LIFE IS SHORT DO STUFF THAT MATTERS
ABOUT THE IDAHO PARTNERSHIPS CONFERENCE

This year the Idaho Partnerships Conference is organized by Community Partnerships of Idaho (CPI) and Boise State’s Department of Early and Special Education, and will take place in the Student Union Building on the BSU campus. We are excited to welcome Idaho’s Health & Welfare Department as a major sponsor this year, and want to thank all our sponsors for their support.

CPI began holding an annual conference in 1997. As the need for more extensive training grew, agencies, organizations and advocacy groups from all over the Northwest partnered with Community Partnerships of Idaho to bring top-level national speakers to the region each year. Now called the Idaho Partnerships Conference on Human Services, this coalition continues to serve the needs of people with disabilities and their families.

This conference guide provides a schedule of classes, session summaries, lodging details as well as registration information and a registration form. For more detailed descriptions and speaker bios, please go to the Schedule page of the conference website, www.idahopchs.com.

This year we are offering a group rate for organizations registering five or more attendees--for details please contact Bibiana Nertney, Conference Coordinator at 208.376.4999 or bibiana.nertney@mycpid.com.

For more information on Community Partnerships of Idaho, visit www.mycpid.com, or contact Conference Coordinator Bibiana Nertney at bibiana.nertney@mycpid.com or 208.376.4999.

For an online schedule, session descriptions and registration visit: www.idahopchs.com.

ABOUT THE COMMITMENT TO COMMUNITY AWARDS

This year marks the 6th annual Commitment to Community Awards which recognizes and honors significant accomplishments of individuals, organizations, and businesses who value individuals with disabilities as important contributors to their communities. This event applauds the commitment of our honorees and provides visibility and recognition for their leadership and vision.

We hope that you will join us for this luncheon to celebrate this years honorees on October 6th in the Jordan Ballroom of the Student Union building at 12:30 pm.
The 22nd Annual Idaho Partnerships Conference on Human Services returns to Boise State University on Thursday, October 5th and Friday, October 6th 2017. We hope you will join us for this great opportunity to learn and network! Our theme this year is *Life is Short: Do Stuff that Matters*. We hope to offer new ideas and new information that inspire you to ask yourself, how and where do I find purpose and meaning in all that I do?

This year we are featuring two dynamic keynote speakers. On Thursday, Actress Geri Jewell kicks off the conference as the Opening Keynote Speaker. Geri is best known as Cousin Geri on the NBC sitcom, Facts of Life. She was the first person with a disability to have a regular role on a prime time show. In addition to her acting career, Geri is a highly sought after motivational speaker and trainer in the areas of diversity, disability and LGBT issues.

Geri Jewell is presented by:

Our second keynote address is by our luncheon speaker Rachel Simon, an award-winning author of six books and a nationally-recognized public speaker on issues related to diversity and disability. Her titles include the bestsellers; *The Story of Beatiful Girl* and *Riding the Bus with My Sister*. An adaptation of *Riding the Bus with My Sister* was produced by Hallmark Hall of Fame, starring Rosie O’Donnell and Andie McDowell, and was directed by Anjelica Huston.

Rachel Simon is presented by:

Friday kicks off with the Joseph M. Macbeth of the National Alliance for Direct Support Professionals. This engaging speaker will address “The Emerging Roles and Changing Expectations of the Direct Support Workforce.” Joseph’s opening session offers a chance to reflect on the evolving roles and expectations of Direct Support Professionals.

Joseph Macbeth is presented by:

In addition to 24 full-length breakout sessions in six main areas of specialization, this year we are introducing the opportunity to learn about current and upcoming issues in the human services field in 45 minute Quick Talks on Thursday. Friday we’ll celebrate and recognize individuals who are going above and beyond to further inclusion and collaboration that ensures that those with disabilities are full participants in their communities at the 6th Annual Commitment to Community Awards Luncheon.
# AGENDA
**Thursday, October 5, 2017**

## 9:00 AM - 9:30 AM
**Welcome & Opening Remarks**
- Katherine Hansen, Community Partnerships of Idaho and Michael Humphrey, Boise State University  |  JORDAN BALLROOM

## 9:30 AM - 11:00 AM
**Keynote Presentation**
- Geri Jewell  |  JORDAN BALLROOM

## 11:15 AM - 12:00 PM
**45 Minute Quick Talks:**
- How Climbing Benefits Children with Special Needs - Jeff Reichmann
- Examining Change in the Self Perception of Secondary Students with Disabilities Attending a University-Based Post Secondary Transition Program - Jeremy Ford, Ph.D., NCSP and Julianne Wenner, Ph.D.
- What are Children Trying to Tell Us? Understanding the Function of Young Children's Behavior - Deb Carter, Ph.D., BCBA-D
- Curious About Coaching - Tina Barker, Jackie Hansen Katherine Hansen, and Evan Williams
- Understanding the Changing Landscape of Managed Care - Rhonda Robinson Beale, MD
- Update: National Core Indicators Survey - Valerie J. Steffen, PMP, Ph.D.
- Supported Decision Making and Guardianship in Idaho - Diane Stephens, LSW, Amy Cunningham, JD and Guadalupe Ayala

## 12:00 PM - 1:15 PM
**LUNCH with Keynote Presentation**
- Rachel Simon  |  JORDAN BALLROOM
- Book signing to follow luncheon

## 1:45 PM - 3:15 PM
- Communicating for Full Effect - Sheena Boyd, SPHR
- The NADSP Code of Ethics Encounter - John Raffaele, LMSW
- Parent Training: Curriculum & Training Methods Part 1 - Kevin Ayres, Ph.D., BCBA-D and Maggie Molony, M.S., BCBA
- Discovering Personal Genius - Corey Smith
- Nine Self Care Techniques - Camille Cafferty, LCPC
- Conversations with a Celebrity - Geri Jewell

## 3:30 PM - 5:00 PM
- I'm Her Family, You're Her Provider. Let's Collaborate - Rachel Simon
- Taking the Combat Out of Conflict - Sheena Boyd, SPHR
- The Great Direct Support Professional Competency Connection - Joseph Macbeth and John Raffaele, LMSW
- Parent Training: Curriculum & Training Methods Part 2 - Kevin Ayres, Ph.D., BCBA-D and Maggie Molony, M.S., BCBA
- Customized Job Development - Corey Smith
- Treatment Plans: From Annoying Paperwork to Powerful Treatment Tool - Beverly Hines, MS, LPC
<table>
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<th>Time</th>
<th>Session Details</th>
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<tr>
<td>9:00 AM - 9:15 AM</td>
<td>Opening Remarks - Katherine Hansen, Community Partnerships of Idaho</td>
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| 11:00 AM - 12:30 PM | • Managing Change without Losing Momentum - Sheena Boyd, SPHR  
|               | • An Introduction to Informed Decision Making - John Raffaele, LMSW & Joseph MacBeth  
|               | • Why Aren't You Paying Attention? Influences & Outcomes - Robin Greenfield, Ph.D.  
|               | • Structuring Curriculum - Kevin Ayres, Ph.D., BCBA-D and Maggie Molony, M.S., BCBA  
|               | • Effective Job Coaching & Fading Strategies - Corey Smith  
|               | • Oppositional Defiant Disorders in Children & Adolescents Part 1 - Robert Marino, M.S., NCSP, ABSNP  |
| 12:30 PM - 2:00 PM | Commitment to Community Luncheon  |
| 2:15 PM - 3:45 PM | • Putting "Respect" Back in the “Respectful Workplace” - Sheena Boyd, SPHR  
|               | • Frontline Supervisor Development - John Raffaele, LMSW  
|               | • The Rhythm is Gonna Get You - Gary Schreiner, JD  
|               | • Surviving Grief, Loss & Bereavement - Jayne Josephson, Ed.D., RN, CHPN, CHSE  
|               | • Oppositional Defiant Disorders in Children & Adolescents Part 2 - Robert Marino, M.S., NCSP, ABSNP  
|               | • Housing and Community Access - Roger Howard, Erik Kingston, PCED, and Dana Gover, MA, MPA, ACTCP  |
REGISTRATION

$210
FULL CONFERENCE
Thursday and Friday
October 5 & 6, 2017
Continental breakfast and
lunch included.
Regular registration deadline
is September 1, 2017.
Late registration fee is $230.

$195
ONE DAY
Thursday October 5 or
Friday October 6, 2017
Continental breakfast and
lunch included.
Regular registration deadline
is September 1, 2017.
Late registration fee is $215.

GROUP
5 OR MORE
Special rates available to
groups of five or more
attendees.
Continental breakfast and
lunch included.
Contact Bibiana Nertney
at 208-376-4999 for more
information.

FACILITY & LODGING

BOISE STATE UNIVERSITY - STUDENT UNION BUILDING
This year’s conference is being held at Boise State University
in the Student Union building located near Albertson's Stadium
at 1700 University Dr. in Boise, Idaho. All meeting rooms are
located on the second floor and are accessible via elevator and
stairs. Parking is free and will be in the Lincoln garage directly
across the street from the Student Union building. Free Wifi is
also available in the building. Smoking is prohibited on campus,
but available within a few blocks. Indoor temperatures can
vary with heating and cooling. Be sure to bring a sweater or light
jacket.

SPRINGHILL SUITES BY MARRIOTT AT PARK CENTER
A block of rooms has been reserved for attendees of the Idaho
Partnerships Conference at SpringHill Suites by Marriott at Park
Center. The hotel is located 1.6 miles away from the BSU Stu-
dent Union Building at 424 E. Parkcenter Boulevard in Boise.

Conference rate is $104 single or double per room. Parking is
free, and the hotel offers a free shuttle to and from the Boise
Airport. Please reserve your room by September 12th to guar-
antee the group rate. Be sure to let the reservationist know you
are with Idaho Partnerships Conference on Human Services to receive the group rate: call (208) 342-
1044 or reserve online at www.marriott.com/boi4d.com.
SESSION DESCRIPTIONS
THURSDAY, OCTOBER 5, 2017

9:30 AM - 11:00 AM

OPENING KEYNOTE PRESENTATION - GERI JEWELL
INTENDED AUDIENCE: ALL
Geri is not only an exceptional actress and comedienne, she is internationally recognized as a powerful and motivational speaker and trainer. She is famous for her uncanny ability to captivate the hearts of audiences by using humor to facilitate attitude changes. Geri brings to her presentations personal experience of having her behavior and actions misunderstood because of her cerebral palsy. By sharing her disability as her greatest blessing, and revealing insights about the world as she sees it, Geri turns the focus from disabilities to a true celebration of ability, resulting in an inspiring, empowering and healing experience.

11:15 AM - 12:00 PM

QUICK TALKS:
How Climbing Benefits Children with Special Needs - Jeffrey Riechmann
INTENDED AUDIENCE: KIDS DEVELOPMENTAL AND PARENTS
NASW CEUS: .75 (LSW)
This 45 minute talk covers the experiences and observations of over a dozen Courageous Kids Climbing events for children with special needs. It covers safety concerns with conducting this type of therapy at a facility.

Examining Change in the Self Perception of Secondary Students with Disabilities Attending a University-Based Postsecondary Transition Program - Jeremy Ford, Ph.D., NCSP & Julianne Wenner, Ph.D.
INTENDED AUDIENCE: ADULT DEVELOPMENTAL AND PARENTS
NASW CEUs: .75 (LSW, LMSW & LCSW)
Starting last summer, a collaborative project, Postsecondary Rewarding Education is Possible (PREP) Academy. PREP offered high school students with disabilities the opportunity to take part in a one week on-campus college experience focused on career readiness, job exploration and self-advocacy. Presenters will discuss this study focused on examining potential changes in perceptions about postsecondary on the student participants. PREP is a collaborative project between the Idaho Div. of Vocational Rehabilitation and Boise State University's College of Education.

What are Children Trying to Tell Us? Understanding the Function of Young Children's Behavior - Deb Carter, Ph.D., BCBA-D.
INTENDED AUDIENCE: CHILDREN'S DEVELOPMENTAL AND PARENTS
NASW CEUS: .75 (LSW, LMSW & LCSW)
Challenging behavior is a form of communication and when young children engage in challenging behavior, it serves a purpose or function for them. In order to effectively address the behavior and support children in the development of more appropriate skills, we need to understand what they are trying to tell us. This session will discuss the communicative function of behavior and consider how educators and families can alter the environmental context to support children in communicating their message in more appropriate ways.

INTENDED AUDIENCE: ALL
HRCI CEU: 1
Join us for an engaging and interactive presentation on Coaching. What are you curious about? What is coaching? What can you expect from a good coach? What tools do coaches use? What are the benefits of coaching? Learn ideas for developing coaching skills in your life. And discover how and what to look for in a good coach.

Understanding the Changing Landscape of Managed Care - Rhonda Robinson Beale, MD
INTENDED AUDIENCE: ALL
HRCI CEU: 1
NASW CEUs: .75 (LSW & LMSW)
The landscape of healthcare is ever changing with terms like managed care, value based care, and care coordination. Although it's complex, we believe healthcare shouldn't be confusing to the Idahoans we serve. Dr. Rhonda Robinson Beale will provide an overview to explain how we're working together with the Idaho Department of Health and Welfare, and others, to provide long term services and supports (LTSS) for Idahoans on both Medicaid and Medicare (dual eligible). Attendees will learn the benefits, including health-related outcomes, of the Medicare-Medicaid Coordinated Plan (MMCP).

Update: National Core Indicators Survey - Valerie Steffen, PMP, Ph.D.
INTENDED AUDIENCE: ADULT AND KIDS DEVELOPMENTAL, PROFESSIONAL AND ADMIN.
NASW CEUs: .75 (LSW & LMSW)
For the past two years Idaho has participated in the National Core Indicators Survey. A survey for children receiving community developmental disability services was given in 2016, and a survey for adults receiving services was given in 2017.

**SUPPORTED DECISION MAKING AND GUARDIANSHIP IN IDAHO - DIANE STEPHENS, LSW AND AMY CUNNINGHAM, JD AND GUADALUPE AYALA, LMSW**

**INTENDED AUDIENCE:** Parents, Professional and Admin.

**NASW CEUs:** .75 (LSW & LMSW)

This session will focus on a move toward supported decision making for adults with developmental and intellectual disabilities. The presenters will briefly address rule changes around guardianship of protected persons in Idaho. The goal is to spread knowledge of the supported decision making model to school social workers, physicians, families, family law attorneys, psychologists and everyone else recommending guardianship to families as their child with an I/DD turns 18.

**12:00 PM - 1:15 PM**

**KEYNOTE LUNCH PRESENTATION FROM DARKNESS TO LIGHT: HELPING THE BEAUTIFUL GIRLS LEAD BEAUTIFUL LIVES**

**RACHEL SIMON**

**INTENDED AUDIENCE:** All

How do we help people with intellectual and developmental disabilities live lives with meaning, dignity, and respect, fulfilling their innate potential? How can we ensure that all people live in freedom, rather than hidden from the world? Rachel Simon’s novel, The Story of Beautiful Girl, illustrates these themes. Using original artwork, family photos, and archival photos, Rachel will discuss our shared history, her personal history, and how we can all make a difference. This talk touches on many issues familiar to those in the disability community: the abuse and dehumanizing conditions in the institution, the advent of deinstitutionalization, and the value of dedicated Direct Support Professionals, who work to enhance the lives of people with disabilities. Rachel also weaves in issues such as the right to community living, romance, self-expression, spirituality, and independence.

**THE NADSP CODE OF ETHICS ENCOUNTER - JOHN RAFFAELE**

**INTENDED AUDIENCE:** Direct Support

**HRCI CEU:** 1.5

**NASW CEUs:** 1.5 (LSW, LMSW & LCSW)

**SHRM PDCs:** 1.5

The NADSP faculty will share real examples culled from decades of practicing in the field of intellectual disabilities in a role play, unlike any other. In learning about ethical responsibilities, they will act out some real dilemmas and ethical decisions that confront direct support professionals on the job every day. Using the NADSP’s Code of Ethics, participants will consider ways that ethical practices can be incorporated into daily practice. The beliefs and attitudes that are associated with being an effective human service professional are critical to understanding this code – it is not the handbook of the profession, but rather a road map to assist us in staying the course of securing freedom, justice, and equality for all.

**PARENT TRAINING: CURRICULUM AND TRAINING METHODS PART 1 - KEVIN AYRES, Ph.D., BCBA-D & MAGGIE MOLONY, M.S., BCBA**

**INTENDED AUDIENCE:** Kids Developmental

**BCBA CEUs:** 1.5

**NASW CEUs:** 1.5 (LSW, LMSW & LCSW)

This event is designed to provide participants an overview of a parent training model used by the Center for Autism and Behavioral Education Research at the University of Georgia.

This model involves behavioral skills training (BST) to teach parents about basic functions of problem behavior and how to match those to simple treatment options including extinction and differential reinforcement. Participants will spend time reviewing the curriculum and ways to deliver the curricular content to lay audiences. They will also learn about the importance of role playing and feedback to ensure that participants are able to generalize didactic instruction to their homes.

The first half of the presentation specifically covers the content of the curriculum and the second component focuses on the delivery and follow up procedures that are designed to adhere to best practices and allow therapists to deliver training to families they may have little on-site contact.

**1:45 PM - 3:15 PM**

**COMMUNICATING FOR FULL EFFECT - SHEENA BOYD, SPHR**

**INTENDED AUDIENCE:** All

**HRCI CEU:** 1.5

**SHRM PDCs:** 1.5

Communication is one of the top-desired skills for new employees, as well as executive leadership, yet it is ap-...
THURSDAY, OCTOBER 5, 2017 cont.

DISCOVERING PERSONAL GENIUS - COREY SMITH
INTENDED AUDIENCE: DIRECT SUPPORT AND EMPLOYMENT
HRCI CEUs: 1.5
NASW CEUs: 1.5 (LSW & LMSW)
SHRM PDCs: 1.5
As Customized Employment strategies begin to fully roll out people need to know how to effectively and efficiently complete the Discovery Process as a form of vocational assessment. At GHA we refer to this as Discovering someone’s Personal Genius.

In this session we will focus on strategies for individuals with complex barriers to employment that typical job placement strategies usually don’t work for. We believe that everyone possess personal attributes, preferences, interests, and skills that can be used to attain valued employment. Come for this, hands on highly interactive session on the Discovery Process. We will walk through this process step by step including, developing a community process step by step including, developing a community

PORT, EMPLOYMENT, KIDS DEVELOPMENTAL AND PARENTS

TAKING THE COMBAT OUT OF CONFLICT - SHEENA BOYD, SPHR
INTENDED AUDIENCE: ALL, PROFESSIONAL AND ADMINN.
HRCI CEUs: 1.5
NASW CEUs: 1.5 (LSW & LMSW)
SHRM PDCs: 1.5
Conflict, often seen as a four-letter word, can detract from daily operations and productivity, or it can lead to innovative solutions that move your company forward by leaps and bounds. This course provides perspective on the value of conflict, as well as strategies to approach moments of conflict to resolve them in the best way possible.

THE GREAT DIRECT SUPPORT PROFESSIONAL COMPETENCY CONNECTION - JOSEPH M. MACBETH & JOHN RAFFAELE, LMSW
INTENDED AUDIENCE: DIRECT SUPPORT
HRCI CEUs: 1.5
NASW CEUs: 1.5 (LSW & LMSW)
SHRM PDCs: 1.5
The cornerstone of every profession is a standardized set of competencies with which all practitioners carry out their craft. The NADSP assisted the state of New York’s Office for People with Developmental Disabilities (OPWDD) in creating a standardized set of Core Competencies for direct support professionals. Since that time, we have contracted with many states and have provided dozens of training sessions across the country as provider organizations begin to understand the value of competency-based training. This session will introduce the NADSP Competency set in an engaging, thought-provoking and fun manner. The audience will break into small groups and discuss the competencies…and then the fun (and learning) begins.

3:30 PM - 5:00 PM

I’M HER FAMILY, YOU’RE HER PROVIDER. LET’S COLLABORATE - RACHEL SIMON
INTENDED AUDIENCE: ADULT DEVELOPMENTAL, DIRECT SUPPORT, EMPLOYMENT, KIDS DEVELOPMENTAL AND PARENTS
This is a very interactive, discussion-oriented session for both families and professionals. Rachel will start the conversation by sharing how she did and didn’t feel welcomed into the world of the professionals and why all family members, including siblings, need to be acknowledged in an ongoing way. Drawing on her own experiences and stories of people she knows, she will also offer tips about how professionals and families can form more effective partnerships. Then she will ask you to join in with tips of your own, with the goal being that participants leave with optimism and new insights. Please come prepared to share your own tips on collaboration.

CONVERSATIONS WITH A CELEBRITY - GERI JEWELL
INTENDED AUDIENCE: ALL, PARENTS
Meet the personal side of Geri Jewell. Geri will share her life with a disability and how she became the person she is today. She will answer questions on her life journey beginning with her family, special education teachers, learning social skills, transitioning into adulthood, seeking employment and becoming an advocate. Bring your questions, because this 90 minute session will be conducted in a conversational style.

NINE SELF CARE TECHNIQUES - CAMILLE CAFFERTY, LCPC
INTENDED AUDIENCE: MENTAL HEALTH
NASW CEUs: 1.5 (LSW, LMSW & LCSW)
The Code of Ethics has mandated self-care for therapists. This class will identify nine easy to use and proven self-care techniques to help clinicians avoid burnout. The class will be experiential in nature to help clinicians learn how to integrate self-care into their daily routine. It will be fun and relaxing!

PARENT TRAINING: CURRICULUM AND TRAINING METHODS PART 2 - KEVIN AYRES, Ph.D., BCBA-D & MAGGIE MOLONY, M.S., BCBA
INTENDED AUDIENCE: KIDS DEVELOPMENTAL
BCBA CEUs: 1.5
NASW CEUs: 1.5 (LSW, LMSW & LCSW)
This event is designed to provide participants an over-
This model involves behavioral skills training (BST) to teach parents about basic functions of problem behavior and how to match those to simple treatment options including extinction and differential reinforcement. Participants will spend time reviewing the curriculum and ways to deliver the curricular content to lay audiences. They will also learn about the importance of role playing and feedback to ensure that participants are able to generalize didactic instruction to their homes.

The first half of the presentation specifically covers the content of the curriculum and the second component focuses on the delivery and follow up procedures that are designed to adhere to best practices and allow therapists to deliver training to families they may have little on-site contact with following training.

CUSTOMIZED JOB DEVELOPMENT STRATEGIES - COREY SMITH

INTENDED AUDIENCE: DIRECT SUPPORT AND EMPLOYMENT
HRCI CEUs: 1.5
NASW CEUs: 1.5 (LSW & LMSW)
SHRM PDCs: 1.5

This session will build on all that we have learned about an individual during the Discovery Process. People with complex disabilities don’t usually have success with typical job placement strategies including resumes and the traditional human resource testing and interview process.

In this session we will learn about using vocational themes and informational interviews to build relationships with employers. We will discuss developing a list of 20 employers to investigate, using individualized short internships, job carving & cobbling, economic development strategies including resource ownership, interest based negotiation, and developing customized employment proposals to attain valued jobs that meet job seekers’ ideal conditions of employment for better outcomes.

TREATMENT PLANS: FROM ANNOYING PAPERWORK TO POWERFUL TREATMENT TOOL - BEVERLY HINES, MS, LPC

INTENDED AUDIENCE: MENTAL HEALTH
NASW CEUs: 1.5 (LSW, LMSW & LCSW)

Treatment plans are experienced by some clinicians as annoying paperwork with little value. Plans are often given little thought and rushed through in order to check off the chart requirement. However, the very process of clients creating goals, when done thoughtfully, can provide motivation and hope. Not to mention providing direction for sessions.

In this talk you will explore techniques that will move treatment planning from a waste of time to a valuable part of facilitating client change. The material will come from Dr. Clifton Mitchell’s book Effective Techniques for Dealing with Highly Resistant Clients (2nd edition) and Beverly’s experience as a clinician.

FRIDAY, OCTOBER 6, 2017

9:00 AM - 9:15 AM
OPENING REMARKS - KATHERINE HANSEN

9:15 AM - 10:45 AM

OPENING KEYNOTE: THE EMERGING ROLES & CHANGING EXPECTATIONS OF THE DIRECT SUPPORT WORKFORCE - JOSEPH MACBETH, EXECUTIVE DIRECTOR, NADSP

INTENDED AUDIENCE: ALL
HRCI CEU: 1.5
NASW CEUs: 1.5 (LSW)
SHRM PDCs: 1.5

This opening session offers a chance to reflect on the evolving roles and expectations of Direct Support Professionals. Many of these changes are driven by the Centers for Medicare & Medicaid Services (CMS) and its Federal Home and Community-Based Services Community Rule. This is a radical departure from which we are accustomed and will ultimately create an emphasis on ‘personal autonomy’, greater access to ‘integrated settings’ and helping people to make ‘informed choices’. The focus of this session addresses one important piece of the CMS Rule; how do we support people with disabilities to make informed decisions? What is the direct support professional’s role in this process? What are the workforce demographics and projections to fulfill these expectations? Do direct support professionals currently possess the tools, resources and skills to uphold this responsibility?

11:00 AM - 12:30 PM

MANAGING CHANGE WITHOUT LOSING MOMENTUM - SHEENA BOYD, SPHR

INTENDED AUDIENCE: ALL
HRCI CEU: 1.5
SHRM PDCs: 1.5

In times of change, about 20% of your efforts and time are spent initiating or implementing the change and 80%
is spent on the aftermath. This class teaches you what to expect in times of change, and how to prepare teams to accept and internalize it for better performance.

AN INTRODUCTION TO INFORMED DECISION MAKING - JOSEPH M. MACBETH AND JOHN RAFFEALE, LMSW
INTENDED AUDIENCE: Direct Support
HRCI CEU: 1.5
SHRM PDCs: 1.5
NASW CEUs: 1.5 (LSW, LMSW & LCSW)
A facilitated discussion that investigates how direct support professionals can use the ethical practices, professional skills and adept reasoning to assist people in making informed decisions and meeting the new CMS definition of “Community.” This session will begin a deeper discussion by asking three questions that will identify ways that the spirit of the NADSP’s Code of Ethics and Competencies will be incorporated in assessing Risk and balancing Safety. Part of the discussion will focus on how the organization can create a culture of competence with skilled, ethical and empowered direct support professionals that will lead the way to quality.

WHY AREN’T YOU PAYING ATTENTION? INFLUENCES & OUTCOMES - ROBIN GREENFIELD, Ph.D.
INTENDED AUDIENCE: Adult, Kids Developmental, Parents
NASW CEUs: 1.5 (LSW, LMSW & LCSW)

Paying attention is a critical skill for everyone. But, there are a variety of things that influence how and why a person attends or does not attend to something. This presentation will discuss the area of “attention” and what it means when working with children and adults with disabilities. Participants will learn about internal and external influences on attention such as bio behavioral states, distractions, and multitasking and how they can impact people’s lives and relationships. They will also participate in activities that test their own ability to attend.

STRUCTURING CURRICULUM - KEVIN AYRES, Ph.D., BCBA-D & MAGGIE MOLONY, M.S., BCBA
INTENDED AUDIENCE: Adult and Kids Developmental
BCBA CEUs: 1.5
NASW CEUs: 1.5 (LSW, LMSW & LCSW)

This training approaches curriculum development and goal setting from the perspective that each individual has needs that are specific to his or her local environment. Understanding that current (and future environment) is key to developing a comprehensive program for a client and that understanding includes knowing specifically what an environment requires for independent (or as independent as possible) functioning.

Participants will learn about the ecological inventory process and how to develop ecological inventories to guide planning. Depending on participants’ past history, this may provide new and novel information or, for more experienced BCBA’s, help them understand ways they may be able to improve their practice to maximize programming for their clients and improve the focus on those skills that will increase the probability of the clients increasing independence.

EFFECTIVE JOB COACHING & FAADING STRATEGIES - COREY SMITH
INTENDED AUDIENCE: Employment
HRCI CEU: 1.5
NASW CEUs: 1.5 (LSW & LMSW)
SHRM PDCs: 1.5

As we all know the people that we serve really want to be a participating coworker in the work place and we need to figure out how to get out of there way as quickly as possible.

In this session we will discuss how to effectively design the roles of job seekers and host employers from day one. Using an effective Job and Work Culture Analysis to help job seekers effectively be a part of the team. We will also discuss negotiating both natural and facilitated supports, using technology for helping gain higher levels of independence and accessing job coaching as needed.

OPPOSITIONAL DEFIENT DISORDERS IN CHILDREN & ADOLESCENTS PART 1 - ROBERT MARINO, MS, NCSP, ABSNP
INTENDED AUDIENCE: Direct Support, Kids Developmental, Mental Health and Parents
NASW CEUs: 1.5 (LSW, LMSW & LCSW)

This session is a two part series on non-medication approaches to the most challenging behaviors in children and adolescents.

Part One covers targeted strategies for specific behaviors: disorders, assessment and treatment strategies; disorder informed FBA/BIP.

Part Two will address relationship coaching.

12:30 PM - 2:00 PM
COMMITMENT TO COMMUNITY AWARDS LUNCHEON

2:15 PM - 3:45 PM
PUTTING “RESPECT” BACK IN “RESPECTFUL WORKPLACE”- SHEENA BOYD, SPHR
INTENDED AUDIENCE: Professional and Admin.
HRCI CEU: 1.5
SHRM PDCs: 1.5

Respectful workplace training typically hinges on equal
opportunity compliance measures, and rules-based decisions to manage risk. This course shows the value of a principles-based approach that endeavors to preserve human dignity and encourage cooperation rather than bare minimum compliance.

FRONTLINE SUPERVISOR SKILLS AND COMPETENCE- JOHN RAFFAELE, LMSW
INTENDED AUDIENCE: PROFESSIONAL AND ADMIN
HRCI CEUs: 1.5
NASW CEUs: 1.5 (LSW, LMSW & LCSW)
SHRM PDCs: 1.5
The NADSP has developed a comprehensive train-the-trainer curriculum to address the needs of this important part of our workforce. This curriculum meets the educational and developmental needs of new managers/supervisors, while strengthening veteran frontline supervisory staff with a comprehensive two-day intensive workshop.
The NADSP Frontline Supervisor Leadership Train the Trainer Boot-Camp. Based on sound research, this material engages participants with an intensive and highly interactive format. We will use this workshop to highlight the best parts of this curriculum and answer any questions you may have regarding frontline leadership and development.

THE RHYTHM IS GONNA GET YOU- GARY SCHREINER, JD
INTENDED AUDIENCE: ALL
NASW CEUs: 1.5 (LSW & LMSW)
Rhythm is fundamental to the working of the universe. We’re surrounded by circadian rhythms, biological rhythms, social rhythms, mechanical rhythms, musical rhythms, natural rhythms and more. They’re inescapable. They’re also really fun. In this hands-on workshop, you’ll feel the beat as you use traditional and improvised rhythm instruments to learn about communication, teamwork, conflict resolution, creativity and innovation, and to open your mind to seeing new solutions to challenges you face in your work. Oh, and is also an amazing stress release!

SURVIVING GRIEF, LOSS & BEREAVEMENT - JAYNE JOSEPHSON, EdN, RN, CHSE, CHPN
INTENDED AUDIENCE: ALL
NASW CEUs: 1.5 (LSW, LMSW & LCSW)
An overview of grief, loss, and bereavement will be provided in this presentation. Differing types of grief will be reviewed, including anticipatory, normal, complicated, and disenfranchised grief.

Strategies will be reviewed concerning responding to grief and loss, tasks of grieving, and interventions that may facilitate the grieving process.

OPPOSITIONAL DEFIANT DISORDERS IN CHILDREN & ADOLESCENTS PART 2 - ROBERT MARINO, MS, NCSP, ABSNP
INTENDED AUDIENCE: DIRECT SUPPORT, KIDS DEVELOPMENTAL AND MENTAL HEALTH
NASW CEUs: 1.5 (LSW, LMSW & LCSW)
This session is the 2nd part of a 2-part series on non-medication approaches to the most challenging behaviors in children and adolescents. Part Two addresses relationship coaching.

HOUSING AND COMMUNITY ACCESS- ROGER HOWARD, ERIK KINGSTON, PCED AND DANA GOVER, MA, MPA, ACTCP
INTENDED AUDIENCE: ALL
This session will explore the challenges and opportunities involving housing choice. We’ll discuss many aspects of housing for persons living with disabilities, from design and construction to funding and supportive services that extend independence. Our panel of experts in access, independent living and housing programs will identify existing resources, connect the dots and answer questions from the audience.
**SPEAKER BIOS**

**Guadalupe Ayala, LMSW**
Guadalupe Ayala is a Licensed Master Social Worker. She works as a Clinician for the Developmental Disabilities Crisis Prevention and Court Services (CPCS) team within the Idaho Department of Health and Welfare. She has been with the team since February of 2014. Prior to her coming to the CPCS team, she worked for eight years as a Mediation Specialist for the Idaho State Appellate Public Defender’s Office. It was this job that lead her into the field of social work and, eventually, choosing to work with the population of those with Developmental Disabilities. Guadalupe received her Bachelor and Masters in Social Work from Boise State University. She also has an associates in Mediation. She has been involved with several organizations as a volunteer including Mujeres Unidas de Idaho.

**Kevin Ayres, Ph.D., BCBA-D**
Kevin M. Ayres, Ph.D., BCBA-D is a professor at the University of Georgia where he also co-directs the Center for Autism and Behavioral Education Research (CABER). Most of Dr. Ayres’s research has focused on behavior analytic applications of technology for increasing independence of individuals with developmental disabilities. Two of his current projects revolve around applied research in model classrooms that CABER runs in a local elementary school and rural out-reach in the state of Georgia. Prior to joining the faculty at UGA, Dr. Ayres taught students with severe intellectual disability and autism in a middle school in metro Atlanta.

**Tina Barker**
Through a life of many twist and turns Tina has learned to be resilient and adaptable. In her current position as Chief Operating Officer at Community Partner-ships of Idaho she supports and mentors a diverse group of employees. She is passionate about creating and nurturing a coaching culture at her incredible organization.

**Sheena Boyd, SPHR**
Sheena Boyd brings rich human resource experience from a variety of organizations, including a Fortune 500 multinational retailer, a national industrial supplier, small business, and state government. This gives her the unique ability to provide priceless consulting advice regarding individual employees, compliance, compensation, organizational development, staff relations, recruiting and placement, and training to all levels of an organization.

Sheena holds an undergraduate degree from San Diego State University and a Master’s degree in Human Resources and Employment Relations from Pennsylvania State University. She also holds a Senior Human Resource Professional (SPHR) certification from the national Human Resources Certification Institute. Sheena’s background in theatre arts is evidenced in her focus on communication, relationship development, creative problem solving, and teamwork. She is also well known as a dynamic speaker with interactive presentations, engaging audiences with her playful, upbeat style.

**Camilla Cafferty, LCPC**
Camilla Cafferty LCPC has been in private practice for over 10 years focusing on grief, trauma, anxiety and depression. She has facilitated a number of continuing education classes over 15 years. Currently she provides monthly ethics training’s for other mental health professionals. She is EMDR level 2 trained, and provides domestic violence evaluations to the court.

**Deb Carter, Ph.D., BCBA-D**
Deborah Carter, Ph.D., BCBA-D, is a professor and department chair in Early and Special Education at Boise State University. Dr. Carter’s areas of expertise include social-emotional development, positive behavior support and environmental education in early childhood. Her current research and projects focus on implementation of program-wide positive behavior support and integrating social-emotional and environmental education practices in early childhood. Her work has been included in the Journal of Positive Behavior Interventions, Behavioral Disorders, Assessment for Effective Intervention, Intervention in School and Clinic, The Early Childhood Education Journal, Young Children, and the International Journal of Early Childhood Environmental Education.

**Amy Cunningham, JD**
Amy Cunningham, JD currently serves on the Idaho Supreme Court Committee on Guardian-ship and Conservator-ship. She also serves on the supported decision-making subcommittee as well as the rules and legislation subcommittee. She is the Legal Director at DisAbility Rights Idaho.

**Jeremy Ford, Ph.D., NCSP**
Jeremy W. Ford, Ph.D., NCSP, is an assistant professor in the Department of Early and Special Education at Boise State University. Dr. Ford is a specialist-level trained, and nationally certified, school psychologist and has experience working in K-12 schools in multiple capacities. In addition to his K-12 experience, Dr. Ford has experience working with students with intellectual and developmental disabilities at the postsecondary education level as well. These experiences include: Instructor, researcher, mentor, and admissions interviewer. Dr.

**Dana Gover, MA, MPA, ACTCP**

Dana Gover, MPA, ACTCP Certification, ADA Training & Technical Assistance Consultant for The Northwest ADA Center-Idaho. Dana provides information, guidance, training, onsite reviews and technical assistance on the Americans with Disabilities Act and other civil rights laws providing rights to people with disabilities. She earned her certification from the national ADA Coordinators Training and Certification program in 2013.

Dana brings a unique perspective on the ADA as she has had a disability since 1979 due to a car accident. In 1986 Dana earned a B.A. in Communication, followed in 1996 with a Master’s. She regularly provides training to businesses, state and local governments and people with disabilities. In the 1990’s she provided training in coordination with the Idaho Governor’s office and the Department of Commerce to over 50 Cities and Counties in Idaho and reached over 2000 people in Idaho. Dana is a member of the Fair Housing Forum, Consortium of Idahoan with Disabilities, Member of the Ramp Up Idaho project, Medicaid’s Personal Assistance Oversight Committee, member of Living Independence Net- work Corporation (LINC) Board of Directors, a member of the National Council on Independent Living.

**Robin Greenfield, Ph.D.**

Robin G. Greenfield, Ph.D. is the Associate Director of the Center on Disabilities and Human Development at the University of Idaho. She is also the director of the Idaho Project for Children and Youth with Deaf-Blindness.

Dr. Greenfield has conducted presentations nationally and internationally on a variety of topics relating to children with more significant disabilities. She is the director of a six part video series entitled “You and Me” which focuses on the communication system and inclusion of a fourth grade boy who is deaf-blind. She has written various articles on topics related to children with significant disabilities. Her research interests include looking at the impact of stress on children with significant disabilities, developing functional communication systems for children, and how to maintain attention in children with disabilities.

**Jackie Hansen**

Jackie Hansen is an executive team leader at Community Partnerships of Idaho who uses a relaxed – easy going approach to her coaching. Jackie thrives in developing relationships with individuals who are ready to make a change but aren’t sure where to start, helping them find the momentum they need to take the first step in their personal and professional lives.

Jackie’s leadership mixes the foundational skills and core competencies she learned during an eight month coaching certification course through Seattle Coach (accredited by the International Coaching Federation) with her authenticity, honesty and contagious sense of humor.

**Katherine Hansen**

Katherine Hansen, Executive Director of Community Partnerships of Idaho draws on over three decades of leadership experience and working in the field of disability services. She is passionate about Leadership Development, Business Development, Executive Leadership, Organizational Management, Program Development and Building Relationships. She is highly respected in the disability advocacy and provider community. She is currently serving on the Idaho Healthcare Coalition and is the Chair of the Medical Care Advisory Council.

**Beverly Hines, MS, LPC**

Beverly Hines, LPC, received her Master of Science degree in Clinical/Counseling Psychology from California State University, San Bern-ardino. She counsels children, teenagers, and adults of all ages in individual, couples (Gottman method), family, play therapy, and group therapy. Her areas of experience include anxiety; depression; tantrums and oppositional defiant behavior; life-transition stress; couples issues; teen struggles; female sex and love addiction; physical, sexual, and emotional abuse; and war trauma. Her primary approach to counseling is rooted in interpersonal psychotherapy, object relations, and attachment theory. Beverly provides trauma informed care and utilizes EMDR (basic trained) as appropriate. Beverly practices at the non-profit agency, Tidwell Social Work Services, Inc., in Boise, Idaho.

**Roger Howard**

Roger is Executive Director of the Living Independence Network Corporation (LINC), a center for independent living with offices in Caldwell, Boise, and Twin Falls, Idaho. He worked as an Independent Living and I&R Specialist for the Disability Action Center in north Idaho for seven years before moving to Boise in 1989 to work at LINC when it first opened. He then served as Executive Director of the Idaho Task Force on the Americans with Disabilities Act for 6 years before returning to LINC in 2001.

**Michael Humphrey, EdD**

Michael Humphrey, EdD, is an associate professor in Early & Special Education Department at Boise State University. His current research focuses on building teacher-efficacy in inclusive classrooms, preparing teachers to work with culturally and linguistically diverse populations, and improving teacher retention. Dr. Humphrey’s work has been included in Exceptionality, A Special Education Journal, Journal of

**Geri Jewell**

Geri Jewell is best known as Cousin Geri on the NBC sitcom, The Facts of Life. She was the first person with a disability to have a regular role on a prime time series. She began her career doing standup comedy at the Comedy Store in 1978. In 1980 she performed at the 2nd Annual Media Access Awards, where she was introduced to Norman Lear by producer, Fern Field.

After her groundbreaking role on The Facts of Life she has appeared on such shows as The Great Space Coaster, the Emmy award winning movie Two of a Kind, Sesame Street, 21 Jump Street, The Young and the Restless, Strong Medicine and the HBO hit series, Deadwood, which she also received Emmy consideration for. She also co-starred in the independent film “Night of the White Pants” and was featured on the FOX series, Alcatraz.

When Geri is not working in television, she is a highly sought after motivational speaker and trainer in the areas of diversity, disability and GLBT issues. Her training has taken her to such companies as Hewlett Packard, Master Foods, Johnson Wax, AT&T, Amgen, Mass Mutual and Raytheon. She has also trained such government agencies as The C.I.A., The U.S. Treasury Department, Defense Intelligence Agency, and the U.S. Army.

She is famous for her uncanny ability to captivate the hearts of her audiences by using humor to facilitate attitudinal change. Geri brings to her presentations her personal experiences in life, which in turn allow people to gain insight into the prospect of seeing disability in a totally different light, creating hope where there is none, and joy where there is pain.

She has never forgotten her roots in comedy. She has appeared on many of cable comedy shows, including Evening at the Improv on A&E and Stand Up Spotlight on VH1. She has opened for Paul Anka, Robert Goulet and Judy Collins. She has been featured on Entertainment Tonight, E! Hollywood True Story and ABCs 20/20, and A&E’s Biography.

**Jayne Josephsen, EdD, RN, CHSE, CHPN**

Jayne Josephsen is an associate professor in Boise State University’s (BSU) school of nursing. Her focus in nursing is care coordination and hospice and palliative care. She has worked with the Quality of Life coalition to develop conferences related to end of life care, worked with the Rural Nurse Preceptorship program to develop and implement training for rural nurses related to leadership and precepting.

She is also actively involved in developing a Care Coordination certificate program for Boise State University. Prior to her career in nursing, she worked in human services with a variety of populations including, children and adults with developmental disabilities and mental health issues, as well as working in correctional and residential treatment settings.

Throughout her career, her focus has been on effective transition management, client and community education, and client and family engagement and advocacy.

**Erik Kingston, PCED**

Erik joined the Idaho Housing and Finance Association in 1995 and oversees diverse projects, including program development, community outreach, fair housing education, as well as partnerships and planning for a range of housing, economic and community development efforts. He coordinates web projects such as housingidaho.com, fairhousingforum.org, and rampupidaho.org. Erik has served on Idaho’s Community Review Team since 2000, and was appointed to the Idaho Rural Partnership in 2009. He is a member of local, state and regional initiatives, including Boise’s Central Addition Master Plan, the Idaho Bike and Pedestrian Advisory Committee, and Addressing the Housing Affordability Challenge: A Guidebook for the Rocky Mountain West.

**Joseph M. Macbeth**

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 more than 30 years – beginning as a Direct Support Professional. Macbeth is widely recognized as a national leader in the advocacy and advancement of the direct support profession. He has co-authored the series of publications titled “Voices from the Frontlines”, produced an award winning Realistic Job Preview for community-based human services organizations titled “Working as a Direct Support Professional: We Get It Done”, assisted more than 5000 direct support professionals advance their college education through the “Disability Studies Certificate” and has engaged with more than 40,000 direct support professionals in focus groups and learning forums since he became executive director at NADSP. He currently sits on the boards of the Council on Quality and Leadership (CQL) and is an advisor to the College of Direct Support and Relias Learning’s National Advisory Boards. Macbeth is also involved with AIEJI, an international organization based in Denmark that promotes the work of school educators. He lives in Altamont, NY.

**Robert Marino, MS, NCSP, ABSNP**

Robert J. Marino, M.S., NCSP, ABSNP, is a Nationally Certified School Psychologist with an advanced certificate in School Neuropsychology. He has been working as a school psychologist for over 30 years and has experience in the assessment and programming for children from infant through high school age. Robert specializes in cross battery assessment and the assessment of children with emotional regulation difficulties.

Currently, Robert divides his time between assessment and consultation with preschool programs and his role as school psychologist in an elementary school setting. He conducts assessments, consults with school staff and parents, and develops specialized programs for children with a
broad range of identified needs. In 2002, Robert was given the “Outstanding School Psychologist” award by the Maryland School Psychologist Association, primarily for his extensive work with traumatized children in the Romanian orphanage system. Robert served for seven years as the first school psychologist on the Eastern Navajo Agency and helped pave the way for recognition and certification for school psychologists working in New Mexico. Robert developed the mentor program for new psychologists in one of the largest school districts in the nation, and has also supervised numerous interns from graduate programs throughout the country. Robert has served as an adjunct Professor for the University of Missouri where he developed and instructed several units for graduate level coursework on “Learning and the Brain.” For the past several years, Robert has presented throughout the country on Oppositional Defiant Disorders in Children and Adolescents, and on Strategies for Addressing Children and Adolescents with Executive Functioning Difficulties.

Maggie Molony, MS, BCBA

Maggie Molony received her Masters degree in Behavior Analysis and Therapy from Southern Illinois University in 2015. She worked at a psychiatric hospital for three years, specializing on the floor that housed children with autism and intellectual disability. She also has experience working in-home with children with autism since 2011. For almost two years Ms. Molony was a behavior counselor and conducted in-home parent training weekly with parents who abused and/or neglected their children. Additionally, She worked as a Behavior Analyst Intern for a behavior crisis team that managed adults with disabilities across the Southern Illinois community. She is currently completing her second year in the Special Education and ABA Ph.D program at UGA. Ms. Molony consults in the local schools and at the UGA behavior clinic with both children and adults with disabilities as a BCBA. Her areas of interest include staff and parent training across various environments and also increasing and improving adult services.

John Raffaele, LMSW

John Raffaele is a New York State Licensed Master Social Worker and an experienced professional educator and trainer, specifically in the field of human services. John's graduate education is from Yeshiva University in New York City and SUNY New Paltz, NY. Most of his career, however, stems from more than two decades spent with direct support professionals and the people they serve, and over that time, he has educated thousands in the NADSP Code of Ethics and Competencies. Most of the people with whom he has worked and supported over the last 25 years are people with intellectual and developmental disabilities and at-risk youth. He has recently been appointed as the NADSP’s Director of Educational Services and serves in a leadership position within the organization, he lives in Woodstock, NY.

Jeff Riechmann

Riechmann is a retired firefighter who relocated to Idaho three years ago. He currently works part-time as a safety engineer for a construction company where his expertise in working at heights safety is utilized.

As an aspiring rock climber, and with input from fellow climbers, he organized Courageous Kids Climbing. In three years, the organization has conducted events in Boise, Cascade, Driggs, McCall, and Moscow, Idaho; Ellensburg and Spokane, Washington; and Bakersfield, California, reaching 200 kids. Depending on the location, the courageous kids have climbed indoor and outdoor climbing walls. They have scrambled on boulders. Learned about balance on a slackline and built their confidence on a rope course. The organization has also provided rescue equipment to emergency responders and sponsors the "Courageous Kids Scholarship" which provides a $1000 scholarship to a person with special needs to attend the University of Idaho.

Rhonda Robinson Beale, MD

Dr Beale is a seasoned healthcare executive with over 30 years of experience in health care systems, managed care and quality improvement in behavioral health and medical care.

She is the SVP and Chief Medical Officer for Blue Cross of Idaho over the Medical Affairs Division responsible for medical and behavioral service management for all market segments. Dr. Robinson Beale has served in the past as the Chief Medical Officer/Physician Executive within several large, national and local health care organizations, such as Optum, a subsidiary within United Health Group, PacifiCare, Cigna, Blue Cross Blue Shield of Michigan and Health Alliance Plan in Michigan. She has been involved with many national organizations as a subject matter expert, National Institute of Mental Health, Institute of Medicine, National Quality Forum, American Psychiatric Association, American Psychological Association, American Society of Addiction Medicine, NCQA and others.

Dr Robinson Beale has served on many national boards, engaged with key committees and workgroups and has been significantly involved in influencing changes in the system. She was on the IOM committee that created "Crossing the Quality Chasm" and “To Err is Human.”

Dr. Robinson Beale has been involved in influencing local and national legislation particularly around Parity and ACA issues. Her involvements led to her having the opportunity to testify before the Senate's Health, Education, Labor and Pension Committee (HELP) on the state of behavioral health care.

Gary Schreiner, JD

Gary Schreiner is an attorney turned “Thriveologist”, author, rhythmicist, Well-Being Evangelist, executive coach and trainer for highly driven professionals and organizations. He is known for teaching actionable principles in fun, unique and unexpected ways. After burning out in his “dream” career, Gary struggled to find meaning and fulfillment in his professional life. His quest for answers ultimately transformed not only
his professional career, but profoundly changed his entire life. He determined then to turn his skills and knowledge to helping other professionals move from just surviving day-to-day to thriving. He draws from a multidisciplinary body of research to teach principles and practices for well-being and performance. Gary has been training and speaking since 2003 and has presented to diverse audiences, including judges, attorneys, counselors, therapists, business owners, engineers, college professors, real estate agents, mediators, bankers, HR professionals, law enforcement, nurses, and psychologists.

Rachel Simon

Rachel Simon is an award-winning author of six books and a nationally-recognized public speaker on issues related to diversity and disability. Her titles include the bestsellers The Story of Beautiful Girl and Riding The Bus With My Sister. Both books are frequent selections of book clubs and school reading programs around the country. Rachel's work has been adapted for theater, NPR, the Lifetime Channel, and Hallmark Hall of Fame, whose adaptation of Riding The Bus With My Sister starred Rosie O’Donnell and Andie McDowell, and was directed by Anjelica Huston.

Corey Smith

Corey Smith is a Senior Consultant for Griffin-Hammis Associates Inc. providing consultation and training for customers around the Country. Corey also works with the Department of Labor Office of Disability Employment Policy (ODEP), and a number of universities, states, provider associations, community rehabilitation providers (CRPs), high schools, and families, providing consultation and training, on customized employment, supported employment, self-employment, alternative funding and organizational transformation. Current projects include: Work with the states Arkansas, Georgia, Maine, Maryland, Michigan, and Pennsylvania on the role out of customized employment and the implementation of Employment First in both rural and urban settings. Corey also serves as a Subject Matter Expert for the Office of Disability Employment Policy (ODEP) Employment First State Leadership Project. In 2014 Corey received the Association for People Supporting Employment First (APSE) Dave Hammis Innovation Award for his work in Customized Employment and Braided Funding Strategies. Corey has 30 years of experience directing highly successful supported employment programs in Pennsylvania and Michigan. During this time Corey has helped a number of organizations transform from facility based workshop and day services to fully integrated employment programs.

Valerie Steffen, PMP, Ph.D.

Valerie Steffen serves Idaho’s Family and Community Services Division of IDHW as principal research analyst, where she supports the Developmental Disabilities and Child Welfare programs, and oversees federal reporting and special research projects for the Infant Toddler Program. A Ph.D. trained research psychologist, Valerie brings both academic and applied expertise from her work in college teaching, research consultation, and community service. Most recently, she led Strategic Intelligence, a research firm delivering program evaluation and business analysis to the healthcare and education sectors. Her leadership of the Board Quality Committee of Terry Reilly Health Services contributed to Terry Reilly’s quality-improvement national leadership among Community Health Centers, including its achievements of Joint Commission accreditation and Patient Center Medical Home certification.

Diane Stephens, LSW

Diane Stephens, LSW has been a licensed social worker in Idaho since 1999. She is currently part of the Canyon County Guardianship Commit-
Thank You!

Special thanks to conference organizers Boise State University’s Special Education Department and Community Partnerships of Idaho’s Professional Development program.

AmeriBen | C.K. Quade Law, PLLC | First Interstate Bank | Idaho Central Credit Union | Idaho Commission for the Blind and Visually Impaired | Intermountain Hospital | Mount St. Vincent | Northwest ADA Center Idaho | Raymond James Office of Chad Majors | Rehabilitation Services Accreditation System | Senior Health Insurance Benefit Advisors | Treasure Valley Down Syndrome Association | Treasure Valley Hospice
THANK YOU FOR JOINING US AND WE LOOK FORWARD TO SEEING YOU NEXT YEAR!