

Transformation: Responding to Changing Contexts and Cultures



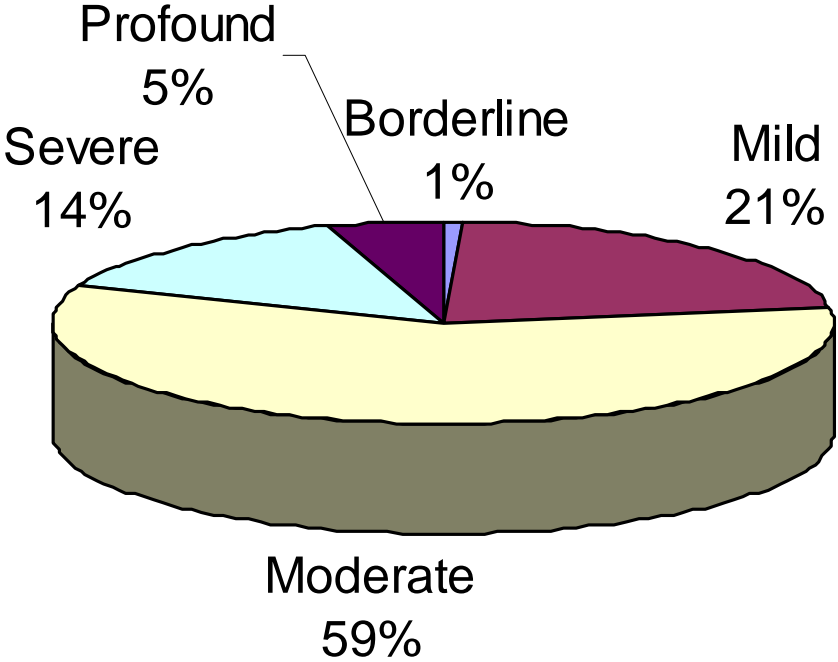
June 2010

Ethos

“The Brothers of Charity Services are committed to working with people with intellectual disability to claim their rightful place as valued and equal citizens. In keeping with our Ethos, we work to develop individualised supports and services based on the needs and choices of each person.”



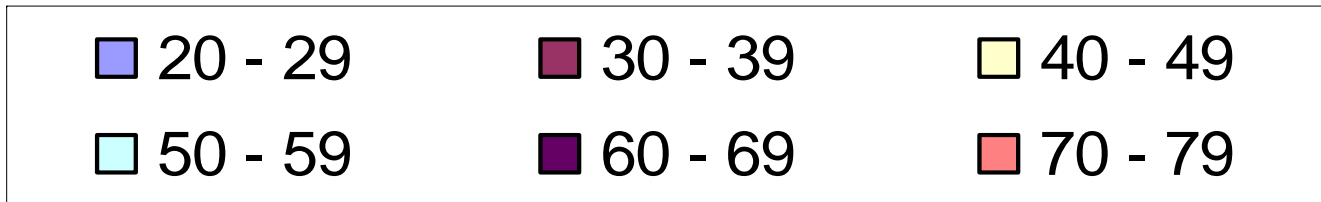
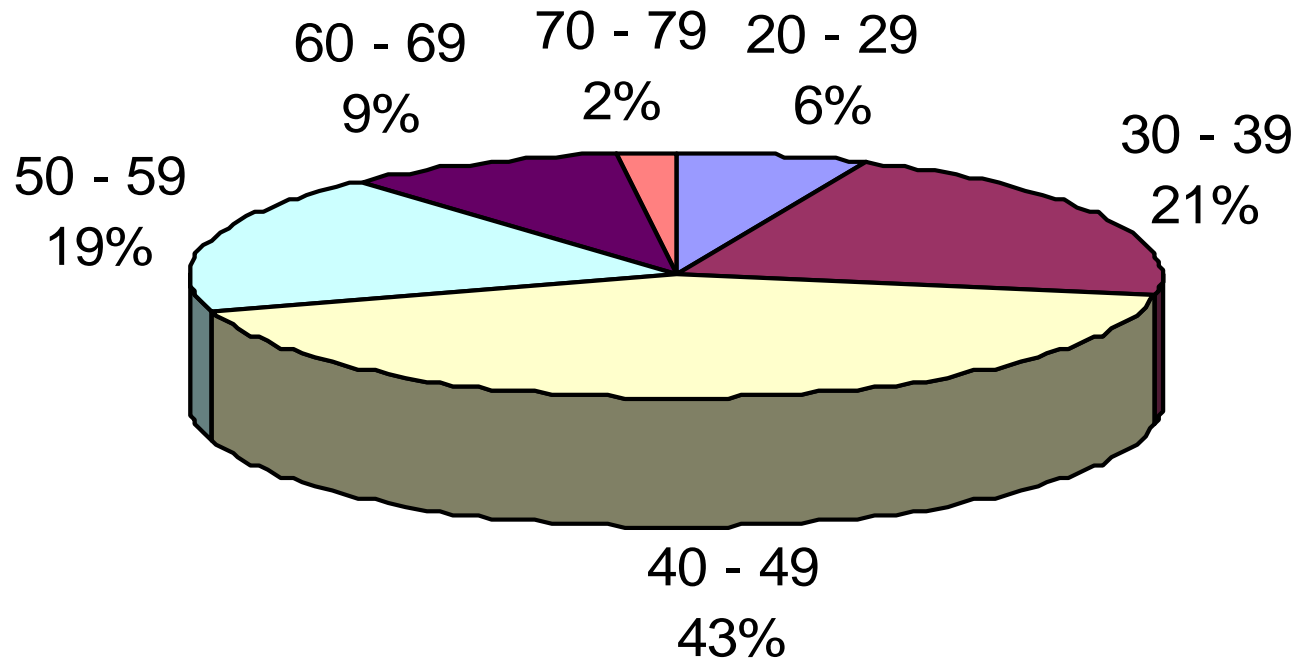
Level of Ability - Day Services



 Borderline	 Mild	 Moderate
 Severe	 Profound	



Age Profile - Day Services



Day Service Locations, Brothers of Charity Services, Limerick



8 Day Services Locations

Across Limerick City & County



Day Services

221 Individuals

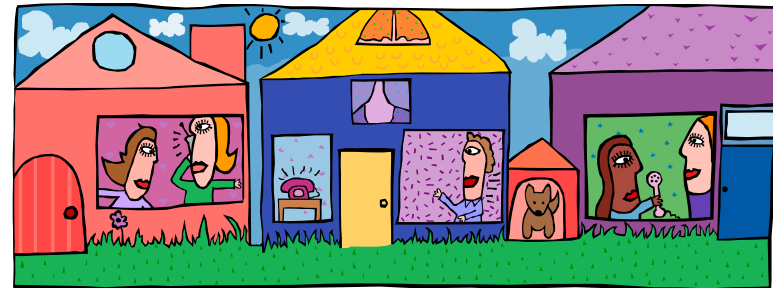
(Includes 79 individuals attending on a day-basis only)



Community Residential Services

142 Individuals in total

27 of the above, living semi or fully independently



Day Services Focus – BOC Limerick

- Supporting Attainment of Personal Outcomes
- Supported Employment
- Life Skills/Social Skills
- Local & Regional Advocacy
- Activities of Daily Living
- Mainstream Community Participation
- Activity Programs/Recreation



Activity Programs / Recreational Pursuits (a sample!)

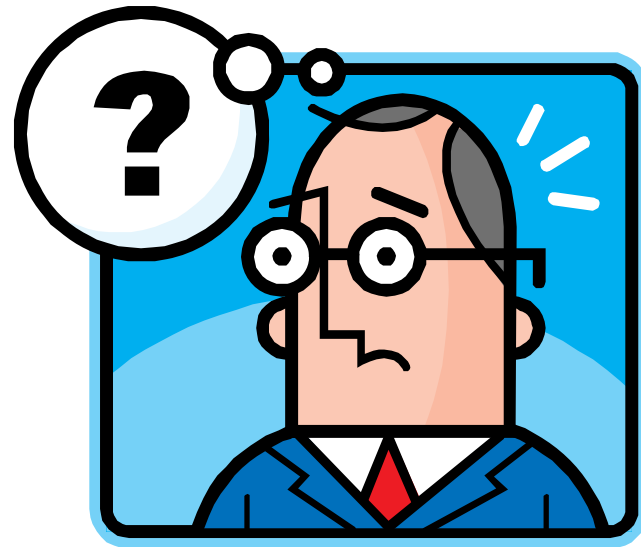


Computer Skills
Gym Activities
Walking Club
Work Activities
Numeracy & Literacy
Training
Horticulture
Multi Sensory Room

T'ai Chi
Dance
Horse riding
Swimming
Cinema
Cooking classes
Gardening

Yoga
Music Therapy
Drama
Sports/Special Olympics
Arts & Crafts
Keep Fit/Gym

**Looks Good,
so what's the issue?**



Evolution vs. Transformation



Pockets of Best Practice

Vs

Culturally Ingrained Best Practice



Services have evolved over time, as a result of:

Personal Outcomes Planning Process

and

- New Admissions & associated funding / staff numbers
- Ad hoc Funding Opportunities – ie Lottery Funding/Pobal etc.
- Staff “Champions”



Pockets of Best Practice In different areas of the organisation



Drivers for Change

Personal Outcomes

Our own ethos!

Five-year Strategy

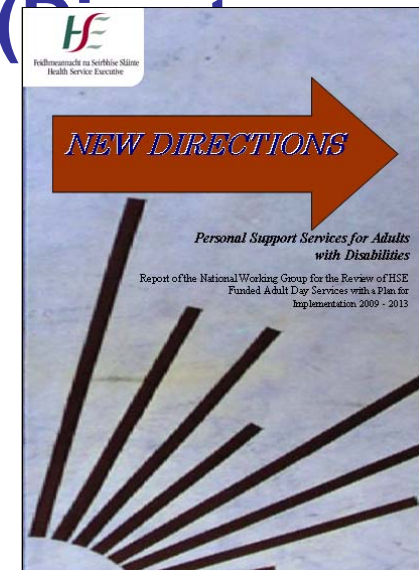
New Directions

Costs of “Care” Approach/Funding Cuts

Evolving Models of Service Delivery (Direct

Payment)

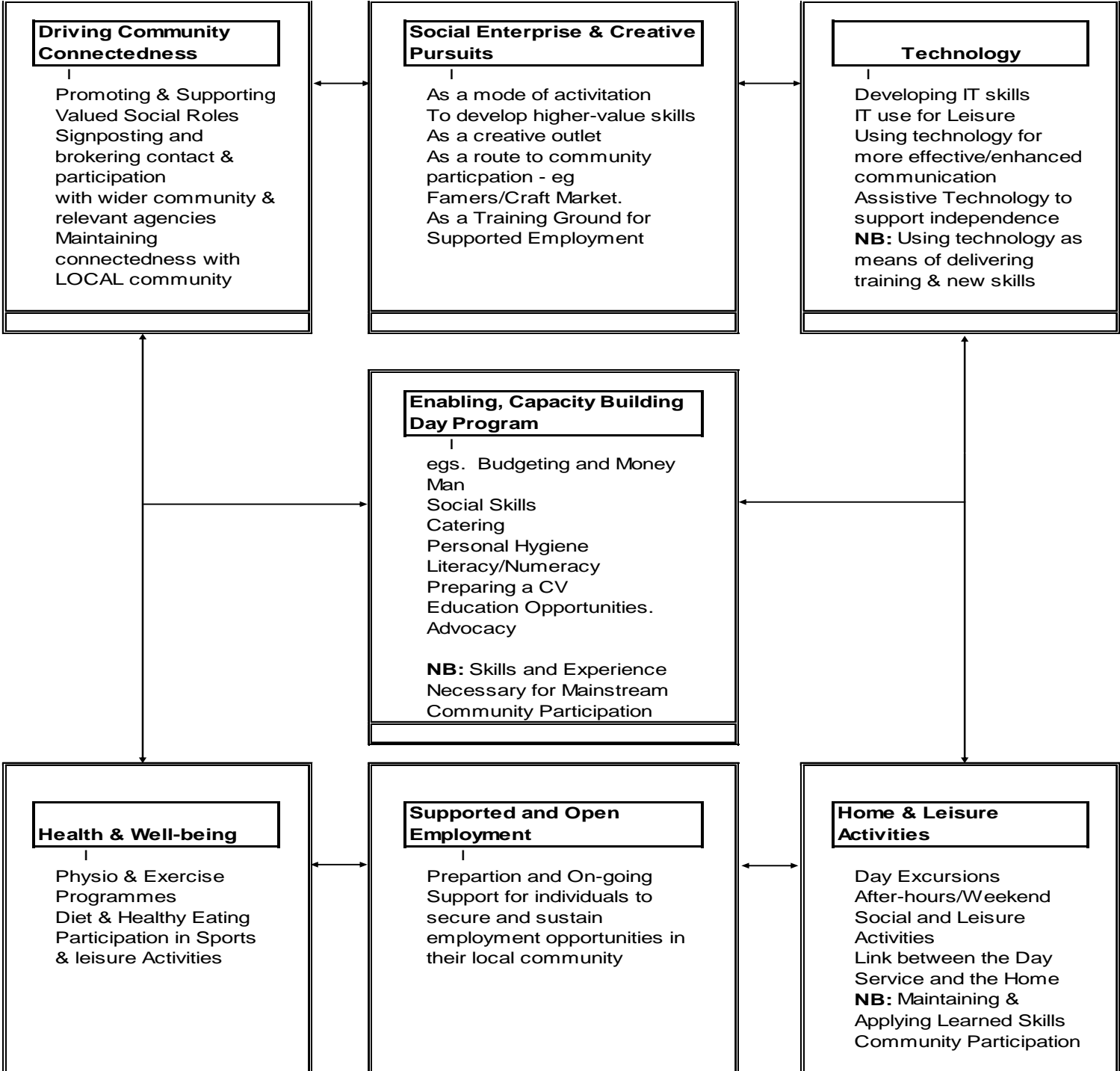
Legal Context (Sheltered Work)



Our Priority for an **ENABLING** approach to Day Services

Working Group established to review Day Service Provision within our Services ensure that Day Programs **underpin and support** the attainment of Personal Outcomes consistently throughout all areas and locations in the organisation





Key Points Identified: The Enabling Approach I

Organisation support and “culture shift” toward focusing on ability and supporting and enabling individuals to achieve their goals.

Identification of the underlying skills enhancement and personal development requirements to achieve these goals.

Developing a more proactive, positive approach toward risk – with a focus on ABILITY



Key Points Identified: The Enabling Approach II

Formal Curriculum/Program for Skill Development and Skill Enhancement to enable

- goal fulfilment,
- mainstream community participation,
- meaningful social roles
- active citizenship.

Process is guided by PCP and with the full support of the multi-disciplinary team



Day Service Curriculum

Sample Skill Development Areas

- Personal Safety
- Communication: Listening and Speaking
- Personal Decision Making
- Personal Care
- Assertiveness, Rights & Respect
- Appropriate Work Behaviour
- Using Public Transport
- Money Management & Budgeting
- Home Cookery



From Theory to Practice: Day Service Approach

PCP Outcome: Visit my family independently

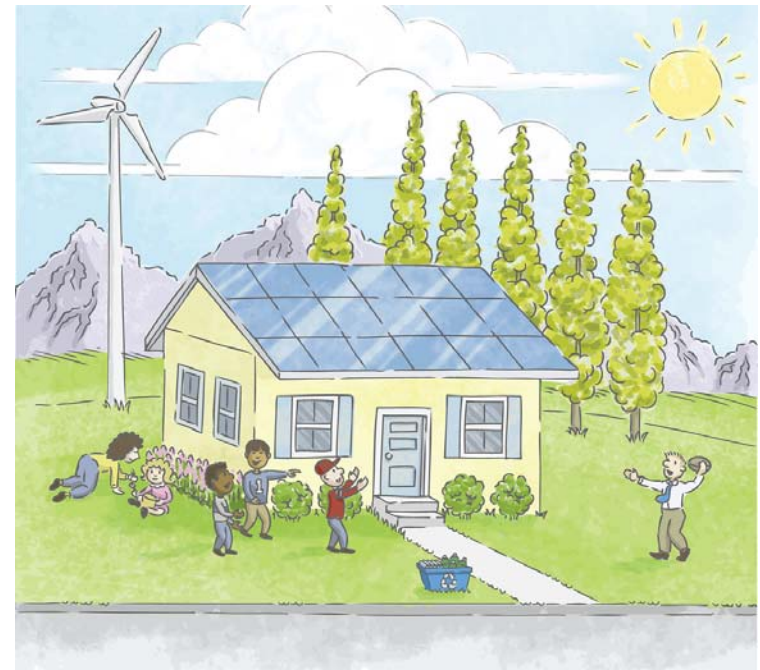


Underpinning Skill Development Requirement: Using Transport Independently



Developing Potential Assessment

(Focus on Identifying supports for practical demonstration and practice of skill in appropriate environment (ie Community))



Formal Time Tabled Programme

Day Centre-based (Groupwork)



Group Exercises in the Community



Individual 1:1 Time-Table

Progress Review Template

Task Break-down
Performance/skill rating
On-going feedback/progress review



Team Review & Sign-off

Assessment of Competence

Ability (RISK) Assessment

Ongoing Review Mechanism



Verification of Competence

Protocol around management of risk etc
(feeds from above working document)



← Instruction Phase →

← Simulation & Practice Phase →

← Assessment Phase →

Outcome:

Goal Achieved

Or

Person Centred Plan Revised



NB: Staff Development

Changing attitudes towards risk (Developing Potential Assessment)

Empowerment of Keyworker – Circle of Support Participation & Involvement in Decision-Making

Training/Skills Transfer (Inter-disciplinary skills transfer)

Becoming Frontline “Experts” and Instructors

Building up the Curriculum (Course Materials)

Continuous Review and Assessment (Multi-disciplinary approach)



What's Next? I

Road-show and Consultation with Frontline staff

Challenging established practices – care vs. enabling

Development of Core training Program for Key-working Staff

Review of Day Service Facilities – Locations and Equipment

Development of Core Curriculum & Centralised Resource Bank

Demonstrating Link to Organisational Strategy



What's Next? II

Engagement with Families

Wrap-around protective Service

Versus

**Enabling Mainstream Community
Participation / Developing Valued Social
Roles / Greater Independence**

