Able Opportunities, Inc.

Innovative Business Minded Employment 1st Models
www.ableopps.com • 206.406.9900

Virtual Shift

Designing Interactive Content

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# Build Self Advocacy Skills

▸ The most helpful thing we can do right now is model self care. People we serve are often isolated from peer learning and support (with paid staff making up most of their contacts in a day). They need us to express our humanity in this time of uncertainty

▸ Grief is unavoidable, name it. Are you crying more? Angry more often? Frustrated by small things? Having trouble sleeping? Not knowing when it will end is distressing, we've lost our routines. We've lost control

▸ We don't have experience with this, reinforce that we are all solving this together. We are an inevitable community of practice!

- Turn taking is most engaging. Embed regular comment/question and response into lessons
  - Do you all know how to raise your hand on this platform? Go ahead and do it now
- Stay creative to stay engaged, embed rewards/wins
  - ex. whoever catches me saying todays magic word (choose a word you will use) wins…
  - ex. one slide is missing the "cc" symbol
- Repeat structure of meetings / classes
  - Shared resources include our template for virtual sessions, with ideas outlined in sections
  - Build routine and structure back into the day
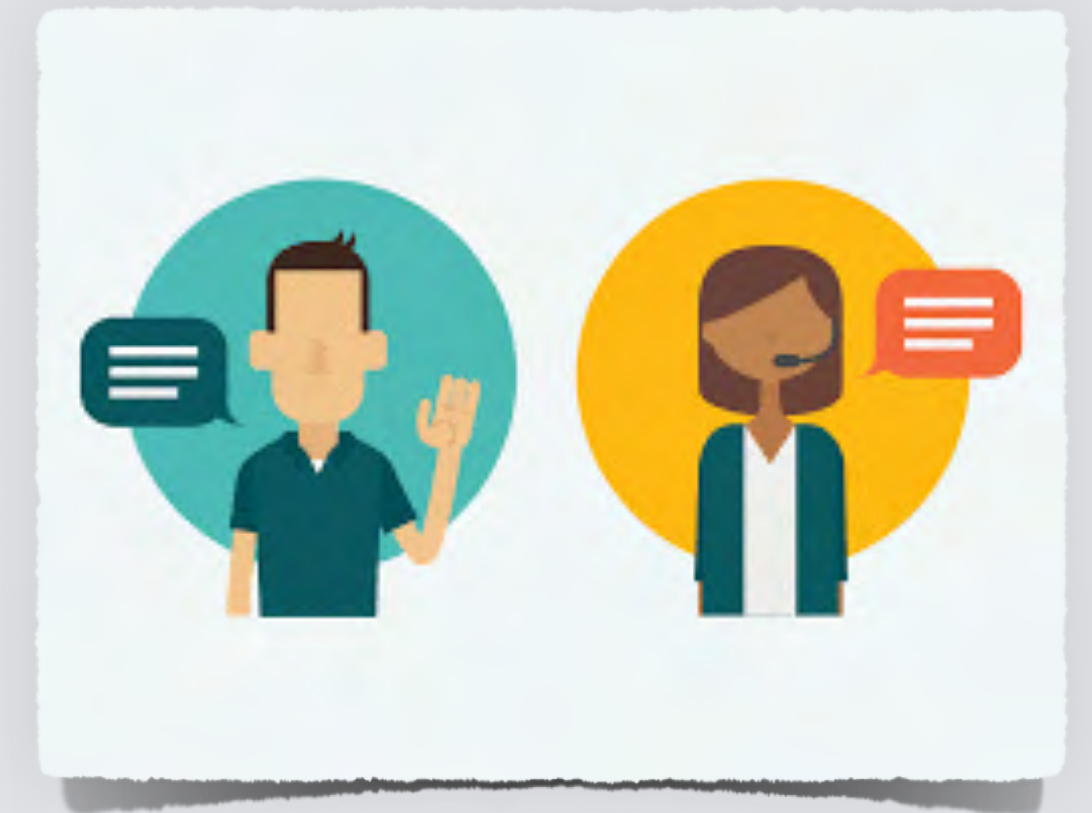
Create and use a predictable template:

CHECK IN

- **How are you?**
- **Self Care Share**
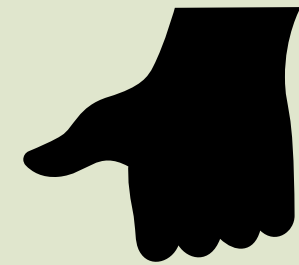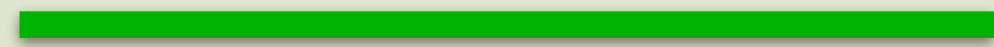- **COVID-19 Information / Updates**

TOPIC

- **Preparation & Orientation**
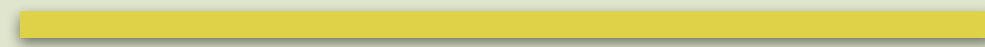- **Model**
- **Participation**
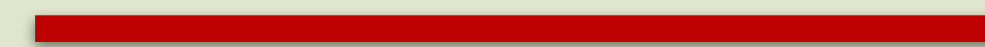
Check In

- **How are you today?**

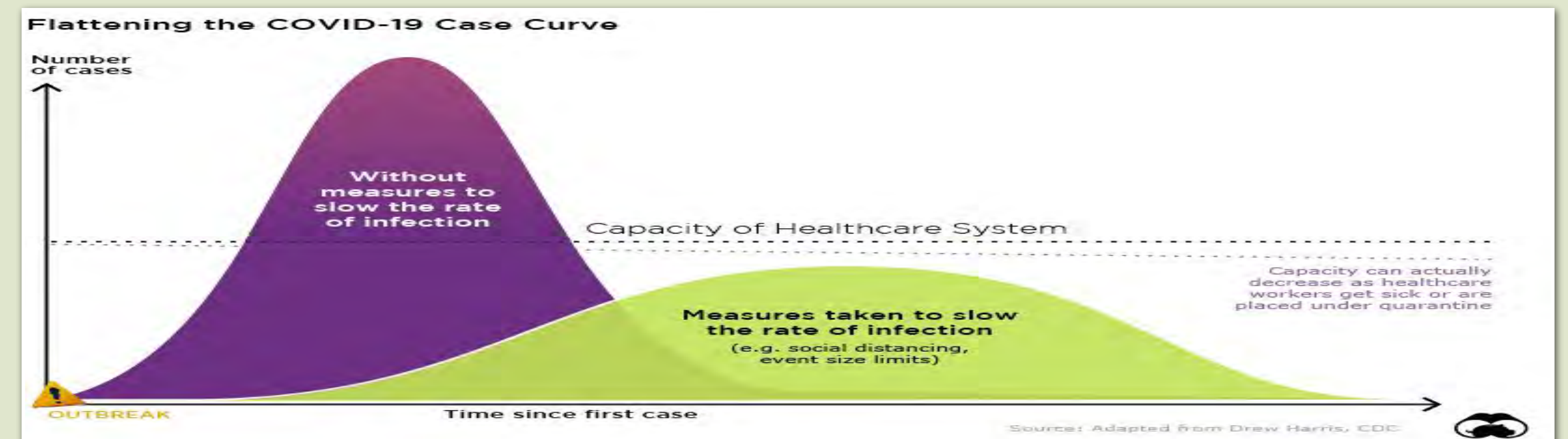 👍 **GOOD**   👉 **OK**   👎 **BAD**

- **Self-Care Share**

  - No media after 4 PM - TV, FB, Twitter, TikTok, Instagram, etc!

  - Walk every day

- **COVID-19 Update**

  WA State is working to flatten the curve so we have care capacity

  Flattening the COVID-19 Case Curve

Sharing Stories

What did you do last night?
Does everyone have their picture ready?

"I saw a bear in my yard!"

Raise your hand, I'll call on you to share your picture / story.

Review Service Goals

‣ **Use this time to elevate self advocacy and celebrate mastery**

‣ **Complete a deeper satisfaction survey**

‣ **Train customers how to use devices, learn programs and develop trainings they can lead.**

◆ **Ex. Eric's Work Ethics**

◆ **calm flag**

◆ **Ex. Becca's culinary skills**

Mobile Low-Tech, Person-Driven, Picture Systems

- Teach individuals to take pictures of people / activities / places / objects; allow them to be as involved as they are able and want to! Model and teach tools using hand under hand. Label all pictures with the same vocabulary, so they are interpreted & read the same by everyone

- Remove the memory card and place into portable "Selphie" printer. You can also send pictures directly from your phone

- Caption photos and use them to tell stories across environments successfully - communicating about a recent event. Ex. Share a captioned photo of a hike you took on the weekend. This helps someone to build relationships with others, strengthening natural supports

- Model this strategy, offering without any requirement, until the person comes forward naturally. The 1st goal is for the team to model consistently and long-term

- Use this system to capture food and/or coffee orders to be modeled and used by everyone

- Next explore choice making and sequencing. * Contact us for Training on Communication Systems

MAKE BOOKS

I chose these sample pages for all of you with kids at home! Using the camera/printer system, people can capture their own stories to share.

Electronic files of the pictures can be used to make a version that is easy to share.

Berry Picking

berry (twist back & forth on pinky)

picking (just like picking)

by Leona Sandlin's Class
Joe Kokrine, Ronald Buster, Trevor Ayunerak, Haley Moses, Christine Strongheart, Crystal Moses, Shantel Leopold, Jordon Phillip, Martin James, Fredrica Joseph, Calvin Kameroff

The berries are big, red and good!

berry

big

red

good

We have fun together.

together (move in circle, like you're mixing akutaq)

fun

ASL, American Sign Language, is the language of the deaf community all across North America.
This book shows ASL sentences, next to English sentences. Notice that the grammar
is different. ASL often uses rhetorical questions. For example:
ASL: Road we walk, why? Pick berries.
English: We walk down the road to pick berries.

You can research more about ASL and the Deaf community on websites like, nad.org
or deafnation.org. You can also google "American Sign Language" to find sites. Remember,
it is vital to look to Deaf elders and the Deaf community for information about deafness.

It is challenging to capture a 3-dimensional language in a 2 dimensional book (use film if you have access!).
When signs include movement, you will see 2 or more pictures connected together like this:

good

Changing or omitting the movement of a sign in ASL is like changing or omitting a letter
of a word in English. You change the meaning of the sign.

To learn more about making books like this one, contact Jennifer White at
Able Opportunities, Inc. 206-406-9900 or jennifer@ableopps.com
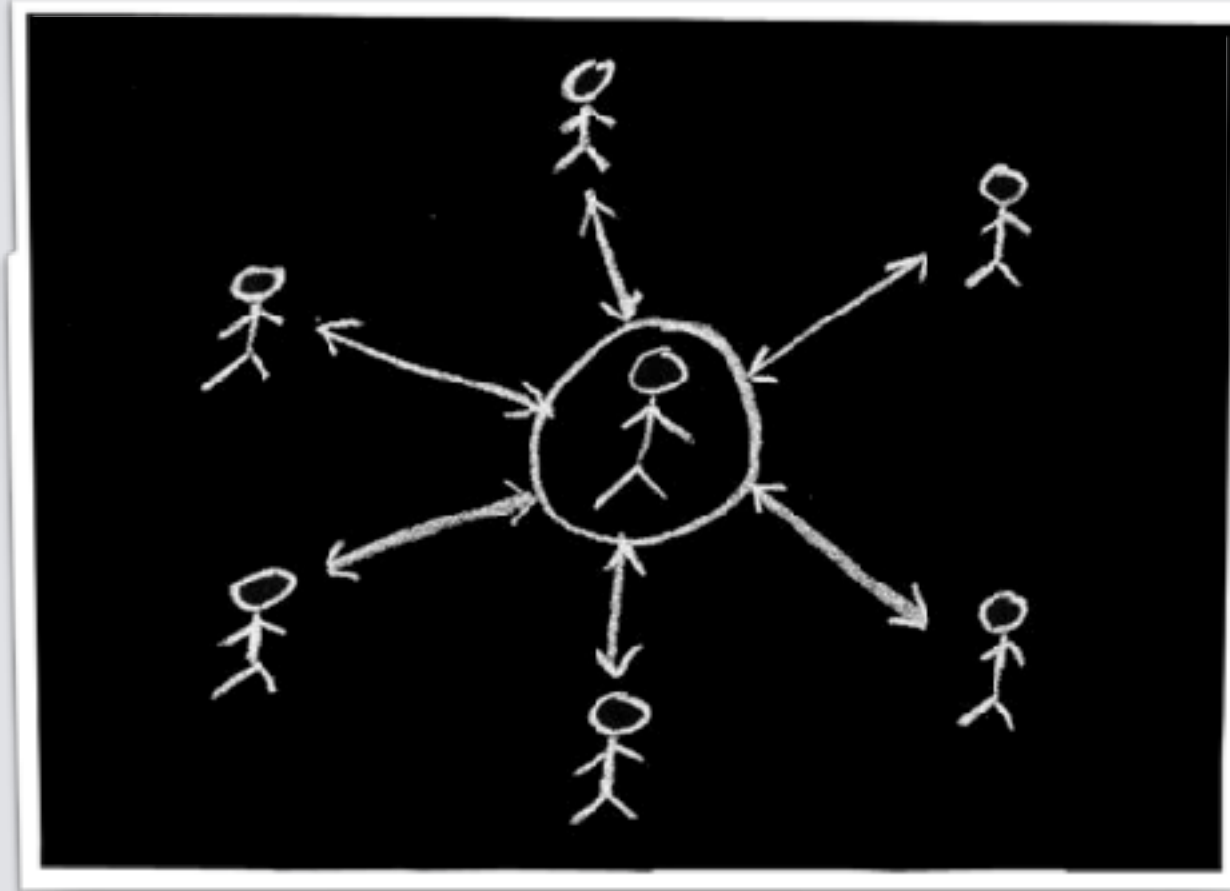
Use of this equipment allows an increase of communication and self determination. These skills transfer well to the worksite for employees to capture and track the schedule of their job tasks

- **Storytelling captures photos like those in a photo album, with people in the picture**

- **A picture schedule for work is taken by the employee (supported as needed) following direct instruction from the employer. Photos are taken from the view from the employee; a picture of the task itself, <u>not</u> the employee completing the task**

Next Steps- Technology as Equalizer

➢ Assess how you are using high tech accommodations. Do your customers have the same access as you? Are they using it for the same reasons?

➢ Build systems together. Start with telling stories across environments (see template), ordering favorites at a restaurant, etc. Then move into choice making.

➢ Train on tools that track steps and expectations.

➢ Connect production to earnings, then earnings to spending & saving.

➢ Work with employers to create concrete visual reporting tools that increase employer/employee connection and understanding of work expectations.

➢ Strengthen the habit of teaching to a tool that can be used instead of the coach or support staff. Train staff to adopt this skill set.

WORK AUTONOMY
A PERSON-DRIVEN ACCOMMODATION TOOL

Available on iTunes

Work Autonomy allows accommodation to some of the greatest barriers in the work place: communication with customers, co-workers and supervisors, understanding and tracking task expectations, and connecting the relationship between production and earnings.
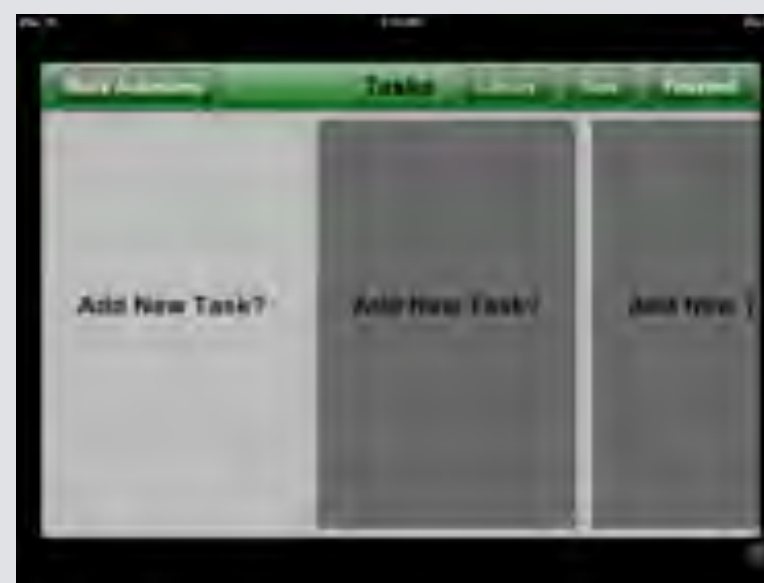
Set colors, font, sections to meet accommodation needs. Capture video, photo, text, and/or voice for messages and a work schedule. Set work expectations with your employer.
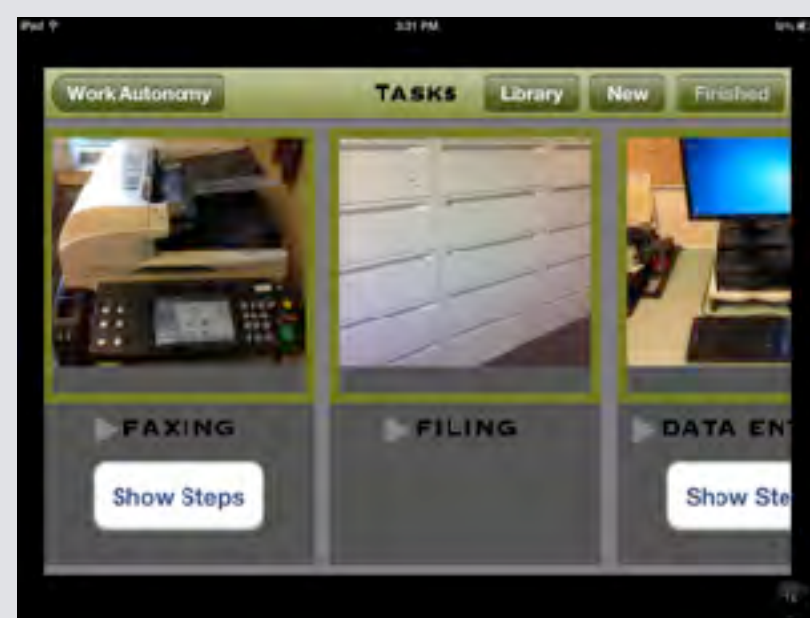
Play Messages　　　**Track Schedule**　　　**Track Expectations**　　　**Track Production**

Employees capture the main tasks of their job using video, photo, text or voice. Under these they capture the steps needed to complete the tasks. Details come from their supervisor, with the coach reinforcing training, by referencing the app.
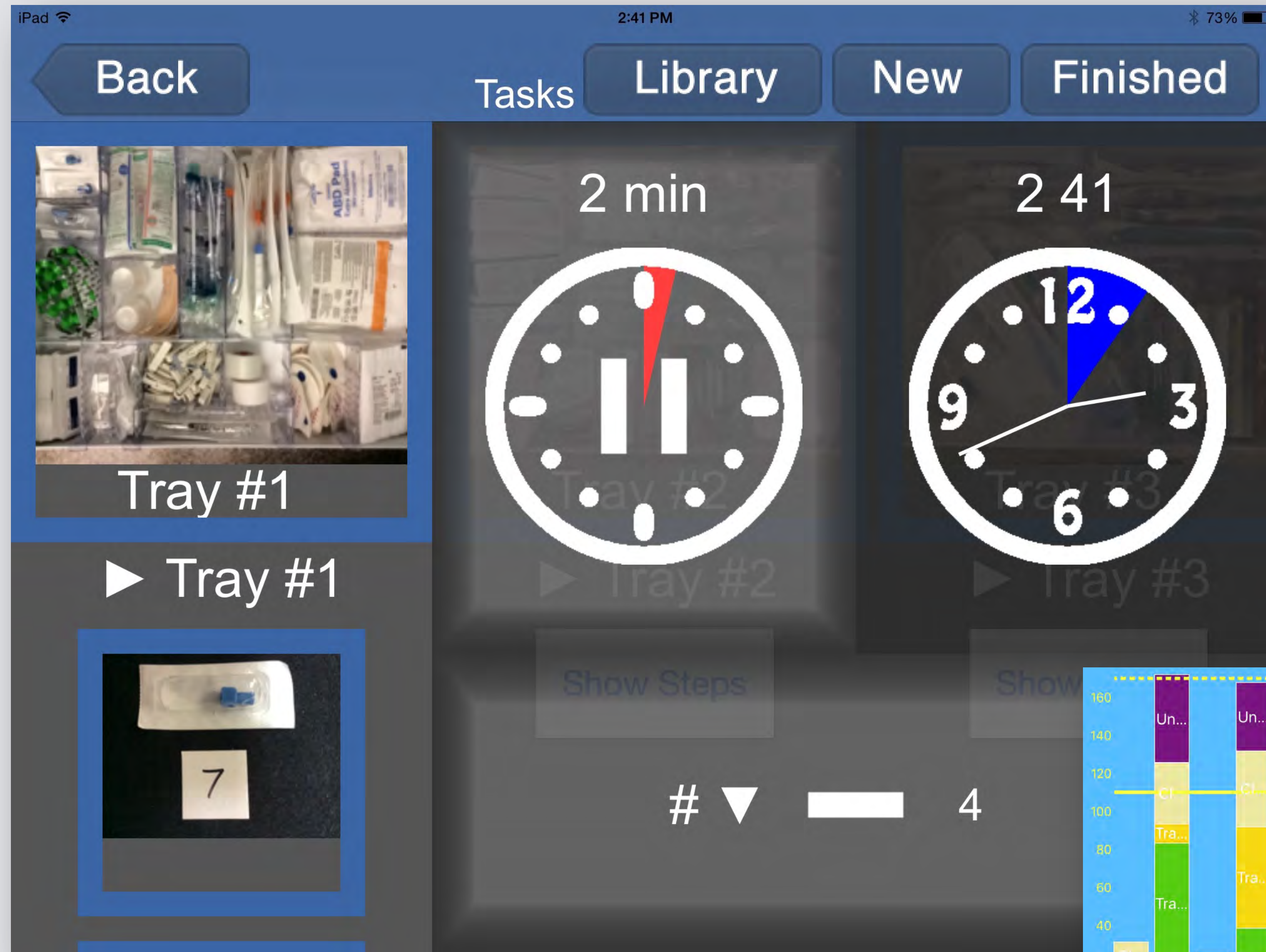
A timer, clock and counter are set to work expectations. These send data to a production chart while the employee works, then the chart is sent / shown directly to supervisors. This strengthens the employee / employer relationship, avoiding the tendency for a job coach to become a "surrogate supervisor".
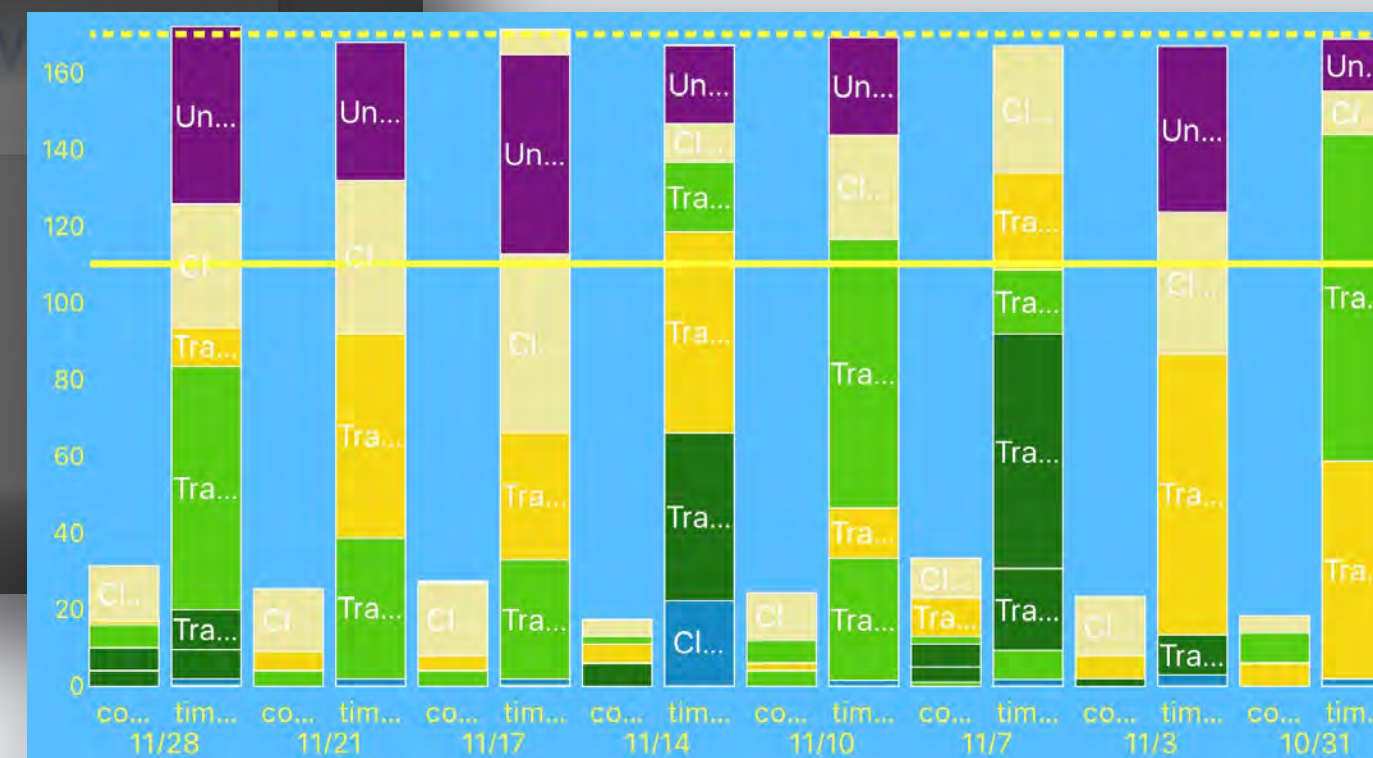
We are using the wA app to teach the steps of recipes while at home!
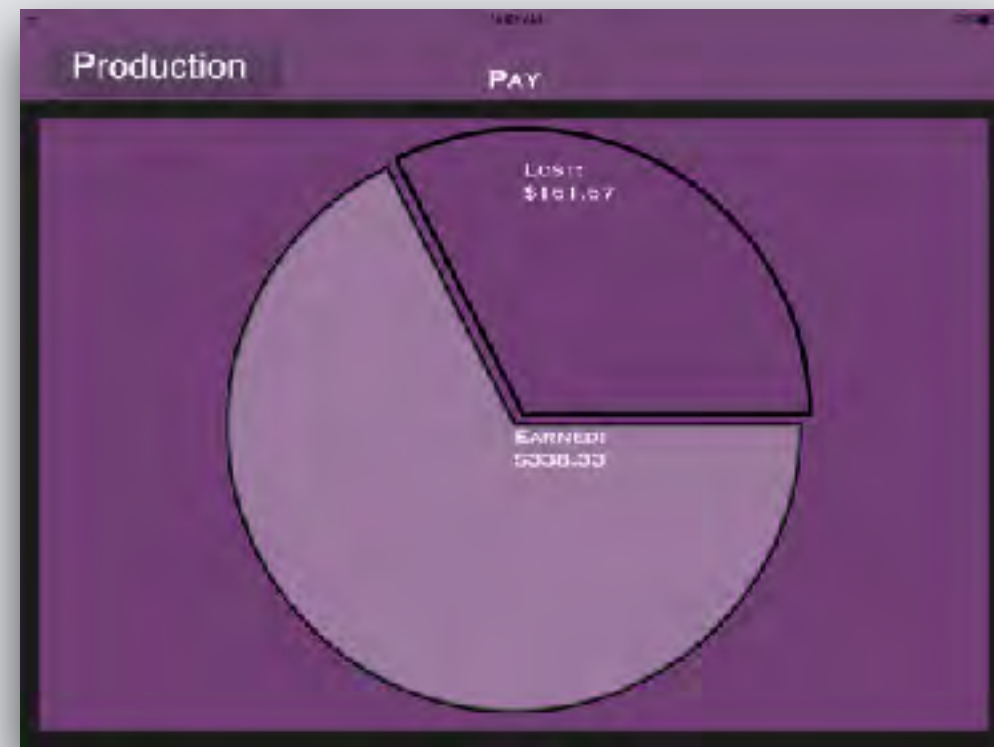
A second chart produced in the Work Autonomy app shows wages earned so far each week, allowing someone to see their money increase as they continue to work. Input earnings in budgeting worksheets designed to show earning/spending in concrete terms.
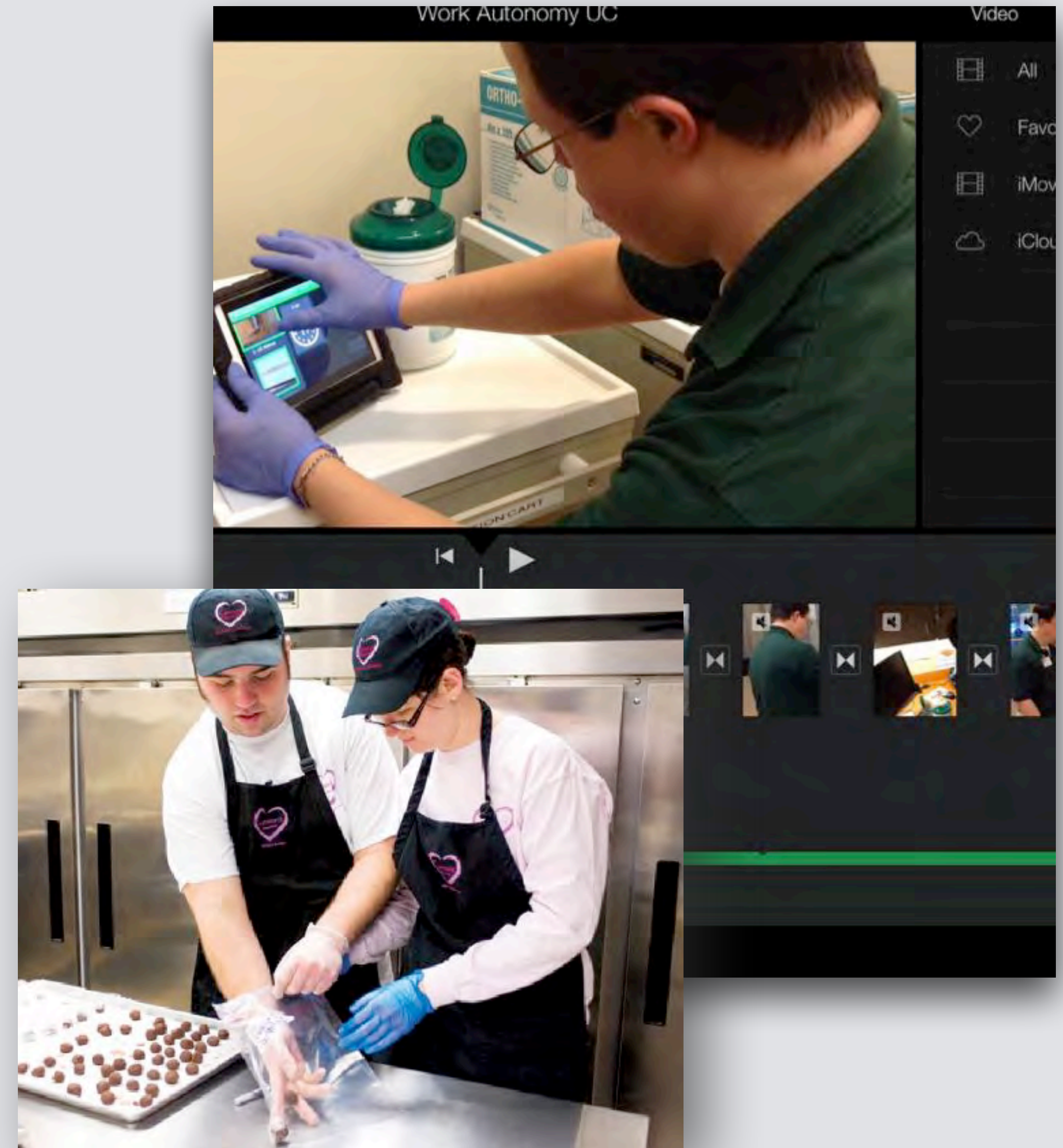
Photos & Film

- Capture and show a work site and co-workers in preparation for the first day at a new job

- Person Centered Plans

- Video Resumes

- Self Advocacy Film

- Video Brochures

- Customer Film Files

- During quarantine customers are capturing a photo/short clip to send their team while on furlough

Video Resumes

Video Resumes allow employers to see potential employees rather than barriers.

You can find models and tools at the link below. Use the worksheet to prep.

https://www.ableopps.com/video-resumes

Note-taking Apps

ex. Notability and other note taking apps are ideal for creating BIO pages, title pages in film, video resumes, self advocacy film, etc…
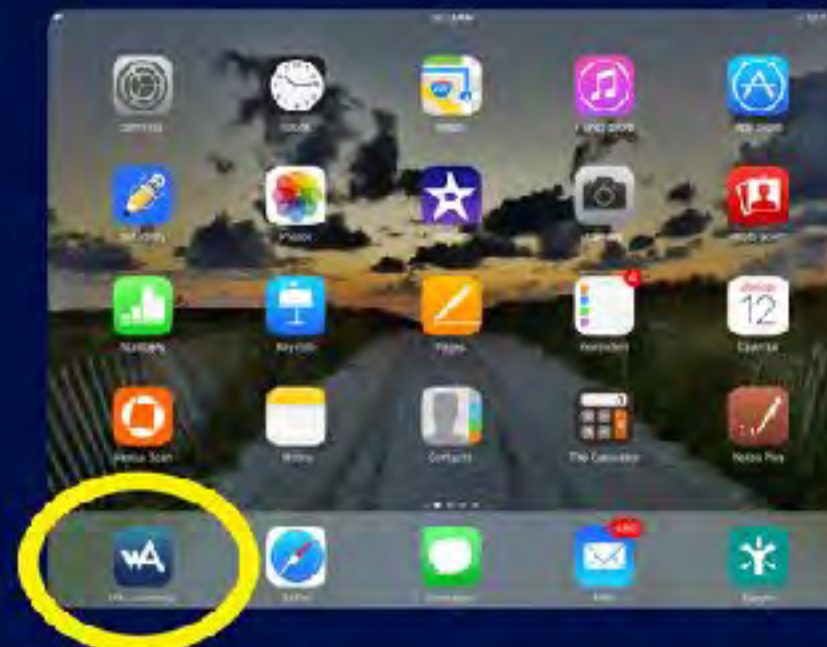
Michael Rogers

In addition to my job at the State of Washington, I moonlight as a ticket-taker for the Mariners, Seahawks & Sounders!

A true Seattle sports fanatic!

Work Autonomy App in the menu bar for easy access.

Work Autonomy App

A Person Centered Accommodation Tool

www.ableopps.com
NOW AVAILABLE ON iTUNES!

Note taking apps offer an ideal way to capture an employer as they describe expectations. An employee can capture new tasks or requests and then email it back to their boss, to double check they understand all instructions.

FaceTime & Video Calls

Before quarantine, we were training on video calls, to build foundational skill for safe travel. Customers who struggle with language learn to call home showing visuals identifying where they are enroute, using cross streets signs and landmarks.

Now in virtual services we are training families, customers, students and school staff simple strategies for successful virtual interactions (see template).
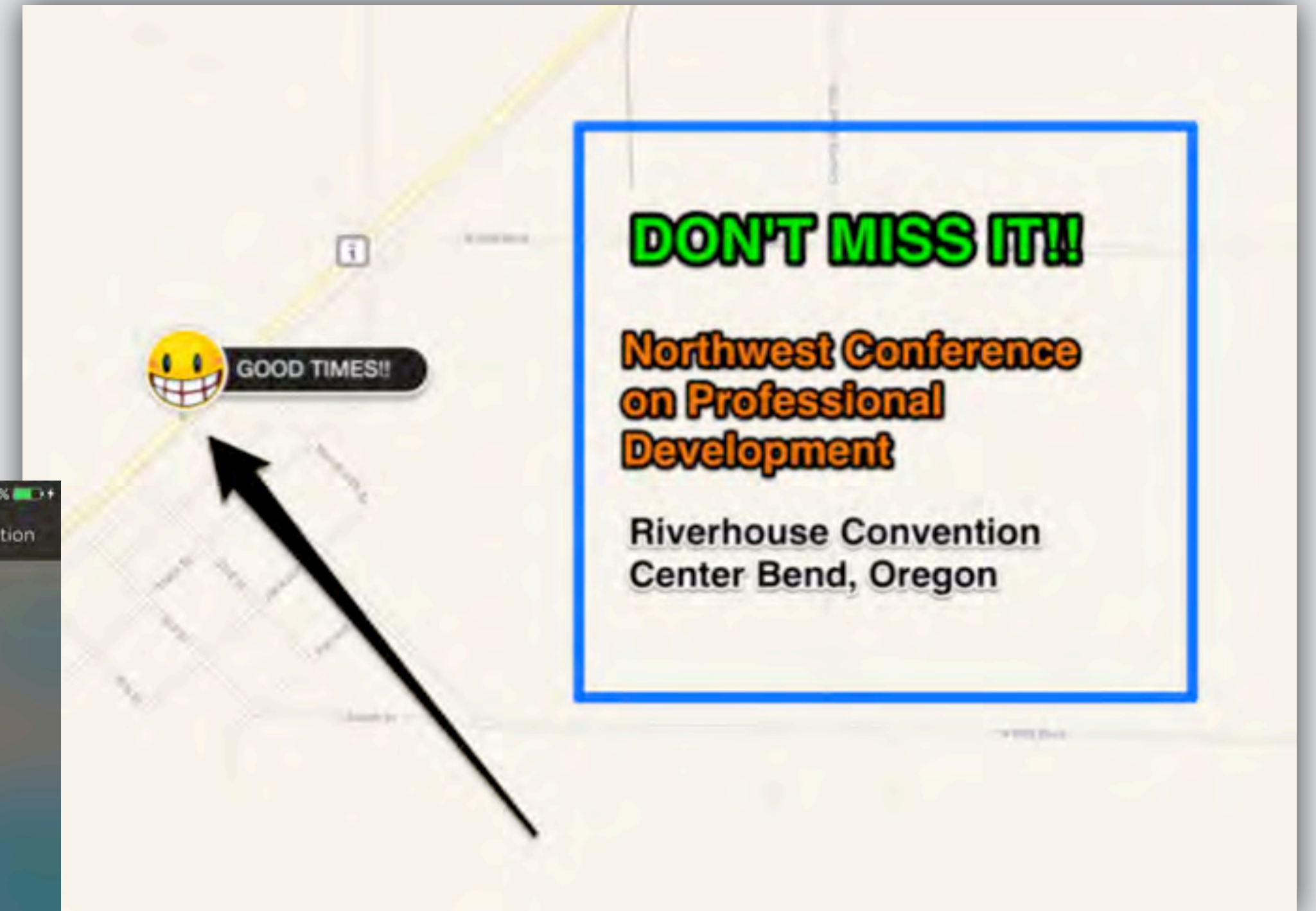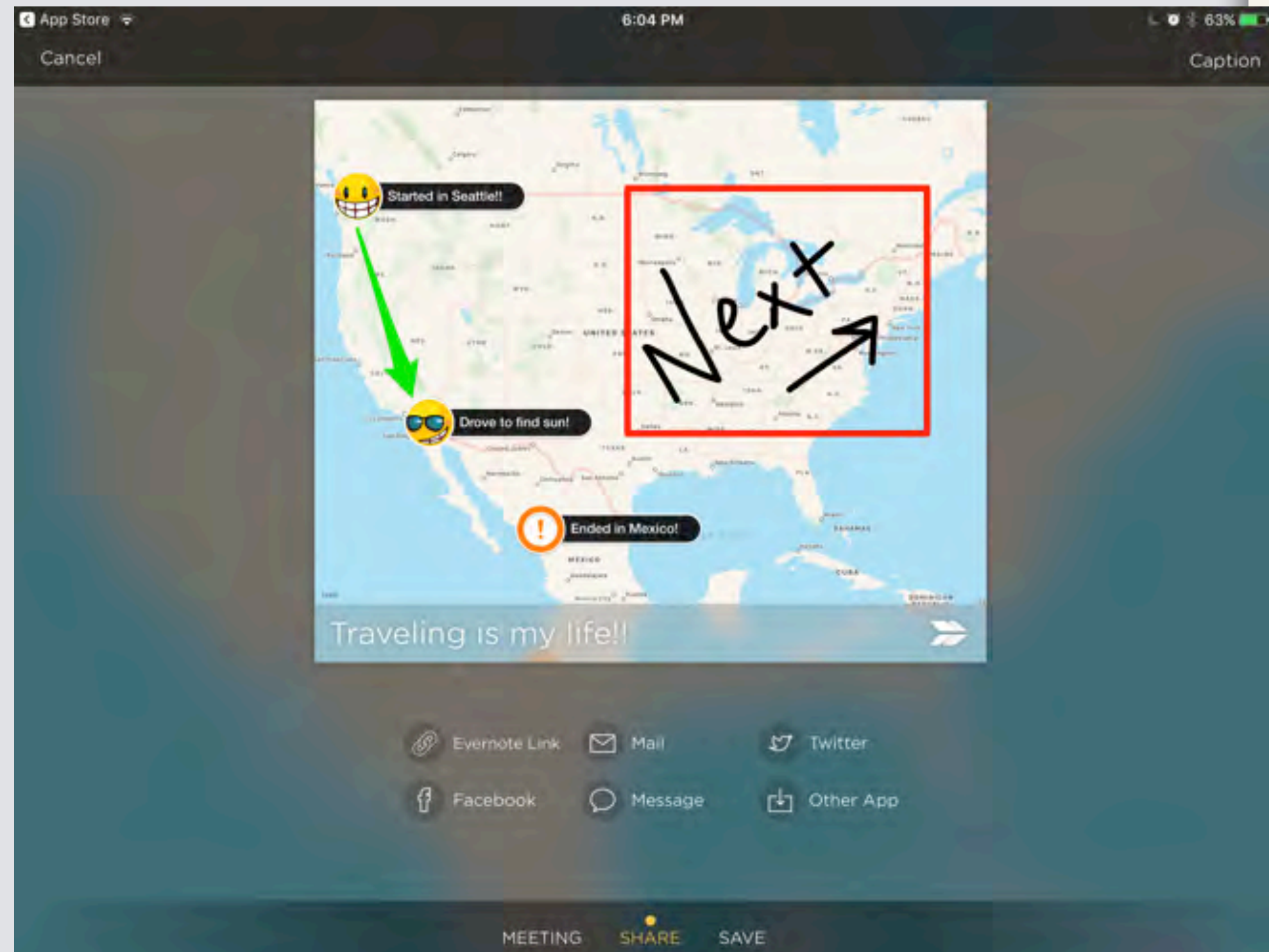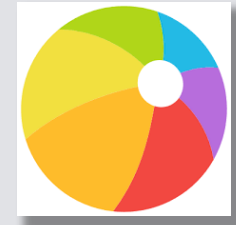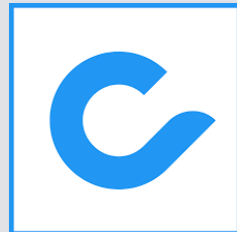
Mapping Apps

ex. Skitch

Tag Maps & Photos

DON'T MISS IT!!

Northwest Conference on Professional Development

Riverhouse Convention Center Bend, Oregon

Other Favorite Apps

Apps like Glide & Marco Polo, allow you to leave video messages

Cognitopia, some ability to use video and pictures, but tracking is written

CanPlan, ability to capture and schedule Visual Tasks

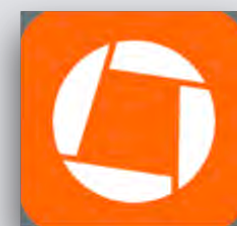QR Codes & Scanning Apps, Create a free Quick Response code
Ex) www.QRStuff.com

Use one of the many QR Scanning Apps. Ex: Free QR Code, QR Scanner, Scanbot
Point your phone at the QR code and it will direct you to the link assigned.

Seeing AI, a visual scanner with read out for environments & documents

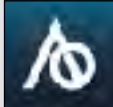Otter, a note taking recorder, that provides audio and text

Genius Scan, copies of reports, evaluations, receipts…

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   ◆ **cite us with our website and these symbols >** (cc) (Ꞛ) **www.ableopps.com**

   ◆ **or our name & date > Able Opportunities, Inc. 2020**

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