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"Integration" will be more than an ideology as delayed and non-delayed children play together and learn together. Experienced, specialized staff will be on the spot to offer the delayed children any added support and additional programming they may need.

We have applied for an HEW grant which would allow us to expand the program to other pre-schools within the area so that more young children may be served.

forum

This section of the ENCOR Exchange will give staff a chance to share their innovative, "wild hair" ideas with the rest of us. If you've been throwing around ideas for a new program or a new approach to an agency problem, put those ideas together and send them in. No anonymous contributions, please!

calendar

The next GOARC general membership meeting is March 1st.

trips

Charlie Galloway spent two days in Kalamazoo, Michigan this month participating in a workshop hosted by "Behavior Resources of Kalamazoo." The training of parents and teachers as behavior managers was the theme of this session.

During the second week of January, Brian Lensink and past Senator, Elmer Wallway, presented the Nebraska community services system to the State Legislative Council meeting in Miami, Florida. The Eastern state legislators were most impressed with what Nebraska has accomplished. Brian Lensink also learned about the new social services legislation, HR-1 and the social security amendment.

During the third week in January, Brian traveled to Salt Lake City, Utah to consult with the U.A.R.C. UARC would like to implement community programs and needed some help with their state legislators and state bureaucrats.

1/31/73

VOLUME 1 | NUMBER 1

the **ENCOR** exchange

116 South 42nd Street | Omaha, Nebraska 68131 | (402) 558-1115

WOLFENSBERGER VISITS ENCOR

Wolf Wolfensberger, now associated with the National Institute on Mental Retardation, Ontario, Canada, was a major influence in the formulation of services for mentally retarded citizens in Nebraska. Dr. Wolfensberger toured ENCOR facilities for 3 days this month, and before returning to Canada, reflected upon what he had observed.

Dr. Wolfensberger stressed the importance of all staff becoming aware of the history behind ENCOR and understanding the conditions that stimulated the creation of this service system.

He warned that we must "predict" conditions that will affect the delivery of services. For instance, we must adjust to our rapid growth and be thinking of modifications which will improve our present services and yet leave us readily open to change six months or two years from now.

We must "predict", for example, the effects of a future "lumping" together of developmental disability monies at the federal level. In an attempt to cut duplication of services and excess administrative functions, the federal government is moving toward programs for the "handicapped" rather than separate programs for the mentally retarded, the mentally ill, the orphaned, the physically disabled, etc. How will ENCOR adjust to such a change? How do we start adjusting now?

Apartment living for adults and foster care for children should be priority alternatives to hostel placements, said Dr. Wolfensberger. Apartment living should not be contingent upon job placement.

He also suggested that our workshops need to acquire more complex contracts, many of which would require the use of machinery. Such a move would increase the work skills and improve societal perception of retarded citizens. Work stations should be evident throughout industry in Omaha.

THE UNICAMERAL

Members of the GOARC and NebARC Legislative Committees have been hard at work the past few months. Evening coffee-discussion meetings with area State Senators were held by GOARC members in all but two districts in the Omaha-Bellevue area. These meetings gave GOARC members an opportunity to talk with their State Senators about legislative matters which affect retarded citizens. There are six major bills or amendments to present bills pending which are vitally important to the future of mentally retarded citizens in the State of Nebraska.

The first priority this year is the adequate state funding of community services programs. This means an appropriation of \$2,500,000.00. This funding is mandatory if any growth is to be expected in community programs during the coming year.

In 1968, LB-855 established the 60/40 funding partnership between State and County Government for community mental retardation programs. Recently, the State Attorney General has interpreted this piece of legislation to mean that at least 40% of community program budgets must be local

monies. An enforcement of this interpretation would certainly curtail growth of community MR programs in Nebraska; federal appropriations would have to be cut or county allotments drastically increased in order for local money to comprise 40% of a program's budget. Senator Whitney is proposing a bill which would clarify the original intent of LB-855, and indeed put legislative force behind full state funding for community-based programs.

Nebraska parents can be reimbursed for travel expenses incurred while taking their children to and from special education programs. They are entitled to 40¢ per mile between their home and school, excluding the first four miles of the trip. There is also a \$400.00 a year maximum reimbursement limitation. The four mile exclusion clause presents a serious problem to parents of handicapped children in a metropolitan area. Often a child must travel outside his regular school district to attend a Developmental Center seven or eight miles from his home. Cab fare for a child traveling to a special program on the other side of town usually far exceeds the present allotment. We are hopeful that an amendment will allow special consideration to parents of handicapped children

who must travel to other districts for a school program. Legislative Bill 92 is being proposed by Senator Duke Snyder in order to amend the previous bill and reimburse parents for actual expenditures (not to exceed 40¢ a mile). This will do away with the four mile limit and the \$400.00 ceiling.

The GOARC and NebARC Legislative Committees are also lobbying for an amendment to the Equal Employment Act. The amendment would include a clause which would prevent job discrimination on the grounds of handicapping conditions. This would provide our retarded citizens equal access to employment and also offer them legal recourse in the case of alleged discrimination.

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A bill which would mandate a central registry of child abusers is also being supported by NebARC and the Nebraska Committee of Children and Youth.

Senator Maresh, of Mulligan, Nebraska, is presenting Legislative Bill 173 which would assure a state-wide immunization program. If passed, all children under 12 years of age would be required to be protected against measles, rubella, poliomyelitis, diphtheria, pertussis and tetanus by immunization before being permitted to attend school.

An indication of your support for all these bills will help the retarded citizens of this area.

PRESCHOOLS: INTEGRATED PROGRAM

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publications

Correctional Treatment In Community Settings reviews classification of offenders, treatment settings, worker characteristics, caseload size, therapeutic methods, current themes and trends. Based on work by 125 people in 25 countries. Available from GPO, Washington, D.C., 20402 - 35¢.....Tommy: A Treatment Study of an Autistic Child, is a day by day review of a treatment program which combines behavior mod techniques with psychotherapy. \$3.25, Council for Exceptional Children, 1411 South Jefferson Davis Highway, Arlington, Virginia, 22202.

calendar

The new Fremont Family Service Office is having an Open House on Thursday, February 15, from 4 to 7 p.m. The office is located at 650 No. "H" St., Fremont.

books

A first-of-a-kind booklet, Basic Rights of the Mentally Handicapped, was produced by the mental health law project of the Center for Law and Social Responsibility, whose lawyers have been active in recent court cases such as Wyatt v. Stickney, arguing for patients' rights to treatment, education, and pay for their labor.

The booklet defines issues such as right to treatment, gives an up-to-date explanation of landmark cases and provides selected bibliographies and information about the project. It is available for \$1.25 from the National Association for Mental Health, 1800 N. Kent Street, Arlington, Virginia, 22209.

2/15/73

VOLUME 1 | NUMBER 2

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In April of 1972, a U.S. district court in Alabama in the landmark Wyatt v. Stickney court case, held that people involuntarily committed through non-criminal procedures to institutions for the mentally retarded have a constitutional right to "receive such individual habilitation as will give each of them a realistic opportunity to lead a more useful and meaningful life, and to return to society." The plaintiffs (retarded citizens and their families) alleged that because the only possible constitutional justification for civilly committing a mentally retarded person would be "habilitation", then once committed, such a person has an irrefutable constitutional

right to that habilitation!

The court ordered that minimum standards for constitutional care and training had to be effected, that each retarded person was entitled to the "least restrictive alternative" in habilitation, and that no default could be justified by reason of lack of operating funds. This ruling broke new ground on the constitutional right of the institutionalized retarded citizen to receive treatment, not warehousing.

Wyatt v. Stickney has set the stage for the pending NebARC case against Beatrice. The plaintiffs in this case (NebARC, retarded citizens, and their families) hope to prove that "individual habilitation" which leads to a "meaningful life and return to society" is not being provided by the institution. Further, the right to habilitation is the right of each mentally retarded citizen; the distinction between "voluntary" and involuntary admis-

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GOVERNING BOARD

Only two changes have been made in the structure of the ENCOR Governing Board. Grant Roberts, Cass County, is the new vice-chairman, and P. J. Morgan is Douglas County's new alternate member. Norm Magnusson, Sarpy County, remains Chairman of the Governing Board, with Jerry Gilbert as the Sarpy County alternate. Dan Lynch continues as Douglas County's member of the ENCOR Governing Board. LaVerne Marquardt is again serving as the Dodge County representative and Walter Mruz as his alternate. From Washington County, Floyd Triplett serves as a voting member with Jim Hancock as alternate. Martin Zoz is again the Cass County alternate.

publications

Proceedings of a conference on "Piagetian theory: The Helping Professions and the School Age Child" are available as a 100 page monogram for \$3.50 from Piaget Preceedings, Dr. Marie Poulsen, conference coordinator, University Affiliated Program, Children's Hospital, Los Angeles, P.O. Box 54700, Los Angeles, California 690054.

books

Normalization, by Wolfensberger, can be ordered through the National Institute on Mental Retardation, York University Campus, 4700 Keele Street, Downsview, Toronto Canada for \$9.50.

Changing Patterns in Residential Services, edited by Kugel and Wolfensberger, will soon be in its second printing. If you're interested in reading a copy now, contact Deb McCollister, central office.

trips

Linda Tarrant ventured to Pennsylvania the second week of February to consult with the State Office of Mental Retardation there.

NOTICE !

Participants in the January new staff orientation are urged to return the books loaned to them. They should be returned to Deb McCollister, Central Office, by March 2nd. March orientation participants will need them!

2/28/73

VOLUME 1 | NUMBER 3

the **ENCOR** exchange

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COMPUTER ASSISTANCE

On February 20, 1973, Diane Langel filled out the 1500th client data sheet! Information from client data sheets is transferred to computer cards and programmed on the Douglas County computer.

ENCOR now has information on 1500 terminated, active or potential ENCOR clients, as well as those citizens of the ENCOR region who remain in institutions.

ENCOR staff members, Governing Board members, funding source representatives and members of the press, have asked such questions as: "how many adult clients have moved into independence?", "how many developmental center students have entered public school?", "how many Cass County citizens have received ENCOR services?", or "how many former Beatrice residents are being served by ENCOR?"

The computerized data includes the "usual statistical" information such as name, address, date of birth, etc., in addition to range of family income, age of mother at time of client's birth, degree of

retardation and level of adaptive behavior according to AAMD criteria, handicapping conditions, dates of last physical, psychological, and dental examinations, records of previous institution and hospital admissions, education, medication, present program involvement, and name of counselor.

The significance of this computerized data is tremendous. For instance, we "require" that each client have a yearly physical examination and speech evaluation, and a psychological examination every three years. Each month, the computer can provide the names of those clients who have not met evaluation deadlines; counselors will be given these names and action to secure evaluations can then be pursued.

With computer assistance, agency planning will be more accurate. For example, when anticipating residential expansion, data on those clients needing residential placements will define the number of residences to be established (the number for children and the number for adults), the

(continued)

number and types of special facilities required (Behavior Shaping, Developmental Maximation, Structured Correctional) as well as the number of placements which might realistically be short-term. Accurate projections of service expansion will facilitate more realistic projections for staff expansion. And, of course, budget projections will be more "on target" with the availability of both service and staff expansion figures.

Diane and the central records staff predict that all computerized information will be accurately updated and comprehensive by July 1. Information that counselors gather during the application process has been and will continue to be transferred to computer cards.

If you need a special statistical report now, contact Diane Langel at the Central Office at least one week before you need the print-out. Counselors should notify Diane of client status changes. The records must be continually updated if they are to reflect an accurate picture of ENCOR services.

MANPOWER

It looks as though the Manpower training station at NPI will soon be in operation.

Training of current and future employees of Nebraska mental retardation regional systems will be the responsibility of the Manpower station. For those regional systems who contract for Manpower services, new staff training, inservice training and advanced training seminars will be available.

The stations's goals include: 1) providing general knowledge of mental retardation to all personnel of regional programs and nurturing positive and constructive attitudes toward the mentally retarded, 2) extending the concepts of normalization and the developmental model, 3) keeping the state abreast of new ideas and developments in programming, thus assuring greater system flexibility, 4) informing communities about mentally retarded citizens and the programs in which they are involved.

The Manpower station will develop a "packaged" new staff orientation which will eventually be operated by each regional system (as ENCOR's orientation now is). Such inservice training topics as principles of behavior management, precision teaching, studies of handicapping conditions, the use of medications, etc., will periodically be made available. Other topics can be requested by the regional offices.

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The Manpower station will identify and bring consultants into Nebraska. An advantage, then, of the Manpower approach will be that more than one state agency will benefit from the knowledge of a well-paid visiting expert. Joint sessions can be held in a central location, and if further, program directed consulting is necessary, the price of only one airline ticket is involved! Also, one state office concerned specifically with training needs will be able to alert each region of "experts" who work within another Nebraska MR agency.

MBO

Dr. Robert Osborne, presently in private practice and a part-time associate professor of psychiatry at NPI, has recently spent time at ENCOR discussing the application of Management by Objectives (MBO).

MBO provides a means of identifying work objectives, defining responsibilities and evaluating the results of those efforts. MBO first requires an outline of broad agency objectives.

ENCOR's global objectives are based upon the principle of normalization and the developmental model. Guaranteeing maximum growth and movement to each client

within the system, providing individualized training and developmental plans to each client, working toward integration, encouraging other agencies to provide services to the retarded, and insuring flexibility within the system are a few of the broad objectives that have been determined for ENCOR.

ENCOR may soon be engaging the services of an Omaha woman skilled in MBO who can advise us on translating these overall objectives into action terms. Each ENCOR supervisor will set individual goals with (not for) his or her employees. These goals must be specific, realistic and accompanied by relatively short-term target dates.

After goals have been agreed upon, the supervisor and employee will discuss methods of goal achievement. During "feedback sessions" evaluation of goal achievement can be discussed.

MBO offers staff members the opportunity to set their own goals, concretely understand their job responsibilities and to be judged by actual work performance.

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another day program, the advocate continues to maintain program records. Therefore, dual charts may be kept on the same pinpoints and the advocate may initially serve as "advisor" to program planning in the day program.

Staff advocacy at BSU has increased staff accountability for the progress of every child enrolled. Teachers at the BSU also contend that advocacy has promoted maximum programming for every child in the unit.

PARKING SPACE

GOARC has requested the advice of anyone well acquainted with office space currently for rent. Recently, the GOARC Board of Directors suggested that new office space with better parking facilities be obtained. A central location is most desirable in order that the office be accessible to all GOARC members.

If you have a suggestion, pass it on to Bob Perske or Earl Hurley at the GOARC office, 346-6338.

WIVES TOUR ENCOR

On March 6th, Kathie Lensink and Jane Burrell toured the wives of three state senators and seven local county commissioners through ENCOR pro-

grams. The senators' wives participating in the tour were Mrs. Keyes, Mrs. Cavanaugh, and Mrs. Dickenson. Mrs. Lynch, Mrs. Morgan, Mrs. Buglewicz, Mrs. LaVerne Marquardt, Mrs. Chester Marquardt, Mrs. Mruz, and Mrs. Zoz, wives of County Commissioners, also spent the day touring programs.

The women were able to get a first hand view of community programs in action. In addition to touring programs, they participated in a "rap" session with several ENCOR staff members. A number of them commented at the end of the day that they felt better equipped to answer questions about Nebraska mental retardation programs which citizens often ask of them.

trips

Charlie Galloway and Camie Allen spent March 7-9 in Oxford, Mississippi consulting with Dr. James Mann, Chairman of the Special Education department of the University of Mississippi. On Friday, Dr. Galloway and Ms. Allen conducted a workshop on community programs and precision teaching for the staff of a local developmental center and several University graduate students.

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CURTIS ANNOUNCEMENT

Senator Curtis announced Tuesday March 8, that he would protest proposed HEW regulations which, if put into effect, would render 80% of the mentally retarded people now receiving services through community-based programs in Nebraska ineligible for service.

Senator Curtis said that the regulations contradict the intent Congress held when it allocated \$2.5 billion to the states for use in social service programs.

Curtis stated that service for mentally retarded persons should not be based on family income. All mentally retarded citizens should have access to adequate programs.

Several GOARC members talked with Senator Curtis via conference telephone shortly before his announcement. They were most pleased with his response to them and apprecia-

tive of his understanding of the problem.

The GOARC group also talked with Senator Hruska's administrative assistant and, the following day, talked with Representative McColister.

BLAIR RESIDENCE

Closing procedures have been completed on a beautiful old home in Blair. This five bedroom home, (originally built by a Blair "lumber baron") will be used as a training residence for seven men.

The residence should be in operation by the first of May. Most of the men who will be moving into the house presently reside at the Beatrice State Home. Initially, all the new residents will travel to the Fremont workshop daily.

At 315 So. 20th St., the new residence will be a convenient two blocks from the women's residence and within walking dis-

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tance of the business district of Blair.

The houseparents, Sherri and Grant Anderson, are residents of Blair. They responded to an ENCOR ad for houseparents several months ago. During Christmas vacation, Sherri filled in at the women's residence in Blair for two and one-half weeks and decided that being a houseparent would be interesting and challenging.

In addition, a live-in assistant and two part-time aides will be hired for the new Blair residence.

The house will soon be modified to meet Fire Safety Codes; fire doors between floors, fire exits, emergency lighting fixtures and other adjustments must be made for licensing.

The Residential Administrative staff feels that the two Blair residences will meet the residential needs for adults in Washington County.

VOLUNTEER CONSULTANTS

Diane Kratochvil, ENCOR's coordinator of Volunteer Services, recently announced that four volunteers have been se-

lected to serve as ENCOR "Volunteer Consultants". Maria Klintberg, from Fremont, will be recruiting, screening, and training volunteers for Dodge county programs. From Plattsmouth, Carol Dennison will be staffing Cass county programs with volunteers. Glenda Staff of Omaha, will be providing trained volunteers for Douglas county programs, and Mrs. C.D. Howard will be coordinating volunteer efforts in Washington county.

The move to place volunteers in these positions evolved because of the difficulty one person has in coordinating volunteer services in all five counties. In order to involve the best qualified citizens as volunteers, the "recruiter" must have a knowledge of the community where recruiting is taking place. Therefore, it was logical to place citizens of those communities, who knew their community well and who had themselves been involved in other community activities, in these positions.

Three consultants participated in the March orientation for new staff and volunteers. Their enthusiasm and interest is sure to promote greater community knowledge and understanding of ENCOR's services, as well as even more growth in volunteer services.

STAFF ADVOCATES

The Behavior Shaping Unit, both an educational and residential program, employs nine people as teachers and teacher-assistants. Three of these staff members also live in the unit. Because it is short-term and intensively educationally geared, the program is not based on a family structure model.

Last August, in order to strengthen interaction between each child and one special staff member, a "staff advocacy" program was initiated. Each child has one staff member who serves as his special advocate. The advocate is responsible for making certain that his child has an adequate, stylish, clean and mended wardrobe, and that the child will see a doctor at the first sign of illness.

In addition, the advocate oversees the general trend of all programs written on a child. If a child's charts indicate that pinpointed behaviors are not accelerating or decelerating at the intended rate, the advocate is responsible for insuring that proper program changes are made.

Staff advocacy has increased accountability; teaching ef-

forts continue to be shared between staff members, but the responsibility for the success of those efforts now rests with one staff person.

Each month, the advocate writes a letter to the child's parents describing programs, progress, and any needs the child has which his parents might help meet. At parent meetings, the advocate serves as liaison between parent and program. Parents of the children have been most positive about the worth of the advocacy approach. They know that one person will make himself available to answer their questions and their concerns.

When a child graduates to a developmental center or a vocational center, the staff advocate maintains contact with his child and the staff of the new program up to six months. During a child's first week in a new program setting, his advocate may accompany him, promoting a smooth transition from the BSU to the new developmental or vocational center. As time goes on and the child adjusts to his new environment, the advocate will initiate less frequent contact, and usually will only periodically confer with the teacher or trainer.

For the child who residencially remains at BSU while attending

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cism. Certainly there are unsettled questions about what is "normal", but the beauty of normalization is that it is translatable. If we make normalization a mystical concept, it becomes unworkable, as well.

C. Fraternalism vs. Conformity. We all want fraternalism and esprit-de-corps in our employee group. We all want to "get it together." Everyone wants better communication, etc. Fraternalism is a grand thing. There's nothing more comforting than to be with people who think the same as you do, who support your beliefs, and reinforce your view of the world. But fraternalism is only a short distance from fascism in which there is no deviation from the party line, no true creativity, in which everyone mouths the phrases of the theological masters in power.

When we distort and twist esprit-de-corps, we may also toll the death knell of innovative ideas. Those of us who are "young turks" today, will be the establishment tomorrow. It's easy to mouth phrases like "undefended", "openness", "receptive to change," and the like, but in subtle, sophisticated ways those high-minded phrases can merely cover up resistance to change. Those who use them most often are most often guilty of patronizing arrogance.

SUMMARY

*".....there's simply not,
a more congenial spot...."*

People in less progressive models are very much like us, very human and very sincere. The fact that their ideologies happen to be wrong and ours happen to be right shouldn't give us much comfort. They have no monopoly on fallibility.

The reactionary and distortion models outlined in this discussion are merely two sides to the same coin. Just as old system proponents are convinced of their rightness, new system proponents are equally convinced of their rightness. There are easily identifiable symptoms, or danger signs, that identify old system thinking. Complacency, misplaced loyalty (emphasis on the program rather than the people), a highly selective admissions process, hasty expulsion of clients that "fail", and a certain smugness---an impenetrable, closed logic system, that distorts positive values or vindicates reactionary excesses.

This isn't intended to be a doomsday chronicle. But unless we can recognize these symptoms we may be next in a long line of abusers of power.

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SUNDAYS ON KRCB

On Sunday, March 25, KRCB began airing an in-depth, one-hour series on mental retardation which will continue every Sunday through May 13th. The March 25th session dealt with causes of mental retardation and the April 1st session will continue that discussion with participants Frank Menolascino (NPI), Jack Trembath (CRI), Hobart Wilse (University of Nebraska Medical Center) and Karen Faison (ENCOR).

Charlie Galloway, Mike Barker and Phyllis Chandler of ENCOR will discuss early childhood to school age children on the April 8th program. Other topics include education for pre-school and school age retarded children, community-based services, pros and cons of the institutional system and legislative needs.

These one hour programs can be heard on Sundays from 8:00 to 9:00 a.m. on KRCB-AM and again from 7:00 to 8:00 PM on KRCB-FM.

News on NebARC Case

As reported in the February 15th issue of the Exchange, NebARC,

retarded citizens and their families have filed a class action suit against the State of Nebraska contending (among other things) that mentally retarded citizens' right to the "least restrictive alternative" in habilitation is a constitutional right that can be better met in community programs than in the Beatrice State Home. In response to the suit, the defendants (the state) moved that the case be dismissed on the grounds that the court lacked jurisdiction over the matter, and that the state was not constitutionally obliged to provide a certain level of treatment at Beatrice.

On March 23, U.S. District Judge Warren K. Urbom, determined that the case should, indeed, come to trial. Judge Urbom stated that the plaintiffs should be allowed the opportunity to offer evidence of their allegations that some residents have been subjected to "cruel and unusual" punishment.

The state has filed a motion seeking an interlocutory appeal from Urbom's decision. NebARC will be working diligently in the upcoming weeks to further prepare their case.

PARENT PARTICIPATION

It has been suggested that interested parents be invited to participate in the general orientation that is now scheduled every other month for new staff members and volunteers.

This orientation introduces participants to the normalization principle, the developmental model, the community-based system of services, the role of the ARC, and the functions of each ENCOR division. During two days of our orientation, participants view films, listen to speakers and take part in related discussion. One day is spent touring ENCOR programs, and one day touring the Beatrice State Home.

The next general orientation session is scheduled for May 7, 8, & 9. Registration should be forwarded to Deb McCollister, Central Office, no later than April 16th!

Forum

by Ed Skarnulis

*"The rain may never fall
'til after sundown, by
eight the morning fog
must disappear. In short
there's simply not, a
more congenial spot than
here in Camelot."*

The history of professions in mental retardation has not been a

proud one. It is replete with examples of bad advice to parents, dehumanization of mentally retarded citizens, and a pious justification for lack of alternatives in available services. Those of us working in the field today--even in community-based programs--are becoming a part of that history. Our page in the book may be a noble one, a source of pride, a "Camelot." But as any system matures, it also becomes prey to the hazards of "institutionalizing" its attitudes and practices. The fervor with which we have embraced our good ideologies may, in spite of our sincerity, turn out to be the source of a new kind of sickness.

The following are two models which illustrate the predictable result of uncritical examination of our motives and goals.

I. REACTIONARY MODELS

When an MR system such as the institutional model fails or comes to be viewed negatively, we examine it in order to understand the symptoms which made it fail. We then carefully avoid repeating past mistakes. Instituting practices at the distant and opposite extreme, however, can be every bit as dangerous.

A. Medical Model Dominance vs. Inadequate Health Care. From the day that most of us first heard Wolf Wolfensberger describe

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what was wrong with "Medical Model Dominance", most of us knew we wanted to avoid viewing mentally retarded citizens as "disease organisms." But "medical model" is not the same as "adequate health services." A significant risk lies in over-reacting to the former at the expense of the latter.

B. Bureaucracy vs. System Vulnerability. "Bureaucracy" by definition is the tendency to protect one's own bailiwick with little regard for the system as a whole. Thus, in models of the past, we saw departments spring up define boundaries, and refuse to acknowledge anyone without identical professional qualifications. We saw smokescreen tactics of the sort that made it all but impossible to figure out what was going on. The opposite extreme of bureaucratic behavior is a "do your own thing" mentality.

If in our avoidance of bureaucracy we fail to delineate functions, if we cannot pinpoint responsibility, if everyone expects everyone else to take care of a job that needs to be done, we create a state of "anomie" or normlessness. Without some standards, without some guidelines, without some accountability, the system is vulnerable and there are no safeguards for the rights of clients and staff members.

C. Warehousing vs. Concentrated Individualism. The old models

were accused of warehousing. Mass movement and lock-step behavior resulted in a faceless, nameless protoplasmic aggregate. The opposite extreme of this would be what I call "concentrated individualism." We can focus on individualized programs to the exclusion of the majority. We can persevere indefinitely and provide a complex set of services to a fortunate few.

II. DISTORTION MODELS

What happens when a basically good, noble goal is distorted? Distortion Models are another pitfall in this brave new world of ours.

A. Dignity of Risk vs. Imprudent Risk. The phrase "dignity of risk" was never intended by Perske to mean uncalculated risk. He always added the key word "prudent." But we hear people defining dignity of risk as exposure of a mentally retarded person to situations which constitute a real threat to his basic well being. We see mentally retarded individuals expected to function as super beings, and witness the development of totally unrealistic goals.

B. Ideology vs. Mysticism. "Ideology" as defined by Wolfensberger, can be either good or bad. But at what point does ideology become mysticism?

There are those who would shroud normalization in a veil of mysti-

(continued)

provide a coordinated range of services to any one individual.

When you disagree with or are dissatisfied with the direction another staff member is taking, express your feelings to the person involved and try and talk it out.

It is so much easier to just complain to your co-workers, who have no ability to solve your problem. By simply complaining, you just undermine ENCOR's unity as an agency and create dissatisfaction among staff, without putting any effort into positive steps to solve the problem. This seems to be a rare agency, in that I strongly feel that every staff member in the system has the power to effect change if they are concerned enough about a problem to put forth the effort.

Be positive! Talk to the person directly involved and try to work out your differences. If this fails to solve the problem, tell that person that you would like to "pull in" your supervisor and/or theirs.

Only in drastic and rare situations do you have no obligation to talk to the other staff member. Usually a little open, honest communication can resolve our differences with the least amount of frustration and waste of time. Assuming we're all here for the same purpose--serving individuals--we

should be able to resolve our differences if we use a positive, honest approach.

trips

Steve Pew (BSU) and John McGee (Benson VSC) participated in a conference on "Research and Theory in Mental Retardation" in Gatlinburg, Tennessee last month. It is unusual to have data from community programs included in a research oriented conference. Knowledge of community programs is even spreading to clinical researchers!

Brian Lensink travelled to Lansing, Michigan on March 28th to participate in a "Conference on Placement of the Mentally Retarded" sponsored by the Michigan Association for Retarded Children. Brian delivered a talk entitled "A model for the Delivery of Community Services for the Mentally Retarded."

BEATRICE TOURS

Beatrice tours are scheduled for the last Monday of every month. If you are interested in going, notify Deb McCollister, central office, by the 20th of that month.

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GEISLER WSI

ENCOR workshops have been doing \$25,000/year in sub-contract work with Geisler Pet Products, Inc. Five weeks ago, a work station in industry was established on the floor of the Geisler plant to handle that contract work.

Four Bellevue vocational trainees and a supervisor from the workshop began as the Geisler WSI crew. This week, there are seven men and women working at the Geisler work station.

Each trainee is paid \$.80/hour plus bonus money from contract income when his production warrants it. During its establishment period, the work station is operating at \$150 a month less than anticipated. Other ENCOR work stations are now operating at no cost to ENCOR, and it is expected that within the year, the Geisler WSI will also be operating at no expense to the agency.

There are approximately 50 Geisler employees working at the

plant. In the area where our work station is located, there are 25 to 30 Geisler workers in production lines. Here, the sorting, sealing, and packaging procedures are handled by groups of workers. Our work station trainees form one of several such groups.

As production needs prescribe, some work station trainees now temporarily move to other jobs throughout the plant. When the job is completed, the trainee returns to production in the work station.

Everyone in the plant takes their morning and afternoon break and lunch at the same time, so there is ample opportunity for interaction between WSI trainees and other Geisler employees.

Many characteristics of the Geisler shop make it attractive as a work station: the turnover of plant staff is quite high and so there are usually openings for qualified workers; most procedures are not so complex as to prevent the transition from work station to competitive employment

(continued)

within the industry; there is no union associated with Geisler, and thus no need for securing union membership as a requirement for employment.

Congratulations to Steve Redick and Bill Tooher for the establishment of a promising work station in industry.

A BABY AT HAMILTON

On Thursday morning, March 22nd, Becky Fritz awakened the kids in the Hamilton Street Hostel to tell them she was going to the hospital. Anxiously, they pushed her out the door and told her to get that baby!

Jennifer was quite popular upon her homecoming. But since then, the kids have learned that new babies don't really do anything all that exciting! She sleeps and eats and cries sometimes. Tommy's interest in the baby has been replaced with a greater interest in her "car bed". Joe's biggest fascination seems to be the diaper changing process.

As expected, things are going well. Congratulations to the Fritz family.

VOC REHAB BILL

The Vocational Rehabilitation Bill, recently vetoed by President Nixon, failed to rouse the senate votes necessary for overriding the presidential veto.

Another draft of the Voc. Rehab. Bill is now being drawn up by several members of congress. This revision will eliminate the \$17 million earmarked for research, and reduce the number of service categories eligible for funding.

Presently, it appears that should this version be passed by Congress and approved by the President, ENCOR vocational funding will not be affected.

Anderson DPI Director

The state legislature confirmed Dr. Jack Anderson as Director of Public Institutions last week in a 30-12 decision. Governor Exon announced shortly before the vote that Dr. Anderson would leave his position as DPI's Chief of Medical Services if approved as director. In the next few weeks, Dr. Anderson will be seeking a physician to replace him as Chief of Medical Services.

OMR TO EDUCATION ?

LB-311, the proposed legislative bill which would clarify the 60:40 funding partnership between state and local government for support of community-based MR programs, was amended by Senator Stahmer (Omaha) last January. The senator's amendment would move the office of mental retardation from the Department of Public Institutions to the Department of Education.

The NebARC Legislative Committee has recommended to the NebARC Executive Board that the state ARC voice approval of such a move.

Discussion by the NebARC committee has highlighted the "pros" and "cons" of such a move. Some members of the committee point out that only four years ago, OMR moved from the Department of Health to DPI and that another such move indicates instability.

Those favoring the transfer contend that mental retardation is more properly a developmental and educational concern than an institutional one. In addition, the State Board of Education is governed by an elected, lay board. This established vehicle for consumer input would provide some assurance that advocates of community programs for mentally retarded citizens would have an effect on department policies and procedures.

COUNT DOWN

During the month of March we have been able to reduce the number of adult residents from the ENCOR region in the Beatrice State Home to 345. Adults who came home are:

Robert Sturek - returned home
George Sanders and
David Wotten - returned to the
Burt Street Hostel.
Karen Serafini - returned to
the Harney Hostel.

In the month of March we reduced the number of children from the ENCOR region to 73. Faith Hessig was placed in a developmental home.

forum

by Shirley Dean

ENCOR was founded on the qualities of honesty and unity of purpose--that purpose being to provide the best services possible to help people become as independent as possible.

With our continuously fast growth rate, it seems necessary to clarify a suggested method of solving staff disagreements or difference of opinions among staff members, who must of necessity, work cooperatively in order for ENCOR to

and ENCOR staff can be certain that the \$400.00 will be well spent.

calendar

Remember to watch "A New Hope" on Channel 6 tonight, April 30th, at 8:00 p.m. WOW newsman Ray Depa spent time touring and filming ENCOR programs during the month of February.

The GOARC Awards Night-General Membership meeting is scheduled for Thursday night, May 3rd at the First Federal of Lincoln, 42nd & Center Sts., at 7 p.m.

publications

By focusing on low birth weight babies, medical scientists may be able to eliminate the major cause of brain damage in children according to a new HEW booklet titled "How Children Grow." Single copies are available from Information Office, Division of Research Resources, National Institutes of Health, Bethesda, Maryland, 20014. Quantities may be purchased at 65¢ each from U.S. Government Printing Office, Washington, D.C., 20402.

forum

Bob Perske

I feel a sense of reverence for every mentally retarded person who holds a regular job and is doing well.

He or she may be a dishwasher or a factory piece worker or a janitor.

But, he or she had to work so very hard to get where they're at. (In many cases, harder than we have worked to get where we are at.)

That dishwasher can experience the same thrill that you or I would have if we owned the restaurant.

That factory worker can have a joy in his accomplishment that we would have if we were the president of the factory board.

That janitor can have a pride in his position akin to what we would have if we owned the building.

Many mentally retarded persons are at work and they are thrilled with their jobs.

Many other mentally retarded persons are just waiting for their chance.....

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GOARC FUN DAY

The GOARC Ways and Means Committee was established to devise ways and means to supplement GOARC's budget. And so, GOARC Fun Day was designated as Sunday, May 6th. The public is invited to Peony Park between 2 and 10 p.m. on the 6th to ride the rides, have a picnic, listen to a concert and to make bids in an art auction.

BUY IN ADVANCE

GOARC members are selling sheets of tickets (20 tickets per sheet) for \$1.00 per sheet. Two to twelve tickets will buy any ride in the park. Fifty percent of the proceeds from advance ticket sales go to GOARC. At the door purchases won't earn a cent for GOARC, so get your tickets now from Bill Hinze, Dick Lewis, or Ed Skarnulis. You might also buy them over the weekend at Turnstyle's West Center Road and Ames Avenue stores or at the Southroads. Tickets will be on sale at the Crossroads from today until May 4th. Or, if you're downtown, you may purchase tickets at the Brandeis Ticket Office.

Bring a picnic basket and spend the day. The Associated Artists of Omaha have donated paintings and other works of art to GOARC. These will be on exhibition during the early part of the afternoon in the amphitheater. The UNO orchestra will be playing then also, so you might find enrichment both musically and artistically!

Later in the afternoon Mayor Leahy will turn auctioneer, and the donated works of art will be up for bid.

Remember, only tickets bought in advance yield money for GOARC.

TO KANSAS CITY

Over the weekend of April 7th, 11 women (ENCOR clients) and five volunteers (staff members and friends of the women) rented two Ford station wagons and left Omaha at 8:30 in the morning for Kansas City. After having lunch in St. Joe, they arrived at the Kansas City city limits by 1:00 p.m. After an hour of fielding inaccurate (or perhaps misunderstood?) directions, they arrived at the Holiday Inn where they

had made reservations for the weekend. Only two of the women had ever stayed in a motel before, so the checking in, "not having to make your own bed", carrying your room key, and paying the bill-procedures were all new learning experiences for them. Eight rooms had been reserved for the 16 travelers, and interestingly enough, none of the women chose to share a room with a volunteer!

Soon after checking in, they left the motel on a shopping spree. Five small groups of shoppers decided which stores they wished to visit and pursued their respective consumer interests.

Each woman chose, requested clerk assistance, tried on, and paid for her own purchases. Dresses, slacks, a billfold and record albums, as well as gifts for parents and friends were part of the loot carried home again.

For dinner Saturday night, the Drumstick Restaurant was agreed upon. Everyone made their own selection from the menu and gave the waitress their orders. After tipping and paying their bills, there was a short discussion concerning how to spend the rest of the evening.

The weekenders got into the two cars and drove to the Six Corner

Theatres. Because the "Heart-break Kid," "The Candidate" and "Skyjacked" were all showing in the same theatre complex, each person was able to choose the movie she wanted to see, and the group again separated into smaller groups.

Most everyone was ready to head back to the motel when the movies ended at 11:30. Some of the women watched T.V., a few played cards, but most people just took showers and went to bed.

Sunday morning the women packed their clothes, loaded the car, and had breakfast at the Holiday Inn around 10:00. After checking out of the motel, the group headed to the Plaza for an hour of window shopping. The fact that the shops weren't open on Sunday morning may have saved everyone a few extra dollars. As it was beginning to snow and sleet, the non-stop drive back to Omaha began before noon.

CIRCUIT COURT RULES

Monday, April 23rd, the 8th U.S. Circuit Court of Appeals in St. Louis refused to dismiss the NebARC case against the state concerning poor and inadequate programming at the Beatrice State Home.

Earlier, U. S. District Judge Warren Urbom had denied the state's motion for dismissal. The state has contended that no

constitutional issues are involved in the provision of service. Last Monday's circuit court ruling may clear the way for a trial in Urbom's court.

GOVERNMENT JOBS

A new report from the U.S. Civil Service Commission reveals that nearly 4,000 mentally retarded men and women are holding down federal government jobs, ranging from aircraft jet engine assemblers to X-ray film processors.

Entitled, "An 8-1/2 Year Record", the report shows that 7,442 appointments of retarded persons to federal jobs were made between January, 1964 and June, 1972. The largest number of placements were made in the District of Columbia, with California and Texas second and third in placement ranking.

53% of those appointed were still working as of June, 1972--"a figure which compares favorably with turnover rates for all employees in similar grades" the commission noted.

HEARING AID BANK

When an ENCOR client's hearing is suspected to be deficient, he may be taken to the Audiology Department of the University of Nebraska Medical Center for a hearing evaluation. There, audiologists evaluate his hearing and may recommend that a hearing aid be tried.

Because in many instances it is difficult to conclusively determine from tests a retarded person's need for a hearing aid, the expense involved in the purchase of the device (around \$400.00) has seemed tremendous, to say the least.

Several months ago, Rob Portnoy, a speech and language staff member, approached several hearing aid companies in Omaha, requesting that they donate hearing aids to ENCOR's Hearing Aid Bank. The Beltone Company donated three hearing aids and Maico donated five. In addition, both companies contributed receiver buttons, cords, batteries, and battery testers.

Their donation enables ENCOR to loan a hearing aid to a client for three to four months on a trial basis, so that the need for purchasing one can be clearly established. The only expense, then, during this trial period is the purchase of the "mold", the device which fits into the ear and which must be individually sized. AD and ADC payments will cover this small expense.

If it becomes apparent that the hearing aid does not help the client, then it can be returned to the bank and nothing but the price of the mold has been lost. If the client does demonstrate a need for the hearing aid, the loaned device can be returned,

(continued)

The assessment portions of the outline completed by Vocational, Residential, Counseling, Recreation and Speech staff members, outline crucial skills which clients may already possess, or for which they may need programs designed.

Each of the persons who "evaluates" a client, participates in a group which then designs an individualized precision teaching training program for him.

Regular parental involvement in such meetings is a new and important element in program planning. It has long been recognized that for adult clients who live at home, the cooperation and involvement of their parents is essential if programs are to succeed. The Benson staff has successfully involved--not just informed--several parents in the actual planning and implementation of programs.

By sharing assessments and opinions on program direction, each person involved is better able to picture the client's total needs.

Even though the staff who participate in these planning groups are from different administrative divisions, accountability has not been overlooked. Every pinpointed objective in the teaching outline is accompanied by the name of the staff member responsible for that objective. A time line is instituted and periodic reviews involving all those "accountable" staff mem-

bers take place. If the client has reached the movement cycle aim a program change is instituted--if not, the staff member "responsible" for the program just might have to explain to the rest of the group.

GIFT FROM IBM

Through the efforts of Jim Swancutt (David's father) IBM has donated \$1750.00 to the Behavior Shaping Unit for the purchase of a complete video tape outfit! Because of his son's involvement in the BSU program, Mr. Swancutt was aware of the need for video tape equipment which could be used on a full-time basis at the Behavior Shaping Unit. The money was donated through IBM's Community Service Fund. Thank you Mr. Swancutt and IBM.

calendar

"Hillbilly Blues" will be presented next month as part of the series of summer plays sponsored by City Parks and Recreation. The play will be presented Friday evening, June 1, at 7:30 p.m. in the auditorium of St. Joseph's Hospital. Six members of the cast clients, many of whom may "try out" for other Parks and Recreation plays this summer.

"Where Do the Children Play?", produced by NARC, will be shown on KMTV's "Issues '73" program, Sunday, May 20, at 12 noon.

5/15/73

VOLUME 1 | NUMBER 8

the **ENCOR** exchange

16 South 42nd Street | Omaha, Nebraska 68131 | (402) 558-1115

HOMES FOR FAITH & ETHAN

No one was more excited than 8-year-old Faith about that final ride to the home of her "mom and dad" in mid-March after four years in an institutional setting. She literally gurgled with excitement and anticipation from the moment she got into the car that would bring her to the home of David and Ona Mayer in Plattsmouth. What a switch from the somber mood she fell into upon her return from a visit to their home the previous weekend! Now she was all bright smiles and comments about the homes she passed and the Mayer's two poodles with whom she had made friends last weekend. This time she was going for "keeps".

ENCOR has another developmental home family to add to its growing list of parents who agree to take into their family a retarded child who doesn't have a home of his own. The Mayers' have three boys, ages 11, 10, and 8, who are apparently overwhelmed to have a "sister" for a change. They have even given up a bedroom for her.

The Mayers' discovered ENCOR's need for a developmental home for

Faith from a weekly ENCOR radio show on Plattsmouth's KOTD. Mrs. Mayer called ENCOR the same day in response to Faith's needs. Dave Mayer is stationed at Offutt Air Force Base and couldn't be happier to have a daughter in his home, especially one who is such a "daddy's girl".

Now, also living in a developmental home, is the program's youngest child, Ethan, who just turned one-year at the end of April. His happy and doting family is Ray and Carolyn Fuller of Omaha and their children, Lori, six, and Lael, three.

Ethan was a full-time resident at the Developmental Maximization Unit until his need was discovered by the Fullers. He will continue to be a student there on weekday mornings. Carolyn has been accompanying him and working alongside the teachers at the unit in order to carry through on his skill programs at home. He is getting help in learning to sit by himself and to hold his head up. He also gets physical therapy exercises every day.

Ethan can now hold his head erect

(continued)

for two minutes at a time and is showing improvement on a sucking program. Although he has only four teeth, he's eating (and loving) Franco-American spaghetti, carrots, oatmeal and even cake! On his birthday he had his first chocolate shake.

To be sure, Ethan has become a center of attention for the whole family--which has caused five year old Lori to ponder, "He's a pretty little baby and all, but why does he have to be a boy?!"

WOLFENSBERGER WORKSHOP

On April 27th, Wolf Wolfensberger presented an all day training session to staff members in community MR programs across Nebraska. His afternoon session dealt with the challenges of serving the profoundly retarded/multiply handicapped person in the community.

Dr. Wolfensberger reminded his audience that many of the rationales once given for not serving any retarded persons in the community are now platitudinously quoted with regard to severely impaired persons. We must recognize these statements as myths which can be dispelled in the same way that earlier myths were.

Seven key interacting measures for the activation of the severely impaired person were presented:

1. physical therapy

2. movement oriented curriculum
3. outreach to younger children
4. behavior modification
5. developmental materials
6. special developmental environments
7. developmental role perceptions and expectations

Our weak point would seem to be prosthetic devices. Dr. Wolfensberger consistently emphasized our great need for equipment and "gadgetry." In slides of Scandinavian institutions, rooms and shelves of individualized prosthetic equipment designed to allow even the most handicapped person to be mobile, were shown. Even a child with severe cerebral palsy was able to move about on an adapted bicycle. Great ingenuity can spur "equipment creations" which give a handicapped person a degree of control over his environment.

INTEGRATED BOWLING LEAGUE

Thirty-one students and staff members from the Omaha Technical College and nine trainees from the Benson Vocational Services Center are bowling on a Thursday afternoon league at the Rose Bowl. The teams bowl three games between 4:00 and 6:30 p.m.

The league offers both the OTC students and the workshop trainees an opportunity to meet, socialize, and build friendships with new acquaintances.

(continued)

Counselors are teaching the men and women from the Benson VSC to take the city bus from the workshop to the Rose Bowl, and from there to their own homes. When the new routes are mastered, these adults will be quite independent in this realm of their social lives.

Sue Elliott, the recreation consultant from the Benson area, plans to approach other bowling leagues in the area, encouraging them to invite a few retarded persons to join their leagues.

CITIZENS!

At the NebARC convention, April 28-29, the general membership voted to change the Association's name from the Nebraska Association for Retarded Children to the Nebraska Association for Retarded Citizens. At the national level, such a change is being advocated for NARC.

DATA FOR STATE

An amendment to LB259 (the budget bill) will provide Nebraska government with interesting data on programs for mentally retarded citizens. The Department of Public Institutions has been instructed to randomly select 200 mentally retarded persons within it's jurisdiction, including those participating in regional community programs, Beatrice, Hastings and Norfolk, and to ascertain the growth and development of those persons over a period of one year.

A report on this data must be presented to the Governor and the Legislature by October, 1974.

PARENTS ARE INVOLVED

Another two parents participated in ENCOR's orientation this month. New staff members, volunteers and parents heard presentations on normalization, the developmental model, the history of services to mentally retarded citizens and the evolution of ENCOR's system of services. One of the three days was spent visiting ENCOR programs in the Omaha vicinity.

The orientation provides a "philosophical" introduction to ENCOR. Through this session, parents, volunteers and staff members are often able to recognize and share their common attitudes and goals for mentally retarded persons.

Invite parents you work with to participate in the session. The next one is scheduled for early July. Contact Deb McCollister for more information.

BENSON PILOT PROJECT

Several months ago, in response to a need for individual "cross-divisional" planning, Benson Satellite adult services staff members drafted an "Individual Evaluation and Training Outline." This outline provides for an initial assessment of client skills upon intake, cooperative planning by parents and involved staff, as well as periodic review.

(continued)

GOARC NEEDS AS MANY SUCH MEMBERS-WITH-A-MISSION AS THEY CAN GET.

BEHIND THE SCENES, THERE ARE MANY ENCOR PERSONNEL WHO HAVE AN INTENSE HOPE AND INTEREST IN THEIR VOLUNTEER COUNTERPARTS.

MUCH OF GOARC'S INCREASING POWER-FOR-GOOD CAN BE ATTRIBUTED TO ENCOR'S ENTHUSIASTIC VOLUNTEERISM.

So, what can we say?...We say thanks for choosing to be an active part of the GOARC volunteer movement.

* * * * *

The "forum" section of the *Exchange* provides you a soapbox from which to speak. If you have proposals, criticisms, explanations, whatever, please submit them. If it would encourage contributions, we could switch the title of the column to "Letters to the Editor" or the "Public Pulse." What do you think?

calendar

There is a rock concert happening at the Fremont Memorial Stadium, Saturday night June 2nd. OTIS, RAT-BAT-BLUE and ECLIPSE will be playing from 8:00 to 12:00 p.m. donating

all proceeds to ENCOR. Admission is only a dollar!

BITS and PIECES

Becky Knoke, secretary at the South Vocational Services Center needs a roommate. If you have any ideas, call her at 733-4977 or in the evenings at 331-1878.

publications

Murdock, Charles W.; Civil Rights of the Mentally Retarded: Some Critical Issues. Notre Dame Lawyer, v. 48, October, 1972: 133-188. This analysis focuses on guardianship, institutionalization, and education. Recent litigation is documented and minimal constitutional standards for adequate habilitation are given in the appendix.

FOR SALE

Jim Carter has two studded snow tires from a Vega and a trailer hitch for sale. (They are in great shape!) Give him a call at the Cuming Street residence, 551-5091.

5/31/73

VOLUME 1 | NUMBER 9

the **ENCOR** exchange

116 South 42nd Street | Omaha, Nebraska 68131 | (402) 558-1115

SPRING FLING

Eleven developmental home families had a Spring Fling family picnic at Dodge Park, Sunday, May 20th. Swings and slides and a ripping softball game (to say nothing of potato salad, hot dogs and baked beans) kept nearly 80 people busy on a beautiful day.

Darron Shepard walked up the slides' ladder and proudly slid down--with no assistance from anyone!

The afternoon gave many families an opportunity to meet one another, and allowed some developmental home parents a chance to renew friendships which began in their parent education classes.

APARTMENTS

by Grant Loyd

Currently, ENCOR is serving 26 individuals in 13 staffed apartments, with 15 staff members. Several staff members and clients are waiting to move into new apartments at the end of the month.

Early in April Jack Conrad and

Chuck Traster began living independently in their apartment at 519 South 28th Street. Bill Wilson, who had been living with Jack and Chuck, left Omaha to work on a fishing fleet out of San Francisco. At that time, Jack and Chuck felt they would like to live without a staff member and things have gone quite well since then.

PLEASE READ

Apartment staff member recruitment has continued to be a major problem in setting up semi-independent apartments. Currently there are 15 men and women waiting for staff members in order to move into an apartment. Many have been waiting several months--this is not good. We critically need staff members. They should possess maturity and good judgement and may be male or female. Approximately 6 of each are needed. This is what staff members look like:



(continued)

This is how many we need right now:



If you see or know of or hear of or even suspect someone of having the potential for being an apartment staff member—please call Grant Loyd, Central Office.

Many, many creative people work for ENCOR. Your help would be very much appreciated—both referrals for potential staff and suggestions for places to recruit staff are needed.

311 A and 403 PASS!

The Unicameral passed LB311A and

403 last Friday! 311A gives community-based mental retardation services an extra \$500,000. This money will be distributed among the six regional programs as well as the state Office of Mental Retardation.

LB403 insures that by 1976 school systems across the state will be responsible for securing or providing a public education for all young people between the ages of 5 and 21, no matter their handicapping conditions.

The legislation allows that school systems may contract for services if they desire, but, the significance of the legislation rests in the fact that our public education systems must assume their responsibility for educating all children.

forum

by Deb McCollister

Through reading or listening to lectures on normalization, most of us have at least encountered the thought that in reducing stigma that mark a person as deviant, we "enhance his acceptability" in the community. Many of us, however, have a tendency to get hung up over the fact that we don't believe appearances should affect people's attitudes and therefore we play-

(continued)

down or ignore grooming and appropriate dress as part of adult clients' development.

How many women clients have you seen wearing bobby sox and tennis shoes (with a dress), pony tails or silver-beaded jackets to work? Perhaps we have put an end to institutional "bow" haircuts, but have we gone much further in helping to reduce characteristics that set people aside?

In the institution, the rationale for unbecoming, look-alike clothing and hairstyles was the ease with which they could be administered. Are our rationales any better: "Parents won't allow their children to be dressed fashionably," or "no one can afford to dress like that." Let's not assume things are impossible before we expend any energy. A clever eye at Target, Richman-Gordman or K-Mart can pick out labels that read "polyester blend, machine washable"—comfortable, practical purchases that are also inexpensive.

Some of us choose not to bend to the dictates of the "capitalistic world of fashion." Great! But let's be certain we're not dictating choices to our clients by failing to make other experiences

readily available to them.

forum

*Joe Friend, President
The Greater Omaha
Association for
Retarded Children*

*Bob Perske
Executive Director*

A rich and beautiful thing is happening in the midst of GOARC's wide array of activities. This thing should never be taken for granted. Both of us are aware of a large number of beautiful persons who happen to work for ENCOR during the day. But, during their time off, they come on board as volunteers and they work within the GOARC system as members-in-full-standing to further fight for the rights and dignity of mentally retarded citizens and their parents.

From these observations, we can draw the following conclusions:

ENCOR PERSONNEL USUALLY MAKE EXCELLENT AND ENTHUSIASTIC GOARC MEMBERS.

ENCOR PERSONNEL EVIDENTLY HAVE A STRONGER THAN AVERAGE COMMITMENT TO MENTALLY RETARDED CITIZENS.

(continued)

counselor, they are expected to extend the child's school program into the home environment in areas in which he needs special help.

The natural parents usually retain legal guardianship of the child and are consulted in all major decisions affecting him. They are given periodic reports by the placement supervisor on the child's progress and are welcomed to schedule monthly weekend visits with their child if they desire. The natural parents also have continued counseling available to them.

Before a particular child is placed in a developmental family, the placement supervisor is responsible for finding an appropriate school placement that will suit the child's developmental level. ENCOR also provides a monthly living expense for the child's care, arranges for the funding of medical bills, and supervises the placement very closely in order to work out problems that may arise. If you have more specific questions regarding the developmental home programs, please contact me or Marsha Honrath.

publications

Who Did What to Whom? Recognizing Four Behavioral Principles in Action, is a 16 1/2 minute color

film recently produced by Dr. Robert Mager and distributed by Research Press Company, 2612 N. Mattis Avenue, Champaign, Illinois, 61820 (preview charge, \$5.00). The film uses 40 staged scenes of typical events at home, at school or on the job that illustrate some basic principles of behavior: positive and negative reinforcement, punishment, and extinction. The advertisement says that the scenes are humorous, but true to life, allowing for identification with a minimal amount of threat. This is a training film, and as such has been made so it can be stopped after each scene for discussion.

To Live With Dignity is a 29 minute, color film produced by the Institute of Gerontology of the University of Michigan/Wayne State University, and distributed by the University of Michigan Television Center, 310 Maynard Street, Ann Arbor, Michigan, 48108. This film presents a synopsis of a three month project in which staff work with 20 disoriented elderly people who had been institutionalized for a long period of time. The program's goals were to help each person become self-sufficient and to become more aware of the world about him. The film is designed for use by geriatric ward staff or nursing home personnel.

6/15/73

VOLUME 1 | NUMBER 10

the **ENCOR** exchange

116 South 42nd Street | Omaha, Nebraska 68131 | (402) 558-1115

HEW Reorganization

In order to "carry out the administration's dedication to the betterment of all people by focusing on those areas in greatest need, and coordinating, not fragmenting, federal efforts in their behalf," HEW's Secretary, Casper Weinberger, has begun extensive reorganization of HEW. A new Office of Assistant Secretary for Human Development has been created with jurisdiction over the Office of Child Development, the Administration on Aging, the President's Committee on Mental Retardation, Youth and Student Affairs, the Office of Indian Programs, the Office of Youth Development and Delinquency Prevention, a new office of Rural Development, the Office of Mental Retardation Coordination, and the President's Council on Physical Fitness and Sports.

Weinberger has ordered that the same organization be effected for regional offices. Critics of the shuffling maintain that this action means throwing together operations like the Office of Child Development (operating bud-

get: \$400 million) with politically appointed advisory councils and committees which operate no programs at all. The success or failure of federal streamlining efforts should become apparent within the next several months.

Forum

by John Mixan

On Monday, May 14, ENCOR was given a Special Use Permit for property located at 2608 Washington Street in Bellevue, Nebraska. This address is that of a home that we intend to use as a children's hostel. Previous attempts to purchase homes in Bellevue have been unsuccessful, mainly due to neighborhood resistance to having a hostel located near them. There was no lack of neighborhood resistance in this quest either, just some pro neighbors to offset the con neighbors and an understanding City Council and Planning Board.

Most people do not understand why we have to go through the

(continued)

City Planning Board meeting and the City Council meeting. The reason is due to the make-up of the residences (in most cases six to eight unrelated people living in one household) and the nature of our work, (teaching skills and so on to the children in the hostel). Thus, we do not fit into any existing zoning pigeonhole. As a result we have to file for a Special Use Permit to accommodate our needs, and all such applicants for permits must go before the City Planning Board and the City Council, with both pro and con neighbors invited to the meetings.

Finally, having the City Council's blessing, which amounts to a one year probationary period permit for our operation, we are in the process of purchasing the home. During this probationary period, we must prove to the community and the City Council that we will operate the facility smoothly and will in no way disrupt the neighborhood atmosphere. Specifics as far as the Special Use Permit go are that we will have no child in the home under five years old and no child over 16 years old. In addition, the permit states that we will not house more than six children in the home at any one time.

The City Councilmen left no doubt in our minds that the addition of any other hostels in the Bellevue community depends nearly, if not entirely, on the successful operation of this newly acquired hostel. This in itself isn't that bad because we can and are running all of our hostels successfully at this time. However, none of our existing neighbors are trying to disprove us and find fault in our program. This is not the case in Bellevue. We certainly have reason to believe that there are some people in the new Bellevue neighborhood that definitely are going to do everything that they can to discredit our operation of the Bellevue hostel.

Latest word is that the anti-ENCOR neighbors have filed a suit against the City of Bellevue and Sarpy County for granting us the permit. They question whether or not the City Council has the authority to grant such a permit. Thus, our negotiations for purchase of the house are slowed down because the Sarpy County Commissioners are concerned as to whether or not it is a good idea to purchase the home with legal suits being filed. So, at this time the purchase of the home is in the hands of the Sarpy County Commissioners; whether or not we will purchase the

(continued)

home depends on their approval.

Hopefully, you now have a better picture as to what is happening in Bellevue and a little better idea of the kind of cooperation that we will need from all involved if we do in fact purchase the home.

Forum

by Kathy Gromko

In order to circulate information concerning developmental homes to all ENCOR employees and to clear up any questions that exist, I would like to give you a brief look at our program.

ENCOR's developmental home program was established in January 1972 to provide a residential alternative for delayed children up to 16 years of age. The children who we consider for placement are primarily from two groups: 1) children who are presently in an institutional setting but for whom our program has been agreed upon as an alternative living situation by the institution and the guardians involved; 2) children who are presently residing with their natural family in the community, but where severe family problems have forced the family to seek another placement for the their child.

The latter referrals usually come to us from the child guidance counselor involved with the family. Parents who are beginning to consider the developmental home program as an alternative for their child should have the understanding that we will only actually work with families whose need is such that long-term placement is both indicated by the situation and agreed upon by the parents.

The placement of a child in a developmental home means that an ENCOR developmental family, as select, paid employees of ENCOR, will be raising the child to adulthood. It is the long-term nature of our program that makes it unique in comparison to the other foster care programs. For the child's sake, we want to assure as much as possible that the developmental home placement will be the last family move he will have to make in his young life. For purposes of the child's sense of identity, security, and growth, we feel that this policy is necessary. In effect, we ask our developmental parents to raise a delayed child much as they would one of their own children--as part of a loving family.

Developmental parents attend a four part parent education session which involves a closer look at mental retardation: normalization, behavior management, emotional problems, etc. With this background and the aid of a

continued

Hopefully, we can all make our development in serving the mentally retarded the last major development in mental retardation services, with only continual refinements necessary.

AGENCIES COOPERATE

Tom Miller has been working with directors of United Cerebral Palsy, Nebraska Easter Seals Society and the Nebraska Epilepsy League in order to jointly apply for funds from Developmental Disabilities. These funds would be used to develop a comprehensive regional information and referral service for all developmentally disabled persons, mentally retarded, cerebral palsied, and epileptic.

After a two month planning period, the agencies will, if funds are granted them, develop a comprehensive service directory, computerize client data information and produce two brochures describing developmental disabilities.

We Need a Piano

Anybody know where we can get a piano for free or for very few dollars? A fantastic volunteer at the North Vocational Services Center, Martha Parker, is also a state representative for the Gospel Music Workshop of America. While she was in Kearney with a group of Special Olympics participants, she gathered a group

of women around the piano and got them turned on to singing gospel music. If she had a piano at the Workshop, an evening or weekend group might get off the ground. If you have any ideas about securing a piano, call the North VSC.

publications

The President's Committee on Mental Retardation recently issued MR 72, Islands of Excellence, its annual report.

In the words of Caspar Weinberger, Chairman of PCMR, the report "presents a number of national, state, regional, and local programs that typify the positive approach to prevention and alleviation of mental retardation...As islands of excellence, they emphasize that only a relative few now benefit from current knowledge of human development, biomedical technology, and a respect for human dignity."

One "island of excellence" cited by PCMR was ENCOR. The article briefly describes a boy and a man who returned to Omaha and ENCOR programs from the institution.

The report speaks of normalization, and the means of reaching President Nixon's goal of enabling "one-third of the more than 200,000 retarded persons in public institutions to return to useful lives in the community."

6/29/73

VOLUME 1 | NUMBER 11

the **ENCOR** exchange

116 South 42nd Street | Omaha, Nebraska 68131 | (402) 558-1115

PEP

Sixty young people between the ages of 14 and 22 have elected to work in recreation programs with mentally retarded children this summer. PEP, Public Employment Program, is a federally funded project, locally sponsored by the Concentrated Employment Program, that gives students from disadvantaged families a chance to work during the summer. The students choose which community programs they wish to work in, attend a training program sponsored by the agency supervising the placement, and then go to work for \$1.60 an hour, 20 hours a week throughout the summer.

The PEP participants spent four days this month in a training orientation viewing films, listening to lectures and participating in discussions about normalization, the rights of retarded persons, behavior management, and developmental recreation activities.

Four PEP participants were selected as supervisors and will work a full forty hours a week at \$2.25 an hour. They

will work with the City Parks and Recreation staff members who will directly supervise the programs at South Christ Child, the West YMCA, and the North YMCA.

ENCOR's Developmental Recreation Department has worked to develop community sponsorship of these three recreation programs for mentally retarded children. The Rec Department conducted the week long training session and will serve to consult with the three recreation centers, the City Parks and Recreation supervisors, and the PEP participants.

LEGAL RIGHTS

A year ago, the Supreme Court reviewed a case concerning the institutional commitment of a mentally retarded person accused of a criminal offense. The following brief description of the action in behalf of this mentally retarded person may make you familiar with another segment of the evolving legal and civil rights movement for mentally retarded citizens taking place in our country today.

continued

The Supreme Court referred the case back to the Indiana courts for further action on the criminal charges.

Theon Jackson, mentally retarded and deaf, was charged with separate robberies of two women involving money and property of a total value of \$9.00. After a plea of "not guilty" was entered on his behalf, the Indiana Trial Court began procedures for determining his competency to stand trial.

Two psychiatrists were appointed to examine him and a competency hearing was held at which he was represented by counsel. Because of Jackson's lack of speech and lack of hearing, the evidence presented indicated that he was unable to understand the nature of the charges and unable to participate in his own defense. The evidence presented also showed that because of Jackson's lack of intelligence and the absence of facilities in Indiana that could help him, Jackson's condition was not likely to improve!

The trial court declared that Jackson was not able to prepare his own defense and ordered that he be committed to the Indiana Department of Mental Health until that Department could certify to the Court that the defendant was competent to stand trial.

Jackson's lawyer filed a motion for trial contending that Jackson was in effect being given a life sentence without ever having been convicted of the petty thefts with which he was charged. The Supreme Court, in June of last year, contended that committing a person indefinitely because he was declared incompetent to stand trial deprives that person of his liberty without due process of law guaranteed by the 14th Amendment to the United States Constitution.

The Supreme Court noted that Jackson's commitment was not based upon any inquiry into his ability to function in society or upon society's interest in his restraint or society's ability to aid him through care or compulsory treatment. *Due process requires that the nature and duration of commitment bear some reasonable relation to the purpose for which the individual is committed.*

A person charged with a criminal offense and committed solely on account of his incapacity to proceed to trial is denied due process of law if he is held more than the reasonable period of time necessary to determine whether there is a substantial probability that he will attain the capacity to assist his own defense in the foreseeable future. Therefore, the state must either release him from custody

continued

or institute the customary civil commitment procedures which would be required for any other citizen who had not been charged with a crime. If it should be determined that he will soon be able to stand trial, his continued commitment must be justified by process toward that goal.

Forum

by John Mixan

While reviewing Wolf Wolfensberger's essay on the history and development of services for the retarded, it struck me as to how easy it is to view the retarded in one or more of the unfavorable views listed by Wolf. Hopefully everyone is aware that ENCOR, as a human management agency, is set up to view the individuals we serve as developing persons. Even our most severely retarded clients are perceived as capable of growth, development, and learning. We are set up on the normalization philosophy and our programs are structured so as to facilitate the view of the people we serve as developing persons. However, within the superficial structure of the agency, I think it is easy to fall back into viewing the retarded person as an object of pity. Maybe this is not that apparent on a large scale, i.e., "oh, you poor thing", level--but on a small scale it's more ob-

vious: "Here, I'll tie your shoe for you".

As mentioned, the agency structure for a "developing-person approach" to our clients already exists. It is the responsibility of each of us that work at ENCOR to develop, implement, and nourish our own internal structure for viewing the retarded as developing persons. How? Maybe we can examine our interactions with clients, policies that affect clients, etc. Maybe we can set up programs on ourselves to increase awareness of our interactions with clients. More than likely all of us are guilty of looking at clients in unfavorable ways at times. This isn't necessarily bad, probably it's normal because many of us have been conditioned to "pity less fortunate" people. But, it is important that we work on changing our "undesireable" habits.

Approaches to working with the mentally retarded have gone through many changes over time. Quite probably those people who were involved in the different approaches felt that their approach was correct. We know our approach is correct, but in order for it to be totally correct, we must go beyond the external structure of normalization and incorporate it into an internal personal approach which is part of all our interactions with those people we serve.

continued

the Constitution and by the laws. The state cannot grant services to some and withhold them from others merely because it would cost more to give services to all. So, there are some special advantages in turning to the courts."

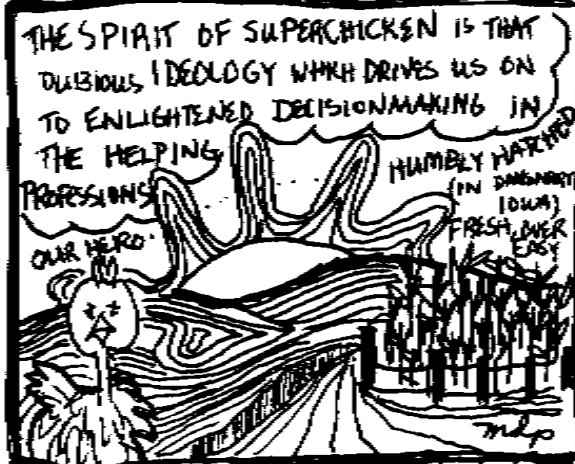
"Child Advocacy: Report of a National Baseline Study" by Kahn, Kamerman, and McGowan of Columbia University School of Social Work underscores the continuing need to probe the question of how advocates can successfully contribute to affecting change in community services and attitudes and in institutional behavior regarding children and young people. This study was supported by a grant from the Office of Child Development to contribute to clarification of the nature and practice of child advocacy.

Copies of "Child Advocacy: Report of a National Baseline Study" may be secured for \$2.00 a copy through the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402.

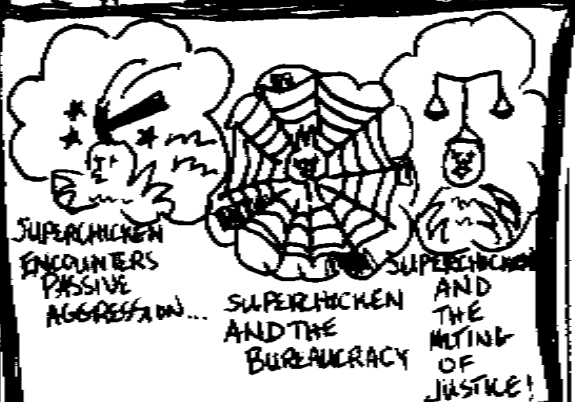
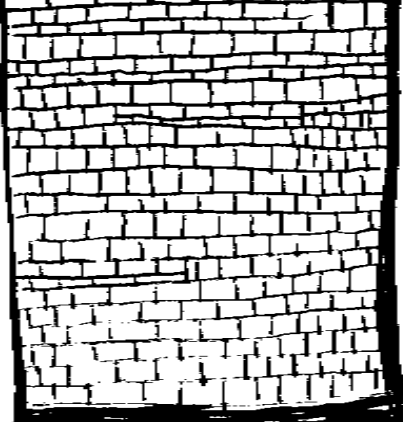
CONDOLENCES

We extend our sympathy to Jim Moenssen on the death of his father and to Em McNeil on the death of her mother.

THE ADVENTURES OF SUPERCHICKEN



OF COURSE THE FLIPSIDE OF IDEALISM IS REALITY. AND SUPER CHICKEN WILL BE MEETING WITH A FEW OBSTACLES...



WATCH FOR FURTHER ADVENTURES!

7/13/73

VOLUME 1 | NUMBER 12

the **EDCOR** exchange

115 South 42nd Street | Omaha, Nebraska 68131 | (402) 558-1115

THE GREEN MACHINE

by Kurt Rheinheimer

Space considerations prevent full justice being done for a team which features a jackhammer offense and a vacuum cleaner defense, as well as some guys who can play ball. However, here are a few notes of interest as Larry Buswell's Green Machine heads into the last weeks of a rugged pennant fight leading the league with a 5-1 record.

The team batting average through those six games was .476; the team fielding average has not been calculated, but is probably about the same as the batting average. Jim Marquiss (.545), last year's Dick Allen, has been on time for every game and hasn't missed a team flight yet. Jim Byrnes (.454), who continues his creative base running, came within one out of pitching a shut-out against Pendleton. Grant Loyd (.450) and Rick Albaugh (.563) have proved to be a dynamic double play combination, and continue to battle for team leadership in insulting the coach.

And coach/catcher Buswell (.538) has had a successful season climbing backstops for fouls and scheduling practices only on days when it rains.

Mike McGee (.500) and Greg Jacobsen (.167?) have played third and first respectively (and sometime respectably) and continue to battle for team leadership in taking insults from the coach. Lee Anderson (.272) hasn't thrown a base all year; however, his record toss of last season could stand for years. Paul Carter (.600) continues his fine all-round play and careful scouting (of female spectators). Larry Kohn (.636) has played right field with the arm of Roberto Clemente and the mouth of Harpo Marx. Russ Marcault (.444) continues to play flawless center field. Duane Pieper (.400) has filled the role of utilityman extraordinaire. And Kurt Rheinheimer (.625) continues to take rainouts harder than anyone.

So check out the Green Machine this Monday night - July 16 - against Texaco, 8:15 p.m. at scenic Gifford Park, 33rd & Cass. Our avid cheering section is head-

continued

ed by the "Triple-M Threat" of Margaret Buswell, Marvel Byrnes and Melanie Rheinheimer. Hitting coach, John Davis, will also be on hand with caustic advice for the team, the fans, and the umpires.

AN ADVENTURE

by Kathy Gromko

Curiosity and common sense describes 11 year-old Tony's recent adventure at the home of his new developmental family, Mrs. Annie Clark and her four children, of Omaha.

Tony, who has resided at the Beatrice State Home for 8 years, was visiting his new family for the first time on the weekend of June 2nd. He was "super-charged" about the visit to begin with; many things were new to him and he had a thousand questions.

On Saturday afternoon he was playing in the yard with his "brother" and three "sisters". Assured that things were going well, Mrs. Clark stepped into the house for a few moments. When she returned, Tony was not in sight. She questioned her son, but he didn't seem to have any ideas of Tony's whereabouts.

Meanwhile, Tony was looking over the neighborhood. However, when he got more than a couple of blocks away, he realized that he

had "lost" his home. By this time he was in the area of a police station. Noticing the cruiser cars, he said he went into the station because "police help little children that are lost, they don't shoot them." Tony didn't know his new address so he and an officer rode in a cruiser car in the area until they spotted Mrs. Clark who was frantically searching the neighborhood.

The weekend turned out successful for Tony who is now residing in his developmental home and staying close by. After his adventure, he said with admiration, "I am going to be a policeman when I grow up."

COUNTDOWN

by Sylvia Evers

What could be a better way to begin summer than having six more people return to the community from the Beatrice State Home?

The under 16 age group from our five county area was reduced to 75, with the return of Tony Lathan to a developmental home.

The "over 16" residents of ENCOR's counties in the Beatrice State Home has been reduced to 339 with the return of: Harold Hurley to the Fremont Men's Hostel, Richard Ahlman to the Burt Street Hostel, Barbedo "Johnny"

continued

Palmer to the Cumings Adolescent Hostel, and Richard and Robert McClarty to the Hawthorne Men's Hostel.

The following is a breakdown by age group and count of our remaining 414 residents still in the Beatrice State Home:

	under 16	over 16
Cass	2	14
Dodge	4	18
Douglas	53	291
Sarpy	10	8
Washington	1	8
Hastings R.C.	5	
TOTAL	75	339

The Senate Finance Committee attached a rider to legislation directing that HEW's new Social Service regulations not go into effect until November, with an additional 90 days allowed for compliance. This means our program can continue to operate according to the old regulations securing funds on a purchase of service basis through Titles IVA and XVI of the Social Security Act.

This action leaves us hopeful that in January of next year we can fund programs through new Developmental Disabilities allocations.

publications

"Education: An Inalienable Right," by Thomas K. Gilhol, an associate professor of Law at the University of Southern California Law Center appears in the May edition of Exceptional Children. The article outlines the merits of litigation for securing the educational rights of handicapped persons. According to Tom Miller and Camie Allen, Mr. Gilhol's article provides the best summary and explanation of recent litigation, emphasizing the value of court action as opposed to legislative or executive action.

"The courts also have slightly different powers than do the legislature and the executive. For example, it is the art of accommodation that characterizes decisions in the legislature and in the executive. In the courts it is not a question of accommodation; it is the art of the necessary. If the Constitution requires it, if the statutes require it, it shall be done; there is no question of accommodating. Perhaps most significantly, it is important to understand what has now been made most clear by the United States Supreme Court, which in the case of Shapiro v. Thompson held unconstitutional the one year residence requirement for public assistance. The point is that the absence of money is no defense for the failure to deliver rights as required by

(continued)

foundation is weak.

More information about Home Start in general can be acquired through writing to Director, Home Start; Office of Child Development; P.O. Box 1182; Washington, D.C., 20013.

An interim report on the Home Start program is now available from the ERIC Document Reproduction Service, P.O. Box Drawer, Bethesda, Maryland, 20044.

Interim Report I (E.D. 069 439, 214 P.) Consists of two sections: 1) formative evaluation, which gives an overview of the history and current status of Home Start at both national and local levels and summarizes the goals and objectives of each of the individual Home Start programs; and 2) summative evaluation, which focuses on proposed assessment measures.

Interim Report I a (E.D. 069 440, 298 P) and Interim Report I b (E.D. 069-441, 346 P) both consist of case studies presenting details relating to recruitment of parents and staff, training, program development, etc., of each of the 15 programs.

publications

Three new bibliographies are now available from the ERIC/ECE Curriculum Laboratory, 1210 West Springfield, Urbana, Illinois, 61801:

Parent Education: An Abstract Bibliography (supplement #1), compiled by Doris Brown, documents describing parent-child programs conducted either at school or at home. Parent role, participation, influence, training, and parent/child relationship are among the topics covered. (catalog #1300-34, 75¢, 37p).

Early Childhood Teaching: An Abstract Bibliography, also compiled by Doris Brown, sight selected documents and journal articles concerned with teachers, parents as teachers, and para-professionals involved with children in early childhood education. (#1300-35, 50¢, 22p).

Socialization of Young Children: An Abstract Bibliography, compiled by Mima Spencer, includes documents and journal articles on competition, co-operation, conflict resolution, social behavior, and reinforcement in a classroom situation. (#1300-38, 70¢, 34p).

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the **ENCOR** exchange.

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Seniors Out On the Town

Through the efforts of Sue Elliott, Kathy Rierden and Barb Jessing, eleven men and women from the Douglas County Annex and one man from the Dr. Philip Sher Home are joining in ENCOR recreation activities. Staff at the Douglas County Annex have been most positive about supporting these men and women in getting out and about in the community. In fact, they have even gone so far as to provide some of the transportation necessary for such activities, providing a driver who also participates in the outing.

When asked what kind of activities they would like to pursue, these senior citizens suggested that movies, shopping trips, a tour of the State Capitol, and spectator sports were of the greatest interest to them.

The men and women have paid for any expenses involved. Thus far they have had a picnic at Elmwood Park and have taken a shopping trip to West-

roads, having lunch at Bishop's Cafeteria.

Graduates Honored

Three women from the Benson Vocational Services Center were honored at a tea as graduating members of an O.I.C. Clerical Aide training class earlier this month. Bonnie Finley, Deidre Owens, and Rose Riederer took part in the 12 week course which stressed office procedures and typing. These three able young women are now ready and looking for employment. If you come up with any leads, let them know!

PASS and ENCOR

Linda Glenn spent last week at ENCOR conducting a training workshop on the use of PASS (Program Analysis of Service Systems). She and Wolfensberger wrote the first draft of PASS several years ago, for use in 1970 and in 1971 in the funding of Nebraska community mental retardation programs.

It has always been most difficult to quantitatively evaluate human service programs. Too many systems have been

(continued)

hung up on counting toilets, measuring windows and hall space, unable to measure ideology, attitudes, or cost/benefit when benefit is not measured in a dollars and cents profit margin.

With the tightening of budgets, programs are being asked to prove their fiscal accountability; and in this new era of consumerism, agencies are being asked to prove their programmatic accountability.

So Wolfensberger and Glenn reacted to the need for an evaluation system that would:

1. guard against political influence
2. prevent naivete in service delivery (no babysitting passed off as service delivery!)
3. prevent dehumanization and institute normalization
4. prevent "planning vultures" from eating money in order to write theoretical plans which would never be implemented
5. insure that limited funds would be wisely invested
6. gain the trust of legislators
7. educate personnel (to re-

sult in the internalization of the normalization principle).

The present version of PASS allows services to be evaluated with regard to their adherence to normalization as well as other ideologies such as comprehensiveness, continuity, consumer involvement, use of generic services, etc.

As most of the participants in last week's workshop will testify, the use of PASS does teach the normalization principle, bringing about internalization of the principle, and stimulating a greater awareness or sensitivity to its subtleties.

Because there are numerous court cases pending which involve the civil rights of mentally retarded persons, an ever more important purpose of PASS is to define "treatment", to set out guidelines for quality human service programs. The use and acceptance of PASS can more discriminately define for the judiciary system all the elements and aspects of services which must be considered when ruling on what constitutes the "least restrictive alternative" in service provision and "rehabilitative" programs.

Well, maybe this gives you an idea of what all the teachers and counselors and trainers and

(continued)

houseparents and administrators were doing last week, running around your programs with tablets and pens. It was a most worthwhile learning experience for the raters. Many of the procedures, approaches, and even buildings seen every day by these staff members were viewed in a new light--some more positively, others negatively. Hopefully, equal benefits will be accorded our programs as a result of this self-evaluation via PASS.

HOME START

In the recently published report of the President's Committee on Mental Retardation, MR 72, the "Home Start" program operating out of HEW was mentioned. The stated purpose of the home-based program is to focus on enhancing the quality of childrens' lives by building upon existing strengths and assisting parents in their roles as the first and most important educators of their own children.

Home start programs are reaching approximately 3,000 children between the ages of 3 and 5. Home start is described in "MR 72" as:

a mother in Cleveland, Ohio talking with her young child as she peels potatoes for dinner...

a grandmother in Gloucester,

Massachusetts who takes care of her working daughter's preschool children, marching around the living room with them, beating pans with wooden spoons...

a father in Logan, Utah reading a story to the children after he tucks them in bed.

Home Start is a head start demonstration program serving children in the same age range and economic categories as those served by the center-based Head Start. Each city involved in the Home Start program has a continuing in-service staff training plan for the home visitors. They are generally para-professional women from the neighborhood in which they will be working. Most are mothers familiar with the community and its resources.

Usually traveling in teams, these staff members average about 12 families each, whom they may visit at least once a week, bringing simple educational materials and child rearing ideas with them. Their purpose is not defined as "education" in the traditional sense, but is concerned with the development of the child as a whole person, with the parents as the natural teachers, the home as a natural setting; their purpose is prevention of the mental and emotional handicaps suffered when the cornerstone of the

continued

chusetts. Submitted by WBZ for the National DuPont Award for TV documentary.

Wednesday, September 26, 9:00 p.m.
TEACH ME HOW A FLOWER GROWS - replay of a story of Nebraska's state residence school for the trainable mentally retarded, the Nebraska State School at Cozad.

Friday, September 28, 8:30 p.m.,
THE MUSIC MAKERS -- produced by the Iowa ETV network featuring Sioux City retarded children's band.

The next new staff, parent, and volunteer orientation is scheduled for September 10-13. Please get the names of participants to Deb McCollister immediately. Reading packets must be distributed before the session begins.

publications

A filmography of 71 Behavior Mod films for classrooms, workshops and in-service training programs includes description, length, film size, distributor addresses. For copy write: Behavioral Information and Technology, 5407 East Drive, Baltimore, Maryland 21227.

The Sexual Rights and Responsibilities of the Mentally Retarded contains proceedings of the conference of the American Association on Mental Deficiency, Region IX, held at the University of Delaware in 1972. \$2.00 from the editor, Medora Bass, 216 Glenn Road, Ardmore, Pennsylvania 18003.

Welcome news for teachers and administrators: a new watchdog-type educational consumers' newsletter called EPIEgram, which evaluates new products and comments on current educational trends. (One issue, for example, alerted readers to a projector that overheats dangerously and a poorly-made, expensive programmed instruction "system"; cautioned schools about "jumping on the career ed bandwagon" without some forethought; gave pointers to consider when purchasing "individualized" materials.) Published twice monthly, October through June, by Educational Products Information Exchange Institute, 463 West Street, New York, N.Y. 10014.

ENJOY YOUR

* LABOR DAY WEEKEND *

8/31/73

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the **ENCOR** exchange

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IN in Bellevue!

In last Friday's hearing to determine whether the lease could be signed for the Bellevue Children's Residence, the court sustained our motion to drop the case! The lease has been signed, and the furniture moved in! The houseparents have a key, and things are ready to roll. The hard work and long hours were well worth it!

A TWIST

We all hear "peer modeling" stressed as an important reason for integration of retarded and non-retarded persons. Well, Phyllis Chandler, Coordinator of CEEP relates an interesting tale with a twist about peer modeling.

Phyllis and Glen's daughter Andrea attends Early Learning Place, a program in which an ENCOR CEEP project operates. One week-end the Chandlers kept Janet Cunningham, formerly a student at the Benson Developmental Center and now a classmate of Andrea's.

Peer modeling played its course, but in a perhaps surprising way. Andrea was quite impressed that Janet no longer wears diapers during the night, as she is quite capable of awaking, successfully making her way to the bathroom and then climbing back into bed again. Thus, Andrea decided it was indeed time for her to begin the same procedures. No more diapers!

WHEELS!

We just purchased a new, 1973 Ford 48 passenger school bus for use in Dodge and Washington counties. This bus is equipped with seat belts, a crib for non-ambulatory children as well as a mobile telephone unit. The phone will enable parents or staff to catch the bus driver en route to notify her of any last minute changes in plans.

Parents, trainers, and students in the Fremont-Blair vicinity welcome this new vehicle that shouldn't suffer the numerous and inconvenient breakdowns that the previously used buses did.

Those two vehicles will be used

continued

as back-up transportation and transportation for recreation or special events in other areas of the region.

Tickets to Peony

Omaha Awareness and Action sponsored a Peony Park fun day Thursday, August 30 as a money-raising project much like GOARC's fun day last May. The Omaha Kiwanis Club gave OAA a \$500 contribution for purchasing park tickets for handicapped kids. Many of those tickets went to children who participate in ENCOR programs. Thanks to the Kiwanis, OAA has an additional \$500 and lots of developmental center students are having fun today!

Penn Project

Pittsburgh public schools' answer to a court order mandating that ten percent of Pennsylvania's education funds be used to help disadvantaged children is Project Liaison.

Under this program, mentally retarded students are given the option of joining vocational classes conducted in each of the city's 13 high schools. Since the program began two years ago, 45 such students have graduated in fields such as auto mechanics, typewriting, and baking. Fifteen are currently holding full-time jobs while the others are continuing their training in other schools.

Reaction to Project Liaison has been favorable from both instructors and students. Student attendance has increased to 82 percent because the "kids feel like they're accomplishing something," says Dr. Charles Cohen, project coordinator. The teachers are also being trained to better teach students of varying levels of intelligence. For additional information contact: Wayne L. Grubb, State Department of Education, P.O. Box 911, Harrisburg, Pennsylvania 17126.

forum

by Paula Karutz

A little over a month ago, the Benson Vocational Services Center was involved, on a regular basis, in an informal, but highly constructive "staff exchange" program. This program was a result of a preliminary exchange done by some Benson staff members when they traveled to nearby facilities to talk about sequential step learning and precision teaching. Interest and communication, sparked at this time, was sustained as more than two dozen people have participated in this exchange of staff, including people from Benson VSC, Norfolk Opportunity Center and the South Sioux City Opportunity Center.

As it has been said before, this type of program means a lot of extra people around and can be confusing (and, which of our facilities is not confusing enough, just in its daily course of experiences?) But this confusion can be challenging and should be. A visitor's eye can often be more objectively critical than we would ever allow ourselves to be. And, on the other hand, they may see growth and positive aspects that we fail to see when viewing ourselves and the people we work with on a daily basis for long periods of time. The only caution is to make this a true exchange by getting the people right beside you working rather than merely observing. Staff exchange should not invite people to stand around with clipboards, taking down notes, but should provide equal exchange of mental thoughts and actual work.

The feedback you get will be varied, ranging from positive to negative. Either way, it must be an open and willing exchange, not a mandated one. Defensiveness and egotism must leave by the door as the person enters. The basic idea is to open your door, not just to a new person with the customary "Hello, nice to have you", but to invite criticism and suggestions, challenges and questions alike.

As for those who wish to "clean up their own backyards" first--

I say only that a little extra help never hurt anybody and that somebody else's backyard might give you an idea or two. It may be more important to admit that you don't have all the answers yourself and to seek them elsewhere, even as you work daily in your own program.

calendar

There will be several programs concerning mentally retarded persons on Channel 12 in the coming weeks.

Monday, September 10, 7:00 p.m., CRY SORROW, CRY HOPE - "PBS (Public Broadcasting Service) Special of the Week series"--- repeats Wednesday, September 12 at 10:30 p.m. -- a family struggles to cope with the knowledge that their 3 year old son is retarded. Based on a true life-story, written by a parent of a retarded child. The boy's father finally seeks the counsel of Ramsey Clark, who also is the father of a retarded child.

Friday, September 21, 8:30 p.m., BECAUSE THEY DON'T PROTEST --- a sensitive treatment of the mentally retarded produced by WBZ-TV Boston (Westinghouse Broadcasting Commercial) --- footage shot at Beatrice, spotlighting ENCOR Omaha programs and comparing the ENCOR system with existing conditions in the State of Massa-

(continued)

clutch in, warmed his car's engine up to 4000 r.p.m.'s, disengaged the clutch in a rapid, jerky, manner, and proceeded to the Blair police station posthaste, where he turned the case over to the local officials.

When questioned the next day by fellow employees about the incident, Bob said, "I really don't know. I don't think that's in my job description."

forum

by the
Communications Chairman
Fair Share '74

From America's earliest times, our citizens have banded together to do those social and civic tasks none of us could do alone. Things like barn-raising, quilting bees and corn-husking; tasks which required a community effort.

Helping each other is an American tradition -- one that's alive today. The annual Heart of the Midlands United Appeal represents today's version of man voluntarily helping his fellowman. It is a very durable, uniquely American way of helping each other.

When you're asked to give your Fair Share to the United Appeal,

you're being asked to continue that American tradition. And the United Appeal is a good investment, too. Less than a nickel is spent to raise each dollar as compared to 30 cents or more in some independent campaigns.

Your contribution helps make countless human care services available to your family, friends and neighbors in Douglas and Sarpy counties in Nebraska and Pottawattamie County in Iowa. Fifty United Appeal agencies in our three-county area depend on you and the Heart of the Midlands United Appeal.

It's very simple. You make it work. Your Fair Share gifts through payroll deduction make our metropolitan area a better community in which to live and raise a family. It's working, thanks to you.

publications

If you're interested in comparing the status of programs and program requirements of other states to those of Nebraska, information is available (single copies are free!) from the State-Federal Information Clearing House for Exceptional Children (SFICEC) at CEC headquarters, 1411 South Jefferson Davis Highway, Arlington, Virginia, 22202.

9/14/73

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the **ENCOR** exchange

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Grant Approved!

During the first week in January of this year, through the combined efforts of Charlie Galloway, Camie Allen and Tom Miller, a grant was submitted to the Bureau of Education for the Handicapped to fund an integrated pre-school program. The purpose of this grant, which requested about \$180,000 over 3 years, is to provide an opportunity for integration of non-delayed children with developmentally delayed children in normalized educational settings, i.e., pre-schools and early education centers. Though Charlie received a call from Washington several months after the grant was submitted indicating our project would receive top priority, a letter from the Office of Education on April 30th stated that no new projects would be funded this fiscal year through the Bureau of Education for the Handicapped.

So the grant was filed in the "good ideas that didn't quite make it" drawer and forgotten about. Title IVA funds were

utilized for the Integrated Early Education Program.

Then it happened! Monday, September 11th, Charlie received another call from Washington, this one assuring us of full funding for the first year!! Now, we're in the process of dusting off the grant and reviewing it for full implementation.

On the Use of Kountze

Have you tried to reserve a meeting room at Kountze Memorial Church lately? If you plan to, some words on customary procedures for payment might be helpful. When you call to reserve a room, please remind Mrs. Evans to bill the Central Office for the janitorial fees. It is necessary that you provide her with your name and office location when you make that request. Easy enough? Do it!

forum

by Camie Allen

Last week, there was a very ex-

(continued)

citing happening in ENCOR. Several staff from Developmental, Residential and FRS divisions met with Brian and Bob Perske to "brainstorm" about the recent proposals concerning BSU, DMU and residential alternatives. It is really fantastic to participate in as well as see staff cross-division in ENCOR working together. It is also good to see ENCOR staff directing their energy and ideas inwards to construct positive alternatives for the individuals we serve. To know that we are doing a good job and to be able to question each situation in terms of can we do even better is a phenomenon very few people ever have the opportunity to experience.

We began the meeting with two ideas and we left the meeting with a whole list of ideas and suggestions. We are now working through the questions and cautions that were presented at the meeting so we can implement those ideas.

This experience has made us all aware of the fact that everyone in ENCOR has good ideas to share. If we continually question what we are doing and if we continually look for better ways....we can pool our ideas to construct and implement better program alternatives. Let's keep up the good work....!

Workstations in Industry

by Lois Rood

Thanks to the efforts of a lot of people, 170 High Schoolers at Dominican High School will be able to purchase a hot lunch.

ENCOR and Dominican High entered into a Work Station contract to run the school's hot lunch program, which had previously not been possible because of costs.

Emmajean Jones, former trainer at the Northeast Shop (and former caterer), is the program's supervisor. Joining her work force are Carl Bradley, Rich Ahlman, Ollie Webb formerly of Northeast Vocational and Marilyn Ohrt formerly from Benson.

ENCOR will soon be in the recycling business as we set up for a 90 day trial workstation at the Keep Omaha Beautiful headquarters on 1824 So. 20th Street.

Paul Carter, former trainer at Northeast Vocational will be the supervisor for this program. Selections will be made in the next week and if everything goes well, we will begin on Monday, October 1st.

Delcia Richards, former trainer at South Vocational Center, has taken the position as supervisor for the Geisler Work Station.

Geisler has just hired on Nancy McKee a former work station em-

(continued)

ployee. Congratulations Nancy! Milton Mahoney has taken a job at Clark Foam Company and is doing well we hear.

Starting in the Geisler work station is Perry Maji, formerly of the Benson workshop, Mary Banks from North, and Sherry Gore who was previously at Lozier's.

Julius Camerlinck, a Lozier employee in the workstation, has taken a job at the Omaha Auto Paint Shop which involves masking and sanding cars which are going to be painted.

Willy Rogers began working in the workstation at Loziers.

Inez Ryan, Donna Metz and Janice Schomer have all begun working in our workstation at Holiday Inn. Mary James has been hired by Holiday Inn from the workstation and is employed there as a maid. We wish Mary the best of luck!

Nancy Serlet who was in training at the Greater Omaha Association for Retarded Children has been hired by Rapid Printing. Nancy is doing a beautiful job, according to reports, and is operating an addressograph and other equipment.

Karen Serafini is now working at McDonald's part-time at the 40th and Dodge shop. Karen has been involved in food service train-

ing through the Omaha Nebraska Technical College.

Bob Fox, who was working as a janitor at the Benson Vocational Services Center, is now employed as a dishwasher at Holiday Inn.

All in a Days Work!

Shortly after noon Monday, ENCOR's ever faithful purchasing agent was tooling down Hwy. 133 towards Blair from Omaha, intent on carrying out his duties as defined in his job description. As the auto ahead of him slowed to about 45 MPH going into a curve, Bob thought it rather unusual when one of the car's occupants, the woman driver, got out and left her male abductor in the passenger's seat. "Typical woman driver" mumbled Bob as he casually applied his brakes and brought his car to a screeching, four-wheel slide stop to avoid hitting the young lady who was herself sliding, bouncing and then rolling to a stop in the middle of the highway. "Help me!" the young maiden screamed! "Get into my car" replied Bob as the abductor approached in the errant car he had brought under control and reversed directions in. As the car pulled alongside of Bob's, and the gentleman began to converse at Bob, the young lady now beside Bob said, "he's got a gun." Whereupon Bob calmly pushed the

(continued)

plan to add a program on sex education.

WORK STATIONS

by Lois Rood

KEEP OMAHA BEAUTIFUL

Paul Carter has selected his crew for KOB and will begin on October 1st. Joining Paul in the recycling operation will be Bud McGowan; Eldon Stier, of Northeast; Pat Fennell; Roger Giles; Charlie Miller, of Benson; Steve Polak; and John Nevins, of Bellevue.

Remember GOARC has an account at KOB if you have material that can be recycled, take it to KOB at 1824 South 20th. Loads must be at least 100 pounds to be credited to GOARC. Newspapers, milk cartons, telephone books, tin and aluminum cans, and glass are acceptable.

GEISLER

New faces at Geisler include Paul Quinlan of Benson, Karen Roubal of South, and Jerry McDonnell of Benson.

PLACEMENT NEWS

Mike Lee, who worked this summer at the State Department of Roads, is now on full-time as a warehouse man at B.L.C. Associates.

Ken Crump, formerly of Benson Vocational Services Center, is

currently employed as a dishwasher at St. Pius X School.

Karen Serafini has changed from part-time work at McDonalds to a full-time busgirl at the Blackstone Hotel.

Mike Jordan just began working at Clark Foam Company as a foam baler, and according to his boss is a "super worker."

COMMUNITY SUPPORT

Rev. Thomas F. O'Brien, Archdiocese of Omaha, has sent memos to all parishes in the five-county area concerning ENCOR's vocational training. A notice will be appearing soon in all Parish Bulletins.

Touring Work Stations and Workshops this month were Marilyn Bourck, Employment Supervisor and "Doc" Claude, Traffic Division, both of Northwestern Bell.

Do you have ideas on jobs--possible work stations--call Lois Rood, 558-7746.

calendar

The Jaguar Club of Omaha will sponsor a car show for ENCOR from 1 to 5 p.m. October 7th in the parking lot of Gulf-Mart West, 7500 Dodge Street.

Locally owned custom and late model show cars will be displayed.

9/28/73

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the **ENCOR** exchange

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CIVIL RIGHTS

Many of us have focused a great deal of attention in recent months on court decisions throughout the country regarding the rights of handicapped persons. Recently, another lawsuit related to those rights has received widespread national attention. A five million dollar lawsuit has been brought on behalf of two teenaged Montgomery, Alabama girls (one of them mentally retarded) who were allegedly unlawfully sterilized by a federally funded birth control clinic.

The defendants include the Montgomery, Alabama community action agency, who authorized the operation, and three federal agencies, the Office of Economic Opportunity, the Department of Health, Education and Welfare, and the Food and Drug Administration. The action was filed by the Southern Poverty Law Center charging the sterilizations were done without the consent of the girls or their parents. The suit alleges negligence on the part of these agencies for giving the girls experimental birth control drugs and

eventually for performing tubal ligations upon the two involuntarily. OEO guidelines drawn up in 1972 would have prevented these operations, but these guidelines were never published and distributed to local agencies since their subject matter was considered too sensitive for presidential election year politics.

The Montgomery agency claims the girls' mother gave her approval upon a standard consent form. The mother placed her "X" on the form, but contends that she believed she was giving permission for the girls to receive "some shots". Questions of racial discrimination are clearly an important focus of the case, but other questions of personal rights also arise.

Even though this mother may not have authorized the sterilization, the question of the child's rights is an important side issue, especially now when many cases considering "voluntary commitment" to institutions for the mentally retarded deal with the rights of the parent vs. the rights of the child. Certain

(continued)

rights of the child. Certain elemental facets in life may be beyond the consent of anyone but that person himself. Furthermore, it might be argued that the parents may be motivated by the desire to preserve their own physical and emotional resources at the child's expense. When parental consent is a product of parental convenience, this presents a clear conflict of interest situation.

As of this writing, the case is pending before a federal court in Alabama. An attempt to remove the judge from the case because of alleged racial bias was denied and the agencies have in the meantime filed a motion to dismiss, which is now under consideration.

HEW announced publication of the proposed 1972 guidelines for sterilization with federal funds. According to Secretary Weinberger, the new rules to be finalized in November will forbid the use of HEW funds to sterilize minors or those who cannot give informed consent.

Also called for under the guidelines is the creation of a five member review committee chosen by officials of the program to consider the legal, medical, social and ethical issues involved. Their policy decisions

will effect the attitudes and actions of many citizens concerning the civil rights of persons who are members of a minority group--whether that group is categorized by race, intelligence or age.

* * * * *

Another article on another court case, this time Wheeler vs. Glass (Illinois). The eloquent words of an "all right" judge are the most significant aspect of this particular case.

Two mentally retarded youths who reside in a state hospital for the mentally retarded alleged violation of their constitutional rights because, as punishment for a sexual act, they were bound to their beds in spread-eagle fashion for 77 1/2 hours, and then forced to scrub walls for more than 10 consecutive hours on several occasions, dressed in short, backless gowns.

The District Court dismissed the case, but the Court of Appeals reversed that action stating, in part, that:
"...the basic concept underlying the Eighth amendment is nothing less than the dignity of man. While the State has the power to punish, the amendment stands to assure that this power be exercised within the limits of civilized stand-

(continued)

ards.***. It has also been established that the concept of cruel and unusual punishment 'is not fastened to the obsolete, but may acquire meaning as public opinion becomes enlightened by a humane justice.'***. The Eighth amendment 'must draw its meaning from the evolving standards of decency that mark the progress of a maturing society.'***. A third principle is that 'punishments which, by their excessive length or severity, are greatly disproportioned to the effects charged' may not be inflicted.***. We conclude that Plaintiff's allegations, if proved, due state punishment which is cruel and unusual***."

* * * * *

There're all sorts of court decisions being handed down across the nation with regard to the rights of mentally retarded persons. A federal district court judge in Tennessee recently ruled from the bench in Townsend vs. Treadway that institutionalized mentally retarded persons working in those institutions have no constitutional right to just compensation for their labor. The court also denied plaintiffs request for monetary damages and back wages under the Fair Labor Standards Act.

There's work to be done!

forum

by Mike Anderson
Program Aide
Fremont Men's Hostel

We at the Fremont Men's Hostel felt the need for an academic learning experience for our men which would be structured yet stimulating for each of them. We reached the conclusion that in order to obtain this type of situation and yet maintain a normal home environment, these programs should be run in a night class away from the home. After proposing a plan to Dr. Kurtz at Midland College, he and I set up a program using students who are taking his tutoring class.

Only students who wish to work with mentally retarded persons participate. Each student tutors three hours a week and receives two semester hours credit. At present we have five tutors who work one on one with the men from 7:30-8:30 on Monday and Thursday nights in a classroom at Midland.

The programs we are presently running are learning to count, writing names, making change, telling time, dialing a phone, and reading. In the future we plan to expand the class to include persons in the community who need its service and we also

continued

Thanks to the efforts of Work Station Supervisors several clients are "making it" in work stations that were previously classified "Work Activities" or long-term and low productivity individuals.

John Norine began in the Benson Workshop in October of 1969. Bill Scheibeler started working with John in February of this year. Thanks to Bill, it's working! and John is beginning to prove himself as a capable and valuable employee.

Janice Schomer also of Benson, had been in the workshop since November of 1968...almost 5 years. Jay Armetta took Janice into Holiday Inn in September of this year and now Janice can do all of the skills involved in housekeeping tasks.

Roger Giles and Charlie Miller have been in Benson Vocational since October of 1968 and Pat Fennell since January of 1969. Steve Polak was in the Bellevue shop since August of 1971...all classified as Work Activities. Now they are showing their capabilities at Keep Omaha Beautiful and have a chance in the real world of work under Paul Carter's management.

WE'VE ONLY JUST BEGUN!



10/15/73

VOLUME 1 | NUMBER 18

the **UNION** exchange

116 South 42nd Street | Omaha, Nebraska 68131 | (402) 558-1115

Personnel Advisory Council

by Kathleen Kane

In an effort to help form ENCOR agency policies and to act as a neutral body in decisions concerning these policies and in decisions concerning grievances, a Personnel Advisory Council has been formed. The eleven members of the council represent each agency division, with the Director of Personnel in attendance as a non-voting member. Each division director selects one person from that division to be a council member, and the staff of each division elects one person from their division to represent them on the council. Members will serve on the council for one year with the election of new members in June and the appointment of new members in December.

Our council representatives for this year are: Sheila Frantz and Jane Mainelli from Administrative; Barb Bronston and Lula Sigler from Developmental; Jim Johnson and Larry Rocklin from Family Resource Services; Kath-

leen Kane and Roger Harms from Residential; John Aase and Bob Salach from Vocational. Jack Stovall is Director of Personnel.

If we are to be effective representatives we must be aware of your questions and know your needs. We ask you to communicate them to us, at anytime, so that we might be of assistance to you immediately, or following our meeting if discussion should be necessary. It is valuable to be aware of as many policies as possible, but one which we feel is important for all employees is the grievance procedure. When you feel that actions have been taken which may directly or indirectly affect your position, status, or future, and which you feel are unjust, improper, or not in accordance with personnel practices or policies, first discuss the problem with your immediate supervisor. If nosatisfactory solution can be reached, tell the supervisor that you are going to file a written grievance. The written grievance should then be forwarded to the Personnel Director with copies to the immediate supervisor and the appropriate division director. This action

continued

should take place within five days following the initial conference with your supervisor. If the Personnel Director, after consulting with your division director, is unable to provide a satisfactory solution within five days, he will request that we review the grievance. We will consider the grievance at our next council meeting and we will forward recommendations to the Executive Director within ten days. Our decision will be final unless changed by the Executive Director within ten days or if further appeal is made to the Governing Board. We, as a council, have recommended this as the standard grievance procedure, and unless further modifications are made by others, it will stand as such. We hope to help the employer-employee relationship become a tangible one and ask you to get in touch with us so that we can be in touch with your needs.

Colgan at CEC

Francis Colgan is the new director of the State Department of Special Education. Speaking at a dinner meeting at the Omaha area Council for Exceptional Children, Monday, September 24, Dr. Colgan made a presentation on the effects of LB 403. Under LB 403, schools will be expected to provide or secure education for all school age children by 1975. School districts must pay at least the average per pupil cost for any student in

their district (around \$600/year in most Omaha area schools). The state will pick up 90% of the excess cost required to provide special education.

Dr. Colgan said that by February 1, 1974, each of the 1250 school districts must go through procedures of "needs assessment". Colgan outlined three levels of service provision in which children will (on paper) be grouped. The first group involves children integrated into regular classrooms who require the services of a resource specialist (speech, reading, etc.). The cost associated with this service is just staff cost. The second level includes children who need more specialized services in a special classroom, costs including any special equipment not used in regular classrooms and staff. The third level includes children with more complex handicaps. As described by Colgan, these children may participate in programs with whom the school district contracts (ENCOR).

Colgan apologizes for not being a special education professional and then speaks in words about "kids" that are good to hear. When talking about levels of service, he stressed that program outlines must be written in terms that describe what "kids can do, what, with a little training they can do, and what they most need in order to learn." His attitudes about children are posi-

continued

tive and his feelings about their rights--no matter how handicapped they are--come across as very strong. He even stated, with some amazement, that "I have heard that some schools have refused children on the grounds that they are not toilet trained!" He complains that academic training for teaching handicapped children is still in the 1950's stage, and that teachers and professionals must make an impact on academia.

WSI and Placement

by Lois Rood

JOB LINE

DO YOU KNOW OF A JOB just right for someone in Vocational Training at ENCOR?

IF SO.....

Call JOB LINE 733-4977

WHAT IS IT?

JOB LINE is a listing of job information including firm, address, contact person, salary, hours, type of job and who referred the job to us. Everything the Job Sponsors need to know to place vocationally trained adults on jobs in the community.

HERE'S HOW...

IF YOU KNOW OF A JOB an ENCOR trainee might be able to fill,

call it in to the JOB LINE with the information listed above.

BECKY KNOCKE, the JOB LINE Coordinator, will keep a listing of all the above information and make it available to the Job Sponsors in the Vocational Centers that help their trainees get jobs.

The Job Sponsors will make the job contacts. There is one Job Sponsor in each workshop:

Ken Fancolly, Benson
Dennis Wommack, Northeast
Cleo Schroeder, Fremont
Rich Zajac, Bellevue
Duane Pieper, South

OUT IN THE LABOR FORCE THIS WEEK ARE:

David Swift who is now working at Woolworths at the Crossroads as a dishwasher.

Marian Wagen formerly in the Holiday Inn Workstation is now on Holiday Inn's payroll working as a full-time maid.

Kathy Vacek took Marian's place in the Workstation at Holiday Inn.

Dan Risner began working in the Workstation at Loziers.

The more a person is given the opportunity to learn skills and participate in the normal world of work, the greater his own productivity will become.

Jobs and WSI's

by Lois Rood

Another Work Site in Industry! Beginning this month, we will be subcontracting on the premises of Omapet Industries at 2702 So. 20th Street.

This new business is utilizing an ENCOR work force all from the Benson Vocational Services Center. The crew will be making pom poms, packaging pet products, bending wire for "Pet Palaces", and making foam pillows. A variety of skills will be involved in these luxury items for dogs and cats.

Borrowing supervision from the Benson Shop, the crew will be starting Wednesday. Cindy Fox, Ida Mae Mitchell, Wilma Ely, George Sanders, Rick Kent, and Margaret Rosso will be the group going down.

Placements this month are:

Kathy Geier, who has worked in clerical training at Benson Family Services is now at Record Printing learning printing and laminating skills.

Julius Camerlinck took a new job at the Cork 'n Cleaver Restaurant as a dishwasher.

Paul Adams took a job at Max J. Walker Cleaners in laundry

and dry cleaning.

New faces in Work Stations are:

David Wooten, Kent Baker, and Nadine Jacobsen in Lozier.

Bonnie Finley began clerical training at Benson Family Services.

More training:

Maurice Johnson has begun training through C.M.P. (Concentrated Manpower Program).

The next new staff orientation is scheduled for Monday, Tuesday, and Wednesday, November 5, 6, and 7. Register new staff members immediately, so that they can get started on the reading material.

Women's Football Game

To be played Sunday, Nov. 4th at 3:00 p.m. at Leavenworth Park at 35th & Leavenworth. See the South/Sarpy Cass SUPER STARS play the Fremont/Northeast/Benson BOMBERS.

Hay Rack Ride after the game at 7:00 p.m. at Shady Lane Ranch, RR 4, Council Bluffs. Cost is \$2.00 per person. Hot dogs will be provided. Call either Toni Wieland, Virginia Rohrer or Sue Elliott at 451-3705 for reservations by November 1, 1973.

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VOLUME 1 | NUMBER 19

the **ENCOR** exchange

116 South 42nd Street | Omaha, Nebraska 68131 | (402) 558-1115

Counseling

ENCOR counselors are entering new roles on a trial basis. A six month pilot project, "a cost-benefit approach to counseling services," will establish a new system of central inquiry and procedures for contractual counseling services.

The first part of the pilot project will change procedures for entry into ENCOR services. Centralized Inquiry will be made up of a Director of Inquiry and two Intake Technicians who will answer all calls regarding ENCOR's system of services or information about other agencies. Thus, a child or adult in the community needing help will only have to make one phone call to obtain information about ENCOR. No longer will a person call the ENCOR Central Office, then be directed to call the family service office in his area, and then have to return the call until he reaches a counselor-aide.

Several problems have spurred questions about a different way of delivering counseling ser-

vices. As defined, counselors have (among other things) been expected to act as go-between persons with parents in order to reduce the number of ENCOR staff with whom parents were to relate. However, this often proved bothersome when a counselor had to review what each of several different staff members were doing with a client and then translate that information--second hand--to parents. Under this arrangement, there have unavoidably been questions from parents which the counselor was unable to answer, simply because he wasn't part of the original day by day activity with that client.

Another reason for change is the fact that federal and state funding agents are tightening their granting procedures, planning to request a breakdown of service performed and their costs. This breakdown will be easy enough to compute for direct service programs, (Residential, Vocational, Developmental) but at the present time it is nearly impossible to do for counseling services. For example, it is difficult to con-

continued

struct service units from a counselor's present duties: "Took Gene S. to doctor, talked with Bill W. and John at their apartment about budgeting, talked to Mary J., Bill T., and Jim S. on telephone when they called, ran to Jerry's apartment at 1:00 a.m. Sunday when he called, spoke with Mr. and Mrs. Doe about John's work performance..."

Under the pilot proposal, counselors will continue to be assigned to Family Service Offices to perform application procedures for each person or family from the appropriate geographical areas that are referred to them through Central Inquiry. Direct counseling services for clients in Developmental, Vocational, or Residential services, however, will be rendered only on a contractual basis. By making these services contractual, it is hoped to not only meet funding requirements, but to provide a better system of services.

Under this new system, a direct service staff member (e.g., a workshop trainer) might see the need for a counselor to perform a specific task with a certain client. This request will be sent to the counseling supervisor for that geographical area in the form of a counseling "contract request". The workshop must be certain that

they themselves cannot more efficiently provide that service because the cost of a counselor delivering that service will be charged to the workshop.

An important reason for using the contractual system is the necessity of changing counseling functions to goal directed functions. Each contract will describe the goal which is to be achieved. This means that counselors will be responsible for reaching certain goals with the clients they serve. An example of a contracted project might be as follows:

A vocational center is teaching a trainee money management. They feel that the trainee would now benefit from some practical experience in the real world. They send in a request to contract with a counselor to teach the person to make purchases at shops in the community under \$10.00 with the appropriate combination of bills and coins and to then count his change to determine its correctness. They estimate that this could be taught in four or five evening or late afternoon sessions over a period of several weeks. Upon receiving this request, the counseling supervisor would determine that it is indeed appropriate and then assign a counselor from that geographical area to the project.

continued

The counselors will also be responsible for coordinating an Individual Program Plan for each direct service client in their Family Service Office area. This written plan will spell out objectives and goals, outlining projected, progressive steps and the developmental consequences of services. A client, his/her parents, teachers or trainers, and the psychologist, recreation consultant, and speech therapist serving him, as well as staff from any other agencies serving him, can all be involved in these program planning meetings. Long and short term goals will be described within a designated time frame and agencies or ENCOR staff members responsible for each objective will be identified.

Three months later the same group will review the client's Individual Program Plan, updating objectives as appropriate. These individualized plans will then be reviewed semi-annually for each client.

Dick Mann is the director of this six month pilot project that could show a need for a change of all counseling services. Duplication of efforts will be eliminated--no workshop is going to contract (and pay) for a service which the workshop is already doing. Counseling activities will carry associated objectives,

thereby introducing the kind of concrete functions to the counselor's job that the rest of us now enjoy. And it's the consumer who should benefit most as objectives for each client are determined and staff members are identified as responsible for helping clients achieve those objectives.

forum

by Bertine Loop

Lander, Wyoming
August, 1973

"...Makin' \$9 a month... (Or...
One person's life...)

her name is
"...Betty French..."
her home is
"...the school..."
her job is
"to take care
of the babies..."
her new baby
is..."Patti..."

Patti is three.
Betty Lou is 42.

Betty Lou doesn't remember
when she came to the institution.

Will Patti ever know?

(continued)

ton kids, Michael, out with them. They go to movies, eat at McDonald's and more or less just take advantage of community recreation outlets. In addition, Michael has spent a night with Mitch and Sherry at their home. In these instances, Sherry is making her son available to learn and play with someone different from himself. There is no altruistic motive involved on Mitch's part, he is just a playmate for Michael, and vice-versa.

In addition to Michael having the option of staying with Mitch, Mitch also has the option of spending a night at the hostel. Again, in this line, Mitch can learn about Michael and different kinds of people and at the same time Michael and the other children in the hostel can learn about Mitch. We are hoping to expand this type of a program, we're not even too sure that it is much different from the current advocacy program sponsored by GOARC. The main difference that we see between this and the GOARC program is this is an advocacy program which isn't labeled as advocacy with a "normal" person spending time with a "sub-normal, abnormal" person, rather it is two children spending time together. If you know of anyone that has children whose family might be interested in this sort of a program, please have him con-

tact myself. I will in turn refer them to the advocacy program sponsored by GOARC.

At this point in time, after approximately three weeks or a month, we are very, very impressed with this advocacy program. Michael is also impressed. He wants to go home with Sherry and Mitch as often as he can, as a matter of fact the last time that Mitch was over and left, Michael cried when his friend left.

forum

by Mildred Bacon

Twenty year old Cindy Morell, a student at the University of California at Santa Cruz, decided to take a year off from school to study programs for the mentally retarded. So she came to Omaha to volunteer her services for the Eastern Nebraska Community Office of Retardation (ENCOR).

As a live-in assistant at the Harney Street Hostel, Cindy is gaining first hand experience about the problems and rewards that confront clients and personnel involved in ENCOR. Like other great volunteers, Cindy has been captured; she's now working full-time at South Developmental Center.

11/15/73

VOLUME 1 | NUMBER 20

the **ENCOR** exchange

116 South 42nd Street | Omaha, Nebraska 68131 | (402) 558-1115

Politics

National politics are heavy in this issue of the Exchange, as they are apparently heavy everywhere lately.

Senator Walter Mondale (D-Minn.) on October 3rd introduced the Social Services Amendments of 1973 (S 2528). The measure is designed to nullify the administration's proposed regulations scheduled to become effective November 1st.

In remarks made when introducing S 2528, Mondale said his measure "represents an impressive, hopeful, and thoroughly bi-partisan effort...to rescue the Social Services program from aggressive regulations...

This bill does not cost more money; it leaves unchanged the 2.5 billion dollar congressional ceiling earlier imposed... Through provision of services by the states, the Social Services program is designed to reduce and prevent welfare dependency, to strengthen families and to provide alternatives to

institutionalization for the aged, blind, and disabled."

The "mandatory" service categories as outlined were written primarily with the intent for providing services to the aged. Mental retardation programs, for instance, may face great difficulty in receiving funding under those categories. "Optional" service categories are additional categories that the State can fund as it sees fit. Mondale proposes several categories for optional services which include the following:

- *Day care services for children with special needs, including children who are mentally retarded or otherwise have special social and developmental needs which parents cannot meet.
- *Health related services, including helping individuals to identify health needs and assistance.
- *Special services for the mentally retarded directed toward alleviating a developmental handicap or towards

(continued)

the social, personal or economic habilitation of an individual of sub-average intellectual functioning associated with impairment of adaptive behavior as defined and determined by the State agency with such services including, but not limited to personal care, day care, training, sheltered employment, recreation, counseling of the retarded individual and his family, protective and other services, and social-legal services, information and referral, follow along services, transportation necessary to deliver such services, and diagnostic and evaluation services.

*Social services for the emotionally disturbed as defined by the State.

Mondale's measure was co-sponsored by 35 other senators. No date for hearings has yet been scheduled.

*****LATE NOTE*****

Unfortunately, Mondale's efforts may prove useless. The Senate Finance Committee, in an executive session, decided to scrap any details over how the states can spend the \$2.5 billion for Social Services, not replacing those details with any guidelines. That means Nebraska

could build highways and call it Social Services. Mondale's bill reflected bi-partisan effort to soothe the effect of the earlier published HEW regulations, and was an effort supported by many governors.

Now, however, with a move to hand \$2.5 billion to the states as "revenue sharing" (no strings attached) that support has probably evaporated.

A number of Washington observers think the Finance Committee's actions will divide Congress so that no agreement on Social Services may be reached, perhaps leaving HEW's rules prevailing.

Tax Break

Mondale's busy! He will also introduce again the child development bill that was approved by both the Senate and the House two years ago, but then vetoed by President Nixon. Senator Mondale, Chairman of the Subcommittee on Children and Youth, said the bill will be a revised version of the earlier one. It will expand and build on the Head Start program, offering a wide variety of programs including prenatal care, tutoring in the home, part-day care, nursery school programs and full day care. Services would be free for families with incomes up to \$7200, said the senator, and offered on a sliding scale

(continued)

basis for families with incomes above that level.

The word in Washington is that the passage of legislation providing tax breaks for day care operators is highly unlikely in this session of Congress. Last January, a panel of experts assembled by the National Advisory Council on Economic Opportunity to study child care recommended that day care owners be given tax breaks. It would be helpful to have "tax relief to encourage individuals and employers to establish and operate child care facilities for children of working mothers."

Speaking before the Senate Committee on Children and Youth in September, Psychologist Urie Bronfenbrenner said tax incentives should also be offered to other sectors of the community, such as apartment house owners, and private business sectors.

It appears that the idea of luring private investors into the day care field is an attractive one, in theory, to the Nixon Administration. However, because no one in the day care field is lobbying for such a tax break and because the bill would have to get past the House Ways and Means Committee, not receptive to another loophole

to benefit private business, it doesn't look now as if this legislation will achieve passage.

Forum

by John Mixan

One of the high points on Linda Glenn's and Wolfensberger's PASS system is integration of our clients into the community. On a superficial level, it can be seen that our services are, to some degree, meeting this integration requirement. Hostels are located in neighborhoods with "normal" homes all around them, workshops in business areas, etc. But this type of integration is only a step in the direction of the real integration that is necessary if our program is going to be successful, integration to the point where the mentally retarded people are accepted by non-mentally retarded people as just people.

In an attempt to reach closer to this goal, Becky Fritz and I have evolved an idea of what we call family advocacy. What we are trying to do is to get a volunteer who has a child close to the age of someone in the hostel and get that family's child involved with a child in the hostel. In one situation that we currently have, Sherry and her son Mitch who is six years old, visit the Hamilton Hostel and take one of the Hamil-

(continued)

Annette Rowan, Paula Karutz, and Linda Fowler. Steve Pew and Karen Faison have also offered assistance through their critique of the proposal and suggestions for modification.

The Committee would like to be sure that all staff will receive the proposal in the same spirit in which it was drafted. We do not intend to criticize any particular facility, division or individual. We see it as a necessary precautionary policy for this agency, and as an essential major topic in staff in-service and orientation for our own growth and that of our clients.

publications

ABUSE VS. THERAPY

Agencies concerned with the provision of therapy for clients are open to the issue of Abuse versus Therapy. With Normalization as our reference, attention must be given to the means-ends balance; it is necessary to maintain maximum therapeutic processes while refraining from "abusive" procedures.

Abuse vs. therapy is considered in a paper prepared by Steve Pew, ENCOR, with a focus on goals, processes, abuse by omission or commission, and

the functional-social-moral issues of effective behavior change.

You can obtain a copy of Mr. Pew's paper, "Issue: Abuse vs. Therapy", by contacting him at the Upstairs Annex, 556-7515.

HELP!

Maureen Larkin swears and has witnesses that someone borrowed the copy of Normalization which she had checked out. Unfortunately none of those great witnesses can remember to whom Maureen gave the book. Thus, we have a problem. Maureen doesn't relish the thought of being held responsible (\$9.50-worth responsible) for the loss of this copy. If you have any information leading to the identification or whereabouts of this book, please contact Maureen or Deb McCollister as soon as possible. The copy is distinguished by a rubber stamp mark which says ENCOR Library and a "copy No. 10" scribbled on the inside cover.

A magazine called *Toy Review* provides information and opinions (from readers as well as staff members) on the safety, durability, and value of specific toys for children. A one-year subscription (four issues) is \$2.00, 383 Elliott, Newton, Mass 02164.

12/14/73

VOLUME 1 | NUMBER 21

the **ENCOR** exchange

116 South 42nd Street | Omaha, Nebraska 68131 | (402) 558-1115

Budget In

ENCOR has re-submitted its 1974-1975 Budget Request to the Office of Mental Retardation. This budget and narrative will be reviewed by OMR during the next week and then sent to the Division of Administrative Services (Executive Branch) for their review. OMR will then send its recommendations to the Division of Administrative Services (DAS), and that office, in turn, will review the regional budgets and make recommendations to the Governor for his budget.

ENCOR's budget this year focuses great emphasis on the expansion of residential services. Two of the extremely important objectives for next year's program will be to (a) prevent all admissions and readmissions to state institutions and to (b) provide needed services to approximately 70 children and 130 adults who are currently residing at the Beatrice State Home and other state institutions. If we are successful in receiving all necessary funds and can

bring these 200 citizens back to their home communities, there will be no children from the ENCOR region residing at the Beatrice State Home! Such service provision to all mentally retarded children is ranked as a high order priority for next year.

It is anticipated that two residences for children and six residences for adults will need to be established. Also, apartments, board and room homes, duplexes, and developmental homes will provide residential alternatives to some of these 200 citizens who would be returning to the region.

The budget also anticipates some necessary expansion in Developmental services (pre-schools especially), in vocational services and in family resource services. We have also budgeted for expanding the Developmental Maximization Unit to serve another five children.

The only new program need in

next year's budget is a structured correctional service. Over the years, several young mentally retarded adults with delinquent behaviors have been sent to the Nebraska State Home for Boys, Nebraska State Home for Girls, the State Penitentiary or the Beatrice State Home. Most of the mentally retarded adults who have been readmitted to the Beatrice State Home from the ENCOR region were returned because a highly structured residential service does not currently exist to handle their needs. The proposed service would serve up to 10 mentally retarded adults and would be an important program option in the prevention of institutionalization.

The legislature appropriates state funds to each of the six mental retardation regions, reviewing each region's budget separately. We anticipate having the opportunity to answer questions posed to us by members of the Legislature's Budget Committee. As always, we anticipate a budget recommendation from the Governor which is in line with our needs. In the end, however, it is the Unicameral who makes the final decision as to our appropriation.

* * * * *

ABA Commission

The American Bar Association has announced the establishment of a commission to deal with the legal issues relating to mental disability. The 15 member commission is made up of eight members of the Bar Association and seven representatives in treatments and disciplines serving the mentally disabled. Anticipated action of the group includes:

- *creation of a referral program in which volunteer lawyers will assist individuals recently discharged from mental health treatment facilities.

- *publication of a practice manual to assist lawyers who represent the mentally disabled.

- *development of a pre-commitment diversion program.

Among the members of the group are Gunnar Dybwad, J.D., Professor of Human Development at Brandeis University. If you wish additional information you may contact:

Ms. Esther F. Lardent,
Division of Public Services Activities,
American Bar Association,
1155 East 60th St.
Chicago, Illinois 60637

forum

by Barb Jessing

A committee has been formed by the Adult Staffing Committee to formulate a policy proposal for ENCOR regarding appropriate and inappropriate uses of behavior modification. To date, ENCOR has been fortunate in not having major conflicts over clients' rights and dignity and the use of behavioral modification techniques. However, other agencies have attracted lawsuits, averse publicity, and severe setbacks in their growth as a result of widely publicized incidents of client abuse which was under the guise of behavior modification. A prime example is the scandal at Sunland State School in Florida, where widespread misuse of these methods was exposed.

Behavior modification is a vital part of our training effort with retarded individuals. Of itself, it is neither good nor bad. When such techniques are employed in an atmosphere of humanistic ideology, they can help our people and ourselves to grow. However, when we take over the responsibility of intervening in another person's behavior, we also must accept the potential danger there is, should our power be misused. There are very

few instances that ever have, or probably ever will, arise where there would be a conflict. Most people approach their students in the most positive way, seeing them as developing individuals.

On the other hand, we all know of cases where the way a client is treated is not in accordance with principles of normalization or humanization. Each of us knows of instances where our own efforts have fallen short of ideal standards.

The proposed policy will include a definition of the types of behavioral consequences which may be objectionable, due to infractions of clients' rights. The policy will also define the circumstances of a client's behavior which might justify the use of a severe consequence. If a very severe consequence must be used, its use must be strictly monitored, and all decisions related to it must be data-based.

There are many other points which are covered, and during the next two weeks the Committee will be seeking your ideas and input. Each facility will receive a copy of the proposal and will be asked to submit a critique. Members of the Committee include Sue Elliott, Shirley Dean, Barb Jessing, Bill Montooth, Toni Weiland,

(continued)

agencies. Placements are made with the objective that a child will remain with his developmental family until he reaches adulthood and is, appropriately, ready for more independence.

Developmental home families are, like foster care families, paid and supervised. ENCOR sees that a monthly living allowance is paid to Developmental Home families and that all medical bills are paid. A stipend of \$140 per month is paid to a developmental family.

Applicants are thoroughly screened. Several interviews are conducted with the family and every aspect of the home and home life in a developmental home is thoroughly explained to them. Once the persons have been accepted as developmental home parents, they participate in a training program. The parent education program is basically "attitudinal" in nature, but also extends to participants some basic information on programming skills.

A variety of back-up services are provided to the developmental home parents, just as services are provided to other families of the region who have a mentally retarded child.

At this time we have over 70 children from both the commun-

ity and Beatrice who might qualify for a developmental home. The majority of these children are over 10 years of age. Therefore, we are really looking for parents who are in their 30's or 40's since it would not be normal for a 20 year old woman to have a 10 year old child. We now have 14 developmental home families with only one family on the waiting list for a child.

We are making an all out plea for assistance. Please, if you know of any service organizations, church groups, or social clubs who would be interested in hearing about our program, contact me. Also, if you can think of any new recruitment methods that he have not tried, please give me a call.

calendar

January's new staff orientation, Wednesday, Thursday and Friday, the 2nd, 3rd, 4th is being held in GOARC's conference room, 140 So. 40th St.

* * * HAPPY NEW YEAR * * *

12/31/73

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the **ENCOR** exchange

116 South 42nd Street | Omaha, Nebraska 68131 | (402) 558-1115

MDS

We've added another service to our system of services. Motor Development Services (MDS) will provide service to physically handicapped persons by assuring them proper physical therapy programming and by providing the individualized equipment necessary for helping them attain functional, upright positions. Motor Development Services is coordinated by Karen Miller, who first worked with children in the DMU. There she provided physical therapy for many of the children, consultation and training to staff members on physical therapy projects and evaluation and fitting for positioning chairs.

As you may know, positioning chairs are wheel chairs fitted with individualized wooden inserts to provide a person firm even support and stability. Because of the individualized structure of the chair, a client's posture is stabilized so that he or she is able to sit upright, to see the surrounding world from the same angle others do, and to use his or her hands in activity. The overall results of good

positioning will be: a) normative perceptual concepts, b) maintenance of good body alignment, c) inhibition of abnormal reflex activity and d) facilitation of self-help skills such as feeding and toileting.

The newly expanded Motor Development Service will provide direct service to any ENCOR client, adult or child and provide consultation for all ENCOR Developmental Centers. This ENCOR component will also, on a contract basis, provide service to clients from other regional programs as well as to handicapped citizens who are not receiving other ENCOR services. The expense of evaluation, measuring and fitting procedures and construction has been computed; the actual cost of providing positioning therapy, then, is passed on to the consumer.

A list of potential funding agents is being prepared for parents and guardians, and in the event that it is impossible for a family to pay for this service and no funding agent in the community can be located, ENCOR will assume the expense.

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Included in this service are periodic re-evaluations to assure that equipment is properly adjusted and continues to fit the needs of the client.

Karen Miller, a physical therapist, is coordinator of this service. She evaluates all clients who might potentially receive motor development services, re-evaluates all adaptive equipment and physical therapy programs and also provides consultation to ENCOR programs with regard to motor development projects. Jean Loffer is responsible for all parent and staff training regarding the use of the adaptive equipment. Jean also evaluates hand manipulation and feeding skills on all clients provided with adaptive equipment. The development of hand manipulation is an important pre-requisite skill for clients who have just "entered" the world of the up-right.

There is also a full-time carpenter employed in Motor Development Services. The carpenter is skilled in constructing the individualized wooden inserts for positioning chairs, and can also build other adaptive equipment such as stand-up tables, book holders, and scoot boards.

This new Service is officed in the Bellevue Vocational Center. If you know of clients who might

benefit from MDS, contact Karen or Jean at 291-8117.

Funds Released

It was announced last week that President Nixon has released 1.3 billion dollars of impounded government funds. Most of this sum is that which was earmarked for health and education programs. In fact, news sources report that most of the impounded vocational rehabilitation funds were included in those monies released by the president last Wednesday.

forum

by Deb McCollister

It would be well worth your time to drop by the GOARC office to buy a copy of the Perskes' new book: New Directions For Parents of Persons Who are Retarded. (The profit from your \$2.00 is going to NebARC).

This book, written by Bob Perske and illustrated by Martha Perske, reflects past attitudes towards mentally retarded people, pushing on to new ones. New Directions speaks eloquently of the difficulties, joys and challenges of parenthood in a family with a mentally retarded child. It is an important work for professionals in several ways. It is use-

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ful in terms of information about past practices and attitudes and in it's presentation of several overwhelmingly important stances of the present--human dignity, the developmental model, normalization. But it's significance for professionals goes far beyond information presentation.

New Directions is a growth book. It's a lyrical, Perske-poetry, "I'm in there" book. It's an "up" book--a positive statement about parenthood, about life and living and growth and development. A very nice thing happens in New Directions. The author speaks of each person's right and challenge in developing while taking his readers through developmental steps of their own--from realization through energized spokesmanship.

Read it. You'll be glad you did.

forum

by Jamie Johnson

Help! The Developmental Home Program is having problems. We have plenty of children who need homes but few parents who apply to provide a home. Therefore, we are concentrating on recruitment for a few months.

I'm writing to ask for some as-

sistance in recruitment. Glenda Schmidt, Jane Lonnquist and I have been brain-storming to think of new methods to reach the public. In the past we have concentrated on radio, television and newspaper coverage. One of our new ideas is to concentrate on community organizations, clubs and churches. Unfortunately, none of us have any extensive contact with a particular organization. Therefore, what we need is some help from ENCOR personnel in making up a list of organizations and churches who might be interested in having a speaker. Surely some of you must belong to a few clubs or know of some interested groups. I might add that the Developmental Home Program does have a slide show to accompany our talk.

In order to bring some people up to date and to re-orient others to the Developmental Home Program, I will give a brief explanation of the program. Developmental Homes can be described as similar to both foster homes and to adoptive homes. As is true in adoptive placements, only persons interested in providing a long-term home for a child are accepted as Developmental Home Parents. Children placed in developmental homes may come from their own homes in the community, from the state's institution for the mentally retarded or from other child placing