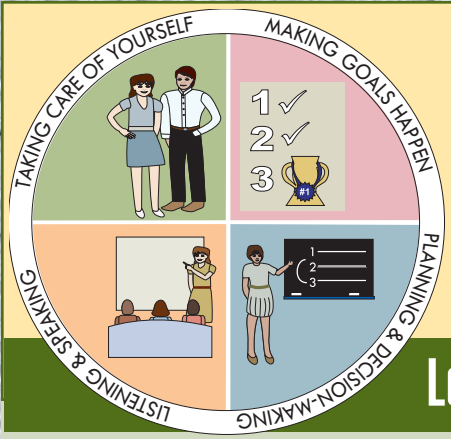

Leadership Through Personal Change

Leadership • Jobs • Empowerment • Community Inclusion

Words from the Chair, Consumer Advisory Committee

Sam Durbin

Leadership Through Personal Change is our gift to you. The Consumer Advisory Committee wants to show what we have done to have self-determined lives and help others be successful. All of us have dreams. We just have to go after them and life can change tremendously.

CAC members are accomplishing their goals and the change is amazing to watch. Now we lead by example and teach others across California to use our leadership tools. Our Think–Plan–Do strategy shows you how to do it—and it works!

CAC Purpose

The CAC advises the DDS director and staff on policies, programs and regulations affecting service delivery and supports to people with developmental disabilities in California.

CAC Beliefs

- People want to have a voice.
- People want to create ways to live in the community using natural support.
- People want information provided in ways they can understand.

My Life, My Way!

People with developmental disabilities will live their life the way they want.

Department of Developmental Services, Office of Human Rights & Advocacy Services
1600 9th Street, Room 240, Sacramento, California 95814 (916) 654-1888 www.dds.ca.gov

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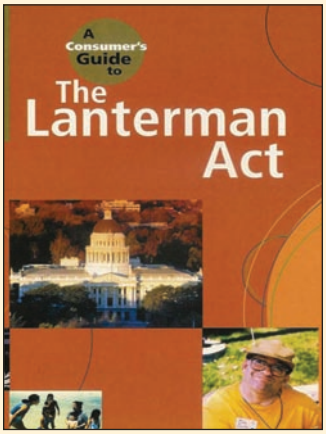
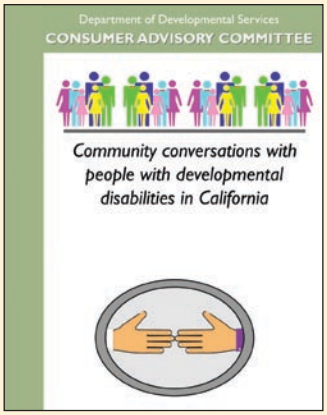
CAC Advocacy

The CAC has a rich history of developing advocacy media that provide insight on legal rights and strategies for people to live the life they want. All CAC materials are available on the DDS Consumer Corner webpage to view and download. **http://dds.ca.gov/ConsumerCorner/Home.cfm**

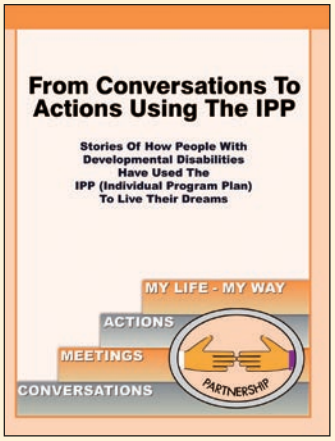
Here is a list of earlier CAC publications



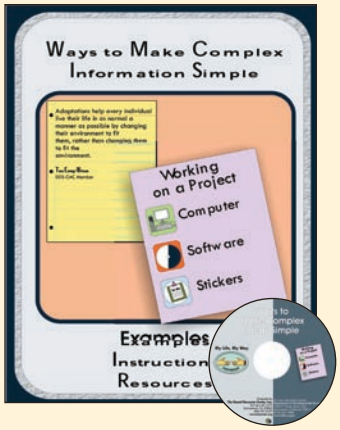
How the California law works for people with developmental disabilities.



A conversation with 400 Californians about what life is like for them.

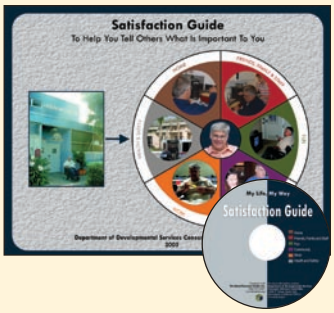


Stories about 20 people who used their IPPs to improve their lives.

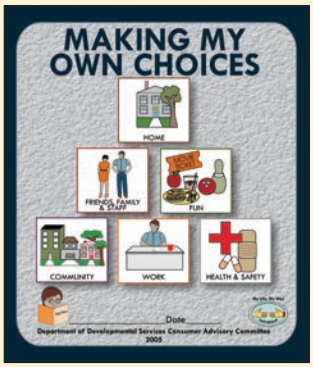


CD Rom on how to make information accessible. Includes 160 graphics.

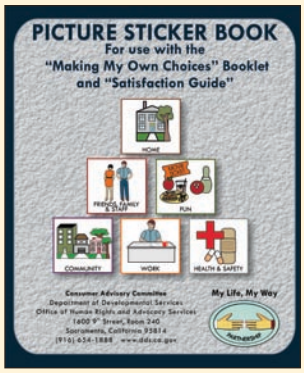
Suggestions for conducting interviews so people feel comfortable.



A Guide & DVD about Dan. The Guide is a workbook for people to identify personal preferences.



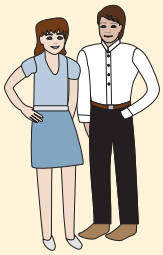
An IPP planning tool that helps people identify what is important to them.

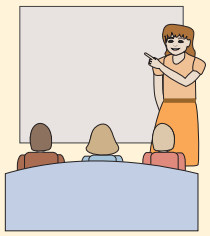


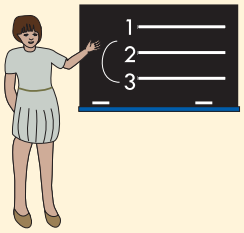
A companion to Making My Own Choices. People can express their choices using graphics.

Steps to Success

In 2006 the CAC launched a 3 year project as an outgrowth of its prior advocacy work. Members wanted to develop sequenced materials with easy-to-use strategies they could test themselves. The CAC learned, created, practiced and made changes in their own lives. This is how it happened:







1 CAC selected 4 leadership themes to research and learn about: **Taking Care of Myself, Listening & Speaking, Making Goals Happen** and **Planning & Decision Making**. Under each theme, members chose 15 focus areas important to them and advocates across the state. These ranged from "Managing my Money" to "Finding a Job."

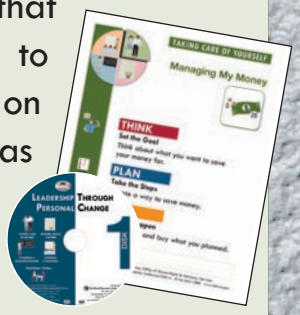
2 CAC created a quarterly training schedule, along with regular committee meetings. Each session introduced new leadership learning and reviewed subjects covered previously. Facilitators and content experts were hired to provide interactive practice at every meeting.

3 CAC developed and tested a new decision-making method called Think–Plan–Do, applying it to both personal and professional leadership work.

4 CAC members followed up learning in their communities by practicing new skills and making presentations to advocacy groups. They gathered community feedback to share at each CAC meetings.

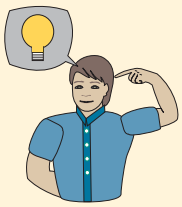
5 CAC members want jobs and so do advocates statewide! So the CAC focused 4 Think–Plan–Do DVD stories and Guides on employment: **Getting A Job, Starting My Own Business, Finding A Professional Mentor** and **Building A Career**.

6 CAC developed 15 Think–Plan–Do DVD stories and written Guides that correspond to focus areas. Members field-tested materials and added a Facilitator's Handbook that describes better ways to use their tools and tips on facilitation. Their project was completed in May 2009.

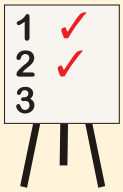


Think–Plan–Do

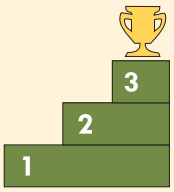
Because CAC members said many advocates depend on others to "think for them," they decided to put together a simple method that supports people to make their own decisions. Members tested many approaches and came up with their own called Think–Plan–Do. When they tried out Think–Plan– with community advocacy groups, it was well received by both advocates and family members.



Think Set the Goal



Plan Take the Steps



Do Make it Happen

What people say about Think–Plan–Do

I used Think–Plan–Do to get a job.

It is easier to make decisions using Think–Plan–Do.

Now I use Think–Plan–Do, before I would just react.

I didn't have organization before, today I use Think–Plan–Do.

I learned to use a support team with Think–Plan–Do.

Cindy White

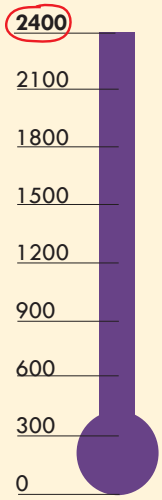
Lisa Krueger

Sam Durbin

Debbie Beeter

Robert Taylor

Think–Plan–Do DVD Stories & Guides



During the course of creating leadership materials, the CAC established its own "CAC Look." With help from consultants, they designed layouts and chose a color palette, easy-to-read fonts, graphics, along with a CAC logo and motto. Members participated not only in the discovery process but also in the production of the project newsletters, DVDs, CD-ROMs and Guides. Their materials were tested across the state at advocacy meetings, conferences and one-to-one for peer review.

Color palette

CAC graphics

CAC logo

Leadership Themes and Focus Areas

Making Goals Happen

Finding A Job

See how Cindy carried out her plan to get the job she wanted with good pay and benefits. *"I thought about what was important to me and my family, got support and didn't give up — now I have my dream job."*

Building A Career

See how Michelle took steps to build the career she wants. *"I looked into schools and met people doing what I want to do – I am motivated now."*

Having My Own Business

See how Danielle took action, with support, to start her jewelry business. *"I am selling my jewelry at fairs and conferences; I am enjoying myself and making money, too."*

Leadership Themes and Focus Areas

Taking Care of Myself

Being Calm & Relaxed

See how Krisi used a new way to help her feel relaxed during tense times. "It helped me at the dentist when I got nervous."

Being Healthy

See how Nyron took action to be healthier so he could do more things he wanted. "I keep track of what I eat and I lost weight."

Professional Image

See how Sam created his professional image and was confident as a leader. "When I look good, I know I will do good, I know I am good."

Managing My Money

See how Betty created her own savings plan to buy something she wanted. "It can make big changes in how much money you save when you use Think–Plan–Do."

Listening & Speaking

Listening & Asking Questions

See how Lisa took steps to be confident when talking with her doctor. "I listen and communicate better with my doctor."

Accepting Advice

See how Tommy met with his friend for advice about how to get a volunteer job. "I took the advice and now I am a volunteer!"

Public Speaking

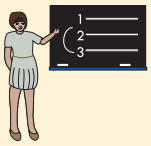
See how Michelle prepared and felt confident speaking to a large audience. "I took time to organize my speech and it was great."

Leading My Own Team Meeting

See how Lori took charge of her team meeting. "I was prepared and had a good team meeting."

Leadership Themes and Focus Areas

Planning & Decision-Making



Making a Decision

Learn about Think–Plan–Do from Tommy, Cindy, Lisa and Lori. See how Cindy used it to make decisions about finding a good job. *"I learned I am in control of my decisions."*

Mission Statement

See how Donald created his Mission Statement and how it helped make his goal happen. *"A Mission Statement tells others of who we are and where we are going."*

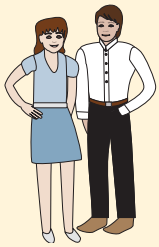
Organizing & Planning

See how Debbie used strategies to be organized and prepared. *"I think about what leaders do to be organized and professional."*

Finding a Mentor

See how Kim found a Mentor who could help her reach her goal. *"I talk often with my Mentor, she is helping me find a school."*

Building Community and Leadership



The CAC practiced leadership in their communities during the 3 year project. Members advocated and taught others using Think–Plan–Do. They joined community groups, made new friends and identified natural supports.

CAC leadership means:

- Help People First other advcacy groups.
- Speak to people at Regional Centers about Think–Plan–Do.
- Participate in Partners in Policymaking.
- Advocate for yourself and others.
- Be part of a team.
- Get out the vote on Election Day.
- Volunteer with the elderly and sick.
- Make friends in your community.
- Lead by example.
- Give back!

Our Team Approach

The CAC used support from a variety of sources. The facilitation team used their contacts in the community to find professionals interested in volunteering, mentoring and assisting members to pursue their leadership goals.

Facilitation supported CAC members at committee meetings and with their community work on mission statements, leadership goals, expanding relationships, and finding mentors. Members received monthly visits and phone calls. *"We went from needing help to solve problems, to helping others solve problems."*

Life Coaching assisted CAC members to focus on leadership goals. Members used telephone support once a month to review goals and steps to achieving what they wanted. *"Our life coach listens and asks questions so we can find answers ourselves."*

Wellness Coaching assisted members to act on healthy living goals. Members learned that being healthier also assisted them with other personal and professional leadership accomplishments. *"She helps me make conscious choices and a healthy living schedule."*

Mentoring assisted members to make community connections and develop skills. It was provided by a person chosen by a member who had expertise in the fields of interest members selected for their goals. *"She agreed to be my mentor and show me how to build my career."*

Facilitation Up Close

Tom Sardo, Facilitator and Community Member, shows Robert what is next.

Chris Pratt, Facilitator, helps Lori prepare for her team meeting.

Clyde Pomeroy, Facilitator, explains meeting materials to Betty.

Tammy Evrard, Facilitator, takes notes for Nyron.

Brian Marsh, Life Coach, calls members each month.

Facilitation provides customized support through equal partnership. Together CAC members and facilitators shared, evaluated and increased the effectiveness of this support strategy. Facilitators took direction from members, made adaptations and supported members to open new doors in their communities. Individualized for each member, facilitation ranged from converting words to pictures to introducing members to potential mentors. This experience helped develop better facilitation. Here is what facilitators learned along the way:

1. Being clear and consistent helps people apply what they learn.
2. Working with people on their terms builds independence.
3. Asking more questions and slowing down ensures success.
4. Modeling what you facilitate is essential.
5. Using "Making My Own Choices" book helps people prepare for team meetings.
6. Dividing goals into small parts makes success attainable.
7. Focused facilitation on thinking and skill building reduces need for ongoing support.
8. Listening before interacting is respectful.

Additional facilitation tips on the Leadership Through Personal Change facilitator video.

Pattie Simpkins

Krisi Franzone

Debbie Beeter

Eugenia Jones

Cindy White

Sam Durbin

Robert Taylor

John Graber

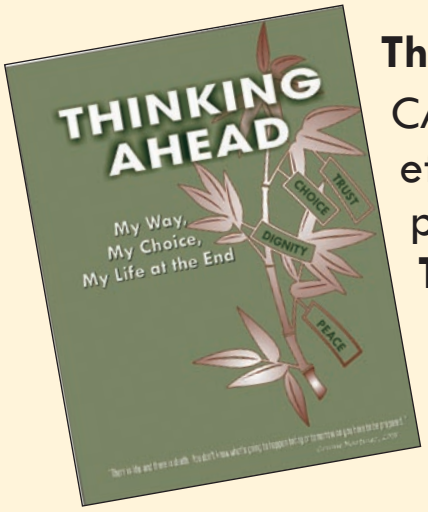
Linda Thompson

Feeling Safe, Being Safe

The CAC also developed an emergency preparedness training, easy-to-use tools and DVD called **Feeling Safe, Being Safe.**

They created a Train-The-Trainer model for advocates to teach service providers and others how to use the FSBS tools and be safe during an emergency.

Certified peer trainers taught hundreds of people and distributed more than 12,000 materials across the state.



Thinking Ahead

CAC members contributed to another self-determination effort during the Leadership Through Personal Change project. Members assisted in the development of **Thinking Ahead: My Choice, My Life at the End,** a workbook and easy-to-understand DVD on how to be in charge of your decisions at the end of life.

Think-Plan-Do, Here & Across the Country

CAC members and facilitators showed draft copies of the Leadership Through Personal Change materials to advocates and professinals at many conferences.

CAC Leadership at Conferences

2007

California:

People First of CA
Cal-TASH
Supported Life

National:

Pacific Rim Conference
APSE

International:

Plain Language Association, Amsterdam, Netherlands

2008

California:

People First of CA
Supported Life

National:

Diverse Abilities & Innovative Supports
Pacific Rim Conference
APSE

2009 *Accepted Conferences*

California:

Supported Living Network
People First of CA
Supported Life

National:

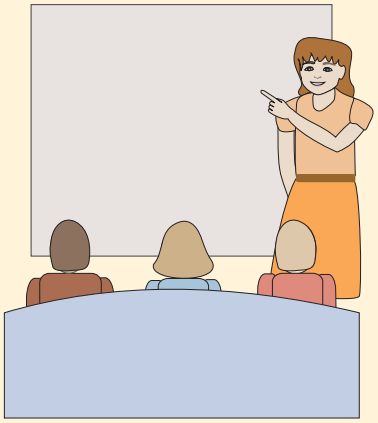
APSE
AIDD
Pacific Rim Conference on Disabilities

International:

World Down Syndrome Congress

Published:

AIDD CA Chapter Newsletter, two editions



Where to Find CAC Advocacy Media

DDS Website

CAC books, videos and pamphlets are available for download at the DDS website – Consumer Corner. Explore the many publications.

http://dds.ca.gov/ConsumerCorner/Home.cfm

All CAC advocacy media and Leadership Through Personal Change DVDs and Guides are found on the Internet. For more information, call DDS at **916-654-1888**.

CAC on the Internet

YouTube

The Think–Plan–Do and other CAC advocacy DVDs can be seen online at Youtube. Write your comments about the CAC DVDs for the world to read on the Web. **www.youtube.com** Search words: **CAC leadership**

For more information contact:

Department of Developmental Services
Office of Human Rights
& Advocacy Services
1600 9th Street
Room 240, MS-15
Sacramento, California 95814
(916) 654-1888
www.dds.ca.gov

The **Board** Resource Center
Making Complex Ideas Simple℠

BRC, an educational and advocacy consortium, facilitated the **Leadership Through Personal Change** project and produced the materials. All CAC media and additional advocacy books, videos and pamphlets are available for download. **www.brcenter.org**