



**Positive Approaches to Schoharie County ARC'S  
Multi-Year Commitment to an  
Organization's Cultural Shift**

- NYSARC Executive Director's Association Position Paper** (2007)
- Use of restraints and physical intervention
- NYSARC Inc. Position Statement** (2007)
- Positive Behavioral Supports
- SCHOARC's Board of Directors' Resolution** (2007)
- Gradual elimination of restrictive physical interventions/restraints and pharmacological restraints in dealing with challenging behaviors
- DELARC's Shift Happens & People Power** (2008)
- Directors and team leaders experience vantage point
  - Visitations to delaware arc's day services
- Behavior Support Specialists** (2008)
- Gradual substitution of SCIP-R techniques to Positive Behavior Supports
  - Elimination of DTP "Time-Out"/quiet room (2007)
  - Human Rights Committee begins to promote life-enhancement supports vs. behavioral supports
- Human Rights Committee** (2008)
- Approves elimination of all SCIP-R techniques from all behavior support plans in favor of non-restrictive life-enhancement support plans
- Shift Happens & People Power** (2009)
- (2 day seminars) presented at Schoharie ARC (directors, administrators, supervisors & DSP's)
- Satisfaction Surveys & Interest Inventories** (2009)
- Completion required for pre-ISP reviews and person-centered planning
  - Introduction of Activity Schedules based on an individual's interests and preferences for individualized and group activities
  - Behavior specialists provide site specific training for life enhancement supports
- Positive Behavior Support Curriculum** (2009)
- Development of draft curriculum
  - Curriculum incorporates positive proactive aspects of SCIP, PROMOTE and positive approaches from Shift Happens

- SCIP-R Replacement Curriculum** (2010)
- “Creating Opportunities for Positive Relations with Dignity and Respect” draft curriculum
  - Letter of notification to OMRDD’s Bureau of Program Certification & Division of Quality Management, Capital District DDSO and NYSARC, Inc. with copies of draft curriculum
  - Behavioral Specialist and Program Directors schedule staff development and training (two 2.5-day training sessions per month for 15 participants at each session)
- Creating Opportunities for Positive Relations with Dignity and Respect** (2010)
- Historical perspective from institutionalization to community based services and supports
  - Genesis for elimination of restraints and physical interventions
  - Schoharie County ARC’s Mission, Vision and Values
  - Shift from being a great care giving organization to becoming a great teaching organization
- Creating Opportunities Course Outline** (2010)
- 1st day, “Why Make This Shift”
  - 2nd day, “How to Make it Happen”
  - 3rd day, “Making it Happen” practicum
- Person Centered Planning** (2010)
- Merging of various support plans (e.g. behavior support plans, life enhancement plans, nursing/clinical support plans) into one individualized person-centered support plan.
  - ISP and habilitation plans will contain all of the supports and services, desires and preferences, positive approaches and concepts, as well as teaching, learning and skill acquisition opportunities
- Creating Opportunities for Positive Relations for Supervisors curriculum** (2011)
- Supervisory relationship building with staff supervised
  - More supportive and positive learning environment
  - Provide necessary supports to supervisors to become experts in positive approaches and excellent teachers
  - Positive attitudes, less turnover, increased morale, staff empowerment with greater confidence
  - Provide continuous training opportunities on person-centered positive approaches and supports for teaching new and desired behaviors that are meaningful and satisfying
- Viewpoint Experience** (2011)
- Provides a unique opportunity for new employees to spend their first day of orientation as a consumer of services while experiencing our supports and services, through the eyes of a program participant