

Registration Now Available at NYALLIANCE.ORG

8:30AM Registration

9:00AM Keynote Presentation

• John Raffaele, NADSP

John Raffaele is the Director of Educational Services at the National Alliance for Direct Support Professionals. John is Master Social Worker and a highly experienced professional adult educator and facilitator. John's graduate education is from Yeshiva University in New York City and State University of New York at New Paltz, NY.



His career spans three decades and those years have been spent teaching direct support professionals and the people they support. Most of the people with whom he has worked and supported over the last 30 years are people with intellectual/developmental disabilities and at-risk youth, and people with chronic and terminal illnesses in home-care settings. Between 2001 and 2012 John worked as a Director of Training and Education for a developmental disabilities service provider in New York and gained notoriety consulting and teaching throughout the United States.

John founded his own international direct support professional consulting company in 2012 and over the last several years, in contract with the National Alliance for Direct Support Professionals and in close partnership with NADSP Executive Director Joseph Macbeth, has developed many exciting and informative training programs and helped propel the NADSP into national prominence. John became NADSP's Director of Educational Services in December of 2016. John has educated tens of thousands of people in the NADSP Code of Ethics and Competencies and most recently, our Informed Decision Making curriculum and Frontline Supervisor Train the Trainer Curriculum.

10:30-10:45AM Break

10:45-11:45AM Concurrent Sessions

SESSION 1: Train Like a Pro: Effective Training Techniques to Engage Your Audience and Maximize Retention

- Christopher Frank, Center for Human Services Education (CHSE)

Staff training doesn't have to be boring! Organizations have to communicate a myriad of messages and group training can be the most effective way to do that. They can also be the worst! Learn tips and tricks you can use to spice up your presentations (even Corporate Compliance).

This training is intended for supervisors looking for new ways to enhance their staff training efforts. Topics that will be explored include; optimizing the environment, clarifying the message, engaging the audience, and creating effective visuals.

SESSION 2: NYS Direct Support Professional Core Competency Evaluation Support Workshop

- Jennifer Vogt, RCWT Region 2N Co-Lead

A hands-on approach to learning how to effectively complete the DSP Core Competency Evaluation Tool.

SESSION 3: Servant Leadership

- Tyrone Dixon, Elmcrest Children's Center

My Presentation is about my time spent as a Self-Determination Aide/DSP in Buffalo, NY. This year marks a little over a decade since I began working in the I/DD field, and I can say without a doubt the time spent working with the individuals I supported in Buffalo did more in preparing me for a role in agency leadership.

The challenges I faced as a young man working with an individual who was diagnosed with CP (I assisted him with hygiene, eating, medication, bedtime routine), and another individual who had DS (I assisted her with getting her business up and running. She is doing amazing!) set the stage for my career.

Everyone is a leader, regardless of the position they hold in an agency. We must let go of preconceived notions of what a leadership "should be", and work from where we are.

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11:45AM-12:45PM Lunch

12:45-1:45PM Concurrent Sessions

SESSION 1: The Language of Our Work

- *Melody Johnson, RCWT Region 1 Co-Lead*
- *Theresa Buick, RCWT Region 1 Co-Lead*

This session will educate attendees on the evolving language of our work. As the field advances, we need to be sure our words best represent the people we support. Historically, the language of our work has served to categorize others, and in the process has often represented people we support in an undignified way. As we transform our work as Direct Support Professionals from caregiving to supporting people, we need to do our best to ensure our language is in line with our actions.

SESSION 2: Why Isn't Susie Engaged? Exploring Role of Trust in Discovery

- *Mike Barry, Center for Human Services Education (CHSE)*

In discussing Discovery, we often assume the individual trusts us automatically. But do they? Why would they? What are the barriers to trust? Will they be more engaged and provide better discovery if they trust us more? How do we build that trust? Is trust important between staff and supervisors? We will explore answers to the above questions, introduce the three C's of trust and utilize real-world scenarios in an interactive discussion.

SESSION 3: Meaningful Engagement / Organizational Participation through DSP Advocacy

- *Dylan Brown, Arc Herkimer*

We will determine what Meaningful Engagement looks like and how Arc Herkimer supports Organizational Participation with their DSP Advocacy Group. Will talk about what we have accomplished, why it matters and empowers the DSPs you support. 1:1

1:45-2:00PM Break

2:00-3:30PM Closing Presentation

A Sense of Style Matters: Tailor Your Supervision

- *Jeisson Cardona, ADAPT Community Network*
- *Kathleen Contreras, ADAPT Community Network*

During the discussion we will look at the different styles of leadership and help emerging leaders understand they can lead from any position within the organization. We will use the later half of the presentation to facilitate an authentic conversation on current struggles emerging leaders are facing, and how we can utilize the leadership styles to work through some of the challenges.

The conference is presented by



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