provide training, promote dialogue, and reach consensus on challenging issues facing rehabilitation professionals. Partners in the planning process included NYSRA Divisions, RRTI Trainers' Council and rehabilitation industry partners from NYS Industries for the Disabled, Mental Health Association of NYS, NYS APSE, Parent to Parent of NYS, Learning Disability Association of NYS, and NYS Association of Day Service Providers.

**NEW** this year, **The Rehabilitation Summit** is offering **Roundtable Discussions** that include participants' active involvement in establishing action plans and reaching consensus on such issues as: Employment, Clinic Services, Individualized Supports and Services, Veterans Issues, and the Future of Rehabilitation Services and National Health Reform. Continuing its tradition, **The Rehabilitation Summit** will provide professional development, technical assistance, and hands-on training opportunities for all levels of staffing.

**The Rehabilitation Summit** is pleased to welcome the Founder and CEO of 1-800-LOWERS.com, Jim McCann as our Keynote Speaker. Jim likes to make things grow. Just as he built an international business, with nearly \$1 billion in sales, from a single Manhattan flower shop, McCann, CEO has helped expand the definition of retailing while positioning his company as one of the world's leading gift retailers. Using a thorough understanding of his customer base and market, he focused on creating a reliable brand name and instilling a sense of trust and convenience in an industry that had previously had no leader.

McCann attributes much of his success to the training he received in his first job—social services.



At St. John's Home for Boys in Rockaway, New York, McCann recalls, he had to help underprivileged young men learn how to overcome the scourge of poverty, drugs and despair. His experiences greatly influenced his management style.

### Watch for On-Line Registration

coming later this month, including early registration, multi-group registration and rehabilitation industry partner discounts.

### Putting A Name To A Face May Be Key To Brain's Facial Expertise

Our tendency to see people and faces as individuals may explain why we are such experts at recognizing them, new research indicates. This approach can be learned and applied to other objects as well.

Prior research has shown that people can develop face-like expertise with novel objects, such as cars, and that once that expertise has been developed those objects are also processed holistically. But up until now it was unclear what it was about expertise that produced this holistic effect.

The authors are Isabel Gauthier, associate professor of psychology at Vanderbilt University Alan Wong, who completed the study as his doctoral thesis in psychology at Vanderbilt, and Thomas Palmeri, associate professor of psychology. Wong is now an assistant professor at Chinese University of Hong Kong.

"This new research adds to the evidence that the brain processes faces differently because of our expertise with them. It also tells us what it is about our experience with faces that leads us to treat them holistically," Gauthier, said. "This knowledge may be useful in the development of training protocols for individuals with difficulties in face perception, such as individuals with autism spectrum disorders." "Our findings suggest that facial expertise does not just develop with any type of experience," Wong said. "Learning to recognize a set of objects as individuals may work, but categorizing them at a more general level, or learning to manipulate them, would not. We develop different types of expertise in recognizing different objects not just due to their unique appearance, but also because of the types of experience we have had with them.

For decades, scientists have debated whether we are better able to recognize faces because we have evolved a brain system dedicated to this task or because we have extensive practice *Continued on page 2*



## **Community Living in a Pandemic Society**

**Latham — July 6, 2009 in Partnership with Wildwood Programs**

**&**

**Rochester — September 10, 2009 in Partnership with Lifetime Assistance**

The H1N1 Pandemic of 2009 may not be as deadly as originally feared. However, it does provide all of us with a glimpse of what could happen should “the big one” hit. We have seen that schools and businesses are closing or forcing employees and students to stay home to care for individuals, even with only suspected symptoms. Effective vaccines may be months away, if at all. What will the future hold for the health care system and the providers?

**Geoff Turner** of Tech Valley Continuity, certified Business Continuity Professional, will address the people side of a pandemic. Being co-sponsored at the **Wildwood Programs** Latham location and at **Lifetime Assistance** in Rochester. The focus will be on the Human Relations policies, Supply Chain and/or Day Program Disruptions, alternative work strategies, and security in your business.

For information about hosting a regional training seminar or attending call **RRTI at 518-449-2976**.

## **3rd Annual Service Coordination Leadership Institute**

**“TEAM MANAGEMENT”**

**July 14, 2009**

**Century House, Latham**



**Presenters: Max Chmura**, Executive Deputy Commissioner, OMRD

**Jack Drury**, Vice President, *Leading Edge, LLC*

Demanding times require development of new skills. RRTI's 3rd Annual Service Coordination Institute is designed to give you the latest information from OMRDD and to assist you, as a manager, in developing critical skills necessary for team leadership. The following questions will be answered:

1. What are the characteristics of High Quality Collaborative Problem Solving Teams and why do we need them?
2. What kinds of skills does it take to be an effective member of a "Team" and how can all your team members develop these skills?
3. How can you develop an organizational culture which nurtures and supports high quality collaboration?
4. How will you know when you have become a "Team?"
5. How can you assess your performance as a Team?
6. How can you promote individual accountability and responsibility among all team members?
7. What role does "leadership" play in developing "the Team?"

**See Registration Brochure attached or contact RRTI at 518-449-2976.**

## “Are Your Ready?”

### Documentation Protocols for MH Medicaid Providers

July 20, 2009

In Partnership with  
Human Technologies Corporation - Utica



RRTI is on the road again! This time, the destination is Utica where a regional training on correct documentation and billing practices to help agencies ensure compliance with all federal and state guidelines and policies. This seminar presented by **Mari Howard and Susan Cross**, Quality Assurance Professionals, will provide an overview of an effective Proof of Service Process. This has been shown to assist agencies that provide services under the Office of Mental Health, meet high standards in accuracy, completeness and business ethics. Trainees will receive a manual to reference on- the-job. Register today for this seminar offered in Partnership with **Human Technologies Corporation. Contact RRTI for a Registration Brochure by calling (518)449-2976.**

Are you in a community rehabilitation agency that is responsible for providing job readiness information to High School Students in Transition?

**FREE  
Professional  
Development  
Opportunity on  
The MTP Job  
Readiness  
Curriculum**

**Sponsored by the VESID  
MTP Grant form NYSED**

On September 2nd at the NYSRA/ RRTI Offices in Albany, **Anne O’Brien-Carelli**, Consultant, will provide guidance in the use of the VESID Model Transition Program Curriculum to community rehabilitation agency staff responsible for preparing students for post-secondary employment. RRTI will provide attendees with the full MTP Job Readiness Curriculum including supplemental resources and handouts, and suggestions for merging the materials with your current programs.

See the flyer in this newsletter for registration. Please register today as space is limited.



## School Business Office—Demystified

July 27, 2009

In Partnership with **ACLD, Bethpage**

**Angela Eisert**, Assistant Superintendent for Business at Syosset Central School District and a distinguished Panel of other school business officials will be offering you, Community Rehabilitation Providers (CRP) of transition services, answers to the question, “What goes on in a School Business Office? This Panel will help take the mystery out of what they do by covering such topics as: types of funding, the process, forms, and timelines. Bring your questions for an interactive morning seminar offered in partnership with **ACLD. Please contact RRTI for a registration brochure at [rarti@nyrehab.org](mailto:rarti@nyrehab.org) or (518)449-2976.**

*Continued from Page 1* recognizing faces. Researchers agree that we recognize faces holistically, which is not how we generally recognize other objects. For example, we find it almost impossible to attend to only one part of a face and ignore the rest, while we might recognize a car by its grill, taillights or branding.

This study investigated this question by comparing two different types of training regimens with the same novel objects, called Ziggerins. The Ziggerins were created just for the experiment and have no real-world function.

One group learned to individuate these objects with unique names, much like we do with people and faces. The other group learned to very quickly categorize objects based on shared structure. Each group became better than the other at the task on which it was trained, illustrating that different kinds of perceptual expertise can develop for the same objects. But, only the group that learned to individuate Ziggerins later processed novel ones holistically, like faces.

This research indicates that not only is individuation key to our expertise with faces, but that this technique can be quickly applied to other objects," the authors said. "Face-like expertise does not require 10 years, or even 10 hours, of experience to emerge."

The research in press at Psychological Services was supported by grants from the James S. McDonnell Foundation and the National Science Foundation and was conducted as a project of the National Science Foundation-funded Temporal Dynamics Learning Center.

ScienceDaily 17 June 2009. 30 June 2009 <<http://www.sciencedaily.com/releases/2009/06/090616164006.htm>>.

# Related Industry Conferences and Events

7/6-8/3/09

*Nothing About Us, Without Us*  
Lay Advocacy Training  
At Kids Oneida, Inc. Utica, NY  
Visit: [info@kidsoneida.org](mailto:info@kidsoneida.org)

8/7/09

*Wellness through Creativity*  
Rochester Peer Collaborative 3rd Annual Conference  
for Wellness, Rochester  
Visit:  
[http://www.mhcrochester.org/Articles/2009%20reg  
istration%20brochure.pdf](http://www.mhcrochester.org/Articles/2009%20registration%20brochure.pdf)

8/10-13/09

autism summer institute: Show me the Evidence  
NH Resource Center on ASD, Durham, NH  
Visit: [www.iod.unh.edu](http://www.iod.unh.edu)

8/11-13.09

*Youth Power! Statewide Youth Leadership Forum*  
Families Together NYS, Albany, NY  
Visit: <http://ftnys.org/news.com>

09/21-23/09

**SAVE THE DATE**  
*The Rehabilitation Summit*  
NYSRA, The Desmond Hotel, Albany, N Y

10/17/09

*Regional Conference on Autism and  
Aspergers Syndrome*  
RCAAS, SUNY Oneonta  
Visit: [www.rcaas.org](http://www.rcaas.org)

## State University of New York at Buffalo *NYS Supported Employment Training Initiative ~ SETI* NY Supported Employment Training Initiative July 2009 Training Calendar

|      |                     |                   |
|------|---------------------|-------------------|
| 7/7  | Orientation to      | Corning , NY      |
| 7/8  | Job Coach I         | Corning , NY      |
| 7/9  | Job Coach II        | Corning , NY      |
| 7/17 | Training Techniques | New Hempstead, NY |
| 7/17 | Managing Behavior   | New York, NY      |

**Program dates and locations are subject to change**



Cornell University  
ILR School  
Employment and Disability Institute

**ediONLINE**

Your source for employment and disability-related training at Cornell University

### **NYSRA MEMBERS**

**Receive 10% discount for spring  
training series for benefits and  
work incentives practitioners.**

**[Visit ediONLINE at www.edi.cornell.edu](http://www.edi.cornell.edu)**

# Quick Start Business Assurance Program

**TECH VALLEY CONTINUITY LLC**

*Turning Potential Disasters into an Annoyance™*



## You Decide

It's Monday night and during dinner the phone rings. Your heart sinks as the alarm company says your offices are on fire. Now, standing alone in the parking lot, you watch your future go up in smoke. Do you collect your insurance, fire your employees, and begin looking for a job? Or do you activate your disaster recovery plan and return to work in the morning? It's your choice.

A well designed and properly tested business continuity / disaster recovery program can allow your company to survive an otherwise devastating crisis. If you feel you don't have the time, knowledge, or funding to protect your future, this is the program for you.

## **6 Hours to Business Assurance**

### Session I - Education and Discovery (3 Hours)

You will learn the components of a workable business continuity program. Together we will explore your business' operations and identify specific places where solutions can be applied to business operations or technical infrastructure.

*Tech Valley Continuity will research vendors, solutions and some estimated costs.  
A possible implementation program will be prepared.*

### Session II - Decisions and Actions (3 Hours)

As a team, we will review the recommendations and determine which ones to implement now and which ones to delay or not implement at all.

If you want to protect your business against computer failures, power outages, telecommunication failures, fires, floods, or general mayhem, contact:

**RRTI**  
155 Washington Ave  
Albany, NY 12110  
(518) 449-2976  
Barbara@nyrehab.org

# SAVE

# THE

10/17/09

# DATE

**REGIONAL CONFERENCE ON  
AUTISM AND ASPERGER'S SYNDROME**

**DIANE TWACHTMAN-CULLEN,  
Ph.D., CCC-SLP**



HUNT STUDENT UNION -- SUNY ONEONTA CAMPUS

VISIT: **RCAAS.ORG** TO DOWNLOAD THE  
CONFERENCE BROCHURE AND REGISTRATION FORM

FOR FURTHER INFORMATION,  
CALL MARK SCHNEIDER AT (607) 434-1069  
OR EMAIL: [REGISTRATION@RCAAS.ORG](mailto:REGISTRATION@RCAAS.ORG)



# Program Announcement



**STRIDE Adaptive Sports**  
presents

## **US Paralympics Seminar**

**What:** An informational presentation about the US Paralympics and sport development for individuals with physical disabilities. Featured presentations on sled hockey, skiing, curling, swimming, biking and other Paralympic sports that you can be involved with to promote healthy active living for individuals with disabilities.

*This free seminar is a great opportunity to introduce and inspire children and adults with physical disabilities and their teachers and coaches. Introduce them to community Paralympic sport programs!*

**Special Speakers:** US Curling Coach, Marc DePerno and US Team member, Jacki Kaponowski ; US Sled Hockey Paralympians Brad Emmerson and Adam Page will speak about their experience as Paralympic athletes and conduct a question and answer session.

**Who should attend?** Individuals with Physical Disabilities and their families; Physical Educators; Adaptive Physical Educators; Physical Therapists; Coaches; Occupational Therapists; Recreational Therapists; anyone with an interest in sports for people with disabilities.

**When:** Monday, July 27, 6pm-8:30pm

**Where:** East Greenbush Library, 1 Community Way, East Greenbush, NY 12061

Light refreshments will be served

**RSVP:** To [Debersold@stride.org](mailto:Debersold@stride.org) or call 518-598-1279

**STRIDE, Inc.**

P.O. Box 778

Rensselaer, NY 12144

Phone: (518) 598-1279 Fax: (518) 286-3201

Email: [info@stride.org](mailto:info@stride.org)

***Harles & Associates***PO Box 15318 *Washington, DC 20003* (202)-546-2847 [charlie@harles.com](mailto:charlie@harles.com)***Registration for Federal 2009 Wage-Hour Webinars  
For Service Providers to Persons with Disabilities***

*In an effort to bring the most up-to-date information to provider of services to individuals with disabilities, NYSRA is offering this series of 4 webinars on the following topics with various dates from which to choose.*

***Subjects Covered*****Session One - day one - 90 minutes**

Policy considerations including 2009 Senate hearings and possible changes in statute

Compliance activities Documenting Disability

How to avoid problems Disabled for the Job

Using the Field Operations Handbook Determining prevailing rates

Basic steps for compliance Minimum wage adjustment

**Session Two - day one - 90 minutes**

Productivity measurement Measuring productivity for hourly rated jobs

Hourly vs. piece rates Conducting time studies for piece rates

**Session Three - day two - 60 minutes**

Who gets paid for what and when Coverage Issues

Interstate commerce Jobs covered and not

Employment status of client/workers (FLSA purposes only) Training Programs

Community based job exploration, assessment and training Volunteering

Down time

**Session Four - day two - 60 minutes**

Staff issues Travel time and meals

Exempt status Residential staffing

Total cost for the four sessions is \$200 per connection. You can have more than one person seeing the screen or you can have different people attend different sessions. The webinar is via a website that we will send you the link. You will need a phone for the audio portion - not a toll free number.

*\*\*The discount rate for NYSRA members is \$165 \*\**

**Times for the webinars for September 15-16, 2009, November 17-18, 2009**

Session One - 10:00 am - 11:30 am Eastern

Session Two - 1:00 pm to 2:30 pm Eastern

Session Three - 10:00 am to 11:00 am Eastern

Session Four - 1:00 pm to 2:00 pm Eastern

**Times for the webinars for July 14-15, 2009, October 20-21, 2009, December 15-16, 2009.**

Session One - 1:00 pm - 2:30 pm Eastern

Session Two - 3:30 pm to 5:00 pm Eastern

Session Three - 1:00 pm to 2:00 pm Eastern

Session Four - 4:00 pm to 5:00 pm Eastern

**Handouts to be sent via e-mail** -Section 14 (c) of Fair Labor Standards Act, Regulations Part 525, Chapter 64 Field Operations Handbook, Various forms and examples

**Harles & Associates**PO Box 15318 Washington, DC 20003 (202)-546-2847 [charlie@harles.com](mailto:charlie@harles.com)**Registration for Federal 2009 Wage-Hour Webinars  
Service Providers to Persons with Disabilities****For****Date of sessions:** (check the one you want to attend)

- July 14-15, 2009 (afternoon sessions on east coast)
- September 15-16, 2009 (morning and early afternoon times on east coast)
- October 20-21, 2009 (afternoon sessions on east coast)
- November 17-18, 2009 (morning and early afternoon times on east coast)
- December 15-16, 2009 (afternoon sessions on east coast)

**Attendee Information:**

Name \_\_\_\_\_

Organization \_\_\_\_\_

Address \_\_\_\_\_

City, state, zip \_\_\_\_\_

E-mail address \_\_\_\_\_

Phone \_\_\_\_\_

**Payment:**

- \$165 per person or connection for NYSRA members
- \$200 per person or connection for non-NYSRA attendees

**Credit Card payments:****Master Card or Visa:**

Name on card: \_\_\_\_\_

Card number: \_\_\_\_\_

Exp. Date: \_\_\_\_\_

Signature: \_\_\_\_\_

a) Fax to: Harles &amp; Associates 202-546-2854

b) Call : 202-546-2847

c) Use Paypal.com - payment to [charlie@harles.com](mailto:charlie@harles.com)**Checks to:**

Harles &amp; Associates, PO Box 15318, Washington, DC 20003

# Teaching About Job Readiness to Students with Disabilities

Are you responsible for providing job readiness information to High School Students in Transition?

**Register Today**

**For a FREE**

**Professional Development**

**Opportunity on**

**The MTP Job Readiness**

**Curriculum**

This FREE Professional Development program will provide VESID Model Transition Program curriculum to those responsible for preparing students for post-school employment.

Attendees will receive:

- ~ The full MTP Job Readiness Curriculum with supplemental resources and handouts
- ~ Guidance on how to use the Curriculum
- ~ Suggestions for merging the materials with job readiness programs that already exist in your school district

*The MTP Job Readiness Curriculum meets CDOS Standards.*

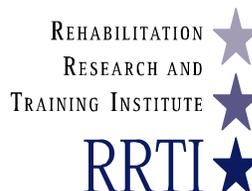
*Audience: Community Rehabilitation Agency Professionals involved with Model Transition Projects*

**Experience in teaching job readiness is not required.**

*Sponsored by the VESID Model Transition Program Grant from NYSED VESID and*

*The Rehabilitation Research and Training Institute (RRTI)*

**Space is Limited.  
Please Register  
Early.**



NYS RRTI

155 Washington Ave, Suite 410,  
Albany, NY 12210

Wednesday, September 2, 2009

9:30am—3:30 pm

Registration Form:

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

Title: \_\_\_\_\_

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

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

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

Phone/Fax: \_\_\_\_\_

MTP Project: \_\_\_\_\_

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

Special Accommodations Required: (needed 10 days prior to event): \_\_\_\_\_

***Fax Registration Form back to the RRTI Office at 518-426-4329***

***Inquiries: Barbara@nyrehab.org or 518-449-2976 Ext 104***

***Registration Policy***

*Registration Deadline: August 19. RRTI requires registration by fax. The day includes program materials, breaks & lunch. All registrants will receive written confirmation of their registration.*

*Substitutions will be allowed.*

155 Washington Ave  
Suite 410  
Albany, NY 12210  
518-449-2976

# Teaching About Job Readiness to Students with Disabilities

Are you responsible for providing job readiness information to High School Students in Transition?

## Register Today For a FREE Professional Development Opportunity on The MTP Job Readiness Curriculum

This FREE Professional Development program will provide you, those in the schools responsible for preparing students for post-school employment, with the Curriculum that was specifically designed and used by instructors in the NYSED VESID Model Transition Program.

Attendees will receive:

- ~ The full MTP Job Readiness Curriculum with supplemental resources and handouts;
- ~ Guidance on how to use the Curriculum; and
- ~ Suggestions for merging the materials with job readiness programs that already exist in your school district.

*The MTP Job Readiness Curriculum meets CDOS Standards.*

*Audience: Special Education Specialists, Transition Instructors, Job Readiness Teachers, CDOS Instructors, and School Transition Psychologists, others as recommended by School District*  
Experience in teaching job readiness is not required.

*Sponsored by the VESID Model Transition Program Grant from NYSED VESID and The Rehabilitation Research and Training Institute (RRTI)*

**Space is Limited.  
Please Register Early.**



**The Desmond Hotel & Conference Center  
660 Albany Shaker Road, Albany, NY 12211**

**Please Select One Session:**

**Wednesday, September 23, 2009**

9:00am—12noon

12:30pm—3:30pm

Registration Form:

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

Title: \_\_\_\_\_

School/MTP: \_\_\_\_\_

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

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

Phone/Fax: \_\_\_\_\_

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

Special Accommodations Required: (needed 10 days prior to event):  
\_\_\_\_\_

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### Registration Policy

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155 Washington Ave  
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Albany, NY 12210  
518-449-2976  
518-426-4329—Fax

## **Training Announcement - Applications being Accepted 6/1/09- 8/10/09**

**Parent to Parent of NYS** is currently seeking applications from family members of individuals with disabilities to participate in an Intensive Lay Advocacy Training.

The training is designed to provide knowledge about special education regulations and policies related to disabilities. Participants will develop advocacy skills and become more competent in advocating for their child and other children. The overall intent is to teach ways to become a more effective advocate and to give participants a better knowledge base of the laws and to improve communication skills.

There is a commitment required from each person who attends. If requested by Parent to Parent, participants will assist up to three families in their county over the course of one year. Examples of this are talking to another parent about education advocacy, helping another parent problem solve about their child's education and learning about special education laws. It is not an expectation to attend CSE meetings.

Participants are required to attend all training sessions, with each session being five hours long. Each session is devoted to specific topics as follows:

- Parent to Parent Overview
- Laws, Regulation, Policies
- Section 504
- State Complaints
- Mediation
- Resolution Session
- Impartial Hearing
- Resources

Participants must reside in one of the counties served by this office. The counties are Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie and Washington. Selection will be based on the replies to questions in the application. There is no charge for this training and all training materials will be provided.

For more information, contact Tina Beauparlant or Holly Bartzcak at (518) 381-4370 or email or visit <http://www.parenttoparentnys.org/>.

NYSRA Members receive annual discount of \$50

## Quick Start Business Assurance Program

**TECH VALLEY CONTINUITY LLC**

*Turning Potential Disasters into an Annoyance™*



### You Decide

It's Monday night and during dinner the phone rings. Your heart sinks as the alarm company says your offices are on fire. Now, standing alone in the parking lot, you watch your future go up in smoke. Do you collect your insurance, fire your employees, and begin looking for a job? Or do you activate your disaster recovery plan and return to work in the morning? It's your choice.

A well designed and properly tested business continuity / disaster recovery program can allow your company to survive an otherwise devastating crisis. If you feel you don't have the time, knowledge, or funding to protect your future, this is the program for you.

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You will learn the components of a workable business continuity program. Together we will explore your business' operations and identify specific places where solutions can be applied to business operations or technical infrastructure.

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