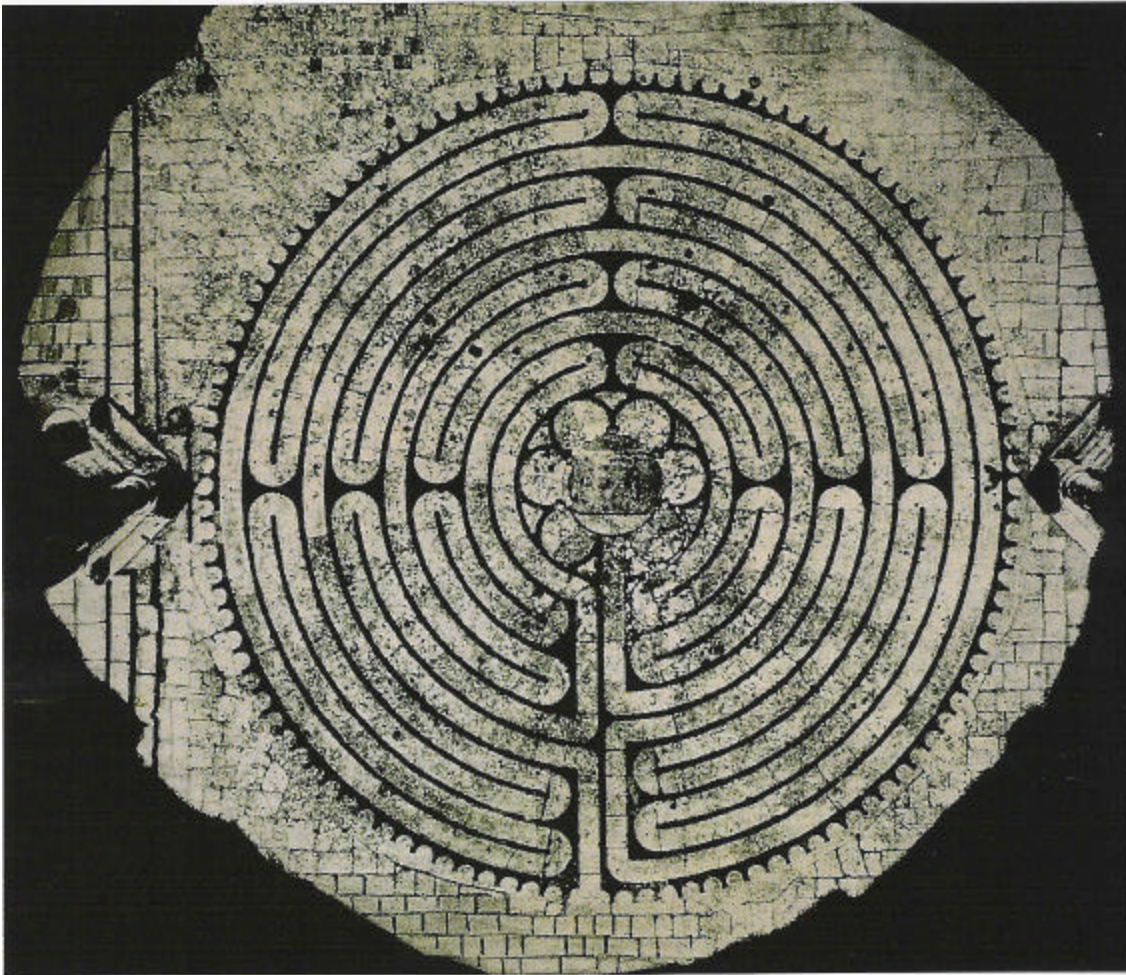


Positive Approaches Institute



A 9-day intensive training event
with David Pitonyak

Sponsored by-
The Council on Quality and Leadership Canada
and Community Living Algoma

12 December 2007

Positive Approaches Institute

Positive Approaches is a set of attitudes to invite all people to take one another seriously and respectfully.

- Herb Lovett

Purpose

The Institute is designed to educate professionals on values based approaches to supporting and educating people who experience disabilities who also exhibit difficult behaviors. Participants are exposed to a sequence of intensive learning experiences covering topics ranging from the impact of loneliness on emotional well-being, crisis support, person-centered planning, and building positive behavioral support plans.

Local Coordination

An Institute requires local coordination. Tasks typically assumed by local coordinators include: identify participants, secure venue and audio-visual equipment, replicate materials, and arrange, when appropriate, for continuing education credits with local higher education institution.

A Commitment to 9 days

It is critical that participants make a commitment to attend all five sessions (9 days). Individuals are strongly encouraged to join others from their home community to form teams.

About David Pitonyak

David Pitonyak, is interested in positive approaches to difficult behaviors. He believes that difficult behaviors are "messages" which can tell us important things about a person and his or her surroundings. Understanding the "meaning" of an individual's difficult behaviors is the first step in supporting the person (and the person's supporters) to change. David also believes (to paraphrase Jean Clark), that a "person's needs are best met by people whose needs are met." Supporting a person with difficult behaviors begins with an honest assessment of the needs of the person's supporters. Creating more responsive human services is possible only when we take responsibility for

problems of the workplace culture. A healthy organization is an organization that invites all of its members to take an active role in decision-making, provides support to each member *as defined by the member*, and evaluates its success by the degree to which it lives up to its promises.

Featured Instructors

Leaders who practice positive approaches in the host state or community will join David in the course of the training. Participants will have the opportunity to interact directly with these featured speakers.

Mentors

Leaders who practice positive approaches in the host state or community will be asked to provide direct support to the participant teams throughout the institute.

Additional Support

To assist teams in applying what they have learned to the real world, additional time with David Pitonyak in various localities may be arranged whenever possible. Contact the state or local host for additional information.

For additional information, contact:

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Cover photo: Labyrinth, *Artist Unknown.*, 1220—1230 CE, Cathedral of Notre Dame, Chartes From Moon, B. (1997). *An encyclopedia of archetypal symbolism* Boston: Shambhala

Note: Portions of the above description were adapted from the 1991 Positive Approaches Institute sponsored by the Pennsylvania Department of Public Welfare, Office of Mental Retardation. Many thanks to Nancy Thaler for the inspiration!

Positive Approaches Institute Course Outline

Session One: *The Importance of Belonging*

Day One

Introductions & Overview

The Importance of Belonging

-David Pitonyak

An exploration of how loneliness may be at the root of an individual's difficult behaviors. Strategies for supporting the development of enduring and positive relationships, as well as the importance of "waking up" to one's own relationships.

Day Two

Morning Reflections

7 Questions for Building a Support Plan

-David Pitonyak

After a discussion of Day One, participants are introduced to the seven questions guiding the development of support plans. These questions incorporate the essential questions of person-centered planning. Note: Participants will be asked to work in teams to develop support plans for 1-2 individuals during the Institute.

Recommended Handout:

The Importance of Belonging, Loneliness Is The Only Real Disability and What Do I Do Next...?

Session Two: *All Behavior is Meaning-full*

Day Three

Morning Reflections

Supporting a Person's Supporters

To paraphrase Jean Clark, "A person's needs are best met by people whose needs are met." Strategies for supporting a person's supporters are explored.

Day Four

Morning Reflections

Upside Down and Inside Out: Supporting a Person in Crisis

-David Pitonyak

How do you support an individual in crisis? A good crisis support plan begins with support for a person's supporters. Steps for helping an individual find safety and support in difficult times.

Handout:

Toolbox for Change and The Man With A Black Belt In Intellect

Positive Approaches Institute Course Outline

Session Three: *Whole Body/Whole Mind*

Day Five

Morning Reflections

Whole Body/Whole Mind
-Al Vecchione

As Mark Durand has said, "People tend to get immature when they don't feel well." This session will focus on the role of physiological and emotional issues in a person's behaviors. Joining us is psychologist Al Vecchione, Ph.D. from Vermont's Francis Foundation.

Day Six

Morning Reflections

Post Traumatic Stress Disorder
-David Pitonyak

Many people experiencing our supports experience PTSD as a result of one or more traumatic experiences. Session covers the implications of PTSD and ways to support people in their recovery.

Handout:

Supporting A Person with Post Traumatic Stress Disorder

Session Four: *Toolbox for Change and Graduation Ceremony*

Day Seven

Morning Reflections

Difficult Behaviors Result From Unmet Needs
-David Pitonyak

A basic assumption of the Institute is that difficult behaviors result from unmet needs. In a sense, difficult behaviors are "messages" which can tell us important things about a person and his/her supporters. This session will focus on difficult behaviors as "intentional communication."

Day Eight

Morning Reflections

Next Steps
-John O'Brien

John O'Brien of Responsive Associates in Lithonia, Georgia will join us for a day of reflection and the development of next steps for participant organizations.

Recommended Handout:

Discovery Workbook and Support Plan Forms (Abbreviated and Extended)
Upside Down & Inside Out: Supporting a Person in Crisis and Jumping Into The Chaos of Things

Positive Approaches Institute
Course Outline

Session Five: Stories and Celebration

Day Nine

Graduation Ceremony

Participants are asked to bring family members, friends and colleagues to help celebrate their graduation from the Institute. Storytelling, good food, and a chance to reflect.

Positive Approaches Institute
Core Competencies

Session One: *The Importance of Belonging*

The Importance of Belonging

- *Participants will learn to identify the role of loneliness to difficult behaviors.*
- *Participants will learn strategies for helping individuals to develop enduring, positive relationships.*
- *Participants will be reminded of the importance of relationships in their own lives and discuss ways in which “waking up” to their own relationships is essential to being in the helping profession.*

7 Questions for Building a Support Plan

- *Participants will learn seven essential questions for building a positive behavior support plan based on John O'Brien and Connie Lyle-O'Brien's (1987) Framework for Accomplishments:*
 1. *How can we support the person in developing enduring, positive relationships?*
 2. *How can we help the person to develop a sense of physical and emotional well-being?*
 3. *How can we help the person to find joy in ordinary community places?*
 4. *How can we help the person to find his/her sense of personal power?*
 5. *How can we help the person to learn skills that lead to a positive future?*
 6. *How can we help the person to make contributions to others?*
 7. *How can we support the person's supporters?*

Session Two: *All Behavior is Meaning-full*

Difficult Behaviors Result from Unmet Needs

- *Participants will learn ways in which difficult behaviors can communicate important needs.*
- *Participants will learn strategies for teaching an individual alternative ways to get his/her needs met.*
- *Participants will learn helpful tools for teaching an individual to cope with stress and chaos.*
- *Participants will learn qualitative and quantitative ways to measure a person's overall progress.*

Upside Down and Inside Out: Supporting A Person in Crisis

- *Participants will learn that a crisis should be an infrequent event. Frequent crisis situations is a sign that the person's support plan is not working.*
- *Participants will learn strategies for helping people to return to calm when they are physically aroused.*
- *Participants will learn ways to ascertain the needs of a person's caregivers during a crisis and how their unmet needs may be impacting the problem.*

Positive Approaches Institute
Core Competencies

Session Three: *Whole Body/Whole Mind*

Whole Body/Whole Mind

- *Participants will learn how difficult behaviors can result from physiological and psychological needs.*
- *Participants will learn ways to organize medical information for an individual so that visits to the doctor can be productive and respectful.*
- *Participants will understand the vital role of sleep, sound nutrition, and exercise in a person's overall well-being.*
- *Participants will learn ways to advocate for improved health care delivery in their communities.*

Post Traumatic Stress Disorder

- *Participants will learn how traumatic events, even decades old, can impact negatively on a person.*
- *Participants will learn ways to identify Post Traumatic Stress Disorder in individuals who experience disabilities.*
- *Participants will learn effective ways to support an individual with PTSD, even when he or she is not a good candidate for traditional modes of treatment (e.g., individual or group therapy)*
- *Participants will learn how knowing a person with PTSD can lead to vicarious -traumatization and what can be done to support a team to work together.*

Session Four: *Toolbox for Change and Graduation ceremony*

Toolbox for Change

- *Participants will learn strategies for promoting person-centered services in traditional organizations.*
- *Participants will learn to use Issue/Action Planning as a means of problem-solving.*
- *Participants will learn how to incorporate goals and objectives, when necessary, in a person's day without losing the fundamental importance of a "joyful, meaningful" day.*
- *Participants will learn how to apply principle-centered time management to their day to day lives.*

Graduation Ceremony