



The Southern Network of Specialized Care Annual Report on Training 2011-2012

Introduction

The Southern Network of Specialized Care – one of four provincial networks of its kind launched by the Ontario Ministry of Community and Social Services in 2006 – is proud to offer you, our many valued partners, stakeholders and supporters, our second Annual Report on Training for 2011- 2012.

The SNSC's commitment to training embraces one of our key founding goals to "provide more access to education and training opportunities" for the many partner agencies the Network supports across a southern region of Ontario that includes Grey/Bruce, Huron/Perth, London/Middlesex, Elgin/Oxford, Windsor/Essex, Chatham/Kent, Sarnia/Lambton, Brant, Haldimand/Norfolk, Hamilton and Niagara.

Our Network's investment of training dollars is also in concert with our Vision Statement which reads as follows: "To ensure that people with developmental disabilities who have also been diagnosed with mental health and/or behavioural challenges (Dual Diagnosis) receive the most fair and sustained access possible to the services they need to participate as citizens in all aspects of community life."

The SNSC strives to fulfill this vision through a linkage with representatives of its Advisory Committee, including Co-Leads Brian Davies and Jason Young, and 11 Local Service Delivery Networks (LSDN) and Dual Diagnosis Committees (DDC) across Ontario's southern region.

Working with these 11 communities, the SNSC constitutes a unified network of specialized services and clinicians, with a primary focus on strengthening relations across sectors for sharing skills and knowledge, and continuously promoting the most leading edge best practices for enhancing the lives of people with a Dual Diagnosis, their families and other caregivers.

The SNSC provides training and development opportunities through a variety of means, including networking days, videoconferencing and through grants totaling \$30,000 annually for training events for groups and individuals, and the production of training materials.

Our latest report for the fiscal year 2011-2012 outlines our Network's training activities and the training grant dollars invested in opportunities to increase capacity and encourage the best practices possible in assisting people with a Dual Diagnosis to fulfill their potential as active, productive citizens in our communities.

Event Training Dollars in 2011-2012

In the fiscal year 2011-2012, the Southern Network of Specialized Care invested \$18,704.06 in training events attended by more than 1,200 of professionals working in a wide range of fields, including family and other primary care givers, and others dedicated to improving the lives of people with a Dual Diagnosis.

Following is a list of those training events:

- ***The Niagara LSDN, March 11, 2011 - \$3,777.20***

This training event, titled 'What Do You Do Until the BT Arrives? - Was designed for direct support service providers in Mental Health and Developmental Services. The purpose was to better inform these professionals on how to assess for causes of behaviours under the biological, social and psychological model for responding with more appropriate treatment. More than 180 individuals attended this event.

- ***Hamilton Adult Autism Strategy Committee, April 10, 2011 - \$1,000***

This training event, titled 'Adult Autism Strategy Planning Day', was prepared for representatives for Hamilton area stakeholders, including family members and other persons affected by autism, and service providers. The purpose of the day, using a World Café Model of facilitation, was to review existing services in the Hamilton area for persons with ASD and determine how those services can be enhanced, increased or change to better meet the needs of adults with ASD. Approximately 50 individuals participated in this event.

- ***Bethesda Services Spring Conference, May 13, 2011 - \$627.91***

This training event, titled 'Behavioural Management Simplified', was offered with a goal to enhance the approach and care of people with a Dual Diagnosis and especially challenging behaviours. Participants included professionals in justice, education and other sectors that work with people with a Dual Diagnosis. More than 200 individuals participated in this event.

- ***Huron Perth Dual Diagnosis Committee, June 10, 2011 - \$437.51***

This training event, titled 'Along the Pathway ... Understanding Services and Supports for People with a Dual Diagnosis', was prepared for a cross-section of professionals in developmental services, mental health, primary health care, addictions, emergency responders (including EMS and police), and other justice partners and family members. The event covered such topics as identifying persons with a Dual Diagnosis, what to look for if the person has an intellectual disability and/or mental health issue, how to prepare for a psychiatric visit, promoting the importance of wellness in people with a Dual Diagnosis, and developing crisis care plans. More than 70 individuals participated in this event.

- ***Grey Bruce Training and Development Committee, September 26th & 27th, 2011 - \$1,772.28***

This training event, titled 'U-First Training', was offered to direct support staff of developmental service and long-term care agencies for the purposes of advancing knowledge of the U-First/Pieces approach as a tool for dealing with people with challenging behaviours. More than 50 individuals participated in this event.

- ***Grey Bruce Dual Diagnosis Committee, Dec 06, 2011 - \$200***

An honorarium for Peggy Corrigan-Dench to do a presentation to the Dual Diagnosis Committee on the subject of Trauma.

- ***Regional Support Associates Annual Conference, October 27th & 28th, 2011 - \$1,000***

This training event, titled 'Tomorrow's Adults Yearning for Change and Stability', was organized for managers, clinical and other staff working in mental health, developmental and other specialized services. The event addressed topics related to the psychological and social implications of transitional-aged youth with an intellectual disability. More than 100 individuals participated in this event.

- ***Windsor Essex Dual Diagnosis Committee, November 2011 - \$1,238.27***

This training event titled 'Dual Diagnosis – Dual Systems', was offered to professionals in the health and developmental sectors, and for others who work with people with a Dual Diagnosis. The purpose of the event was to provide insight and knowledge on advocating for someone with a Dual Diagnosis when the need for advanced care planning is required. More than 55 individuals participated in this event.

- ***Grey Bruce Fetal Alcohol Spectrum Disorder Community Mobilization Committee, November 7th – 10th, 2011 - \$2,500***

This training event, titled 'Fetal Alcohol/Neurobehavioral Conditions: Into Action', was organized for a cross-section of professionals in the education, developmental, mental health, primary health care, justice, addictions and corrections fields. A major goal of the event was to provide and build on foundational information about FASD, the effects of other drugs, pre- and/or postnatal on fetal development, and the long-term effects of these on children, adolescents and adults. More than 100 individuals participated in this event.

- ***Haldimand/Norfolk LSDN, November 18th, 2011 - \$1,340.44***

This training event, titled 'What Do You Do Until the BT Arrives', was prepared for direct support service providers in Mental Health and Developmental Services. The purpose was to better inform these professionals on how to assess for causes of behaviours under the biological, social and psychological model for responding with more appropriate treatment. More than 65 individuals attended this event.

- ***Hamilton Brant LSDN Training Committee, December 13th, 2011 - \$328.47***

This training event, titled 'Training in Partnership', was prepared for professionals working to enhance the lives of people with a Dual Diagnosis. The purpose of the event was to increase awareness around Dual Diagnosis, build community capacity and foster community linkages and development of services for people with a Dual Diagnosis. Approximately 24 individuals participated in this event.

- ***Niagara FASD Networking Group, April 26th, 2012 - \$3,481.98***

This training event, titled 'Fetal Alcohol Spectrum Disorder/Neurobehavioural Conditions: A Model of Understanding', was prepared for services providers in Mental Health, Developmental Services, Addictions, Education, Justice, Housing and Social Services, and for caregivers, including parents. The goal of the event was to enhance understanding of people with Fetal Alcohol Spectrum Disorder and the effectiveness of caregiving and support services in Niagara. More than 180 individuals participated in this event.

- ***Niagara Health System, May 15th and June 15th, 2012 - \$1,000***

This training event, titled 'Primary Care Guidelines Training', was prepared for physicians, psychiatry and other health-related professionals for the purposes of increasing capacity for these professionals in serving people with a developmental disability. Between 10 and 40 individuals are expected to participate in this event.



*Participants at a SNSC sponsored training event in
Haldimand/Norfolk on Nov 18 2011*

Individual Training Dollars

In 2011-2012, the SNSC invested a total of \$2,445 for opportunities for allied health professionals across the southern region to participate in leading-edge training events in the field.

They include:

- ***Mendelt Hoekstra, Bethesda Services - \$750***
for a training course, sponsored by the International Certificate Course on Dual Diagnosis at Brock University. Mendelt Hoesktra, a Music Therapist at Bethesda Services, enrolled and participated in the five day course in August 2011, in Thorold, ON. The course, titled 'Interactive Behaviour Therapy', was conducted by Dr. Daniel Tomasulo, a psychologist and writer on the faculty at New Jersey City University. The course provided Bethesda's Music Therapist with knowledge that strengthens his programs for enhancing the lives of people with developmental disabilities.
- ***Al Fewster, Regional Support Associates - \$1,695***
for a July 9 to July 12, 2012 conference in Halifax, Nova Scotia, hosted by the International Association for the Scientific Study of Intellectual Disabilities. This funding assisted Al Fewster, a Nurse with RSA, in attending a conference that focused on major advances in biological, behavioural and social sciences in the area of intellectual disabilities. This knowledge will assist in the enhancement of current programs aimed at improving the lives of people with intellectual disabilities.



*Dr. Tomasulo
Psychologist,
New Jersey City University*

Training Resource Dollars

The SNSC was pleased to invest its training dollars for the fiscal year 2011-2012 – an amount totaling \$2,153.74 – to produce the most leading edge training and educational resources possible for all of the Network's partners in the southern region.

They include:

- ***Special Workshop featuring David O'Neal, MS, MHP and Department Manager of Specialized Services at the Sound Mental Health Centre in Seattle, Washington - \$803.82:*** this workshop was offered to professionals provincially through videoconference working to enhance the lives of people with developmental disabilities, and was co-sponsored by the Eastern Network. This workshop focused on a substance abuse program specifically designed for people with a Dual Diagnosis. The further purpose of this February 3rd, 2012 event was to share experiences in exploring and raising awareness about the issues of Dual Diagnosis and substance misuse. Other presenters at this workshop included Alice Jara, a Behaviour Consultant at Behaviour Management Services of York Simcoe, Danielle Moreau, Concurrent Disorders Counselor at Addiction Services for York Region and Joanne Savage, Dual Diagnosis Case Manager at York Support Services Network.



*David O'Neal, MS, MHP
Department Manager of
Specialized Services, Sound
Mental Health Centre*

- ***Marilyn Kippaz, Psychological Associate, Regional Support Associates - \$741*** for the production of a resource titled: 'PAS-ADD Clinical Interview and Assessment' from Pavilion. This resource was produced for working with clients with developmental disabilities, in response to challenges faced with communications/self-reporting, relying on what others say in the assessment process, and enhancing the effectiveness and accuracy of a mental health assessment for an individual with a Dual Diagnosis. The resource is intended for use by clinicians qualified to assess and diagnose individuals with developmental disabilities.
- ***Hilary Holmes, Psychological Associate (Supervised Practice), Regional Support Associates - \$608.92*** for textbooks required for a Retraining Plan as part of registration process to become registered as a Psychological Associate with the College of Psychologists of Ontario. The Resource material can be used for psychological assessments and consultation with clients with a developmental disability or Dual Diagnosis. It can be used for testing by primary and alternative supervisors as a requirement of the retraining plan.

Investments In Other Training Materials

In the fiscal year 2011-2012, the SNSC invested the balance of our \$30,000 in training grants in producing the following educational and training manual for use by our many partner agencies and others supporting people with a Dual Diagnosis.

- Titled 'Dual Diagnosis Resource Manual for Direct Support Professionals', this manual was launched at the SNSC's December 1, 2011 annual Community Networking Day and provides detailed information for addressing the challenges people with a Dual Diagnosis face in accessing the kind of care all that is needed and deserved in our community. The manual unfolds in nine parts, followed by a wealth of reference material professionals in the area of Dual Diagnosis and others can access.

"This project," said Juanita St. Croix, one of the Network's Facilitators and an editor of the manual, "would not have been possible without the contributions of the many clinical experts in the southern region the Network represents."

The manual is a product of countless hours of work by professionals across our southern region in the fields of developmental services, mental health, education and justice.

The SNSC foresees this manual being used as valuable training resource and plans to continue updating the manual to ensure it contains the most current information available.



- This latest manual takes its place with a growing number of training materials our Network is proud to have produced, including our 2010 'Youth In Transition Toolkit', a 135-page document that is a response to the Network's partners for assistance in providing up-to-date information in supporting persons with a Dual Diagnosis who are making the transition from children to adult services, and our 2009 manual,
- 'Understanding the Offender with a Dual Diagnosis', this is now in the process of being revised.

You can access these and other materials produced by the SNSC and its partners by visiting www.community-networks.ca and clicking on 'Resources' in the left-hand margin.

Networking Days

A cornerstone of the SNSC's mission is our ongoing commitment to providing leading-edge training and educational opportunities to our many partners for enhancing the services they provide to people with a Dual Diagnosis.

In that spirit, the Southern Network continues to host – as it has since its inception six years ago - Networking Days for clinicians, social workers, nurses, case managers, behavior therapists and other professionals working with people with a Dual Diagnosis across the southern region we serve.

We are pleased to summarize the following highlights from Networking Days we provided to our partners in the fiscal year 2011-2012:

- In April of 2011, the Southern Network hosted a Clinician's Networking Day featuring Dr. Dennis McGuire – a renowned expert in serving the behavioural and health needs of teens and adults with Down Syndrome, and providing support to families and other caregivers of individuals with Down Syndrome.

Dr. McGuire, a Director of Psychosocial Services at the Adult Down Syndrome Centre of Lutheran General Hospital in Chicago, Illinois, stressed that adults with Down Syndrome display a host of behavioural characteristics that may be beneficial and may, at times, be unproductive. "These characteristics may be a strength or a weakness, depending on how they are viewed and promoted by the person with DS and by others," he informed an audience of our partners working with DS clients.

- In June of 2011, our Network hosted a Behaviour Clinicians Networking Day featuring Dr. Daniel Tomasulo, a well-known psychologist from New Jersey.

Dr. Tomasulo combined discussion and video presentations to introduce a model called Interactive Behaviour Therapy as a modification of standard techniques from psychotherapy and psychodrama for exploring internal conflicts through role playing.

Dr. Tomasulo encouraged participants at this Networking Day to ask questions and offer their own feedback as he discussed how the IBT model is a promising tool for helping people with intellectual disabilities.

- In October of 2011, our Network hosted a Networking Day for Clinicians across the southern region.

This training event focused on key consent issues that must be kept in mind when assisting people with a Dual Diagnosis.

Robert Solomon, a Professor at the Faculty of Law at the University of Western Ontario, was the featured speaker during this Networking Day and offered participants a primer for Developmental Services Clinicians on consent, negligence, documentation, confidentiality and reporting. He shared a detailed update of the changing legal environment around working with DD clients and their significant others, and the Canadian legal system's expectations and attitudes in this important area of law for our clinical partners.

Video Conferencing as a Training Tool

In our 2011-2012 fiscal year, the SNSC continued to employ videoconferencing as one more venue for enhancing our delivery of training and professional development services to our many partners across the southern region.

Feedback our Network receives from our partner agencies repeatedly tells us that videoconferencing is a venue of choice for professionals seeking training opportunities. In an era of economic restraint, it is a cost-effective way for our partners to involve their professional staff in key training sessions without the expense of travelling distances to workshops or conferences.

In the fiscal year 2011 and 2012, the number of individuals from our partner agencies who participated in videoconferences focused on training opportunities totaled 3,870 and the number of training hours via videoconferencing totaled 362. Although total number of participants during the 2011/2012 fiscal year dropped in comparison to the 2010/2011 fiscal year, when 4,477 participated, the total number of videoconference hours increased from 340 during the 2010/2011 fiscal year to 362.

The use of videoconferencing remains strong and is a venue of choice for training opportunities for many partner agencies our Network serves across the southern region.

The SNSC is also now webcasting these videoconferences so that those who missed them on the days they are scheduled can view them at a time of their convenience. The Network also continuously lists dates for upcoming videoconferences that can be accessed by visiting www.community-networks.ca , then clicking on the 'Videoconferencing' tab.



*Liz Froese with SNSC team
members during a
Videoconference meeting*

Conclusion

In the fiscal year 2011-2012, the SNSC invested \$30,000 in annual training dollars plus additional monies for clinical networking days to offer our southern region partners the best opportunities possible to enhance their skills and knowledge as they work to assist people with a Dual Diagnosis to fulfill their potential in living in the community.

The SNSC is pleased to report that \$23,302.80 of this annual \$30,000 was allocated to 13 training events participated in by hundreds of partners across the southern region, two individual training opportunities for individuals working in the Dual Diagnosis field, and three projects focused on producing training and other educational resources for the many partners our Network serves.

The balance of the \$30,000 (\$6,697.20) was invested in our 'Dual Diagnosis Manual for Direct Support Professionals', a well-received resource produced by members of our SNSC team in collaboration with partners who shared cutting-edge information in supports for persons with a Dual Diagnosis.

We are also very thankful for the Clinical Working Group made up of clinicians from Regional Support Associates, Hamilton Brant Behaviour Services, Twin Lakes Clinical Services and Bethesda, who provide leadership in planning the Southern Network's clinical conferences and networking days.

Our Network remains forever mindful of our vision statement - "to ensure that people with developmental disabilities who have also been diagnosed with mental health and/or behavioural challenges received the most fair and sustained access possible to the service they need to participate as citizens in all aspects of community life" – in providing training opportunities for our partners.

The SNSC always welcomes feedback from our many partners when it comes to how best to provide the training opportunities. Feel free to share your comments and suggestions with SNSC's Coordinator Liz Froese.

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