



# 18TH ANNUAL QIDP LEADERSHIP CONFERENCE JANUARY 28, 2020



## 8:30 - 10:15 a.m. - *“First Responders and People with Disabilities: What Qs Need to Know ”* Presented by Shannon Benaitis, PHR

Did you know that individuals with Down syndrome, Autism, and other developmental disabilities are being killed by police? And that sometimes it's the person killed who called the police looking for help? Typically officers, who carry guns, receive less training on interacting with people with I/DD and mental illness than our DSPs do. In addition to a *Train the Trainer* component which will provide you with a 1-hour training curriculum that you can take to your local police to get these informative and necessary conversations started, the keynote session will explore why mental health issues in people with I/DD can be such a challenge to diagnose and treat. We will review the major mental illnesses and how they can present differently in people with I/DD as well as small steps and interventions that Qs can use right now to create an environment that is more supportive of people with mental illness and I/DD. Lastly we will spend time exploring the risk we ask families and staff to take when we tell them to “Call 911” for assistance during a crisis. We will brainstorm and network to develop practical alternatives to utilizing police as mental health workers, and hopefully help decrease the chances of a dangerous interaction.

### LEARNING OBJECTIVES:

- ◆ Understand the need for educating police and first responders on IDD and mental illness.
- ◆ Accept the community provider's role and responsibility as teacher and collaborator in the training process.
- ◆ Identify what police and first responders need to know about an individual in order to minimize the risk of use of force.
- ◆ Commit to discussions with your agency's trainers, decision-makers, and staff about better education for and relationships with police and first responders in the communities where you provide supports.
- ◆ Explain the risks involved to not only the people we support, but to the staff who support them, when police are called.

10:15 - 10:30 a.m. - **BREAK**

10:30 a.m. - 12:15 p.m. - *“First Responders and People with Disabilities... continued”*

12:30 - 1:45 p.m. - **Lunch**

### Shannon Benaitis, PHR

Shannon Benaitis has worked in disability services for 20 years, in positions ranging from direct support, to QIDP, to mental health counselor, to program manager and director, to nursing home monitor. Most recently, she was the Director of Staff Training and a project manager at Clearbrook in Arlington Heights IL. Currently, Shannon is a consultant and independent contractor for her company, Albatross Training Solutions. She brings her experience in IDD, mental health, ICF/long-term care, CILA, and home-based services to the classroom and the boardroom, where she strives to make trainings, meetings, and projects dynamic, enjoyable, and relevant. Albatross specializes in curriculum development and instructional design for both in-person and e-learning formats. Shannon has undergraduate degrees in Psychology and English from Cornell College and a Master's Degree in Social/Criminal Justice from Lewis University. She is Professional in Human Resources certified, a happily married stepmom to three wonderful humans, a service dog-mom to Gordon, and a lupus patient.

**BREAKOUT SESSIONS: 1:45 - 3:00 p.m. & 3:15 - 4:30 p.m.**

**You can see two out of the four different sessions. The 1:45 presentations will be repeated at 3:15 p.m.**

***“Domestic Violence as a Workplace Safety Issue: Mitigation and Prevention”***

**Presented by Shannon Benaitis, PHR**

In this session, we will review case studies, red flags and warning signs of domestic violence victims and perpetrators including those that may pose a risk to the public, and current legislation that may impact employers. Most importantly, we will discuss how frontline supervisors and agencies' human resources departments can offer support to victims of domestic violence and work with them to develop safety plans that address everyone at risk in the workplace. Resources for the employer and the employee, aimed at getting her and her family safe while keeping her job, will be provided. Time for Q & A will be allotted, and we will address the unique aspects of this issue for LGBTQ women and women of color.

***“Government Benefits: What’s New, What’s True Advanced”***

**Presented by Sherri Schneider**

This interactive informative session will address the who, what, where, when, and how of benefits with a strong emphasis on Medicaid (which is needed like oxygen for waiver programs.) Ending in a round of Benefit Bingo, you will be surprised how much you have learned!.

***“The HCBS Rule: Guardianship, Language and Life”***

**Presented by Leanne Mull**

The HCBS Final rule implementation date grows closer every day. As Q's we have the ability to start making changes now that will enhance the lives of the people we serve. Learn about communicating the impact of the rule with guardians and how changing the words that we use can lead to a culture shift within our organizations as we move toward a bright future.

***“Rethinking Staff Motivation & Retention”***

**Presented by Christine Ziemba**

This session will offer viable alternatives to current motivational practices on 3 levels:

-**EMPLOYEES**: at this level, motivation is a skill. We can teach employees the skills of motivation so they can thrive in any environment.

-**LEADERS**: we can help leaders adjust their interpersonal interactions with employees: the way they set goals, have conversations, etc. – in ways that prime the pump for optimal motivation.

-**ORGANIZATION**: organization systems often need change/updating – the systems around reward and recognition, etc. We can work at the individual and interpersonal, 1-to-1 level.

1. you as employee
2. you as leader/supervisor
3. you as an agency

**BIOS**

**Leanne Mull** is the Co-Director of Blue Tower Solutions Her work has included the revision and presentation of protocols for law enforcement and prosecutors for supporting people with disabilities and older adults who experience sexual assault or domestic violence. Leanne is also a Quality Enhancement Specialist for the Council on Quality on Leadership. In this role she provides training on the Personal Outcome Measures and related processes to organizations and individuals. She also provides raining in various areas of systems change, policy and practice. Leanne holds a Master's degree in Healthcare Administration from Kaplan University. Leanne is the Vice-President of The Arc of Illinois.

For over 30 years, **Sherri Schneider**, President of Family Benefits Solutions Inc., QIDP, and the mother of a child born with some special needs, has been tirelessly dedicated to helping individuals with special needs and their families to obtain and maintain the Government benefits they so desperately need (including SSI, SSDI, Medicaid, Medicare, SNAP...etc...) Her vast experience has enabled her to establish and maintain open, productive relationships with the government agencies involved in the entire decision-making process. Families and professionals find her interactive workshops to be invaluable as they attempt to navigate the government benefit arena. Sherri is also a member of the faculty of the IICLE (Illinois Institute of Continuing Legal Education) and is the President of The Arc of Illinois Board.

Christine Ziemba has been working in social services for over 20 years in positions ranging from house manager to DSP/Job Coach to case management to supervision/administration, and in varied settings including a residential home for the State of Illinois, Supported Employment Services, sheltered workshop, transportation, home-based services, Autism programs, a specialized program for individuals with high medical needs, and Training. Christine has worked as a QIDP, Site Supervisor, Coordinator, Training Specialist, and Director. In her role as Clearbrook's Director of Training, she develops and implements training for staff at all levels in day programs, intermediate care facilities, group homes, clinical services and home-based services, and supervises the Training Specialists and Office Manager. While at Clearbrook, Christine earned "Employee of the Month" for exceptional customer service to staff, clients and families.



## COST & REGISTRATION



January 28, 2020 - 8:30 a.m. to 4:30 p.m.  
Registration 8:00 - 8:30 a.m.

### Registration Fees for Participants are:

#### Arc Members:

Professional.....\$150.00  
Consumer/Family Member.....\$ 95.00

#### Non Arc Members:

Professional.....\$190.00  
Consumer/Family Member.....\$130.00

The registration fee covers the cost of materials, refreshments and lunch. Please complete the attached registration form, fax it to 815-464-5292, then mail the hard copy along with your check to:

**The Arc of Illinois**  
9980 190th St., Suite C  
Mokena, IL 60448  
815-464-1832

**CEU's:** Licensed Nursing Home Administrators, Licensed Social Workers, Licensed Clinical Social Workers, Licensed Occupational Therapists and Physical Therapists, Licensed Counselors and QIDP's signing in and out on the day of the event are entitled to six (6) CEU's.

Groups of more than 7 from one agency are entitled to a 10% discount. If you have any special needs, please contact Becca Schroeder at 815-464-1832. Notice of any special accommodations are required TWO WEEKS prior to the event. **Please indicate on the registration form if you have a special dietary need.** If financial restrictions prevent you from paying full registration, you may contact the Consumer Involvement Program at The Arc of Illinois (815-464-1832) for a consumer stipend application for self-advocates and families.

**CANCELLATIONS & REFUNDS** Participants canceling their registration 72 hours in advance will be entitled to a credit or refund, less a \$50.00 administrative cost. No refund or credit will be given for cancellation less than 72 hours before the conference.

#### LOCATION

Doubletree Hotel  
5000 West 127th St.  
Alsip, IL 60803  
708-371-7300

Single or double accommodations are available at the reduced rate of \$109.00 + tax for the night before the event when you mention The Arc of Illinois and the code **ARC**. Please contact the hotel directly at 708-371-7300 or [www.alsipdoubletree.com](http://www.alsipdoubletree.com) to make room reservations. Reservations must be received by 1/3/2020.



## REGISTRATION FORM



QIDP Leadership - January 28, 2020  
3360

One form per person, please print legibly. Your name will appear on your name tag as it appears on this form.

Name: \_\_\_\_\_

Job Title: \_\_\_\_\_

Agency: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_

State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: \_\_\_\_\_

E-mail: \_\_\_\_\_

You can also register at [www.thearcofil.org/events](http://www.thearcofil.org/events)

#### AMOUNT PAID:

METHOD OF PAYMENT: \_\_\_\_\_

\_\_\_\_ Fax form and send check to The Arc of Illinois

\_\_\_\_ Check enclosed payable to The Arc of Illinois

\_\_\_\_ P.O. or State Voucher #

\_\_\_\_ Charge to my Credit Card \_\_\_\_\_

Name as it appears on credit card:

\_\_\_\_\_

Card Number: \_\_\_\_\_

Expiration Date: \_\_\_\_\_

Card holder's signature:

\_\_\_\_\_



 Training Department

9980 190th St.  
Suite C  
Mokena, IL 60448

NONPROFIT ORG.  
U.S. POSTAGE  
PAID  
TINLEY PARK, IL  
PERMIT NO. 28

**January 28,  
2020**

**Q  
I  
D  
P**

**18TH ANNUAL QIDP LEADERSHIP  
CONFERENCE  
JANUARY 28, 2020**

**DOUBLETREE HOTEL  
5000 W. 127TH ST.  
ALSIP, IL 60803**

### KEYNOTE SPEAKER



**Shannon Benaitis, PHR**

- Participants will**
- ◆ Understand the need for educating police and first responders on IDD and mental illness.
  - ◆ Accept the community provider's role and responsibility as teacher and collaborator in the training process.
  - ◆ Identify what police and first responders need to know about an individual in order to minimize the risk of use of force.
  - ◆ Understand the relationship between domestic violence and workplace safety
  - ◆ Identify risk factors for domestic violence situations that could become workplace safety and/or mass shooter situations.
  - ◆ Learn activities and daily interactions to promote choice in small areas to prepare for the larger choices that will be offered as a result of the HCBS rule.
  - ◆ Learn how you can help families understand their benefits.
  - ◆ Learn how to "Rethink" motivational practices for retention of staff.