FALL CONFERENCE

October 18-20
Deadwood Lodge
Deadwood, SD
RehabACTion Membership DRAWING
To win this FITBIT ALTA FITNESS TRACKER
Purchase or Renew Your Membership
Information available at the registration table
Need not be present to win but you must be a RehabACTion member.
# Table of Contents

- Agenda at a Glance .................................................. 4-6
- Conference Sponsors ................................................. 7
- Conference Special Events ......................................... 8-9
- Door Prize Information .............................................. 10
- Exhibitors ............................................................. 11
- Session Descriptions ............................................... 12-21
- Presenter Biographies .............................................. 22-27
# Agenda at a Glance

**Tuesday, October 18, 2016**

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
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</thead>
<tbody>
<tr>
<td>8:00 am Lobby</td>
<td>Registration Opens</td>
</tr>
<tr>
<td>8:30 am Pine A</td>
<td>Pre-Conference&lt;br&gt;Defusing Difficult &amp; Hostile Individuals&lt;br&gt;<strong>Kathy Hildebrandt</strong></td>
</tr>
<tr>
<td>9:00 am &amp; 10:00 am Tours</td>
<td>Other Pre-Conference Activities&lt;br&gt;Tour Job Corps Near Nemo&lt;br&gt;Tour the Brain Injury Rehabilitation Center in Rapid City</td>
</tr>
<tr>
<td>9:00 am Cody</td>
<td>CESP Examination</td>
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<tr>
<td>10:00 am Lobby</td>
<td>Break</td>
</tr>
<tr>
<td>1:00-1:30 pm Pine C &amp; D</td>
<td>Welcome and Opening Comments&lt;br&gt;Crazy Horse Singers&lt;br&gt;Presentation of Colors&lt;br&gt;Welcome from Department of Human Services Secretary Gloria Pearson</td>
</tr>
<tr>
<td>1:30-3:00 pm Pine C &amp; D</td>
<td>Survive and Thrive with Humor and Laughter in the Work Place&lt;br&gt;<strong>Lois McElravy</strong></td>
</tr>
<tr>
<td>3:00-3:30 pm Lobby</td>
<td>Break</td>
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<tr>
<td>3:30-5:00 pm Rooms</td>
<td>Breakout Sessions</td>
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<tr>
<td>Pine A</td>
<td>Brain Injury Social Awareness Success Kit&lt;br&gt;<strong>Lois McElravy</strong></td>
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<tr>
<td>Pine B</td>
<td>WIOA Two Years in: Where Are We Now?&lt;br&gt;<strong>David Hoff</strong></td>
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<tr>
<td>Russell</td>
<td>Embracing and Empowering our Abilities: A New Perspective on Disability&lt;br&gt;<strong>Dr. Alette Coble-Temple</strong></td>
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<tr>
<td>Roosevelt</td>
<td>Become the “Bedrock” for the School and the IEP Team&lt;br&gt;<strong>TSLP&lt;br&gt;Tim Neyhart</strong></td>
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<tr>
<td>5:00-6:30 pm Pine C &amp; D</td>
<td>RehabACTion Meeting</td>
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<tr>
<td>7:00-9:00 pm</td>
<td>Social&lt;br&gt;Presidential Suite 401</td>
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<tr>
<td>Time</td>
<td>Activity</td>
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<tr>
<td>7:30–8:30 am</td>
<td>Lobby Refreshments</td>
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<tr>
<td>7:30–8:00 am</td>
<td>Lobby &amp; Pine A Booth Setup</td>
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<td>8:30–10:00 am</td>
<td>Breakout Sessions</td>
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<td></td>
<td>Pine B                     Russell</td>
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<td></td>
<td>Strengths Based Practice: A Realistic Worldview with Practical Skills</td>
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<td></td>
<td>Trevor Manthey             Individual Differences &amp; Disability Culture</td>
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<td>Dr. Alette Coble-Temple</td>
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<td></td>
<td>The Myth of Employment Readiness</td>
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<td>David Hoff</td>
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<tr>
<td>10:00-10:30 am</td>
<td>Break</td>
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<tr>
<td>10:30-Noon</td>
<td>Breakout Sessions</td>
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<td></td>
<td>Pine B                     Russell</td>
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<td></td>
<td>Trauma Informed Communication and Responses</td>
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<td>Trevor Manthey             Supporting Families on the Path to Employment</td>
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<td></td>
<td>Julie Hand</td>
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<tr>
<td>Noon</td>
<td>Luncheon                   Music by Steve Yellowhawk</td>
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<td></td>
<td>Native American Dance</td>
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<tr>
<td>1:30-3:00 pm</td>
<td>Breakout Sessions</td>
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<td></td>
<td>Pine B                     Russell</td>
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<td></td>
<td>Recovery Oriented Services</td>
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<td>Trevor Manthey             Native American Resilience</td>
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<td>Doug Crandell</td>
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<td>Digging for Gold Using the WISC-V</td>
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<td></td>
<td>Dr. Robert Arnio</td>
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<tr>
<td>3:00-3:30 pm</td>
<td>Break</td>
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<tr>
<td></td>
<td>Visit the vendor booths to see if you are a door prize winner!!!</td>
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# Agenda at a Glance

## Wednesday, October 19, 2016 (Continued)

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
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<tbody>
<tr>
<td>3:30-5:00 pm</td>
<td>Breakout Sessions</td>
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<tr>
<td></td>
<td><strong>Rooms</strong></td>
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<td></td>
<td>Pine B</td>
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<td></td>
<td>Collaboration: What Are We Really Talking About</td>
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<td></td>
<td>David Hoff</td>
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<tr>
<td>5:00 pm</td>
<td>Booths Tear Down</td>
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## Thursday, October 20, 2016

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
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<tbody>
<tr>
<td>7:00-8:00 am</td>
<td>Refreshments</td>
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<tr>
<td>8:00-9:30 am</td>
<td>Breakout Sessions</td>
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<td><strong>Rooms</strong></td>
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<td></td>
<td>Pine A</td>
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<td></td>
<td>Chuck Gallagher</td>
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<tr>
<td>9:30-9:45 am</td>
<td>Break</td>
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<tr>
<td>9:45-11:00 am</td>
<td>The Human Side of Ethics: The Truth About Emotions &amp; Ethical Behavior</td>
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<tr>
<td>11:00-11:15 am</td>
<td>Closing</td>
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<tr>
<td>11:15-Noon</td>
<td>DRS/SBVI Staff meeting</td>
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<tr>
<td>11:15-Noon</td>
<td>Tribal VR Staff Meeting with Darold Joseph</td>
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Great appreciation goes out to all the people who helped organize this conference!!

SPECIAL THANKS TO OUR PARTNERS AND CO-SPONSORS

♦ Black Hills Special Services Cooperative
♦ Black Hills Works
♦ Board of Vocational Rehabilitation
♦ Board of Service to the Blind and Visually Impaired
♦ Disability Employment Initiative
♦ Oglala Sioux Tribe American Indian Vocational Rehabilitation Services
♦ SD Council on Developmental Disabilities
♦ SD Department of Labor and Regulation
♦ SD Division of Developmental Disabilities
♦ SD RehabACTion
♦ SD Division of Rehabilitation Services
♦ SD Special Education Programs
♦ SD Service to the Blind and Visually Impaired
♦ The Brain Injury Rehabilitation Center
♦ Transition Services Liaison Project
♦ Western Resources for Independent Living
♦ Workforce Diversity Network of the Black Hills
Conference Special Events / Information

Conference Opening:
☆ Posting of Colors by the Native American Veteran Association, Post 1 of Rapid City and Crazy Horse Singers

Annual RehabACTion Meeting at 5:00 pm Tuesday, October 18th
☆ Election of Officers
☆ Certification Awards

RehabACTion Social - Tuesday, October 18th, 7:00-9:00 pm—Suite 401

Booths / Vendors - Wednesday, October 19th

Luncheon - Wednesday, October 19th
☆ Native American music and dance by Stephen Yellowhawk

♦ Conference Closing:
☆ Retiring of Colors by the Native American Veteran Association, Post 1 of Rapid City and Crazy Horse Singers

Continuing Education Credits
Continuing Education Credits will be provided through the Commission on Rehabilitation Counselor Certification.

Certificate of Attendance
Certificate of attendance sheets are available at the registration table for CESP and other professional organizations. Following each session attended, see the room moderator to have attendance stamped. Return the attendance sheet to the registration table at the end of the conference and certificates of attendance will then be mailed to you for each session in which attendance was stamped.

Conference Evaluation
Participant input on the 2016 Fall Conference presentations and presenters helps the planning committee improve the quality of future training sessions. The conference evaluation can be completed on-line. The link to the conference evaluation can be found at: https://www.surveymonkey.com/r/2016FallConference or WWW.SDRehabACTion.org. Conference participants will also receive an e-mail following the conference with the evaluation link. The conference program provides a section called “Evaluation Summary” underneath each presentation to write notes about the presentation and presenter. Referring to these notes will help complete the conference evaluation.
Presentation of Colors is being done by the Native American Veteran Association, Post 1 of Rapid City. The presentation of colors is a ceremony presenting a flag. The "colors" refer to a flag. A color guard, consisting of two honor guards and two flag bearers, presents the colors. A Sergeant-at-Arms dictates the orders during the ceremony. Proper respect should be given to the colors at all times during the ceremony.

Pine Ridge Agency. The drum carries the name of the famous Lakota Warrior "Tasunke Witko" (Crazy Horse). Throughout the years they have been asked by numerous pow-wow committee’s to be a host or invited drum throughout the United Stated and Canada.

Stephen Yellowhawk was born in Eagle Butte, SD on the Cheyenne River Sioux Reservation and raised in Rapid City, SD by his grandparents, Dr. Gerald and Johanna Yellowhawk. He graduated from the Lakota Christian Academy in 2000, married his best friend, Shawna Maher and they have 3 children. He is currently employed with the Rural America Initiative’s Ateyapi Program. The program provides in school support and after school activities for Native American children ages 11-14 years old and utilizes culturally based classes to support the promotion of self esteem building. He teaches the children beadwork, Native American Music, Native American dance outfit making and dancing, Native American games, and other Native American arts and crafts.
Vendor booths open at 8:00 am on Wednesday, October 19th. Visit the booths and sign up for the door prize displayed at each booth. During the afternoon break, vendors will draw names from their bag for a door prize winner!

All door prize winners will be announced at the booths, so head back to the vendor booths to see if you’ve won! **You must be present to win.** Any prizes not collected by 5:00 P.M. will be drawn again during the Thursday morning session.
Booths / Vendors

On Wednesday, October 19th, agencies will have vendor booths in the lobby. Each vendor is donating door prizes which they will draw for in the afternoon. Be sure to visit each vendor for a chance to win a door prize. 

Must be present to win.

⇒ Black Hills Works
⇒ DakotaLink
⇒ Division of Developmental Disabilities
⇒ Division of Rehabilitation Services
⇒ Division of Service to the Blind and Visually Impaired
⇒ Goodwill of the Great Plains
⇒ Independent Living Choices
⇒ Native American Advocacy Program
⇒ South Dakota Advocacy Services
⇒ South Dakota Parent Connection
⇒ South Dakota Benefits Specialist Network (BHSSC)
⇒ South Dakota Council on Developmental Disabilities
⇒ South Dakota Housing Development Authority
⇒ South Dakota RehabACTion
⇒ South Dakota Special Olympics
⇒ Transition Services Liaison Project—BHSSC
⇒ Tribal Vocational Rehabilitation Programs
⇒ USD Center for Disabilities
⇒ Workforce Diversity Network of the Black Hills
⇒ Western Resources for Independent Living
1:30 pm-3:00 pm            General Session
Survive & Thrive with Humor & Laughter in the Work Place
Lois McElravy

Nothing feels better than a good hearty laugh. But when “life” doesn’t feel funny, we lose our ability to see the humor in our circumstances and risk growing terminally serious. Lois shares heartfelt and hilarious personal stories that highlight turning points and reveal lessons learned during her brain injury journey, including her personal VR experiences. She relates the important role humor and laughter played in her adjustment to living with a brain injury, building her speaker business, and managing the ongoing ripple effects on her health.

Evaluation Summary

3:30 pm-5:00 pm            Breakout Sessions
Brain Injury Social Awareness Success Kit
Lois McElravy

This session helps attendees understand the impact that external stressors and the effort in managing social behaviors causes many persons living with disabilities to quit going places and isolate themselves. Get an insider view from the perspective of a person living with a traumatic brain injury for 26 years about social settings and the struggles she copes with while participating in social/recreational activities. This session equips attendees with a success kit of templates that can be used to develop practices that enable persons with social skill challenges to prepare and protect themselves from the risks of social misbehavior, so they can attend, enjoy, and participate in social activities.

Evaluation Summary

WIOA Two Years In: Where Are We Now? David Hoff

It has now been two years since the passage of the Workforce Innovation and Opportunity Act (WIOA). Like every other state, South Dakota is in the midst of implementation of this major federal legislation that authorizes the workforce development system, including public vocational rehabilitation. This session will take a look at the status of WIOA implementation nationally and in South Dakota, the opportunities and challenges presented by WIOA, and how WIOA fits in with overall pre-employment policy efforts at the federal level.

Evaluation Summary
Embracing and Empowering Our Abilities: A New Perspective on Disability

Dr. Alette Coble-Temple

This interactive workshop introduces participants to an empowerment perspective of disability. Participants will identify how to market disability as a community asset. The fundamentals of disability advocacy will be reviewed, along with interactive discussions on strategies for health care and support professionals to empower clients with disabilities.

Evaluation Summary

Become the “Bedrock” for the School and the IEP Team

TSLP & Tim Neyhart

Interagency collaboration is a predictor of successful post-school outcomes for young people. How does an agency partner with the school to be included in the student’s transition plan for the future? How can an agency become the Bedrock a school can rely on to assist a student and family through the transition process? In this interactive session, we will discuss creative strategies that will help to overcome these barriers so you can become an active and contributing member of the IEP team. Topics to be discussed include:

- Overview of transition planning and services
- Strategies that will assist in promoting your services to school staff
- Components of the IEP and the IEP team meeting process
- Roles & responsibilities of the IEP team
- Tips for being an effective partner during the IEP team meeting

Join us as we learn from each other to identify the best practices in transition planning and effective IEP meeting involvement.

Evaluation Summary
8:30 am-10:00 am    Breakout Sessions

Strengths Based Practice: A Realistic Worldview with Practical Skills    Trevor Manthey

These days “strength” is often considered a byword and is sometimes considered a foregone conclusion. People often think they are operating from a strengths-based approach when in reality they aren't. Many helping professionals don't realize that they may be inadvertently using "spirit breaking" behaviors as opposed to "hope inducing" behaviors. There are several myths associated with strengths approaches such as viewing strengths work as ignoring problems, being unrealistic, or being naive. Upon closer analysis, strengths approaches are much more practical and pragmatic than many realize. Looking for, helping someone recognize, and utilizing strengths is much more than looking for someone’s positive characteristics and skills. It's more nuanced, in-depth, and real. This presentation breaks down SB principles, describes practical approaches and skills related to these principles, and provides some opportunities to practice.

Evaluation Summary

Individual Differences & Disability Culture    Dr. Alette Coble-Temple

This workshop exposes participants to the fundamental perspectives of disability culture, and discusses how models of disability informs and impacts work with clients. Participants will be guided through a series of exercises to improve their understanding of how micro-aggressions impact people with disabilities and learn successful strategies for interrupting oppression and promoting positive disability culture in education, employment, and healthy relationships.

Evaluation Summary
The Myth of Employment Readiness

The field of employment of people with disabilities often spends extensive time and resources getting individuals “ready” for work. People with disabilities are often described as “job ready” or “not job ready”. But do we need to re-think these concepts? This presentation will look at moving away from professional judgments regarding employment readiness, and instead, in line with Employment First, starting with a presumption that individuals are “job ready”. The discussion will focus on the critical importance of good job matches, as well as truly understanding employer needs and expectations, and the contextual nature of employment success.

Evaluation Summary

Trauma Informed Communication and Responses

The trauma informed communication workshop provides opportunities for internal self-reflection on what causes you stress/trauma and what you can do about it. Trauma informed principles and frameworks are presented. The workshop then globalizes the insights learned to clients, co-workers, and friends. Implications for inter-personal communications and systems are drawn and participants are encouraged to develop plans for adjusting their practice to be more trauma informed.

Evaluation Summary

Supporting Families on the Path to Employment

There are many Paths to Employment, and all paths lead to so much more than a job. Respect and recognition, opportunity to meet new people, social connections, and making a contribution to the community are just a few of the positive effects. This session will provide resources for professionals to have meaningful conversations with self-advocates and families about what work looks like for each person’s unique interests, preferences, and support needs and why work is important for all. You will leave the session with tools to identify various Paths to Employment and resources to achieve successful employment outcomes.

Evaluation Summary
10:30 am-Noon                Breakout Sessions (cont.)

Conversion: An Approach that Embraces Change                       Doug Crandell
Doug will share his own experiences as a provider and cover topics ranging from WIOA to the CMS Settings Rule. Attendees will review two documents and discuss lessons learned and pitfalls to avoid. Instead of attempting to figure out how an entire day program can be converted to employment supports, Doug will facilitate the group to consider the new knowledge, skills, and abilities we all need to succeed in a rapidly changing service environment by placing an emphasis on person-centered planning and social capital.

Evaluation Summary

Getting Employers to Stake a Claim in Your Clients                       The Workforce Diversity Network of the Black Hills
This presentation with a diverse group of employers will help the audience understand how to make sure your client or other individuals with a disability are a good fit for a position with an employer. This presentation will also discuss how individuals with disabilities can rise to their full potential with an employer.

Evaluation Summary

1:30 pm-3:00 pm               Breakout Sessions

Recovery Oriented Services                          Trevor Manthey
This session presents the primary principles of recovery, common myths about the recovery process, and present approaches to recovery which appear to be helpful. The workshop provides a structure for thinking about your own practice and for moving toward a more recovery oriented approach. Recovery is usually conceptualized as a framework for living a meaningful life beyond (or in spite of) the limitations one experiences because of a mental illness or substance addiction. However, recovery oriented services can also be viewed through the lens of diversity and the greater disability field.

Evaluation Summary
<table>
<thead>
<tr>
<th>Session Description</th>
<th>Presenter</th>
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<tbody>
<tr>
<td>Native American Resilience</td>
<td>Darold Joseph</td>
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<tr>
<td>Darold will present the concept of resilience as it relates to indigenous epistemological perspectives. We will briefly review the history of indigenous people and how this history has informed our resilience to be a striving people. The concept of resilience will then be used as a framework to create an asset based approach from the audience's experiences as vocational rehabilitation providers. Digital Stories of resilience will be used to provide examples of American Indians with disabilities who are striving to create a positive outcome for themselves and their communities.</td>
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<tr>
<td>Employer Engagement and Negotiation</td>
<td>Doug Crandell</td>
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<tr>
<td>Learn how to engage and negotiate with potential employers to create win-win employment opportunities. In this training you will learn effective job developing strategies that will help you to:</td>
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<td>- Work more collaboratively with small businesses</td>
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<td>- Negotiate customized employment scenarios</td>
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<td>- Create win-win situations that are based on job seeker preferences</td>
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<td>- Use employer proposals as part of job development</td>
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<tr>
<td>Digging for Gold Using the WISC-V</td>
<td>Dr. Robert Arnio</td>
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<tr>
<td>The Wechsler Intelligence Scale for Children® Fifth Edition (WISC–V), has been redesigned to provide a comprehensive picture of a child's abilities. Now you can identify the issues and find the solutions faster and easier. However, are we ready for this change? This presentation will:</td>
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<td>- Discuss the fundamental changes from the WISC-IV to the WISC-V.</td>
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<td>- Describe how the changes impact interpretation of results.</td>
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<td>- Articulate the importance of various cognitive abilities for learning.</td>
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<tr>
<td>- Describe how the WISC-V aligns to current approaches regarding the identification of students with specific learning disabilities.</td>
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Evaluation Summary
3:30 pm-5:00 pm  Breakout Sessions

Collaboration: What Are We Really Talking About  David Hoff

Collaboration and partnership – everyone says they believe in it, want to do it, need to do it – but do they know what it really means, and do they know how? We will look at the issues of cross-systems partnership for both students of transition age and adults. Included within the discussion will be the basis for collaboration from a public policy perspective, and the practical need for collaboration to best meet the needs of job seekers with disabilities. A variety of strategies for collaborations that make a difference in the lives of citizens with disabilities will be discussed, with dialogue and debate on both the opportunities and challenges of successful collaboration and partnerships.

Evaluation Summary

Transition Services for Native American Students with Disabilities  Darold Joseph

American Indians with disabilities are overrepresented in secondary education settings and have a much lower success rate of pursuing post-secondary opportunities such as education, employment, and independent living. Therefore, there is a great need for organizations who provide services for individuals with disabilities to collaborate with one another. This presentation will review transition services for American Indians with disabilities and provide meaningful ways to consider culturally responsive ways of providing services. Information will be provided about ways to collaborate with Special Education programs for students with disabilities graduating from high school.

Evaluation Summary

Job Seekers with Mental Health Disabilities  Doug Crandell

This session focuses on the approaches necessary to support job seekers with mental health disabilities to secure employment. From using IPS-SE to customized employment and self-employment, you will learn about the similarities and differences in these approaches, how to implement blended supports, and the rationale behind why the tension between rapidity and person-centeredness must look different for each individual. Through the use of case studies, group work, and materials from the IPS Dartmouth Supported Employment Center and ODEP’s EFSLMP initiative, trainees will participate in a mini-Community of Practice to explore these important topics. (Free book giveaways will keep this session fun and interactive!)

Evaluation Summary
3:30 pm-5:00 pm Breakout Sessions

What it Takes to Get Behind the Wheel  
Alan Schulte

Many individuals with disabilities or low vision would like the independence that comes with driving an automobile. Some of these individuals have driven before but are now experiencing a disabling condition or have been diagnosed with vision loss. Some may have lost their license while others may never have been able to meet the requirements for a driver’s license. This session is aimed at working with individuals who may be candidates for specialized training and adaptive aids to make it possible to drive. Individuals with vision loss can take advantage of telescopic lens systems which may help them experience the independence of driving. This session will include a history and description of bioptic driving, laws pertaining to the driver with low vision or adaptive aids, suggestions for training, and resources to tap into for your program participants. This session will also cover driver rehabilitation training for those clients following TBI, mild developmental delays, those along the autism spectrum and ADHD.

Evaluation Summary

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S ESSION D ESCRIPTIONS  Thursday, October 20th

8:00 am-9:30 am Breakout Sessions

Transformation Through Transparency: The Simple Secrets to Finding Success Following Prison  
Chuck Gallagher

There's just no use. After all I'm a convicted felon, and the cards are stacked against me. Who would want to hire me anyway? I've made my bed and now I have to lie in it." Have you heard people make those statements? Pretty pathetic sounding aren't they? Not much hope or belief in a future where success can rule. There is one thing that is the truth and that is none of them are true unless you want them to be. Your success is 100% up to you and I can prove that! As a convicted felon, I have come from federal prison to becoming a senior VP in a public company and Chief Operating Office for another public company and founder of several successful businesses. But more than that, I have interviewed a number of people who have felony backgrounds and we all are finding our pathway to success. Join me in this journey of transformation and together let's explore the simple secrets of finding success following prison.

Evaluation Summary
8:00 am-9:30 am Breakout Sessions (cont.)

VR & DDD Initiatives That Promote Independence, Choice and Employment
Bernie Grimme
Eric Weiss & Dan Lusk

This presentation by the South Dakota Vocational Rehabilitation Programs and the Division of Developmental Disabilities will present on program updates, new initiatives and changes resulting from new legislation. In addition, the audience will have the opportunity to ask the presenters questions on their programs, State and Federal policies impacting their programs. This presentation will benefit service providers and vocational rehabilitation personnel.

Evaluation Summary

Return to Work After a TBI: Challenge or Opportunity
Justine Ashokar

An important aspect of brain injury recovery is returning to work. Individuals with a brain injury are faced with a myriad challenges including cognitive, emotional and physical changes. Brain injuries are unique depending on the nature and site of the injury leading to vast differences in every day functioning. Many have difficulties with awareness of the changes since the injury. They struggle with coming to terms with their present skills and changes in life in comparison to the past without a brain injury. This session will address how VR Counselors and service providers can help to mitigate some of the obstacles and help to transform the challenges into meaningful opportunities.

Evaluation Summary

Transition Services for Native American Students with Disabilities—(Repeat Session)
Darold Joseph

American Indians with disabilities are overrepresented in secondary education settings and have a much lower success rate of pursuing post-secondary opportunities such as education, employment, and independent living. Therefore, there is a great need for organizations who provide services for individuals with disabilities to collaborate with one another. This presentation will review transition services for American Indians with disabilities and provide meaningful ways to consider culturally responsive ways of providing services. Information will be provided about ways to collaborate with Special Education programs for students with disabilities graduating from high school.

Evaluation Summary
9:45 am-11:00 am  General Session

The Human Side of Ethics: The Truth About Emotions & Ethical Behavior  Chuck Gallagher

What causes an otherwise intelligent person—a person who knows the difference between right and wrong to make a choice that will negatively impact themselves and their organization? You'll find out in this fascinating presentation on human values and ethics. With a unique perspective gained from his own past experience, Chuck Gallagher sheds new light on why we do what we do and how to influence behavior. Most ethics presentations and training programs focus on compliance and legal issues—as if ethical choices are either legal or not. The reality is, ethical choices have far more impact on a company long before the issue of “legal or illegal” comes into play. While your Ethics Code of Conduct might meet all the standards required, the missing piece for most companies is the ability to help management and employees understand the human dynamic associated with conduct management. It’s time to take ethics training in a different direction. No longer is a two-hour compliance speech going to change behavior! Chuck will pull back the curtain to reveal the truth about ethical behavior and how we shape a new direction in ethical leadership.

Evaluation Summary
Kathy Hildebrandt

Kathy joined the BHR Training Staff in October 2006. She teaches a wide variety of classes offered by BHR, including supervisory and professional development courses, and some technical courses like Defensive Driving and First Aid/CPR. Prior to joining state government, Kathy served as a Captain in the U.S. Air Force in the personnel career field. A highlight of her four years in the military was working in an F-16 squadron in Utah and deploying with them to Iraq. Kathy has a Master’s Degree in Human Resource Development and a Master’s Degree in Adult Education and Training. Developing and motivating others has always been a passion of Kathy’s and she looks forward to every opportunity to interact with state employees.

Lois McElravy

Living with a brain injury for 26 years has provided Lois McElravy with an on-going education. Lois jokes that she has “LEARNED” a Life Experience Master’s Degree, but instead of adding letters behind her name, she adds numbers – as in new diagnoses. Even though the ripple effect of brain injury still complicates her daily life, it doesn’t stop Lois from growing and achieving. Her personal stories inspire national audiences with perseverance and hope. Lois teaches humor as a coping skill and equips people with survivor tools and a thriver attitude, so they can cope with the unpredictable, deal with the unacceptable, achieve the unthinkable and feel happy in trying times.

(More at www.lessonsfromlois.com)

David Hoff

David Hoff, M.S.W., has an extensive background in working with public systems and community agencies to enhance employment outcomes for people with disabilities. He has done work in over 25 states, providing technical assistance and training on effective practices in human services and workforce development. David regularly presents on a range of employment-related topics to policymakers, practitioners, people with disabilities, and family members, at various national, regional, and local forums. A primary focus of his work is on organizational and systems change to improve employment outcomes, with a particular emphasis on public policies and their impact on the lives of people with disabilities. Along with his work with public disability agencies, much of David’s work is focused on enhancing the ability of the general workforce development system to serve people with disabilities.
Dr. Alette Coble-Temple
Dr. Coble-Temple teaches Integrated Professional Seminar-III, Lifespan Development I and II, Child and Adolescent Psychopathology and Treatment, Disability Culture, Clinical Sport Psychology, Attachment theory, and Adoption & Psychology. Prior to coming to JFK University, she worked as a therapist with adolescent girls in a residential treatment facility. Dr. Coble-Temple brings 20 years of experience working with toddlers, children, and adolescents. Her training includes attachment theory and treatment for clients who have experienced significant trauma. Dr. Coble-Temple also conducts forensic evaluations on Mentally Disordered Offenders for the Board of Parole Hearings. She serves as an expert witness for the Department of Corrections and Rehabilitation in the areas of differential diagnosis, trauma, multicultural competence and risk assessment for inmates who commit violent or sexual offenses.

TSLP (Transition Services Liaison Project)
The (TSLP) is a project of Black Hills Special Services Cooperative (BHSSC) and is jointly funded by the Department of Education, Special Education Programs and the Department of Human Services, Division of Rehabilitation Services. TSLP has five regionally based transition liaisons to provide technical assistance and training to teachers, students with disabilities and families, VR personnel, service providers and other agencies involved in transition services for students with disabilities. The liaisons participate in regional and/or local interagency teams, develop ongoing networks and transition initiatives, identify community resources and promote collaboration among school personnel and adult service providers. The liaisons also coordinate numerous regional and state wide activities throughout the year that include informational fairs, teacher workshops, Catch the Wave events and the Youth Leadership Forum.

Tim Neyhart
Tim’s entire career has involved working with private non-profit human service agencies. During his tenure at South Dakota Advocacy, he has been involved in direct case work and advocacy. He served as program director for the PADD Program (Protection and Advocacy Developmental Disabilities); the PAIR Program (Protection and Advocacy of Individual Rights) and the Client Assistance Program until in 2014 he became the Executive Director for the agency. Tim has been involved in developing and presenting information to various groups around the state on a wide range of topics such as the history of people with disabilities in society, self-advocacy curriculum, social security work incentives, etc. In 1998 Tim was awarded the Distinguished Service Award by the Governor’s Advisory Committee on Employment of People with Disabilities. He graduated from Northern State College with a BS in Secondary Education.
**Dr. Trevor Manthey**

Dr. Trevor J. Manthey, MSW, Ph.D., MINT member is interested in researching and training interventions that help facilitate self-determination in mental health and rehabilitation. This interest in self-determination has led to peer-reviewed publications on many topics including Motivational Interviewing (MI). Trevor is a member of MINT (Motivational Interviewing Network of Trainers) and the Strengths Institute. Trevor has a BS in psychology with a minor in business management and an MSW degree. He received his doctoral degree from the University of Kansas. Trevor has worked for several research and training agencies including the Idaho Child Welfare Research and Training Center, The Washington Institute for Mental Health Research and Training and The Office of Mental Health Research and Training in Kansas. Trevor has been a consultant and trainer for several State Vocational Rehabilitation agencies in their efforts to implement Motivational Interviewing system wide.

**Julie Hand**

Julie has worked in the developmental disabilities field since 2004, serving several roles at Community Support Provider level including job coach and employment specialist until joining the Division of Developmental Disabilities in 2007. Julie has overseen the activities of the DDD’s employment efforts since 2010, is a Person Centered Thinking trainer, Certified Quality Analyst, certified Personal Outcome Measures interviewer, and is currently working to complete a Behavior Support Specialist certificate program through the University of Arizona.

**Doug Crandell**

Doug Crandell has managed, staffed and directed community mental health and disability programs at the provider level for 25 years. He has been the Project Director for a number of demonstration grants funded through the U.S. Department of Labor, the Bureau of Justice Assistance and the Social Security Administration. He directed Georgia’s Medicaid Infrastructure funded by the Centers for Medicare & Medicaid Services. He is a Senior Consultant with Griffin-Hammis Associates, Inc., and on the faculty of the Institute on Human Development and Disability at the University of Georgia. For the last four years, Doug has provided training and technical assistance to Georgia’s supported providers through a joint effort with the Carl Vinson Institute of Government. He is a Subject Matter Expert with the Office of Disability Employment Policy in D.C. and is currently working with several states to restructure their employment supports to include evidence-based supported employment, customized employment, and self-employment.
**The Workforce Diversity Network of the Black Hills**

The Workforce Diversity Network (WDN) of the Black Hills is a nonprofit organization that offers free education and consulting services to businesses on the benefits of hiring and retaining individuals with disabilities. WDN recognizes that a healthy workforce is diverse and inclusive of people with disabilities and can improve the bottom line of a business.

**Darold Joseph**

Darold H. Joseph is of the Coyote Clan from the Hopi village of Moenkopi. He is a doctoral candidate in the Disability and Psychoeducational Studies department at the University of Arizona. Mr. Joseph currently serves as Research Assistant with the Center for American Indian Resilience and a Lecturer with the Applied Indigenous Studies Department both at Northern Arizona University. His experience includes serving persons with developmental disabilities in urban areas, as a special education teacher, and as a special education administrator in a rural junior high and high school serving American Indian students.

**Dr. Robert Arnio**

Robert Arnio earned his doctorate from the University of Iowa in 1979. For the past twenty-five years he has been in private practice in the Rapid City area where he is the founder of Psychological Associates of the Black Hills and more recently, Learning Solutions. Throughout his career Dr. Arnio has earned multiple awards for outstanding service and leadership from the South Dakota and the American Psychological Associations, including the Karl F. Heiser Award for Advocacy in 1995. In 1997, he was awarded Outstanding Health Care Professional by the Governor’s Advisory Committee on Employment of People with Disabilities.

Dr. Arnio has been teaching at South Dakota State University, West River Graduate Center since 1981. He has been a Psychological Consultant for the South Dakota Division of Rehabilitation Services for over 25 years. His research interests include family therapy and childhood disorders. In his spare time Bob enjoys skiing, woodworking, and British cars.
Chuck Gallagher

In 1987 Chuck made some bad choices at the height of his career and went from wearing a business suit to an orange jump suit some years later. Since then, he’s rebuilt his life back to immense success. The lessons he learned allow him to share a unique perspective unlike any other business ethics speaker. Currently Vice-President with a public company, Chuck Gallagher may have found his niche early on in life selling potholders door to door, or convincing folks to fund a record album of his musical performance at age 16 (and yes, those were the days when an album was made of vinyl), but it was the school of hard knocks that provided a fertile training ground for Chuck’s lessons in success. Described as creative, insightful, captivating and a person that “connects the dots” between behavior, choices and success, Chuck gives his clients what they need to turn concepts into actions and actions into results. In the middle of a soaring career, Chuck lost everything as a result of his improper ethical choices. He has since rebuilt his career and his life back to immense success. With more vulnerability than the average keynoter, Chuck shares with his audiences his life journey, the consequences of his unethical choices, and how life gives you second chances when you make the right choices.

Bernie Grimme

Bernie Grimme is currently the Assistant Director for the South Dakota Division of Rehabilitation Services. He has worked in the field of rehabilitation for individuals with disabilities for over 35 years where he began his career with Community Support Providers in Yankton and Sioux Falls. Bernie currently serves on the State-Wide Independent Living Council, SD Special Education Advisory Panel and the SD Behavioral Health Advisory Council. Bernie has his undergraduate degree in Vocational Technical Education from the University of South Dakota and a Masters Degree in Rehabilitation and Mental Health Counseling from Montana State University.
Eric Weiss
Eric Weiss has worked within the Department of Human Services for the Division of Rehabilitation Services (DRS) and Service to the Blind and Visually Impaired providing program management, disability policy, and supervision since 2000. Eric has been the Director of DRS since 2013. Eric is on the Board of Vocational Rehabilitation, the Council on Developmental Disabilities, and the Workforce Development Council. Eric holds an undergraduate degree in Psychology and Social Sciences from Mankato State University and a Masters Degree in Rehabilitation and Mental Health Counseling from Montana State University.

Dan Lusk
Dan Lusk serves as the State Director of the Division of Developmental Disabilities with the South Dakota Department of Human Services. He has influenced disability policy in South Dakota for the past 14 years as the Chief Financial Officer, Deputy Secretary, and in his current role as Director of the Division of Developmental Disabilities. He has been employed with the State of South Dakota for 23 years. During his tenure, he has focused the state’s efforts in supporting people with intellectual and developmental disabilities. Dan is a member of the Board of Directors of the National Association of State Directors of Development Disabilities Services (NASDDDS) as well as a member of the association’s National Policy Workgroup. He also serves on the Governing Board of Directors for Avera St. Mary’s Hospital in Pierre, SD, and is a member of their Ethics Committee. Dan holds a Bachelor’s degree in Business Administration from the University of South Dakota.

Justine Ashokar
Justine Ashokar, PhD, is the Director of Clinical Services, Brain Injury Rehabilitation Center and Black Hills Works. She earned her PhD in Clinical Psychology with an emphasis in Neuropsychology from Fielding Graduate University, Santa Barbara, California. She completed her internship (Neuropsychology, PTSD, Health Psychology, and Inpatient/Outpatient rotations) at Veterans Affairs, Black Hills Health Care System, Fort Meade, South Dakota. Justine has her M.S. in Counseling from California State University, Long Beach, California. She has experience serving veterans, people with developmental disabilities, and people with brain injury.
See You Next Year for the
Fall Conference

Have a Safe Drive Home!