



INTRODUCTION

The purpose of this publication is to disseminate information on projects funded under a grant from the McKnight Foundation to the Developmental Disabilities (DD) Program of the State Planning Agency. In December 1981, The McKnight Foundation made a grant of \$300,000 a year renewable for up to three years. This publication summarizes the second and third year's McKnight program in three areas:

1. Training for staff and boards of facilities serving persons who are developmentally disabled.
2. Projects that would resolve or mitigate existing problems in delivery of services for persons who are developmentally disabled but not mentally retarded.
3. Projects that would resolve or mitigate existing problems in delivery of services for persons who are developmentally disabled.

During the second and third years of this program, the Government Training Service (GTS), under contract to the DD Program, continued to develop and deliver training to staff and boards of facilities serving persons with developmental disabilities. In addition to workshops on management and organizational development, two workshops for direct care staff on Individual Program Plans (IPP) and behavior management were developed and delivered. A summary of each workshop, the delivery dates and locations, and the number of participants appears on pages 3 to 7.

The problem solving grant program for persons who are not mentally retarded was available only in the second year of the program. Twenty-three applications requesting over \$295,000 were received. Only \$70,000 was available, and five applications were funded. A summary of the projects that were funded appears on pages 8, 26, 27, 32 and 35.

The Problem Solving grant program for persons who are developmentally disabled was available in both years. In year two, 40 applications requesting over \$583,000 were received, nine were funded. In year three, 29 applications requesting over \$387,000 were received, again, nine were funded. A summary of all the projects that were funded appears on pages 9 to 40.

In addition, during years two and three, research and training were completed on the role of technology in improving the lives of persons who are disabled. A report entitled "Improving the Quality of Life for People with Disabilities: Potential Uses of Technology" was prepared, printed, and disseminated. Subsequently, the Governor created a team on Technology and People with Disabilities. This team developed a report, **Technology and Disability**, that was edited and printed with McKnight funding. In addition, two workshops titled "Introduction to Computers and Persons with Disabilities" were delivered by Closing the Gap to 65 staff from facilities serving persons who are developmentally disabled. Scholarships were granted to eight persons who are developmentally disabled and six parents of persons who are developmentally disabled to attend the Closing the Gap conference.



Camp Butwin shaving cream hair and body sculpture event. Children with disabilities integrate with non disabled children. Camp Butwin is a Jewish Community Center program.

Richard Marshall/Staff Photographer
St. Paul Pioneer Press Dispatch



TRAINING

During the last two years of the project (July 1, 1983, through June 30, 1985), 46 workshops were given on eight different topics in the series on Organization and Management Development and 38 workshops were given in the series on Direct Care. The workshops were delivered at many sites. In total, 336 people attended the workshops on Organization and Management Development. Total attendance (duplicated count) at this series for all three years was 1,815. Total attendance at the Direct Care series was 1,110.

Attendance by Workshop Organization and Management Development

Financial Management – 142

Minneapolis/St. Paul (2), Wadena, Rochester, Mankato

Personnel Administration – 151

St. Cloud, Minneapolis/St. Paul (3), Thief River Falls

Community Integration Strategies – 248

Grand Rapids, Brainerd, Rochester, Mankato, New Ulm, St. Cloud, Duluth

Governance – 186

Hibbing, Rochester, North Mankato, St. Cloud, Bemidji, Minneapolis/
St. Paul, Marshall

Legal Issues – 172

Minneapolis/St. Paul, St. Cloud, Bemidji, Rochester, Wadena, Mankato

Agency Automation – 151

Minneapolis/St. Paul, St. Cloud, Bemidji, Rochester, Wadena

Strategic Planning – 169

Marshall, Wadena, Thief River Falls, St. Cloud, Rochester, Minneapolis/
St. Paul, Duluth

Community Relationships/Humanizing

Human Services – 167

Tracy, Marshall, Minneapolis/St. Paul, Bemidji, Wadena

Direct Care

Individual Program – 567

Crookston, Willmar, Minneapolis (2), St. Paul (2), St. Cloud, Milaca,
Bemidji, Winona, Mankato, Hibbing, Rochester, Duluth, Windom, Fergus
Falls, Little Falls, Marshall, also to staff of four DACs and DHS.

Behavior Management – 543

Willmar, St. Cloud (2), Rochester, St. Paul (2), Bemidji, Duluth,
Minneapolis, Crookston, Winona, Fergus Falls (2), Hibbing, Mankato (2),
Marshall, Windom, Brainerd, Jackson.

FINANCIAL MANAGEMENT

This workshop was 21 hours in length and provided the knowledge and tools necessary to establish and maintain an effective financial management system. The following subjects were included: understanding financial statements; audits; internal controls; cash flow; planning/budgeting; and the accounting system.

PERSONNEL ADMINISTRATION

This workshop was 20 hours in length and presented participants with the knowledge and tools necessary to implement an effective personnel system. It included such subjects as: managing human resources in the 1980s; planning human resource needs; selecting and staffing; managing employee performance; developing a wage and salary system; orientation and training; and employee relations.

COMMUNITY INTEGRATION STRATEGY

This workshop was 7 hours in length and discussed the current thinking regarding integration of persons who are developmentally disabled into community life. Participants were given the opportunity to examine the philosophies of their agencies and to consider a variety of options. Included in the workshop were the following subjects: criterion of ultimate functioning; analysis of current services and desired outcomes; individual program analysis; goals of programs for community living and leisure time; and problem solving strategies in community living and leisure time.

GOVERNANCE

This workshop was 7 hours in length and presented participants with background information and guidelines on the role of the Board in a nonprofit organization. The following subjects were covered in the workshop: governing board responsibilities; legal responsibilities of the board; streamlining board operations; and board/staff relations.

LEGAL ISSUES

This workshop was 4 hours in length and provided information related to the legal status of organizations serving persons who are developmentally disabled and the legislation and rules governing their operation. Included in the workshop were the following subjects: statutory requirements; nonprofit status and corporate issues; issues concerning employees and clients or residents; and the attorney's role and the legal system.

AGENCY AUTOMATION

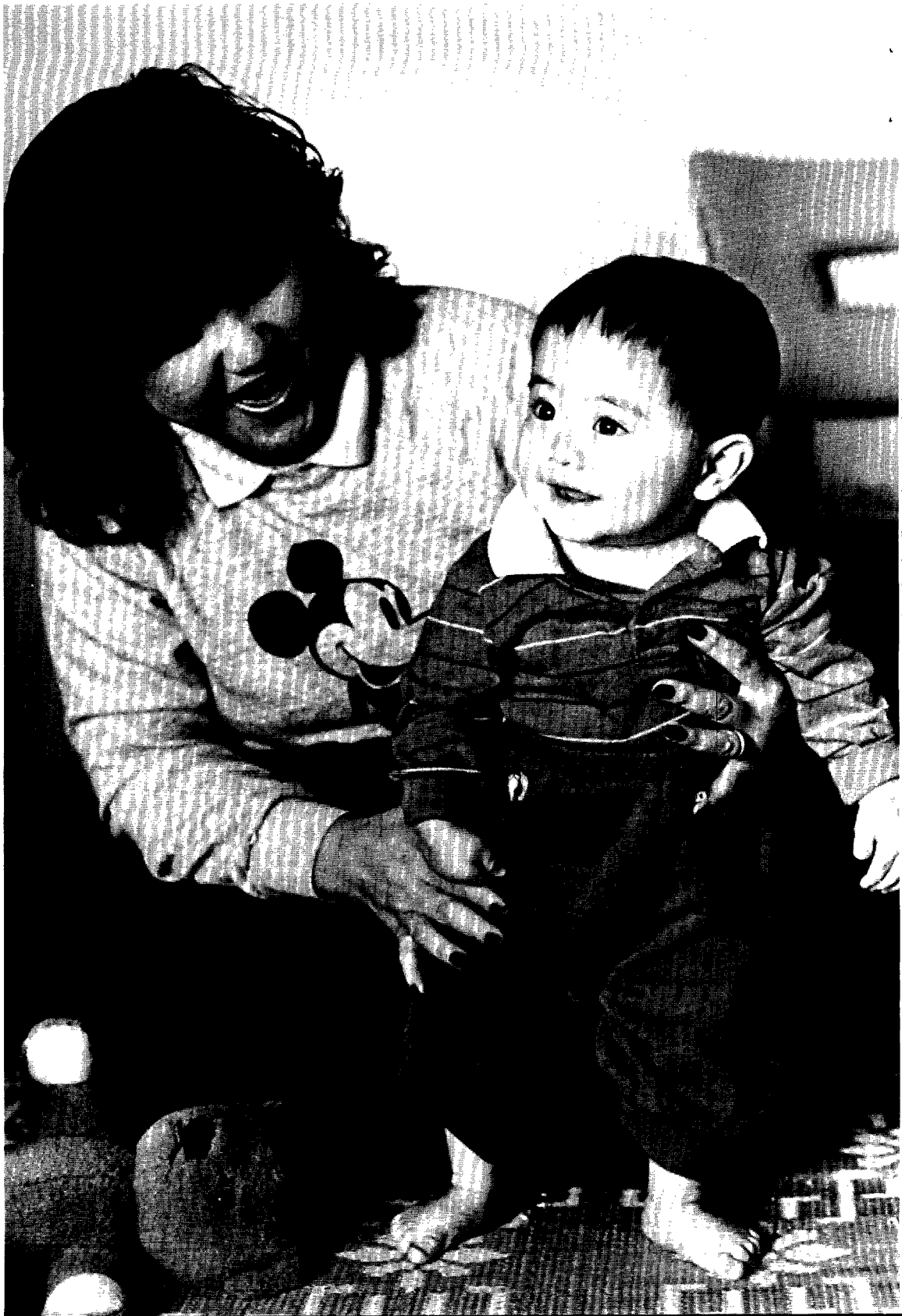
This workshop was 7 hours in length and offered the participants an exposure to the world of computers and their application and applicability to agencies serving persons who are developmentally disabled. It also provided an overview of the considerations necessary for installing a system. Some of the subjects covered included: what is a computer; what computers can and cannot do for you; how you can use a computer; use of consultants; and cost/benefit for computerization in an organization.

STRATEGIC PLANNING

This workshop was 7 hours in length and offered participants the opportunity to learn about and experience the formal process of planning that determines a desired set of future conditions that will benefit the organization. It provided a working knowledge of organizational planning. Included in the subjects covered were: setting organizational objectives; determining present situation; and developing, implementing, and evaluating an organizational plan.

COMMUNITY RELATIONS/HUMANIZING HUMAN SERVICES

This workshop was 7 hours in length and enabled participants to develop strategies to enhance their public relations programs and to explore issues that affect the quality of life for their clients. It included the opportunity to examine agency rules and practices as they impact the lives of clients as well as the impact of environment on clients.





DIRECT CARE TRAINING

During the development of this program, it was estimated that there are over 5,000 persons in Minnesota providing direct care to persons who are developmentally disabled. Trying to reach enough of this group to make an impact seemed like an impossible task. After consideration of a number of alternatives, it was decided to attempt to reach as many staff as possible by delivering this program at many sites throughout the state and by providing follow-up sessions at individual facilities if requested. Final counts show that 204 individual facilities participated in one or both of the two programs, Individual Program Planning and Behavior Management. Eighty six agencies requested and received follow-up sessions of two to three hours on Individual Program Planning. Over 50 facilities requested and received individual consultation on Behavior Management. During these consultations, assistance was provided on the development of a behavior program for a specific client.

INDIVIDUAL PROGRAM PLANNING

This workshop was 14 hours in length and taught participants to write and implement a client plan that stressed the integration of persons who are developmentally disabled into the community. The integration concepts built on those introduced in the workshop entitled "Community Integration Strategies." Specific topics included: how teams should function; how to collect data; how to turn assessment data into goals; and how to write functional, age-appropriate goals and objectives.

BEHAVIOR MANAGEMENT

The proactive approach was emphasized in this workshop that was 28 hours in length. Attention was given to: the legal ramifications of behavioral programing; the types of behavioral programing; the general conditions that must be met when behavioral procedures are being implemented; strategies for behavior change; the hierarchy of interventions; procedures that may be used in emergency situations; how to monitor and review behavioral procedures; and the importance of consent for behavioral treatment.

Pa visits 10 month old Fou once a week for motor motivation exercises to increase stomach muscles.





ARROWHEAD REGIONAL DEVELOPMENT COMMISSION

MCKNIGHT: \$14,979.00

LOCAL: \$4,993.00

Use of Supplemental Security Income (SSI) by eligible persons who are disabled but not mentally retarded was perceived to be extremely low. This was verified by research completed by this project. In addition, the research showed that the reason for the low usage of this program by this population was directly related to inadequate information about the program and the way it operates.

In order to address this problem, it was determined that efforts should begin by concentrating on adoption of a Department of Human Services proposed emergency rule promoting "Special Advocacy Assistance." A mailing was sent to 52 agencies, organizations, and individuals in the Arrowhead Regional Development Commission (ARDC) region. This mailing served to publicize the existence of the rule and increased interest in the SSI program and the possibility of receiving funds to train advocates.

In addition, a workshop entitled "Advocacy and SSI: Negotiating the System" was held in Duluth. There were 26 persons who registered. The participants represented a range of organizations including county social service departments, private service providers, self-help advocates, and various disability interest groups. The workshop resulted in a greater awareness of the appeal process and, as evidenced by the evaluations, a greater willingness to tackle the appeal process on behalf of persons who are disabled.

Finally, the project developed and disseminated an "Advocate Guide to SSI." Eight Social Security Administration publications, copies of application forms and disability reports, two papers explaining continuing disability investigations, a list of

abbreviations, a list of appeal questions, a copy of Special Advocacy Rules, a copy of the grid regulations and an explanation of their use, and an SSI handbook for physicians were included.

There was no opportunity to compile data on the impact of this project. However, it is apparent that the likelihood of increased participation has been improved. This project is replicable.

**Executive Director
Arrowhead Regional Development Commission
Arrowhead Center
330 South First Avenue, East
Duluth, Minnesota 55802
(218) 722-5545**



PEOPLE TO PEOPLE

MCKNIGHT: \$5,000.00

LOCAL: \$2,125.00

The purpose of this grant was to enable the development of an information and referral service in a 12-county area in southeastern Minnesota for persons who are disabled and their families.

Over 550 contacts were made to obtain information on programs, services, names, addresses, and phone numbers. As a result, the directory of information and referrals has over 750 listings. Following completion of the directory and before the end of the grant period, over 290 persons received information from the directory.

**Executive Director
People to People
221 East Rose Street
Owatonna, Minnesota 55060
(507) 451-0576**



REUBEN LINDH LEARNING CENTER

MCKNIGHT: \$14,654.00

LOCAL: \$15,867.00

This project is a result of an earlier project in which a Hmong person was hired to provide services to the Hmong population in the area served by the Reuben Lindh Learning Center (RLLC) (see page 37). The purpose of this project was to employ and train an American Indian to assist in the delivery of services and advocacy to the American Indian population in the area, primarily those families with preschool children.

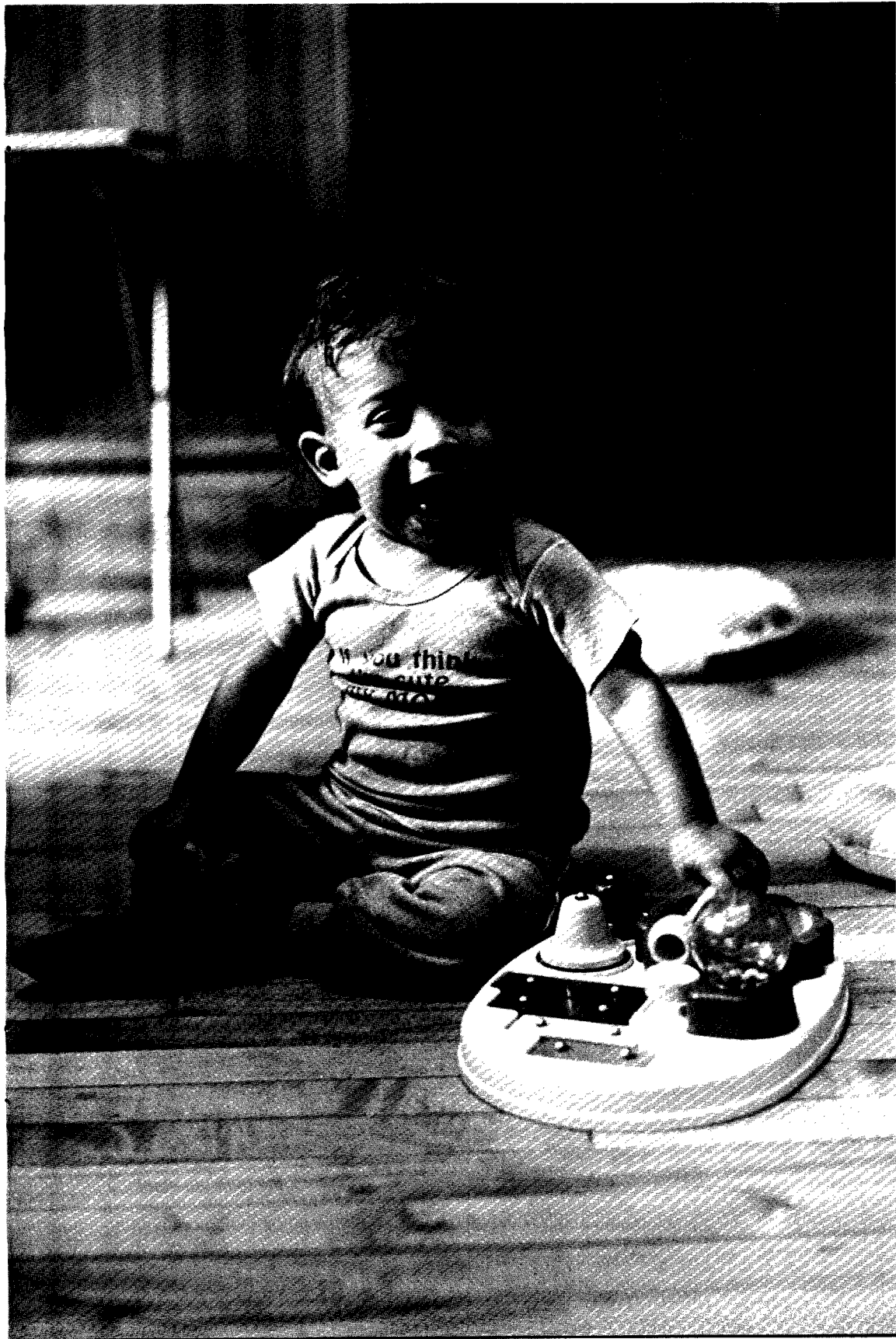
A person was recruited and employed. The person spent 1 1/2 days per week at the Indian Health Board and the remainder of the week at RLLC. At the Health Board the trainee was involved in women's support groups, a group for children who are violent at home, and a prenatal group for at-risk mothers. As part of her training she attended a number of workshops and visited many of the service providers in the area.

The initial home visit is made by the person. The program is explained, and a relationship is established with the family. At the end of the first quarter during which visits were made, the number of infants served increased from three to seven. The person continues to make home visits, works in the preschool, and on a one-to-one basis with children with special needs. A program for single women was initiated by this person, and she also co-leads parent-infant groups.

As a result of this project, Hennepin County has agreed to permanently fund the position of American Indian Paraprofessional.

**Executive Director
Reuben Lindh Learning Center
3616 12th Avenue, South
Minneapolis, Minnesota 55407
(612) 721-5551**

Sam, 18 months old, receives a visit from an occupational therapist once a week for play therapy.





UNITED CEREBRAL PALSY OF MINNESOTA, INC.

MCKNIGHT: \$13,753.00

LOCAL: \$5,011.00

The purpose of this grant was to establish a used equipment referral service. The project was a joint effort between United Cerebral Palsy and the Metropolitan Center for Independent Living.

New rehabilitation equipment can be expensive and frequently is beyond the affordability of persons who are disabled. Used equipment is often discarded or stored since owners are unaware that a market exists for the equipment. Through this project, potential buyers and sellers of used equipment were placed in contact with each other. This brokering resulted in the purchase of used equipment at a price considerably less than that of new equipment.

The project did not handle any equipment. Information on the availability of equipment and on equipment needs was collected and placed into a microcomputer. Once a potential buyer and seller were matched, the negotiations and purchasing were carried out by the individuals.

A brochure describing the project was developed and distributed to agencies in the metro area providing services to persons who are disabled. Additional publicity expanded knowledge of the project statewide.

Between September 1983 and November 1984, the period covered by the grant, this project received an average of 64 calls a month. During that time, 270 individuals seeking to buy equipment were matched with potential sellers through information contained in the computer. These matches generated \$237,532 for persons selling equipment and savings of \$134,148 for the buyers over the cost of new equipment. Another outcome was the matching of 91 individuals with other sources for equipment. This was possible because the staff handling the query had information about additional sources for equipment.

MCIL is continuing operation of this program with support from the Division of Rehabilitation Services, foundations and corporations. A manual describing how the project was implemented and how it operates is available to assist others in replicating this project.

Executive Director
Metropolitan Center for Independent Living
1619 Dayton Avenue, Suite 303
St. Paul, Minnesota 55104
(612) 646-8342
(612) 646-6040 TTY

TRAVERSE DES SIOUX CHAPTER, COUNCIL FOR EXCEPTIONAL CHILDREN

MCKNIGHT: \$1,050.00

LOCAL: \$350.00

This Chapter serves individuals in nine counties in south central Minnesota. The purpose of this project was to compile a directory of services for persons with special needs ages five to adult. The directory would be modeled after one completed for children ages birth to three.

The directory was developed; and 10,000 copies were sent to clergy, physicians, schools, libraries, regional offices, special education directors, and other interested persons.

Based on the response, an update and reprinting is being planned.

Secretary
Traverse Des Sioux CEC Chapter
Route 1, Box 207
Henderson, Minnesota 56044



Natalie Hlady has lived in her own apartment for over 7 years. She was the first person on a respirator to receive funding for supported care.

RURAL ENTERPRISES FOR ACCEPTABLE LIVING, INC.

MCKNIGHT: \$15,000.00

LOCAL: \$5,591.00

The purpose of this project was to provide independent living skills to persons who are developmentally disabled but do not qualify for existing programs. The project served eight counties in southwest Minnesota.

A national survey was made of independent living centers to determine if suitable training materials already existed. A program was found, that with slight modification, could be used. Additional evaluation material including pretests and posttests was developed.

Initially, it was proposed to train presenters to deliver the training in each county. The small number of participants soon made it apparent that this was not feasible. A change was made, and additional effort was placed on recruitment.

Training took place in the participant's home and community. For example, transportation was taught by using community taxis and buses.

By the end of the project, 14 persons (eight males and six females) had received training. Their ages ranged from 10 to 51. The number of sessions ranged from one to sixteen, an average session was 45 minutes in length. The number of skill areas for which training was conducted ranged from one to five. The pretests and posttests showed that all the trainees had improved, both in individual skill areas and overall. The amount of improvement varied from individual to individual with some actually doubling their level of skills. When asked to complete an evaluation of the training, 65 percent of the trainees rated the training as "better than I expected" and 35 percent rated it as "about what I expected."

The training continues to be available through a purchase of service agreement with a regional office of the Division of Rehabilitation Services and some of the counties.

**Executive Director
Rural Enterprises for Acceptable Living
244 West Main Street
Marshall, Minnesota 56258
(507) 532-2221**



NORTHEAST LEARNING CENTER

MCKNIGHT: \$15,000.00

LOCAL: \$40,624.00

This was a joint project involving Northeast Learning Center (NELC) and Minnesota Diversified Industries (MDI). Persons from both programs were involved in a special program that provided coordinated and individualized work training and behavioral training. The objective of this project was to test the feasibility of persons from NELC working part of a day at MDI, and persons employed at MDI spending part of the day in programs at NELC.

Twenty-four persons participated in the program. They spent from one to three hours each day working at MDI. The type of work ranged from simple packaging to assembly of complex couplers. The remainder of the day was spent at NELC working on personal and social skills. Individual behavioral programs were revised at frequent intervals but never less than once each week.

Of the 24 persons in the program, 3 were able to move to less restrictive work environments.

One of the difficulties proved to be transportation. Some of the participants lived in areas not served by Metro Mobility or other public transit. To accommodate these persons, staff was hired to provide transportation. In addition, the one-month break during the summer was disruptive. The individuals skill levels did not decrease, but there was an increase in disruptive behaviors that affected progress for up to three months after the break. A year-round program would avoid this problem.

**Executive Director
Northeast Learning Center
1060 Sterling Avenue, North
Maplewood, Minnesota 55119
(612) 488-0801**



Doug Velky has
worked for 4 years
at Bobbies
Restaurant in
White Bear.



WEST CENTRAL INDUSTRIES, INC.

MCKNIGHT: \$15,000.00

LOCAL: \$46,521.00

This project was named "Polestar." It was a joint venture between the Glacial Ridge Training Center (GRTC) and West Central Industries, Inc. (WCI). The project was designed to provide a special vocational program at WCI for persons from GRTC who have severe behavior problems. GRTC is a state institution for persons who are mentally retarded. WCI is a sheltered workshop in the community.

Fifteen persons living at GRTC, ranging in age from 22 to 54, participated in the program. An assessment was made using the Mid-Nebraska evaluation and training program. Based on this assessment, goals were established for each person. During the day, the participants remained at GRTC and worked on development of personal and community skills. From 5:00 p.m. to 10:00 p.m. each weekday, the participants worked at WCI. Three staff from GRTC accompanied the participants to WCI.

The persons involved in this program showed improvement in a variety of personal, community, and vocational skills. The incidence of aggressive behaviors declined dramatically. For one period prior to participation in this program, 39 instances of aggressive behavior were observed. For a similar period, while participating in this program, the number of such incidents dropped to two. As a result of participation in this program, six persons were able to leave GRTC and move to less restrictive settings.

Staff who participated in Polestar continued to use the knowledge gained from the program by developing a new program that focused on moving individuals into less restrictive types of employment. The concept of sharing resources between agencies also proved a useful way to pool the expertise and staffing needed to make this work.

**Executive Director
West Central Industries, Inc.
1300 Southwest 22nd Street
Box 813
Willmar, Minnesota 56201
(612) 235-5310**



WEST CENTRAL INDUSTRIES, INC.

MCKNIGHT: \$12,000.00

LOCAL: \$83,348.00

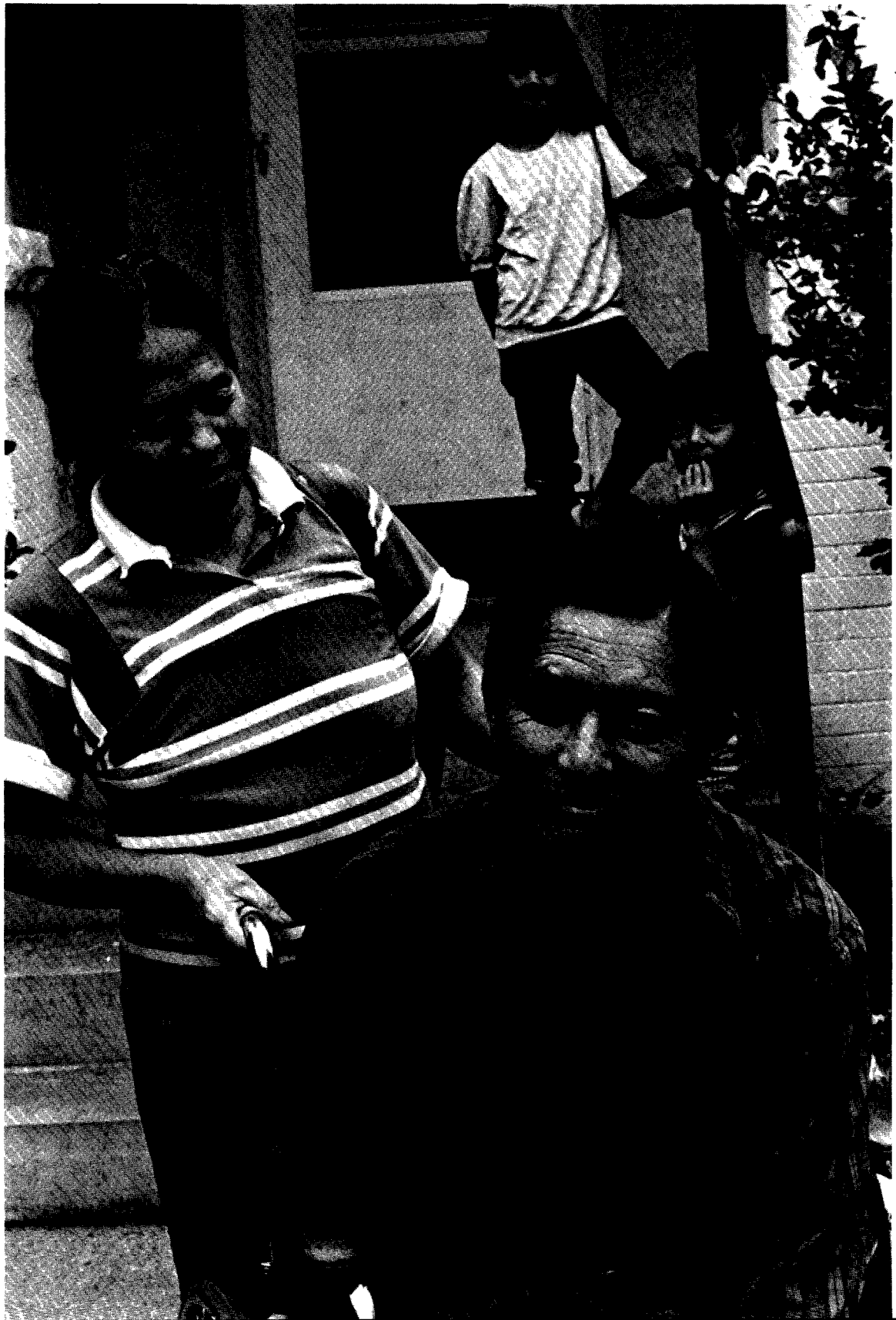
Based on the knowledge gained in a previous project (Polestar, see page 18) the staff from West Central Industries, Inc. (WCI) and from Glacial Ridge Training Center (GRTC) combined again to undertake a project designed to involve a larger number of agencies and to expose a different group of persons to vocational opportunities in the community. This project was named "Second Shift."

In addition to staff from the two original agencies, staff and participants from four private nonprofit programs were recruited. Originally, the staff/participant ratio allowed for 30 persons to participate in the program. Unfortunately, budget cutbacks at one of the nonprofit agencies caused them to withdraw their staff and the number of participants had to be reduced to 25. The project was designed to have the participants work at WCI from 1:30 p.m. to 8:00 p.m. each weekday.

The impact of this project can be measured in two ways. First, the persons who participated showed measurable gains in productivity, on task performance, and quality. Second, a number of the participants were able to move to less restrictive settings. One resident of the GRTC moved to a community DAC; five participants moved to sheltered workshops; and several participants moved to less restrictive settings.

Because of the success of this project, it is being continued with local funds.

**Executive Director
West Central Industries, Inc.
1300 Southwest 22nd Street
Box 813
Willmar, Minnesota 56201
(612) 235-5310**





**MANKATO REHABILITATION
CENTER, INC.**

MCKNIGHT: \$15,000.00

LOCAL: \$17,280.00

The purpose of this project was to provide additional support to persons working in the community but likely to lose their jobs without additional assistance and to identify and place persons who had the potential to enter community employment if additional support was available.

The project served 48 persons. At the end of the project, the staff was providing services to 24 persons who were employed and four who were in short-term work experiences. Most of those placed worked 30 to 39 hours per week and earned above minimum hourly rates.

Even with additional support, not everyone was able to maintain a job in the community. Layoffs and nonjob-related injuries accounted for some of the terminations. In other cases the person and the job were not good matches. Many of these people have been employed elsewhere.

**Program Director
Mankato Rehabilitation Center, Inc.
15 Map Drive, P.O. Box 328
Mankato, Minnesota 56001
(507) 345-4507**



JEWISH COMMUNITY CENTER

MCKNIGHT: \$12,000.00

LOCAL: \$28,985.00

The purpose of this project was to integrate children with developmental disabilities into the regular programs of the Jewish Community Center (JCC).

A coordinator was hired to work with the staff and to assist in adapting play material and meeting individual needs. In addition, a psychologist and professor in therapeutic recreation provided in-service training for the 12-member staff. The board and staff were surveyed and indicated that both children who are not disabled and children who are disabled would benefit from integration. This in-service also increased the sensitivity of the staff to the behavior of children in the classroom. The training produced immediate benefits when one teacher suggested that a child who was thought to be mentally retarded might instead have a hearing problem, which was the case.

During the project, 15 children with disabilities ranging from mild to severe participated in 27 different programs.

Evaluation conducted at the end of the project showed that the positive attitude expressed by staff and board members at the beginning of the project remained. A survey of 250 children who are not disabled revealed that the level of acceptance and understanding of their peers who are disabled had increased by the end of the project. The greatest increase occurred during the two weeks at camp when the children were together 24 hours a day for 14 days.

As a result of this project, the Center applied for and received a two-year grant from the U.S. Office of Special Education and Rehabilitative Services to continue providing services to children who are severely disabled.

Executive Director
Jewish Community Center
1375 St. Paul Avenue
St. Paul, Minnesota 55116
(612) 698-0751



GREATER MINNEAPOLIS DAY CARE ASSOCIATION

MCKNIGHT: \$8,000.00

LOCAL: \$16,325.00

The purpose of this project was to expand the availability of child care for children who are developmentally disabled. This project built upon two existing projects: The Child Care Information Network, a referral service for child care for children who are disabled, and the Special Needs Training Project, a training program for caregivers for children who are mild to moderately disabled. While these programs met a need, they were not able to meet the need of parents of children who are developmentally disabled. This project concentrated on developing a group of qualified caregivers and then assuring that information on these caregivers was available to parents of children who are developmentally disabled.

The group of caregivers was drawn from three sources: 1) a list was developed of persons already skilled in caring for children who are developmentally disabled; 2) individuals already caring for children who are disabled were given on-site training to increase their skills; and 3) a twenty-hour training course was developed to train persons interested in learning to care for children who are developmentally disabled. Twelve persons received the on-site training, and forty-six persons completed the 20-hour course.

Publicity, including publication and distribution of brochures and public service television announcements, generated interest in the referral service. During the first three months of operation 47 families used the service.

The project is ongoing and is replicable.

**Executive Director
Greater Minneapolis Day Care Association
1006 West Lake Street
Minneapolis, Minnesota 55408
(612) 823-7243**



POLK COUNTY DEVELOPMENT ACHIEVEMENT CENTER

MCKNIGHT: \$11,835.00

LOCAL: \$6,333.50

The purpose of this project was to build links between the various rural agencies in northwestern Minnesota that serve children who are developmentally disabled. This project covered Polk, Red Lake, and parts of Mahnommen and Norman counties.

This project focused on both professional providers and parents. In order to bring about greater coordination at the provider level, 13 agencies became participants in the project. Meetings were held every other month at which the 13 agencies discussed concerns and problem resolution. Each meeting was held at a different location. As a result of these meetings, a system was devised to pool resources and services. A management committee met on alternate months. The management committee purchased staff training material, and a workshop entitled "Working with Special Needs Families" was delivered. This workshop was attended by 29 professionals.

Five training sessions were developed by and for parents. Topics discussed at these sessions included: coping as a couple/family, behavior management techniques, educational rights, ARC topics, and parent-to-parent support groups. Parents were reimbursed for child care and mileage. These sessions were attended by 15 parents. The response to these sessions was very positive, and additional sessions were requested.

The project also produced a brochure that listed the services and programs available from 31 agencies serving the area. The brochure was distributed to all of the agencies and to the parents of children who have special needs.

**Executive Director
Polk County DAC
515 5th Avenue, South
Crookston, Minnesota 56716
(218) 281-4181**



WINONA COUNTY DEVELOPMENTAL ACHIEVEMENT CENTER

MCKNIGHT: \$7,407.00

LOCAL: \$2,490.00

The purpose of this project was to provide educational training in infant and childhood stimulation for service providers in the area around Winona, Minnesota.

Research has stressed the importance of early intervention as a way to lessen developmental delays for children who are disabled. To implement this strategy, this project organized workshops for training of staff and parents, encouraged the use of stimulation, and monitored the effects of stimulation.

Workshops totaling 21.5 days and led by visiting specialists were offered on aspects of infant and childhood stimulation. Over 85 teachers, aides, administrators, therapists, parents, social workers, and students attended. Those attending came from 13 counties in Minnesota, Wisconsin, and Iowa.

In conjunction with the workshops, individual stimulation programs were developed for children enrolled at the Winona County DAC. As part of each program, parents were taught specific procedures to use at home. Specialists provided on-site review to ensure appropriate use of the stimulation techniques. Videotaping allowed staff and parents to review procedures and also documented the progress made by the children in the program.

As a result of this project, the Winona County DAC and other DACs in the region are making increased use of infant stimulation techniques. The contacts established with visiting specialists during the workshops provide for continuing evaluation of infant stimulation programs in this area.

**Executive Director
Winona County Developmental Achievement Center
P.O. Box 142
Winona, Minnesota 55987
(507) 452-1798**



COMPREHENSIVE EPILEPSY PROGRAM, UNIVERSITY OF MINNESOTA

MCKNIGHT: \$10,000.00

LOCAL: \$12,497.00

Epilepsy is a complex disorder that is often misunderstood by the person who has epilepsy, the person's family, and persons in the community. Approximately 100,000 persons in Minnesota have epilepsy. The purpose of this project was to develop a manual and teaching guidelines for a model educational program on epilepsy from diagnosis through life.

A committee consisting of a coalition of health care professionals from throughout the state was established. This committee provided guidance to the preparation of the written material. A manual and teaching guidelines were prepared; and its availability was made known to hospitals, clinics, and key educators through mailings, newsletters, and announcements in journals and newspapers.

**Executive Director
Comprehensive Epilepsy Program
University of Minnesota
2701 University Avenue, Southeast, Suite 106
Minneapolis, Minnesota 55414
(612) 376-5031**



**TWIN CITIES SOCIETY FOR
CHILDREN
AND ADULTS WITH AUTISM, INC.**

MCKNIGHT: \$10,860.00

LOCAL: \$14,438.00

The purpose of this grant was to develop material that could be used to acquaint service providers and others with the characteristics of persons with autism and to use the material to train people to work with persons with autism. Little is known about autism or about the care of persons with autism. As a result, it is very difficult to find residences and programs in the community for children and adults with autism.

The materials that were developed included two-30 minute videotapes, a training manual for each tape, and a facilitator's manual. The material has been used at more than 20 workshops to train over 300 persons.

**Executive Director
Twin Cities Society for Children
and Adults with Autism
253 East Fourth Street
St. Paul, Minnesota 55101
(612) 228-9074**



PINE RIVER DEVELOPMENTAL ACHIEVEMENT CENTER

MCKNIGHT: \$7,256.00

LOCAL: \$11,979.00

The purpose of this grant was to develop real jobs producing real income for persons who are developmentally disabled by establishing a car detailing business. Car detailing involves the cleaning and preparation of used cars for resale.

A similar business was organized and operated by the sheltered workshop in Grand Rapids. Staff and participants from the Pine River DAC attended an orientation workshop in Grand Rapids. Upon completion of the orientation, participants began on-the-job training that lasted from two to five weeks. Participants now work between 7 and 25 hours each week and earn from \$0.85 to \$2.10 per hour based on productivity. In 1984, the first year of operation, 264 vehicles were detailed. In January 1985, more than 60 vehicles were detailed. Currently, the average is four cars per day with waits of up to 10 days for customers. Approximately half of the persons at the DAC work in this program and as a result earn real income.

Community acceptance and support was critical for the success of this project. Business was solicited from community leaders to ensure that the venture got off to a good start. Ongoing success can be attributed to the high quality of service and the need in the community for such a business. Initially, work was done in a one-stall garage, allowing only three persons to work at one time. As the volume of business increased, facilities were expanded resulting in more opportunities to work and an improved working environment.

The program is continuing and can be replicated.

**Executive Director
Pine River Area DAC
P.O. Box 10
Pine River, Minnesota 56474
(218) 587-2688**



Vera Johnson has lived independently for 7 years. She is presently taking classes at the University of Minnesota.



LAKELAND MENTAL HEALTH CENTER

MCKNIGHT: \$7,000.00

LOCAL: \$3,495.00

The purpose of this project was to develop and implement a community case management and follow along system designed to coordinate the delivery of services to children who are developmentally disabled and their families.

The needs of persons who are developmentally disabled are met through the services of many different agencies. When an individual receives services from a number of agencies, inconsistent service can result. In addition, parents of children who are disabled may not be aware of the range of services available to them.

This project developed a structured, comprehensive case management system for families of children who are developmentally disabled. Immediately after identification and assessment, a service coordinator was assigned to each family. The responsibilities of the coordinator included making referrals along with any necessary follow-up and ensuring that each family had the information and support needed to meet the needs of the child. An ongoing system of contact, tracking, and advocacy was also part of the system.

A computer was used to increase effectiveness. A list of service coordinators was kept on the computer; and as families came into the program, the most appropriate coordinator was assigned. The recommendations of the coordinator were also kept on the computer, and a "tickler" system was implemented to notify coordinators of approaching due dates.

During the time this project was under way, 111 children were evaluated and each family was assigned a coordinator. The coordinators who were assigned most often came from the school system and county departments of social services. Feedback from the coordinators was not always prompt. However, evaluation showed that the project improved the

delivery of services to participating families. In addition, staff of the Mental Health Center noted that their work load was less because follow-up was the responsibility of the service coordinator. Prior to this project, follow-up was the responsibility of the Mental Health Center staff.

**Executive Director
Lakeland Mental Health Center
126 East Alcott Avenue
Fergus Falls, Minnesota 56537
(218) 736-6987**

LAKE COUNTY DEVELOPMENTAL ACHIEVEMENT CENTER

MCKNIGHT: \$6,676.00

LOCAL: \$2,225.00

The purpose of this project was to facilitate the employment of persons who are developmentally disabled.

A program of community employment for persons at this DAC already existed. However, because of limited staff, it was difficult to provide adequate support to the persons working in the community and also adequate programming for the persons still in the facility. The grant enabled the hiring of necessary staff. As a result of this project 11 persons have been placed in jobs in the community and 11 more are in training.

**Executive Director
Lake County DAC
Box 143
Knife River, Minnesota 55609
(218) 834-5767**



**COMPREHENSIVE SERVICES FOR
DISABLED CITIZENS, INC.
ACCESSIBLE SPACE, INC.**

MCKNIGHT: \$19,379.00

LOCAL: \$11,837.00

This project resulted from the merger of similar applications originally submitted independently by each organization. The purpose of the project was to provide training in independent living skills to persons who are physically disabled.

A survey of young adults with cerebral palsy indicated that many felt they did not have control over their lives. They felt that they had not been taught the basics of decision making or socialization. Many felt that their decisions were made by an attendant and they were not treated as adults.

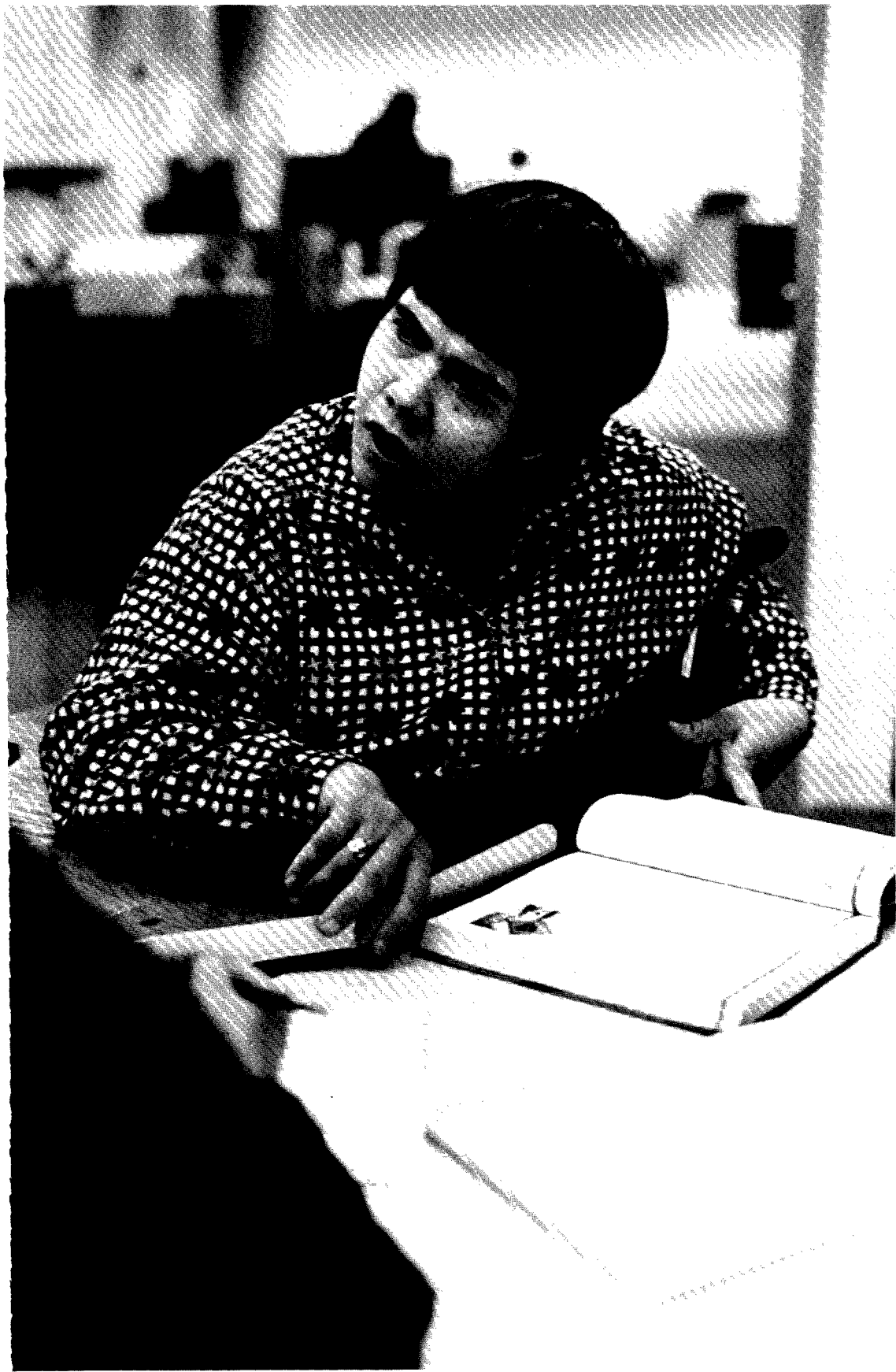
This project identified local resources and programs that already existed in order to avoid duplication. Also identified were persons interested in participating in the program. Each person, upon becoming a participant, was given a personal living needs assessment that helped to identify specific objectives the participant wished to achieve.

Educational sessions were generally held in the home of the participant with one-to-one contact. The program addressed psychological personal growth such as self-esteem, loneliness, and stress; and it included daily living activities such as financial management, time management, and personal care attendants. Group meetings of peers were held in living facilities of one of the participants. These meetings helped with socialization and also allowed participants the opportunity to share experiences.

Forty-one persons participated in this program. Evaluations from both referring agencies and participants gave positive scores of up to 100 percent approval for some aspects of the program. Very few scores were below 70 percent.

**Executive Director
Independence Crossroads, Inc.
4240 4th Avenue, South
Minneapolis, Minnesota 55409
(612) 822-5655**

Judy receives help
from a tutor/aide at
MCC Learning
Center.





REGION NINE DEVELOPMENT COMMISSION

MCKNIGHT: \$15,000.00

LOCAL: \$6,360.00

The purpose of this project was to avoid admissions or re-admissions to state hospitals because of behavior problems by helping community providers to improve their behavior management skills.

A consultant was hired to assist the community agencies in Region Nine (south central Minnesota). The consultant conducted workshops and provided direct assistance in behavior management to persons who are developmentally disabled, their families, and staff of agencies.

During the project, 43 facilities and 88 persons with behavior problems received assistance. Eight workshops were held for staff with over 300 in attendance. Even though it appeared that the project had saturated the area with information on behavior management, at the final workshop those in attendance indicated a need for more information.

**Executive Director
Region Nine Development Commission
P.O. Box 3367
Mankato, Minnesota 56001
(507) 387-5643**



MINNESOTA EPILEPSY FOUNDATION

MCKNIGHT: \$15,000.00

LOCAL: \$11,332.00

Persons who have epilepsy often experience difficulty finding jobs. While the reasons for this vary, the problem is more acute in rural areas. The purpose of this grant was to promote a Training and Placement Service (TAPS) for persons with epilepsy who live in rural areas of Minnesota.

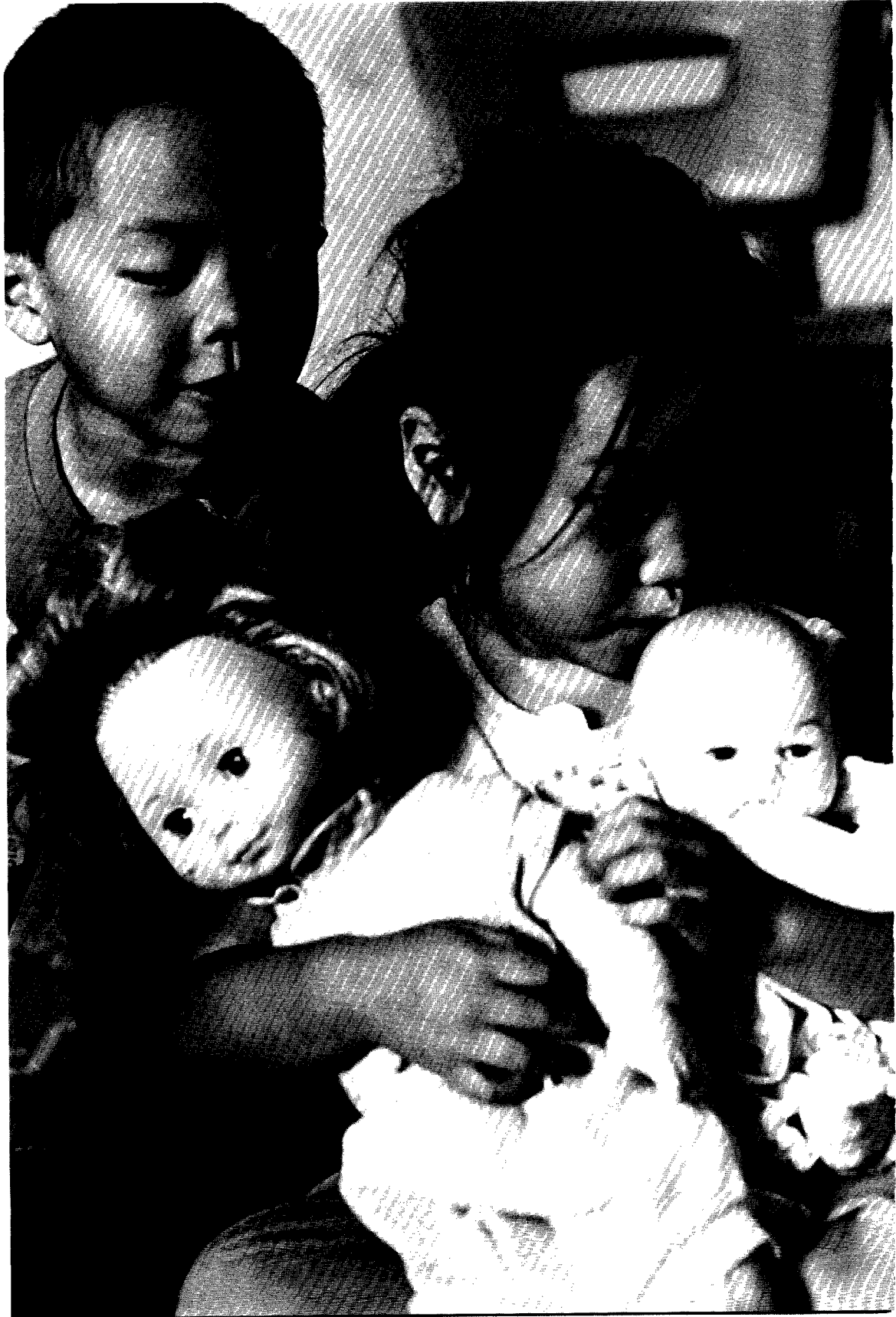
This project allowed the establishment of the TAPS program at 3 sites: Duluth, St. Cloud, and Grand Rapids. At each site, a paraprofessional assistant (PA) was hired to work 15 hours a week, and a Community Advisory Panel on Employment (CAPE) was created. Members of the CAPE included potential employers, medical professionals, clergy, farmers, and consumers.

The initial emphasis of the program was on developing community awareness. This was done with the help of the CAPE. In addition, posters, media, public agencies, and local churches were all used to publicize the program.

Services were also provided to persons with epilepsy at each site. These services included vocational counseling, job seeking skills training, resumé writing, referral to agencies and employers, and registration for second injury.

By the end of the year, 84 persons had been enrolled and 28 had been successfully placed in employment or training programs.

**Executive Director
Minnesota Epilepsy Foundation
672 Transfer Road
St. Paul, Minnesota 55114
(612) 646-8675**





REUBEN LINDH LEARNING CENTER

MCKNIGHT: \$14,841.00

LOCAL: \$17,623.00

The purpose of this project was to facilitate services to Hmong infants and preschool children who are developmentally disabled. Language and cultural differences often create barriers between the Hmong and agencies attempting to provide services. The Reuben Lindh Learning Center (RLLC) proposed to address this problem by training a Hmong individual as a paraprofessional to assist in delivery of services.

Center staff were aware that the traditional outreach program was not being effective with the increasing numbers of Southeast Asians (primarily Hmong) living in the area. Language differences made it difficult to explain services to this population and to assess how well the persons to whom services were being made available understood the necessity and value of the services. In addition, cultural differences kept some families from seeking services and others from implementing programs that had been explained by an interpreter.

To overcome these difficulties, a Hmong person was recruited and trained in developmental assessment and intervention. Community health and welfare services were explained, and the person accompanied the home visitor as an observer. After a training period, the person became the home visitor to the Hmong population in the area.

This project was very successful in expanding and improving services to the Hmong population. Prior to this project, RLLC served 11 Hmong children. By the end of the year, twelve children from Southeast Asia were being served in the preschool program, six in the infant program, and one in the mainstreaming program. In addition, three were waiting for evaluation. The person was instrumental in placing 14 children in the Special Needs Project of Project Head Start. As a result of the effectiveness of this project, RLLC received funds from Hennepin County to continue the person as a full-time Southeast Asian Child Development Specialist.

Executive Director
Reuben Lindh Learning Center
3616 12th Avenue, South
Minneapolis, Minnesota 55407
(612) 721-5551





**UNITED CEREBRAL PALSY
OF MINNESOTA, INC.**

MCKNIGHT: \$11,785.00

LOCAL: \$4,976.00

Nutrition plays a key role in the growth and development of any child. Nutrition is even more important for a child who is developmentally disabled because of the likelihood of a different rate of growth and development and/or special nutritional requirements.

Information about nutrition is often received from physicians, public health nurses and other professionals. The availability of this information is often sporadic and limited. Children with disabilities up to age 9 usually spend most of their days at home or in an educational setting; neither of which are typically equipped to provide appropriate ongoing nutritional services.

The purpose of this grant was to provide education on nutrition to parents, day care workers, school personnel, and other related health care people who consistently interact with the child.

Initially, a nutritionist with experience working with children who are developmentally disabled was hired. A task force comprised of representatives from DACs, Headstart, Minnesota Department of Education, Services for Children with Handicaps, and school and medical personnel was created. This group worked with the nutritionist to design and publicize the workshops, provide information on community resources, and compile a mailing list of potential participants.

Ten workshops were held throughout the state with over 150 persons attending. Topics that were covered included: nutrition assessments, overweight/underweight children, positioning and feeding techniques, hyperactivity in relation to nutrition, and food texture. Information on sports nutrition was also provided as was special information for food service personnel. A manual prepared by the nutritionist entitled **Nutrition for Children With Special Needs** was given to all who attended.

An evaluation done by the workshop participants rated the workshop 4.1 on a scale of 1 to 5. Additional funding is being sought to enable delivery of the workshops in other parts of the state.

**Executive Director
United Cerebral Palsy of Minnesota, Inc.
1821 University Avenue, Room S-233
St. Paul, Minnesota 55104
(612) 646-7588**