



Applying Systematic Instruction to Life Dimensions Other Than Employment

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Focus areas

- I. The Significance of Systematic Instruction in Life Dimensions Other Than Employment
- II. Some Guiding Principles & the Relationship and Parallels with the 7-Phase Sequence for Employment
- III. Two Stories
- IV. Discussion

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What's so for DSPs...



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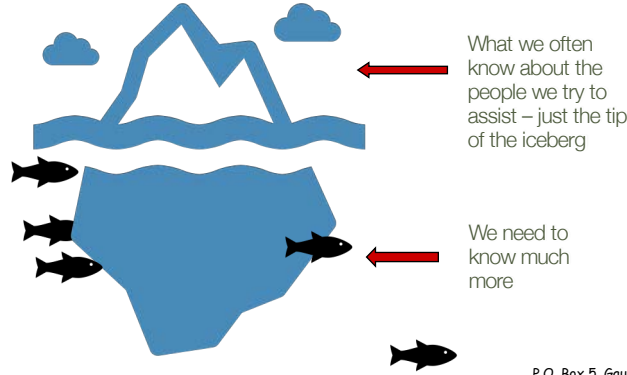
Guiding Principles

1. Training requires a balanced relationship and devoting time to know the learner. The training relationship is an opportunity for respect and a chance for true dignity.
2. Competency provides a pathway to valued social roles and access to the good things of life.
3. Everybody has a place in community, everyone has something to contribute of self.
4. Marc helped us understand how people with disabilities have vastly more growth potential than is realized by most people.
5. The more competent an individual is, the more accepting society will be of any negatively valued differences he or she may have.

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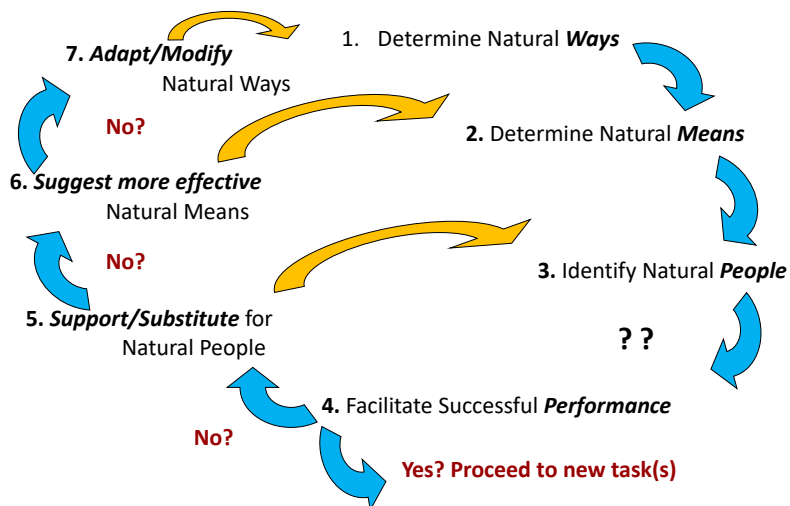
Discovery

1. Training requires a balanced relationship and devoting time to know the learner.



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The 7-Phase Sequence: Discerning when to get involved and when to step aside





Discovery

Some emerging interests

- Wanting to stay healthy
- Meeting others that are likeminded
- Seeking a fitness center to join

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The 7 Phase Sequence for selecting a local fitness center: Phase 1

1. Determine Typical "Ways"

(e.g., **What's the culture of a fitness club?** For body builders or everyday people? Classes or mostly individual? Age range of members? Attire? Cost? Contract, monthly, per visit?)

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The 7 Phase Sequence for selecting a local fitness center: Phase 2

1. Determine Typical "Ways"

2. Determine Typical "Means"

(How do members learn about fitness options? How do they learn about safe exercise, and use of equipment? How are new members oriented to center, locker rooms...?)

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The 7 Phase Sequence for selecting a local fitness center: Phase 3

1. Determine Typical "Ways"

2. Determine Typical "Means"

3. Identify Typical "People"

(Who are the people that typically assist fitness members new to the center become established and involved?)

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The 7 Phase Sequence for selecting a local fitness center: Phase 4

1. Determine Typical "Ways"

2. Determine Typical "Means"

3. Identify Typical "People"

??

4. Facilitate/Observe/Train (Determine who will do what – honoring what's typical and valued as much as possible.)

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The 7 Phase Sequence for selecting a local fitness center: Phase 5

1. Determine Typical "Ways"

2. Determine Typical "Means"

3. Identify Typical "People"

??

5. Support/Substitute for Typical People (Being certain to solve issues through the lens of the setting and not just from the perspective of the trainer/facilitator.)

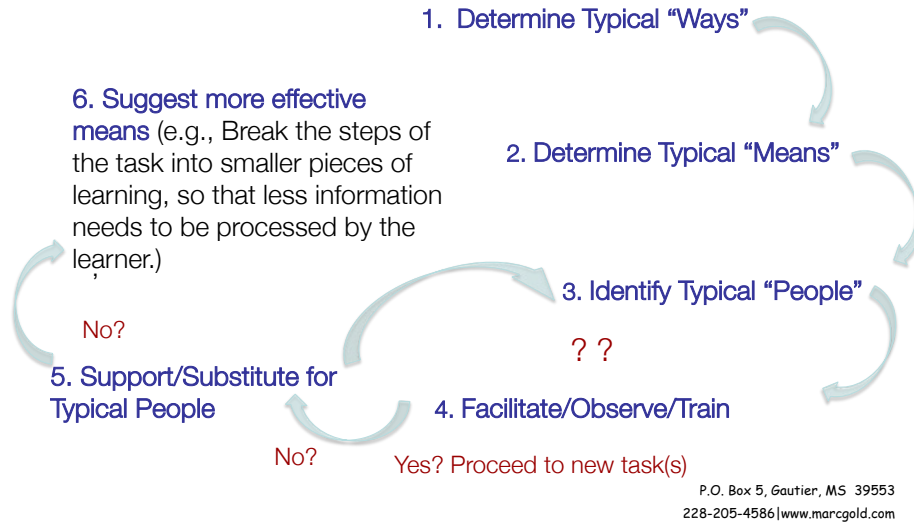
4. Facilitate/Observe/Train

No?

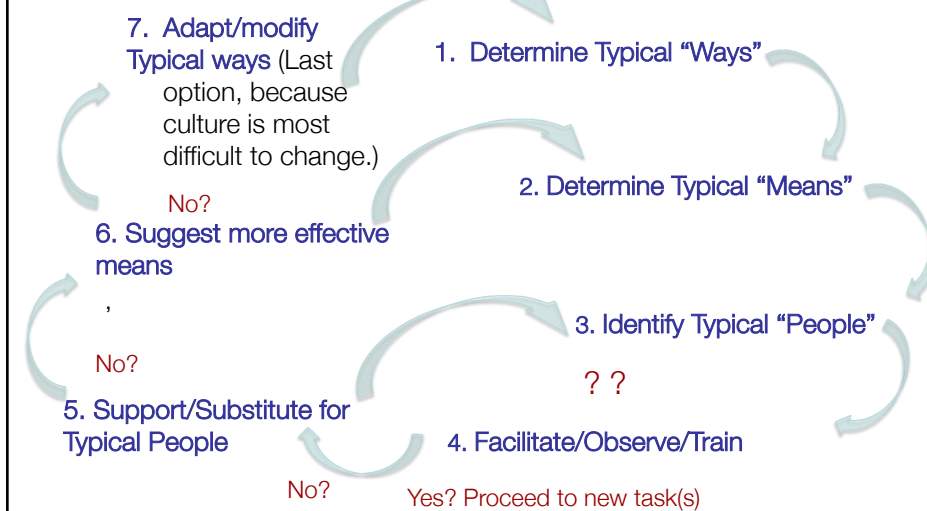
Yes? Proceed to new task(s)

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The 7 Phase Sequence for selecting a local fitness center: Phase 6



The 7 Phase Sequence for selecting a local fitness center: Phase 7



Two Applications

1. Planning instruction for roles outside of the home (e.g., faith community member, fitness club member, organizational member...)
2. Planning instruction for tasks within the home (e.g., making coffee, preparing meals, cutting grass, washing clothes...)

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Discovery

- Finding a faith community!
- Most people try visiting several.
- It took 2 tries for Michael.



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The 7 Phase Sequence at St. Anne's Church: Phase 1

1. Determine Typical "Ways"

- ✓ He wanted warmth and welcome!
- ✓ He wanted a Christian church.



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The 7 Phase Sequence at St. Anne's Church: Phase 2

1. Determine Typical "Ways"

Phase 2: At St. Anne's it
occurs in these ways:

1. Instructions from the
priest from the altar.



2. Determine Typical "Means"

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The 7 Phase Sequence at St. Anne's Church: Phase 2

Phase 2: At St Anne's it occurs in these ways:
 2. Modeling & sharing by members.....



1. Determine Typical "Ways"

2. Determine Typical "Means"

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The 7 Phase Sequence at St. Anne's Church: Phase 2

Phase 2: At St Anne's it occurs in these ways:
 3. Formal instruction & confirmation.....



1. Determine Typical "Ways"

2. Determine Typical "Means"

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The 7 Phase Sequence at St. Anne's Church: Phase 3

1. Determine Typical "Ways"

Phase 3. It's all the members and the priest!



2. Determine Typical "Means"

3. Identify Typical "People"

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The 7 Phase Sequence at St. Anne's Church: Phase 3

1. Determine Typical "Ways"

Phase 3: It's all the members and
the priest but here's Michael's
story!



2. Determine Typical "Means"

3. Identify Typical "People"

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The 7 Phase Sequence at St. Anne's Church

1. Determine Typical "Ways"

Phases 1, 2 and 3 over time.



2. Determine Typical "Means"

3. Identify Typical "People"

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The 7 Phase Sequence at St. Anne's Church: Phase 4

1. Determine Typical "Ways"

What staff did at St. Anne's:

- Found ways not to be too present
- Waited for others to assist first
- Gave Michael space
- Helped with grooming
- Transportation



2. Determine Typical "Means"

3. Identify Typical "People"

??

4. Facilitate/Observe/Train (Determine who will do what – honoring what's typical and valued as much as possible.)

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The 7 Phase Sequence at St. Anne's Church: Phase 5

Supports to the DSP

- Coached Joseph during the week
- Supports to Michael
- Before going to church -- helped with grooming, personal presentation
- Transportation

5. Support/Substitute for Typical People (Being certain to solve issues through the lens of the setting and not just from the perspective of the trainer/facilitator.)

1. Determine Typical "Ways"

2. Determine Typical "Means"

3. Identify Typical "People"

??

4. Facilitate/Observe/Train

No?

Yes? Proceed to new task(s)

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The 7 Phase Sequence faith community example: Phase 6

6. Suggest more effective means (e.g., Break the steps of the task into smaller pieces of learning, so that less information needs to be processed by the learner.)

No?

5. Support/Substitute for Typical People

1. Determine Typical "Ways"

2. Determine Typical "Means"

3. Identify Typical "People"

??

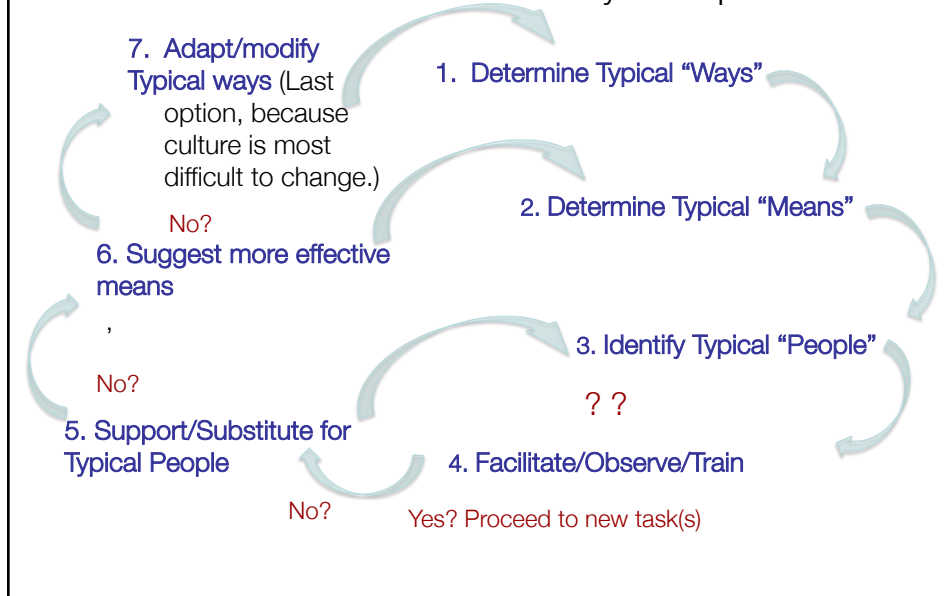
4. Facilitate/Observe/Train

No?

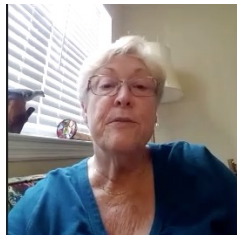
Yes? Proceed to new task(s)

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The 7 Phase Sequence faith community example: Phase 7



The people who are Michael's friends
that see his gifts & contributions



Bam describes Michael as a
"prayer warrior."

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The people who are Michael's friends
that see his gifts & contributions



Sherry appreciates Michael's
sincere care.

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The people who are Michael's friends
that see his gifts & contributions



Father Lonnie talks about
Michael's gifts.

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Two Applications

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Discovery

Determining a relevant task

- Likes coffee
- Doesn't like group home coffee
- Wants to make good coffee using the same method his parents use

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in-home example

1. Decide on a relevant task.
2. Determine who would typically teach the task.
3. Determine the method.

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Determine the method

Method

Method Preference

- Personal preference
- Family preference
- Social norm preference
- Employer preference



Method based more on individual preference



Method based more on setting/typical performance

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Determine the method



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in-home example

1. Decide on a relevant task.
2. Determine who would typically teach the task.
3. Determine the method.
4. Develop content steps.

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Develop content steps

Content

- Begin with teachable steps for the typical learner.
- Write the steps.
- Add more steps if it's noted that the piece of information is too large for the partner.
- Recall that the steps are for the trainer to keep track of learning; steps are not for learner.

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in-home example

1. Decide on a relevant task.
2. Determine who would typically teach the task.
3. Determine the method.
4. Develop content steps.
5. Train the task.

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Instruction & Informing Strategies

Informin
9

- Remember to rely on Systematic Instruction principles:
 - Precise demonstration of method for learner
 - "Timing" and information before action
 - Referencing the desired action when errors occur (no "no")
 - No news is good news
- And be certain the learner knows the task according to the method prior to performing the task on his or her own.

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Discussion

- Questions or comments about the ideas presented about applying Systematic Instruction to life dimensions other than employment
- Is this something you've done?
- Is this something that you believe could have benefits in your work, or the work of others?
- Other?

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