#nowalls
Innovations in Community Based Day Services
Hello!

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Elder Soares

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Institute for Community Inclusion
Promoting the inclusion of people with disabilities

NuPATH Inc.
supporting your journey
Agenda

◎ Best “Aspirational” Practices for CBDS
◎ NuPath’s No Walls
◎ Benchmarking Success
◎ Community Mapping
◎ Purposeful Schedules: See for yourself!
ENSURING EXCELLENCE IN COMMUNITY-BASED DAY SUPPORTS: A GUIDE FOR SERVICE PROVIDERS AND STAFF

By David Hoff, Cori Di Biase, and Genni Sasnett

Introduction

A major component in the evolution of employment and day services and supports funded by the Massachusetts Department of Developmental Services (DDS) is the development and expansion of Community Based Day Supports (CBDS).

DDS defines CBDS as follows:

Community-Based Day Supports- (Activity Code 3163) - This program of supports is designed to enable an individual to enrich his or her life and enjoy a full range of community activities by providing opportunities for developing, enhancing,

Pre-planned CBDS activities should promote the full integration and inclusion of individuals with disabilities into mainstream society through positive community contributions and relationship development.

CBDS is not:

- A replacement for paid employment.
- A prerequisite for employment.
- Activities just to fill time.
- Activities that individuals are “plugged” into.
Aspire to Innovate

Examples of Employment-Driven CBDS Activities

As noted, a core component of CBDS, particularly for individuals not working, or who are underemployed, is participation in employment-focused activities. The following are examples of the types of CBDS activities that are employment-focused.

Career Exploration Activities
- Volunteering in organizations connected to potential career interest
- Job tours
- Job shadowing
- Situational assessments and job trials
- Internships
- Worksite Visits/Tours
- Simulations interviews
- Skill clubs

Vocational Skill Building Activities
- Early childhood training
- Health and wellness programs
- Employment readiness training for specific roles
- Vocational training and certifications (One-stop Centers and similar organizations can provide connections)
- Classes/workshops on job seeking (interviewing, writing, etc.)
- Job preparation and soft skill development: dressing for work, social interactions at work, schedule management, time management, etc.
- Managing public benefits and benefits issues
Best “Aspirational” Practices

◎ Person-Driven
◎ Purposeful
◎ Community-Based
◎ Facilities and Location
◎ Career-Driven

◎ Maximize Community and Natural Supports
◎ Maximize Time in Community
◎ Manage Staff and Ratios
◎ Scheduling: Avoid Global One Size Fits All
There is no “One Size Fits All” design to approaching CBDS. Many variables—including agency size, geographic location, and the goals & needs of the people—will determine CBDS program specs.
Challenges

- Narrow set of activities; Not purposeful
- Lack of knowledge of community
- Lack of connection with employment
- “Plugging” people into staff-chosen activities
- Lack of self-advocacy and self determination by individuals
- “Special” activities that segregate
- Large groups
- Over-reliance on “the building”
- Staffing
- Transportation
How did we get here?
May 2015

After initial work with ICI, NuPath team travelled to Washington D.C. to learn from SJCS, an agency offering only “facility-free” day programming.
Not in [Massachusetts] anymore...
Facility - Free?
What is No Walls?

◎ A CBDS program model in which people supported and their frontline staff never enter a day program facility

◎ Staff pick them up at their homes or meet them in the community and then begin their activity schedule
Person-Centered Planning
Positive Personal Profile ("PPP")
The “PPP”

Elements:
- Goals
- Work/Volunteer Experience
- Interests
- Preferences
- Challenges

Protocol:
- Done upon entry to program
  with input from person and team
- Living Document: Updated every 6mo
Considering Geography
Mapping Locations of homes, home bases, and activity sites
### Community Mapping

<table>
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<tr>
<th><strong>Volunteer Org.</strong></th>
<th><strong>Address</strong></th>
<th><strong>Contact Name</strong></th>
<th><strong>Phone</strong></th>
<th><strong>Email</strong></th>
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<tr>
<td>Bennington Library Association</td>
<td>2 Conant Rd, Billerica, MA 01821</td>
<td>Terry Thirk</td>
<td>978-461-4863</td>
<td></td>
<td><a href="https://www.benningtonlibrary.org">website</a></td>
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<tr>
<td>Billerica Farmer's Market</td>
<td>PO Box 589, Billerica, MA 01821</td>
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<td><a href="https://www.billericafarmersmarket.org">website</a></td>
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<tr>
<td>Billerica Friends of Music</td>
<td>PO Box 207, Billerica, MA 01821</td>
<td>Karen Santilli</td>
<td>978-263-2288</td>
<td><a href="https://www.billericafriendsofmusic.org">website</a></td>
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<tr>
<td>Billerica Access Television</td>
<td>150 Boston Road, Billerica, MA 01821</td>
<td>Karen Santilli</td>
<td>978-263-2288</td>
<td><a href="https://www.billericaaccess.org">website</a></td>
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<tr>
<td>Boys and Girls Club of Greater Billerica</td>
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<td><a href="https://www.bgcbill.com">website</a></td>
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<tr>
<td>The Power of Possibility</td>
<td>220 Boston Road, Billerica, MA 01821</td>
<td>Joyce Schirr</td>
<td>978-263-4943</td>
<td><a href="https://www.powerofpossibilitybillerica.org">website</a></td>
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ZeeMaps.com

NuPath's "Government Center" No Walls Group
The home and CBDS addresses of NuPath Westford's Andover-area No Walls group
Identifying Staff
Recruiting, training and supervising staff in “No Walls”
Identifying Staff

◎ Staff Expectation:
Community is Key
- Staff Recruitment
- Interviewing
- Training
- Oversight

◎ Supervision:
- Community-Based
- Spot-checking Activities
- Using technology for mobile oversight
CBDS Measurement in Benchmarking

Platinum
100% Community

Gold
<45m spent in building for transport

Silver
60-75% Community

Community Exploration
Any “trip”
**CBDS Measurement in Benchmarking**

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<tr>
<th>Week 16</th>
<th>Base</th>
<th>Outing</th>
<th>Total People Level Code Hrs</th>
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<td>Date</td>
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<td>4/15-4/19</td>
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<tr>
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<td>3</td>
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<td>4/15-4/19 Clubs East</td>
<td>Nature wall</td>
<td>5 Silver</td>
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Assessed Values & Set Standards

- A meaningful activity: productive and/or engaging
- Opportunity to try something new
- Interactions with non-disabled peers
- Purposeful: Person Centered (PPP)
- Considers Employment 1st
Employment as the End Game

- CBDS as a “training ground” for competitive employment
- Ideal: One person; one job
- Exposure -> employment opportunities
- CBDS volunteerism instills both technical & “soft” work skills
Employment Goal 2018

- NATIONAL
- STATE
- NUPATH
Paid Job
2018

NATIONAL

STATE

NUPATH
Facetiming the Future
Calling all community members!
NuPath Takeaways

**Results**

- 8 No Walls Groups
- 34 people completely facility free (Platinum)
- Average 90 FTE slots in the community on a daily basis (Gold and Silver)
- 85 people employed in the community
NuPath Takeaways

**Lessons**

- It's ok to build a boat on the water.
- Find the right type of staff, support them, let them run...
  - “Trust but verify”
  - Know when to step back and when to step in
- Have a healthy appetite for risk.
- Be ready for unexpected outcomes!
Don't just be in the community, be part of the community!

Gennie Sasnett, ICI
Questions & Conversation
Thanks!

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