

update

Vol. 2

No. 4

February 1979

"A problem with learning"

GOYARC dips into sociology

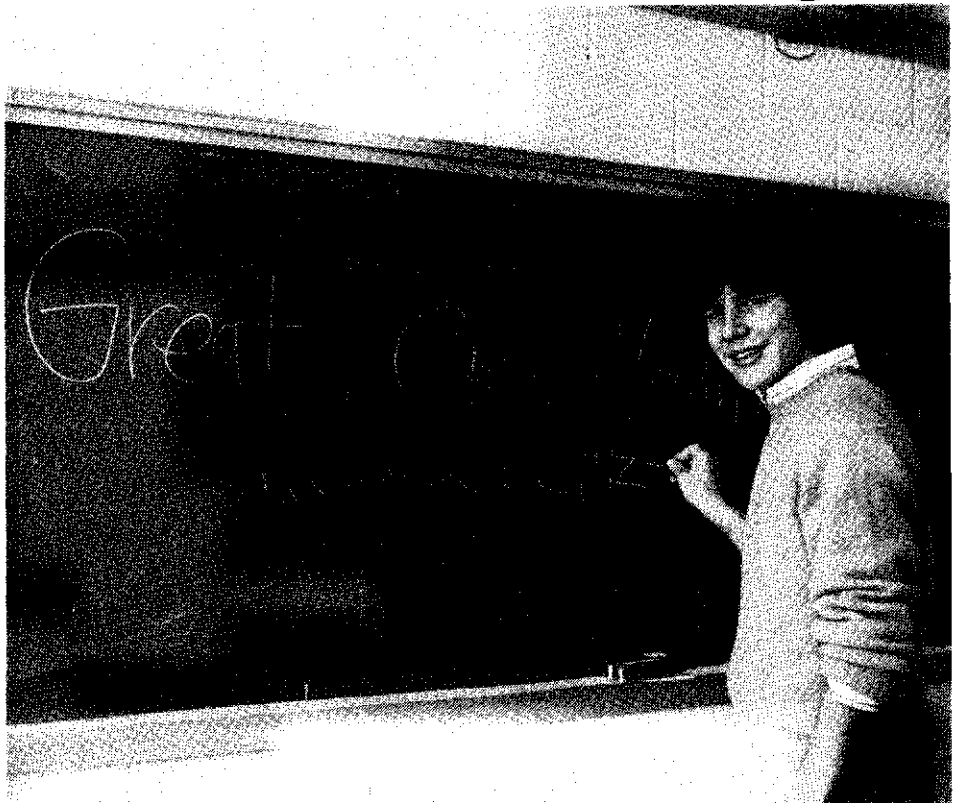
"We wanted to show the alternatives to institutions for mentally retarded people," Chris Beem, president of the Greater Omaha Youth Association for Retarded Citizens (GOYARC), said of the new twist to Westside High School's sociology class on mental retardation.

"The students in the class took a trip to Glenwood, and we got the idea that they were getting a false impression of what mentally retarded people were like and their alternatives in the community."

Beem and Jill Nagel, fellow student and GOYARC member, decided to approach a group of sociology teachers with a plan to conduct a segment on community-based alternatives for mentally retarded citizens. The teachers approved their ideas and the class has been a success for two years now.

Besides Beem and Nagel, Pat Henry, GOYARC advisor, and other GOYARC members Sue Halvorson, Trisha Smith and Darin Stevens all play a role in the class presentation.

A discussion of mental retardation starts off the sessions. (Beem said that they coin mental retardation a "problem with learning.") The major focus is on the social handicaps that confront a mentally retarded person and the attitudes and perceptions of others. Beem said that to many of his fellow students the idea of being different is thought of as a devalued characteristic. But the GOYARC youths, through a series of examples, point out that differences can be both positively and negatively



Spelling it out for his Westside classmates, Chris leads a discussion on community services.

valued.

He adds that the expectations society places on mentally retarded people (especially those in institutions) are very low — thus the person has little room for personal development.

Although the majority of the students the GOYARC youths talk to are supportive, Beem said that much of what is conveyed shocks his classmates into reassessing the situation.

"The awareness of alternatives for mentally retarded people is lacking. Too often we set out to answer ques-

tions that are one-sided and old-fashioned."

In the midst of eastern Nebraska, where ENCOR leads many communities in providing services for mentally retarded people, Beem finds this realization unbelievable and appalling.

Other area high schools have been approached with the idea of setting up similar classes for sociology students. Burke High School and Creighton Prep have shown interest in the prospect, but Beem said that

(cont. p. 2)

Carter signs all-encompassing DD Act

President Jimmy Carter has recently signed the Rehabilitation, Comprehensive Services and Developmental Disabilities Amendments of 1978 (PL 950602). This Act provides funding for services for many citizens who are mentally retarded.

According to the Nebraska Developmental Planning Council, the new law has been renewed, expanded and given increased authorization levels. Much of the basic concepts of the new bill were revised by the Consortium Concerned with the Developmentally Disabled comprised of 18 national agencies chaired by Paul Marchand, director, ARC Governmental Affairs Office.

Included in the current DD Act is a refocusing of the entire program — a refocusing developed by the ARC and the Consortium which requires states to spend at least 65% of their state grant monies in four priority areas: development of community living arrangements, adult nonvocational services, infant development programs and case management.

A revision of the DD definition is also contained in the DD Amend-

ments. The new definition is functional, no longer citing such eligible handicapped categories as mental retardation, cerebral palsy, epilepsy and autism.

Among the changes in the Rehabilitation Act is the development of a new comprehensive service program for independent living. This program, once funded, would provide for rehabilitation services and new specialized services to those severely handicapped individuals who do not qualify for the basic rehabilitation program.

Title I of H.R. 12467 (Amendments to the Rehabilitation Act of 1973) contains a basic extension of the vocational rehabilitation program. It also includes new programs for American Indians, a National Institute of Handicapped Research, loan guarantees for rehabilitation facilities, Comprehensive Rehabilitation Centers and special projects. The law includes, in addition, a National Council on the Handicapped.

The Community Service Employment Pilot Programs (administered by the Department of Labor) will provide full or part-time community

service employment to handicapped persons referred by state vocational rehabilitation agencies.

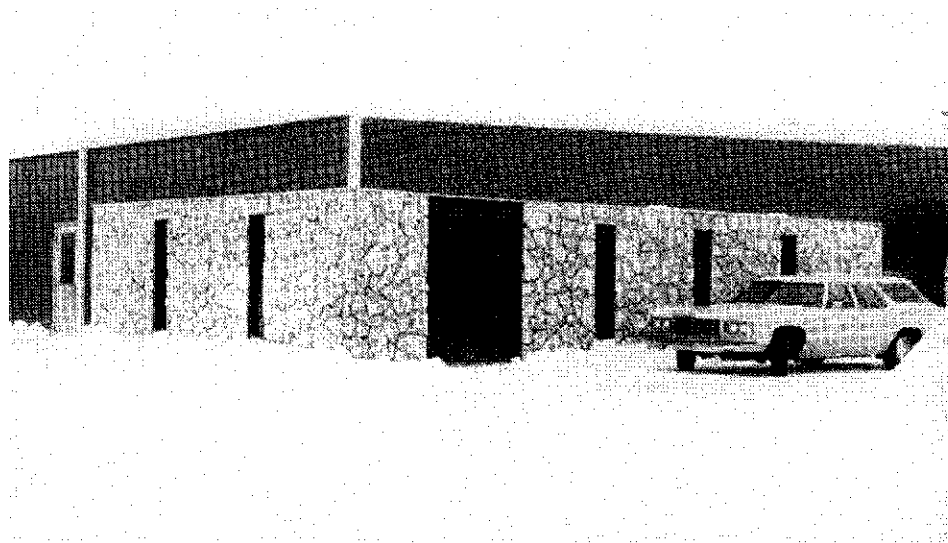
Projects with industry will provide on-the-job training and employment in realistic work settings under joint agreements between the Rehabilitation Services Administration and employers.

Title III (Comprehensive Services for Independent Living) provides services that are intended to meet the needs of individuals whose disabilities are so severe that they do not presently have the potential for employment but may benefit from vocational rehabilitation services which will enable them to live independently.

Title IV (Special Studies and Miscellaneous Provisions) authorizes special studies to identify disincentives to employment, the impact of vocational rehabilitation on recipients to disability payments under the Social Security Act and problems and needs of handicapped individuals living in rural areas.

The original Developmental Disabilities Services and Facilities Construction Act was signed into law in 1970. For the first time it provided in the field of mental retardation and other developmental disabilities the basis for a state-federal partnership comparable to those already developed in such fields as health, mental health and vocational rehabilitation.

New industrial tract scene of Bellevue training site



The newly relocated Bellevue Industrial Training Center will open its doors for business this spring.

Beem, others conduct class

(cont. from p. 1)

most curriculums are set and it is difficult to squeeze this sort of activity into a structured format, although they have met with little opposition to their ideas.

As a sibling of a mentally retarded brother, Beem is especially interested in teaching his peers about the changing lifestyles of mentally retarded people. He wants them to know that he knows firsthand, community life can and does work.

Let's Ask

I've heard that the residential division is planning to reorganize. Can you fill me in on the details?

Just like the development of any person, the ENCOR service system, and in particular, residential division, undergoes natural changes.

The most recent stage of development is found in a proposal to restructure the management system and services within the residential division. Barry Lamont, ENCOR residential director, said that this proposed change is a result of a number of factors — shortage of staff, the size of the system and a decline in the quality of services offered.

Residential Coordinator Kip Ruesing said that at any particular time the residential staff is between 40 and 45 staff members short, thus putting an unfair burden on the staff employed. "It's not that the staff are not doing their jobs, they're just spread too thin."

She said that because staff are presently on shifts, consistency in programming and the quality of service are suffering.

One of the major proposals of the residential restructuring plan is the reinstatement of the live-in staff model that was phased out of the residential system in 1974. Ruesing stressed that this live-in model will not replicate the one previously employed.

Responsibility will be lessened, the emphasis will be on direct services and a refinement of monitor-

ing systems.

The live-in staff (house parents or single people) will be given more authority and control over their own facility management, staff supervision and personal time off. The live-in staff will be responsible for all direct services provided to their clients. These services include client health, safety, growth and development, facility maintenance and care, supervision of residential assistant and monitoring of their own facility's budget.

The residential coordinators will also assume more responsibility. In particular they will become more involved in client's progress, perform systematized quality control checks and will (with input from residential managers) plan, control and execute their area budget.

Also under the proposed plan, residential managers will change from management of clusters of 20-27 people to a caseload of 12 people maximum.

A major revision of the plan is the elimination of all residential assistant manager positions.

Ruesing said that the deletion of the assistant manager position is the result of the lessening of the residential manager's span of control. This will increase the number of manager positions within the division. She expects that many assistant managers will fill these positions, although they must file applications and meet position requirements.

Both Lamont and Ruesing said

that this shift in focus and responsibility of positions will allow for a reorganization of the existing residential budget. All the positions will receive modest pay increases. "We have not asked for any more money," Ruesing said. "We are within the boundaries of the existing fiscal year budget."

ENCOR Director Kevin Case said that he feels this proposed residential plan is "a positive step forward." It will increase program accountability, and the ability to attract and keep qualified staff. The plan is scheduled to be presented to the ENHSA Governing Board at the February meeting for their approval.

A majority of residential staff conclude they are satisfied with the new proposal. Ruesing is happy about the fact that when new employees begin, their tasks are outlined exactly.

She said that the other divisions should be pleased with the plan, mainly because there will be less residential staff to relate to, thus making communication and program coordination all the more effective.

If the plan meets with Governing Board approval, Ruesing said that the division will begin to plan for the smooth transition of clients and staff to the live-in residential model. She expects that by this October the entire division will be operating under this model.

"It's not yet a perfect plan," she admits, "but the beginning of a very good system."

Non-drivers now can have licenses

Citizens who do not drive now have a chance to obtain a non-driver's license from the city of Omaha. The license has a picture of the recipient embossed on the card along with other pertinent information found on a regular driver's license.

The license is available to children and adults alike. Any person who applies for the license must have a certified copy of his/her birth certificate to present to the license office.

The license can be obtained by visiting any of the driver's license branch offices or the Driver's License Bureau located in the downtown Douglas County Civic Center, 1819 Farnam St. The cost of the license is \$3.50. There is no expiration date.

Driver's License Branch Offices
108 & Center Sts.
24 & "O" Sts.
30 & State Sts.

Church donation goes towards ITC curtain materials

The First Covenant Church, 212 N. 89 St., has donated \$100 to the ENCOR Benson Industrial Training Center, announced John Aase, ITC Director.

Aase said that the money will be used for the purchasing of material for lunchroom curtains.

Human rights, interests main pledge of NAS

Workers in the human services field should be alerted to the operations of a new agency, Nebraska Advocacy Services, a private, non-profit organization established to represent the right and interests of developmentally disabled persons.

Director Mirdza Kaines said that the agency does not provide services, treatment or habilitation to developmentally disabled persons. Rather the agency's primary purpose is the development of a statewide advocacy system to assure that people with autism, cerebral palsy, epilepsy or mentally retardation have access to the treatment, services and rehabilitation guaranteed as their human and legal rights.

"Nebraska Advocacy Services (NAS) has the authority and obligation to pursue administrative, legal and other appropriate remedies to insure the protection of rights for the

developmentally disabled," Kaines said. The rights referred to include the right to employment, health care, social and rehabilitation services and education.

Appointed by Governor James J. Exon in early 1978, NAS had a nine-member Board of Directors, representing the developmental disabled field and the legal profession. NAS is mandated to represent persons with developmental disabilities on a statewide basis.

If you know of a developmentally disabled person who has been discriminated against, abused, neglected or denied services, contact the Nebraska Advocacy Services at 402-467-4616, or write Nebraska Advocacy Services, Director Mirdza Kaines, 3940 Cornhusker Hwy., Suite 200, Lincoln, NE 68504.

Problems referred to NAS must be the result of the disability. The agency will represent only the developmentally disabled person, not parents, relatives or friends.

Besides their function as advocates, the organization's staff also serves as public educators and trainers and as a state resource to personal advocacy or citizen advocacy programs. The 1977 Nebraska State Unicameral awarded state funds to NAS to coordinate a personal advocacy system for persons with developmental disabilities.

Kaines said that funding for NAS is derived from Federal Protection and Advocacy appropriations and an additional appropriation from the Developmental Disabilities Planning Council. The Personal Advocacy Grant, a state appropriation, is another source of funding.

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Address correspondence to the Public Education and Information Office, 885 S. 72nd St., Omaha, Nebraska 68114.

Director: Kevin T. Casey
Editor: Kathy Nahas

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update

Vol. 2

No. 5

March 1979

Staff "enthusiastic"

Del's progress spurs interest

by Debbie Brzezinski

Some members of the ENCOR Transdisciplinary Team, Blair Residential and Fremont Industrial Training Center staffs have an excellent opportunity to demonstrate the success of a team approach to services. About a year ago, Delbert Adams was released from the Beatrice State Developmental Center and moved to ENCOR's Blair Men's Core. Since that time many ENCOR staff have become involved, both professionally and personally, with Del.

Leslie Epstein, team psychologist, said, "Giving Del a psychological evaluation was the most inspiring experience I've had at ENCOR." This was due to the fact that, although Del had been diagnosed as "severely and profoundly retarded" and has no communication skills whatever, on a nonverbal intelligence test he scored within the "mild" range and has since scored even higher. Leslie is currently working on a matching program letting Del experience some success using the skills he has. At this time, he is in a pre-vocational setting which offers a minimum of distractions and a maximum of staff attention. Leslie hopes to soon be "moving on" to skills and production programs that will make his life even more meaningful.

Another necessary component for Delbert's progress is the provision for an effective method of communication. Professionals at the Boys Town Institute for Communication Disorders have verified that his hearing is good. Faith Carlson, consulting

speech clinician at MCRI, has innovated a personalized, experimental communication program for Del. Implemented by Sue Smith, ENCOR speech therapist, the program consists of showing him photographs of familiar items connected immediately with a reinforcing activity utilizing the item. Recently Delbert responded for the first time, to a photo of a lamp: he turned on a light in the room.

Because of Delbert's lower functioning ability, a lot of technical assistance from professionals is

necessary. When their programs are implemented and data recorded by staff, growth can be recognized and stimulated further. Kevin Girton, Roger Barratt and other Blair staff are very instrumental in providing Del with the technical and environmental room he needs to grow. Bill Lewis, manager of the Blair Men's Core, feels that if 25 percent of Del's time is utilized by professionals giving technical assistance and the remaining 75 percent by people believing in him providing a positive environ-

(cont. p. 4)



Del works on a contract at Fremont Industrial Training Center.

letters



Dear Editor,

I have just returned from the second in-service I have attended through the Syracuse Training Institute which is headed by Dr. Wolfensberger. I have found both workshops to be vitalizing, informative and interesting.

I found Dr. Wolfensberger to be refreshingly sincere in his commitment to all human services and not just mental retardation. He is not just another professional who "mouths" ideology while indirectly saying "do as I say and not as I do". He is deeply committed to his ideology and sincere in his concern and work for all devalued people.

I find it disturbing when I return to work after attending these workshops. There are those who are anxious to hear the information shared at the workshop and there are those who for one reason or another want to discredit the information and/or Dr. Wolfensberger. Statements such as "he is too deep into ideology and knows nothing about the nuts and bolts" only show that the person has no knowledge of Dr. Wolfensberger's life. Those who try to discredit his work as not applicable to reality have not studied his works and do not have a

clear grasp of the ideology or the realities. Those who spend their time in jealous statements about the amount of money he makes shows their lack of knowledge of Dr. Wolfensberger, and their concern with monetary values rather than client concerns. I feel it is time that we start to appreciate the initiative, legislative and coordinative efforts of Dr. Wolfensberger that have allowed us to serve the devalued mentally retarded citizens of Nebraska with the self-professed excellence we claim.

It is time we begin to focus our attention back to the ideology this agency was built on before our foundation erodes further. I challenge the staff of ENCOR to become mobilized to reinstitutionalize the values instead of just espousing them.

Respectfully submitted,
Brian M. Lensch

Survey results indicate increased participation

According to a recently completed recreation participation survey conducted by the ENCOR Recreation Team, the level of individual participation recorded is almost seven times greater than participation a year ago.

Ona Mayer, recreation team leader, said that in January of 1978, 57 people took part in recreation programs and in January 1979, 385 participants were recorded — a difference of 328 people.

Several reasons were cited for this jump in level of activity in recreation programs. Recreation Specialist Karin Madden said that for the first time all ENCOR counties (Douglas, Dodge, Washington, Cass and Sarpy) are now offering recreational pursuits for the community's handi-

May 4-6 set for NebARC's 24th convention

The 24th Annual Convention of the Nebraska Association for Retarded Citizens will be held May 4, 5 and 6 at the Holiday Inn in North Platte, Nebraska. The Midwest Association for Retarded Citizens will be the host for this year's convention.

"Movin' On" has been selected as the theme of the convention, announced Dave Powell, NebARC director.

Workshops dealing with guardianship, mainstreaming, state and national legislation, religion and community life, leadership development, the changing role of the ARC and early childhood intervention are tentatively scheduled.

The NebARC Convention Committee is asking for input into these ideas and for suggestions on additional workshop topics. Send your ideas to Convention Committee, NebARC, Room 16, Dickey Building, 6th and Dewey, North Platte, NE 69101.

Board meeting to be held on different night

The Eastern Nebraska Human Service Agency Governing Board regular monthly meetings have been moved to a new night, announced Kevin Casey, ENCOR director. The meetings, in the past held on the third Thursday night of the month, are now scheduled for the third Wednesday of the month.

The next regular meeting will be held Wednesday, March 21 at 7:30 p.m. in the 2nd West Conference Room, Central Office, 885 S. 72 St.

capped residents.

Bowling leagues have stirred up so much interest that there are over 75 bowlers playing every week in the Omaha Sundowner mixed league and in the Fremont His and Hers Sundowner league.

Madden also attributes the increased popularity of recreation activities to the fact that ENCOR is utilizing well-established recreation programs and referring individuals to them. This, in turn, means that they are doing less coordinating on their own.

"For example, the Omaha Parks and Recreation Department offers swimming and exercise programs and socialization nights," she said. "Input and support for these programs are provided by ENCOR

(cont. p. 4)

Let's Ask

What will enactment of Legislative Bill 889 mean to ENCOR Educational Services for handicapped children? Where will the children be served?

According to ENCOR Education Director, Steve Pew, the implementation of legislative bill 889 will mean that all handicapped children from date of diagnosis through age five will be the educational responsibility of the public schools. Implementation of 889 would provide for the public school education of all handicapped children from date of diagnosis to age twenty-one. Legislative bill 403 provides for the education of children and adolescents ages five through 21.

Through his involvement with the legislative bill 889 planning committees in the local school districts in the Omaha area, Pew said most children will probably be served in segregated classrooms. It is possible that some children will be served in an integrated setting with a resource teacher. At present the Omaha Public Schools have provided for this option. Other school districts have eluded to this as a possibility but at present have not

committed themselves in writing.

Due to the introduction of legislative bill 46 and legislative bill 226 into the 1979 legislative session, some school districts have put their planning efforts "on hold". Legislative bill 46 provides that the implementation of 889 be voluntary on the part of the public schools rather than mandatory. Should LB 46 pass it is quite possible that no school district would provide for preschool and infant education. LB 226 would change the age qualifications for children served to be ages three to five. This would exclude infants and children below age three.

"It is my opinion that neither of these bills LB 46 and 226 — are acceptable inasmuch as they would not provide for service for the persons now being served much less the larger population receiving no service," Pew said. "I am in hopes that both of these bills will be 'killed in committee' and would urge all concerned people to write their state senators and to write the educational committee (Senator Koch, Chairman) urging that LB 46 and 226 be killed in committee." As of the beginning of March, a vote had not been taken on either of these bills.

In terms of activities, routines, rhythms and appropriate resource for educational services, legislative

bill 889 is an ideological advancement in the provision of services to young handicapped children. As is the case when services are transferred from one service entity to another, Pew said that it is quite possible that the quality of services provided may diminish because the public schools will be new at the game. Service providers in the business for some ten years or longer will have perfected their service provision by this time. Consequently, certain short-term trade offs are being made by the implementation of LB 889.

"I believe it is the responsibility now of parents of handicapped children to form a strong coalition to insist that services for their children and future generations of handicapped children be provided by the public schools in the least restrictive environment possible," he said.

If at all possible Pew said that this should mean the following:

1. a program provided with their non-handicapped peers, with individualized instruction to meet each person's needs;
2. a program provided 12 months a year if the child needs a 12 month program and
3. provision of normal activities and routines in extracurricular school functions.

Names, places included in 1979 manual

The Nebraska Association for Retarded Citizens (NebARC) reports that the 1979 Legislative Action Manual is available upon request from that office.

The manual includes a listing of Nebraska's State Senators, along with their respective addresses and telephone numbers. It also outlines NebARC's legislative goals for 1979 and diagrams how a bill becomes a law in the Nebraska Unicameral.

Contact NebARC, 3100 N. 14 St., Lincoln, NE., 68521, for a free copy of this manual.

Albert elected Board head

The Eastern Nebraska Human Services Agency Governing Board elected new officers for 1979 at the January meeting. Michael Albert, Douglas County Commissioner, has retained the chairmanship of the Board for the third consecutive year. Donald Claasen, Dodge County Commissioner, was elected Board vice-chairman.

The other members include Sarpy County Commissioner Ray Lind, and

alternate Leon Ruff; Cass County Commissioner Robert Curttright, and alternate Martin Zoz; County Commissioner Jack Jensen and alternate Floyd Triplett from Washington County.

Commissioner Dan Lynch was elected Douglas County alternate and Commissioner LaVerne Marquardt will serve this year as the Dodge County alternate.

GOVERNING BOARD MEETING

**MARCH 15 7:30 p.m.
2nd WEST CONFERENCE ROOM**

PCMR report sheds new light on D.S. births

According to a report from the President's Committee on Mental Retardation, records of Down's Syndrome births show that incidence of such births to women over 35 has been dropping sharply in this decade. Today, up to 80 percent of all Down's Syndrome babies are born to women under 35. According to Dr. Lewis B. Holmes of Massachusetts General Hospital, there is now evidence that the father can be a source of the chromosome abnormality that leads to Down's Syndrome.

Bowling big part of increase

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recreation, but our main responsibility is to monitor the activities and channel people into them."

Mayer said that at the end of 1978, Recreation staff became actively involved in the Individual Program Plan process and are now better able to plan for and run programs that fulfill previously unmet needs. In particular, individuals who are lower functioning, often overlooked, are now better served by the department.

Considering the upward trend in participation, Mayer and her staff are anticipating a busy summer. Major recreation attractions include summer day camps for children, weekend camping trips and a vacation for adults to Florida.

A St. Patrick's Day Dance is scheduled for Saturday, March 17 at the

Garden Room, Kiewit Plaza, 36th and Farnam Sts. The cost is \$3 which includes hors d'oeuvres and music by "The Johnny O Show". The dance will run from 7 to 11 p.m. Contact Recreation at 444-6783 or 444-6578 for more information.

A constant surprise to ENCOR staff — Del's new abilities

(cont. from p. 1)

ment and personal respect, Delbert will be able to develop to his fullest potential. He will continue to challenge everyone who works with him, testing ENCOR's ability to develop new programs and services that allow all mentally handicapped people to live in the community with dignity and to retain their human attributes.

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update

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No. 6

April 1979

Action Plan will prevail as milestone

The inspiration that led Robert Frost to write "For we have promises to keep . . . and miles to go before we sleep . . ." has a similar meaning for those people responsible for the compilation of the ENCOR Action Plan, the final three-year phase of the five-year plan.

The completion of this document in March is a milestone in the history of ENCOR services, because it contains both the official report of the ENCOR Long-Range Planning Council and the projections for services through 1982.

Parts of the system highlighted by recommendations include areas which need expansion, innovations or change and areas which need quality improvements.

Kevin Casey, ENCOR director, announcing the completion of the publication, called it "a fine and impressive document".

Casey cited some official recommendation of the ENCOR Planning Council as highlights of the plan scheduled for completion in fiscal year 1979-80. They include areas dealing with the working structure of ENCOR (an area management proposal and administrative structure plan); the ENCOR Advisory Committee restructuring (new bylaws are currently being drafted); the implementation of the new Individualized
(cont'd. on p. 3)

Dybwad highlights four service trends



Talking over today's trends in the field of mental retardation are Mrs. Rosemary Dybwad (left) and John McGill.

Mrs. Rosemary Dybwad, Ph.D., wife of Gunnar Dybwad, Ph.D., president of the International League of Societies for the Mentally Handicapped, visited Omaha last month to tour ENCOR and other service provision programs. As part of her visit she addressed concerned citizens on the international aspects of developmental disabilities. Her talk was sponsored by Pilot Parents of the Greater Omaha Association for Retarded Citizens and Meyers Children's Rehabilitation Institute.

Mrs. Dybwad said that she noted four service trends in the field today. They include a trend toward the use of generic services for developmentally disabled persons; a developmental approach to diagnosis and emphasis on early intervention; increased participation by the disabled person and his family in the decision making process and the advocacy role becoming a significant activity assumed by voluntary organizations and disabled persons themselves.

Big award awaits Loomis; chosen from field of 180



Loomis, winner of Jefferson Award, will be featured in a KETV special April 14 at 6 p.m. He will compete for the \$1000 award in Washington, D.C.

It used to be said that people who are mentally retarded could not exist outside the walls of a state institution.

But Ray Loomis is an example of a man who has done just that, and more.

The American Institute for Public Service in Washington, D.C., in conjunction with local television station KMTV, have awarded Loomis the Jefferson Award for outstanding public service and contribution to his local community.

Loomis was chosen from a field of 180 nominations and according to Bettie Shapiro, KETV public service director, was an obvious choice for this award.

Loomis' work as co-founder of Project II, a group made up of mentally retarded men and women, was

cited as one factor in the decision. His commitment to volunteer work and the success of the Project II organization was also considered.

Shapiro said that because there are no specific parameters to the selection process, the type of winner varies greatly from year to year.

This spring, local winners from around the United States will compete for the \$1,000 award money in a ceremony in Washington, D.C.

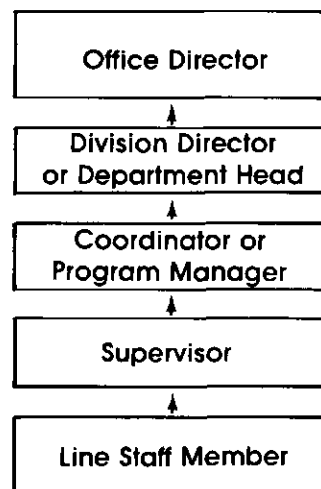
In Omaha, KETV is planning a luncheon and award ceremony in honor of Loomis. At that time they will present him with a bronze coin in recognition of the Jefferson Award.

Shapiro also said that a half-hour program is being planned for Saturday, April 14 at 6 p.m., on KETV, highlighting some of the contributions Loomis has made to his community.

Ideas, gripes creates flow up and down

A suggestion for improving the way that a daily routine is handled and a gripe about the system never get anywhere, right? Wrong. There are ways to let your ideas be heard, processed and used. They're called communications channels and according to ENCOR Director Kevin Casey, every staff member has both the right and responsibility to use these channels and to participate fully in the decision-making process.

Within the ENCOR service system it works this way:



It is possible to track the progress of an idea by recording the initial suggestion in the form of a memo, making it easier to accurately transmit to the next level of the communication chain. An informal time limit is commonly agreed upon and a written response to the proposal is usually requested.

If a decision on the idea reaches the Office Director, the channels' flow reverses and the Division Director is in the position to relay the message.

Casey said that if an individual needs immediate approval for an improvement or suggestion, a more direct route to the Division Director or himself is in order. These would be very critical or unusual situations, he added.

Let's Ask

When is ENCOR scheduled to undergo the accreditation process conducted by the Accreditation Council for Mentally Retarded and other Developmentally Disabled Persons (AC/MRDD)?

Chuck Martens, program evaluation specialist, said that September is the earliest AC/MRDD surveyors will be assigned to conduct a survey of ENCOR.

A sequence of events must precede the survey aimed eventually at the scheduling of the actual survey.

The process has begun. Martens said that ENCOR administrators are

now familiar with the newly adopted standards. An accreditation workshop is planned for June 4 to 8, complete with spot checks, lectures and discussions. He said that it is his intention that as many staff as possible have contact with the surveyors conducting the workshop. This involvement will hopefully plant the seed for continued planning of future accreditation surveys.

After the workshop, ENCOR will have two months to organize and conduct a self-survey where employees will rate services on AC/MRDD standards. The results of the survey will be sent to AC/MRDD for review. Once the review is completed, AC/MRDD will schedule the

actual survey of the agency. In the meantime, ENCOR is expected to implement the standards. Martens said that in order to receive accreditation, 85 percent of the "A" standards — standards deemed by the Council as minimum requirements for quality services — must be met.

Staff training on the new Individualized Program Plan and Residential Restructuring Plan will complement the AC/MRDD training process.

He added that within the state's allotted funds, the Office of Mental Retardation has budgeted for workshop and survey expenses for all Nebraska Mental Retardation Regions.

Committee will ensure plan's future

(cont'd. from p. 1)

Program Plan (already in progress); and an altering of the ENHSA/ENCOR data processing system.

How will Casey insure that these goals are reached in the allotted time? "I plan to establish a Tracking Committee composed of some people who have been involved in the planning process and representatives from local ARCs (Association for Retarded Citizens)," he said.

Quarterly reports would be presented before this group with opportunities available for input and priority-setting. He hopes to have the committee formed before June 1.

Casey also said that he will report quarterly to the ENHSA Governing Board to present similar progress notes.

After initial distribution, copies will be available upon request by contacting Kathy Nahas at 444-6782. Cost of the ENCOR Action Plan is \$5. A copy is available in the ENCOR library, 885 S. 72 St., for checkout.

A lot of blarney

St. Pat's gala — great!



Pete Omnysz (left), Recreation Specialist Karin Maddin (center) and Nick Mantzavis celebrate St. Pat's Day. The Johnny-O Show provided the music.

They came from Blair and Fremont, Bellevue and Omaha, and Plattsmouth to attend the ENCOR Recreation St. Patrick's Party on March 17th.

"The turnout was tremendous," said Ona Mayer, recreation team

leader. Approximately 200 clients, staff and volunteers attended the celebration, complete with refreshments and dancing music provided by The Johnny-O Show.

The dance was held at Kiewit Gardens, 36th & Farnam Streets.

Time, effort, talent equal Sarah

ENCOR Residential Assistant Sarah Wiedner was recently chosen "Employee of the Year" by the Greater Omaha Association of Retarded Citizens. The award is given annually to a professional in the field who displays excellence in their position.

Sarah has been with ENCOR for the past five years, first as a volunteer, then as a residential assistant at the Hamilton Street residence. The



Sarah Wiedner . . . beyond what is expected of her.

past three years she has been a residential assistant at the ENCOR Hillside residence.

According to GOARC member Sherry Bauer, parent Jeanne Higgins nominated Sarah citing her concern for children, understanding and imagination as primary qualities. Higgins added that Sarah always gave 150 per cent of time, effort and talent to her position.

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update

Vol. 2

No. 7

May 1979

Parents want 12-month education

There are two pieces of legislation that have the potential to drastically alter the education process for handicapped children.

Section 504 is the basic civil rights provision with respect to terminating discrimination against America's handicapped citizens.

Public Law 94-142 guarantees the availability of special education programming for handicapped children and youth requiring it.

According to ENCOR Education Director, Steve Pew, the two laws closely compliment each other because, in essence, they are both making the same fundamental requirement for a free, appropriate public education.

But what does "appropriate" education mean?

According to a report by The Council for Exceptional Children, it receives its definition for each child through the individualized written education program (IEP) used by school systems. What is agreed to by all parties becomes in fact the "appropriate" educational program for each particular child. (Parents or guardians, a teacher, a representative of the local education agency and the child are involved in the IEP process.)

Parents for a Twelve Month Education want just what their name implies. And therein lies the debate.

"Any time you stop a program, you lose ground," said Lila Schaefer, ENCOR home teacher and member of the group.

A concern voiced by parents with children in the Omaha Public School's Maximal Opportunity

Development program and Meyer's Children's Rehabilitation Institute echoes Schaefer's opinion. The consensus is that a six-hour day, 12-month program is needed to insure that their child's skill level is maintained through the summer.

"The six-week half-day program currently available during the summer does not adequately meet the needs of most handicapped children," Schaefer said. "The program is only offered to 30 children on a first-come, first served basis.

In addition, transportation problems severely shorten the actual learning time the child receives. For example, she said that although the schools say that the child receives a six-hour day program, at least one hour is lost because of transportation

and handling time.

About 15 parents are members of Parents for a Twelve Month Education. Parent and President of the group, Diane Butler, said the group plans to meet with the Omaha School Board in May to present their requests.

Butler said that she encourages parents who feel that their children would benefit from a 12-month education program to support the group and become active members. For more information on Parents for a Twelve Month Education, call Butler at 558-9189 or Schaefer at 731-5202.

"The progress of our children is most important," Schaefer said, "and the 12-month education has got to be."

CHAD honors Menolascino

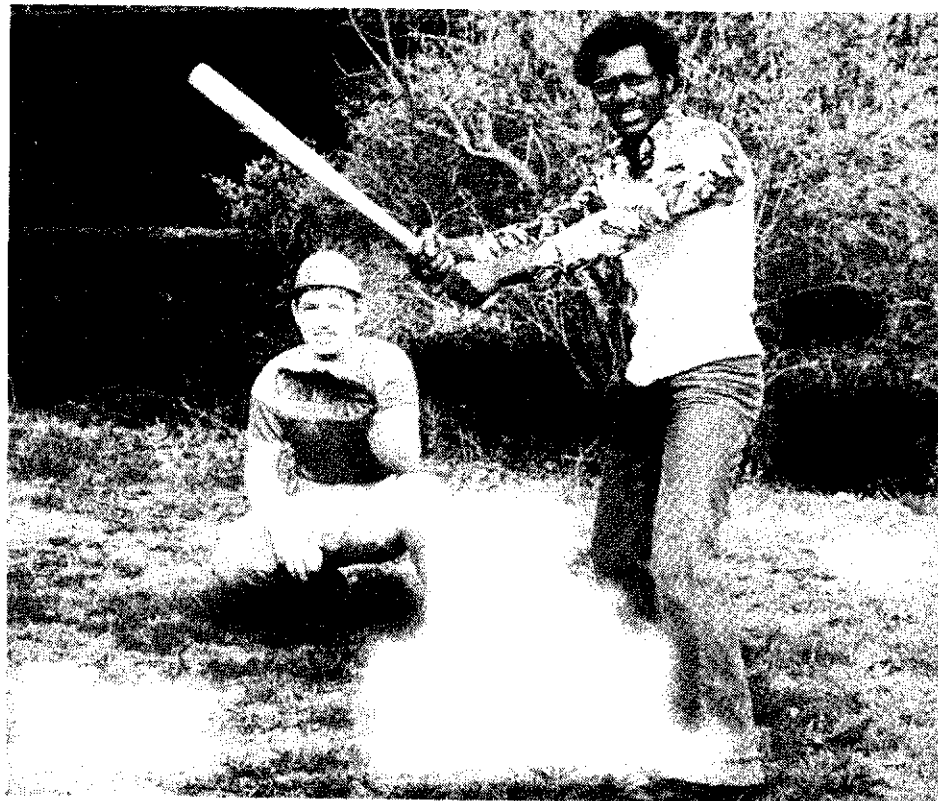
Frank Menolascino, M.D. received the 1979 Nebraska Health Citizen of the Year Award at a May 6 dinner. The award, given by the Combined Health Agencies Drive (CHAD), recognizes outstanding achievement in the health field. As a founder of ENCOR, past president of GOARC and the NARC, and a member of the President's Committee on Mental Retardation he has actively advocated "normalized" services for mentally retarded citizens. Because of his long involvement in the field, he justly deserves such an honor.

Menousek becomes homeowner

After months of searching for the "perfect place", David Menousek has bought his own home near 47th and Bedford. In the five years since David was released from the Beatrice State Developmental Center, he has progressed through several levels of ENCOR's services. Now, with the help of friends and his advisor, Tim Butz, he decided he has the life skills necessary to live alone and to assume the responsibilities of a homeowner.

(cont'd. on p. 4)

Ross Plymale catches for neighborhood team



Ross Plymale (left) and Terry Vaughan practice hitting at Duchesne.

"I noticed that Ross would sit at the window watching the neighborhood boys play baseball across the street," Terry Vaughan, ENCOR residential assistant said. "On my suggestion that he join them, he ran upstairs and got his baseball hat, bat and glove right away."

And so emerged ENCOR client Ross Plymale, neighborhood powerhouse and first-string catcher.

Ross said that he plays a couple of times a week across from the Burt Street residence where he lives, on the grounds of Duchesne Academy. Usually 15 or 20 players gather at a time, and said residential assistant, Ozella Brown, always ask Ross to play.

On those days when the team doesn't assemble, Vaughan said that the ENCOR staff plays as a team, especially now since the weather has been mild.

David Smith, residential assistant, said that although there is an age discrepancy between Ross and the

team he plays with, the outside physical activity has been instrumental in improving Ross' physical coordination.

Vaughan said that Ross has shown many athletic inclinations. Besides his prowess in baseball, he enjoys basketball, table tennis, working out with punching bags and strenuous walking.

Ross, 21, has been employed at Northeast Industries for the past two years. Just last weekend, Vaughan said that he and Ross walked from the ENCOR residence to Northeast Industries and back again — a trek of at least five miles. "And Ross wasn't tired a bit," he said.

"We were happy to see that Ross was accepted in this neighborhood activity right away," Vaughan said. "Once we saw that the players took to him, we thought it would be a good activity for Ross to pursue."

Ross' enthusiasm is evidence that he agrees.

Disney World, Busch Gardens, part of vacation

LeRoy McCracken never dreamed he would visit St. Petersburg or Disney World. He never thought he would win \$6 at the dog races or cheer for the Tampa Bay Rowdies soccer team. All of that and more was his, as he partook in a five-day Florida vacation offered to ENCOR clients by the Recreation Department.

Ona Mayer, recreation team leader and Bellevue Industrial Training Center Program Manager, Woody Haywood, accompanied nine ENCOR clients to Florida April 18 to 24.

Centers for the Handicapped provided housing and food accommodations for the 11 travelers. They also arranged tours and sightseeing, purchasing tickets for special attractions as well.

Mayer said that the vacation was a "tremendous success" with minimal transportation or coordination problems. The process of planning for the trip began in January. Two of the clients are in wheelchairs, but according to Mayer that didn't present any problems for the employees of Eastern Airlines.

Their tour in Florida included a visit to the dog races; sunning and swimming in the Ocean; a trip to Busch Gardens, Disney World and the Sunken Gardens.

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(cont'd. on p. 3)

Let's Ask

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Legislative Bill 591 is a major appropriations bill passed by the Nebraska Legislature at the end of April.

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Along with the Mental Retardation Regions, the University of Nebraska and the state colleges, Aid to the Arts and Aid to Technical Community Colleges are provided for under this bill.

Specifically, the state has allocated ENCOR (or Mental Retardation Region VI), \$333,000 as their

contribution to ENCOR's funding. Of that sum, the bill stipulates that \$175,000 must be used for upgrading staff salaries when matched by local funding sources.

Kevin Casey, ENCOR director, said that those involved in this year's budget process have been single-minded in their determination to match this bill's funds with money for salary upgrades. The money will become part of a three-year process to raise salaries to competitive market prices. Casey is confident that the plan will succeed, thus breaching the gap between community positions and similar positions available at ENCOR.

As soon as the budget is finalized, Casey said that all staff will be notified as to the upgrade process and its effect on their salaries.

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May 17

7:30 p.m.

2nd West Conf. Rm.

New Bellevue ITC opens



Bill Montooth (right) explains ITC program to a visitor.

Vacation a success

(cont'd. from p. 2)

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The kitchen was generously supplied with gifts, including a set of silverware and linens. The Sarpy County Association for Retarded Citizens presented a lovely flower centerpiece and a check for \$500. This money will be used to purchase needed equipment.

Thanks to everyone who supported and attended the opening.

Dave moves soon



Dave Menousek (left) and Bill Lewis inspect water pressure.

(cont'd. from p. 1)

This decision wasn't made quickly. Typically, there were financial and

practical aspects to consider. David and his friends carefully considered several houses, examining their condition, location, suitability, and price. The pros and cons of each were evaluated and an offer made on the most desirable one. David had been saving his money for a home, but arrangements for a loan and payment plan were also necessary. Finally, the bank approved the loan, a contract was signed, and in June David will be moving into his own home.

David and the staff who have worked with him over the years are to be sincerely congratulated. Desire, diligence, and good programs have made it possible for David and others to live and enjoy a normal life. As a friend, employee, taxpayer, and now a homeowner, David's successes are tremendously admirable.

OPS calls for pre-school registration

It's time to register pre-school aged children for school next fall. The Omaha Public Schools have requested parents or guardians send the following information: 1) copies of all tests 2) diagnosis of handicap and where the child has been seen for diagnosis 3) whether the child has been served in another program and if so where. Forms outlining this information are available from the administrative offices. They should be sent to:

Dale A. Samuleson
Assistant Superintendent
Department of Special Education
Omaha Public Schools
3819 Jones Street
Omaha, NE 68105

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update

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No. 8

June 1979

ENCOR applies for HUD funds

Recently, ENCOR, through the Nebraska Association for Developmental Housing, has submitted an application for the Department of Housing and Urban Development's Section 202 Direct Loan Program for Housing the Elderly or Handicapped. If approved, the agency will be loaned \$1,032,000 to be used for construction of nine barrier-free homes. They will have three to four bedrooms with the ability to house six individuals, and be of a design acceptable for integration into existing communities in the metropolitan Omaha area. The design, as outlined by Section 504 Regulations of the Rehabilitation Act, will allow handicapped individuals to enjoy all activities in a normal daily living routine in all portions of the house. Basic frame, ranch-style construc-

tion utilizing materials that ensure energy efficient operation will be the format. When completed, the new facilities would replace four or five current group homes and provide space for new clients.

There are three parts of the process. Briefly, they are:

1. Request for Fund Reservation. This is the step now being addressed. If the application is approved, HUD will set aside funds necessary for the loan, pending completion of the project.
2. Conditional Approval. At this time ENCOR must gain site control over the lots to be used for construction. This does not necessitate purchase, but does require legal options to purchase the property.

Conditional approval is generally given 2½ to 3 months after the application is submitted.

3. Final Commitment. In this stage all plans are reviewed and if found to be in compliance, the agency is given permission to begin construction. If everything goes smoothly, construction begins about one year after the initial application is placed.

Money is loaned on a 40-year mortgage basis, to be paid back with Section 8 rent subsidies. These are funds available to clients for paying rent and utilities. Historically, well managed residential programs have been able to both make the monthly mortgage payments and pay the utilities on the residence with Section 8 monies.

Convention generates food for thought

by Brian Lensch

The NebARC convention held in North Platte May 4, 5, and 6 provided several workshops for the various interests of the participants. The workshops ranged from Legislation, Advocacy, and Early Intervention to Funding, Unit Development and ARC Youth. The recurring thought pervading my mind was active participation on the local, state, and federal level. The need is for concerned citizens to become involved in local advocacy programs, to be vocal at the local government

meetings, to voice concern for proper programs from the state level, and, just as important, to be heard at the federal level, through our Congressmen. I realize that this is not new information; however, it has become apparent that there is a languid attitude towards such efforts. This attitude is reflected by the scarce number of letters written to State and Federal Congressmen and the dwindling participation of citizens in the local ARCs. It is my hope that people left the convention with a genuine fear of what

could happen to programs already in existence, a fear of what the future holds for the Mentally Retarded Citizens of Nebraska and the United States.

An appropriate statement was made in one of the workshops, something to the effect of: the current programs did not come into existence by waiting for the government to provide them, they are here because of the insistence of parents and concerned citizens. It will take the same insistence to maintain and improve these services.

Greater Omaha ARC selects new director

by Patrick Henry

The Board of Directors of the Greater Omaha Association for Retarded Citizens has announced selection of Charles Tressler as its new Executive Director. This long standing vacancy will be filled by his arrival on July 1.

Chuck and Pam Tressler will be moving from their home in Frederick, Maryland where he has been director of a local ARC providing direct services. In the late 60's, GOARC also provided educational, vocational, residential and guidance programs. But because its main purpose is advocacy, the organization realized that it could not adequately critique the services which they themselves were providing. For this reason, the direct services provided by GOARC were spun off and on July 1, 1970, they were formed under the Eastern Nebraska Community Office of Retardation.

Defining the less tangible role of advocacy is an admittedly difficult task for any organization, particularly one of volunteers. Tressler's observations on a recent visit to this area confirmed what he had heard of the dedication of volunteers to make life better for handicapped persons. "They were working even on the (Memorial Day) holiday ... because they realized that this is an important way to spend their time." The ARC has to stay on top of things in the community. We are the pro-



Chuck Tressler looks forward to working with GOARC members.

sector of "devalued people, of those in our community who are at risk. Our job is to make life better for mentally retarded people. But in doing so, we actually make life better for everyone."

Omaha is a community for which Chuck has ready praise. For years he has known of it as "the Mecca of mental retardation."

"Throughout the country it is known as the place where good things are happening", he says. But at age 31, Chuck admits that it is difficult to move and establish a new

home. Yet the friendliness of those they have met here has made the move an event of optimistic anticipation.

The staff of GOARC will be given a high priority in Chuck Tressler's initial efforts. He speaks of them with pride and is anxious to provide support and direction. But this is only part of the GOARC organization. Parents, interested citizens, and professionals comprise the blend of the organization's membership. Another priority is to meet the members and begin working with them.

To be praised as creatively responding to human needs is reassuring to those who have struggled so intently at ENCOR and GOARC. The ideas and attitude of a new leader, Chuck Tressler, will be a wholesome addition to our community.

Parents' workshop tonight

A reminder: The workshop, "Parents, ... Getting Involved in Your Child's Future" will be held at the Boys Town Center for Youth Development the evening of June 15 and 8:30-4:15 June 16. It is sponsored by Meyer Children's Rehabilitation Center, Douglas/Lancaster Direction Services, and a State Department of Education Early Childhood Grant. Topics are: "What Programs Should Be Available to My Child?", "What Is Included In a Good Program?", "What Are My Rights As a Parent?", and "What Help Can Parents Be to Each Other?" Registration fees are \$3 single, \$5 a couple; baby-sitting services are provided. For further information contact Kay Mainelli, Conference Coordinator, MCRI, 541-7851.

This summer the Recreation Department is offering six weekend camping trips to area campsites. They are:

June 23-24	Waubonsie State Park
July 21-22 and September 8-9	Dead Timber State Park
July 28-29 and August 18-19	Camp Brewster
August 25-26	Wilson Island

Costs range from \$16 to \$23 and include food, transportation, and camping fees. All trips will depart from Central Office, 885 South 72 Street at 10:00 a.m. on Saturday and return to the same place at 4:00 p.m. on Sunday. Each trip is limited to four men and four women, so get your reservation in early.

Family says "Thanks!"

May 21, 1979

Dear Nancy (Jacobs),

While you were on vacation, due to a sewer problem, Michael spent four days at home. I want you to know it was the first time in four and a half years that we were able to enjoy Michael. Usually before half a day has passed you could hardly wait to get him back, everyone's nerves completely shot. Michael did not try to manipulate us or abuse his coffee or cigarettes.

His father, my family, and myself all want to thank everyone at ENCOR and especially the terrific staff at 121st Street. For the first time in five years we have hope again. Michael is beginning to be his old happy, joking, laughing person again. Thank God we hung in there and kept fighting when everyone kept telling us to give up. Thank God He led us to ENCOR.

Sincerely,

(signed) Mr. and Mrs. Rich Warsocki
& Family

UPDATE welcomes your input

Beginning now, the Update will accept for publication articles written by clients, staff, parents and other interested parties. A "Writers Committee" will be formed and meet once each month to plan the next month's issue and to make writing and photographic assignments. However, you need not be a continuous member of the committee to submit an article or ideas. This method will allow a variety of viewpoints and interests to be expressed — even yours! Do you know of an exciting event in the life of ENCOR? or someone who deserves a well-earned pat on the back? Please help this concept get off the ground; contact Debbie Brzezinski at Central Office, 444-6669. Thanks!

Congratulations to Special Olympians

Did you know that ENCOR has several winning Special Olympians in its midst?

On May 24 through 26, Creighton University hosted the Nebraska Special Olympics at the Kiewit Physical Fitness Center. There were 1200 registered contestants age eight-adult and 500 volunteers, chaperones, and family members in attendance.

Special Olympics is an international program of year round sports, training, and athletic competition designed to provide the maximum of fun and benefit for mentally retarded people. Special Olympians compete only with those whose ability and skill match their own.

Competition at the Nebraska State Meet included basketball, bowling, swimming, track and field, and wheelchair events. Demonstration sports and events are also included in the Special Olympics because they, too, are helpful in developing agility, stamina, strength, endurance, and flexibility needed for participation in official Special Olympics sports. This year demonstrations were given in diving, Frisbee-disc, gymnastics and soccer.

Among ENCOR's winners are Faith Ann Mayer, Jim Baker, and Earl Redding. Faith Ann won first place in the five meter wheelchair race and girls' softball throw. As a member of the Plattsmouth Bowling Team she also shared the team's first place triumph; her contributing score was 183 without a handicap.

Jim Baker won a first place blue ribbon for the run, dribble, shoot; third place in the standing broad jump; second place in the 220 meter dash; and his basketball team took fourth place.

Earl Redding also won a gold medal in the 200 meter dash and third in the 50 meter dash. As part of the Omaha Public School's team, he worked out regularly to prepare for the event. Assistant Coach for the track and field events was Earl's staff, Phil Pijanowski. Together they made an unbeatable team.

Thanks to the sponsors and dedicated volunteers, a group of Special Olympians will be representing Nebraska at the International Games. They will be held in August at Brockport, NY, with 3500 competitors anticipated. Good luck!



Earl Redding proudly wears his gold medal.

GOARC elects new Board, committees

On May 3, the Greater Omaha Association for Retarded Citizens held their annual elections. Those elected will assume their responsibilities on July 1. About half are parents, others being professionals, interested citizens, and consumers. They are as follows:

Board of Directors:

Tom Upton	President
Fran Porter	First Vice President
Bob Gehrman	Second Vice President
Bonnie Shoultz	Secretary
Dan Grimm	Treasurer
Arlene Lee	Member at Large
Ed Skarnulis	Immediate Past President

Children's Services

Committee:

Cheri Dean
Pat Henry
Terry Casey
Joe Davis (youth member)
Sherry Bauer
Sr. Mary Evangeline

Adult Services

Committee:

Alice Blackstone
Ray Loomis
Dick Galusha
Jack DeMay
Joy Jones
Roger Gunn

Administrative

Committee:

Kathleen O'Sullivan
Chris Christiansen
Frank Menolascino, M.D.
Liz Lankford
Gene NicholSEN
Craig Fecker

Membership

Committee:

Joe Kripal
Bill Wills
Madeline Gowing
Jerome Gartner
John Walburn, M.D.
Ellen Meyer

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