



www.rose-marycenter.com

About Rose–Mary

We provide residential services for with people with intellectual/developmental disabilities.

Started in 1922

- ▶ 10 ICF group homes (5–8 residents each)
- ▶ 7 waiver homes (4 residents each)
- ▶ 1 adult day program
- ▶ Roughly 100 individuals (“clientele”)
- ▶ Roughly 250 employees

The people we support at Rose-Mary. . .

- ▶ Most have severe to profound I/DD
- ▶ Most communicate through body language and do not speak
- ▶ Tend to have high behavior support needs

As 2015 started . . .

We were re-evaluating everything about our organization



Re-inventing much of it along the way

Who are we? Who are we not?

We knew what we weren't:

- ▶ Fixing what was “wrong” with people
- ▶ ABA therapists
- ▶ A treatment center
- ▶ Caretakers

What business are we in?

Disability services?

Taking care of those who can't take care of themselves?

Promoting independence?

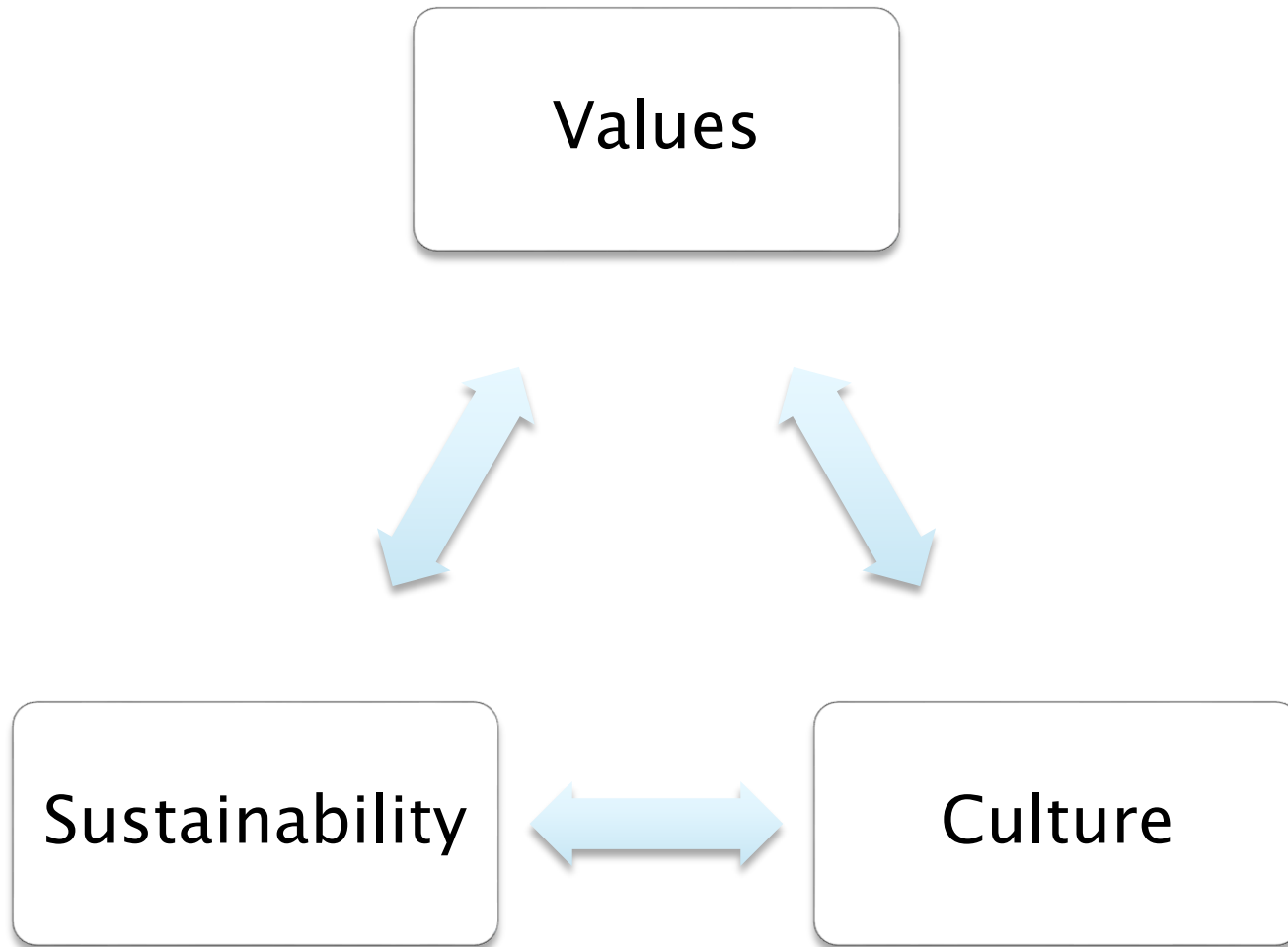
Today's (evolving) definition of Person Centered Thinking:

- ▶ We are in the business of supporting people to live their lives the way they want to live them,
- ▶ Supporting people to be the best version of themselves that they can be (rather than fixing “what’s wrong with them”),
- ▶ According to their own definition of good/best

For more . . .

The Learning Community at www.tlcpcp.com

Embracing our values



Two breakthrough realizations:

- Taking control away from people is really traumatizing
- Yes, we can do this with people who have profound disabilities

Leveraging the Strengths of Front-Line Staff

Our DSP's strengths:

- ▶ Mission-driven
- ▶ Relationship-oriented
- ▶ Committed/loyal/team-oriented
- ▶ Open minded
- ▶ Compassionate
- ▶ Creative
- ▶ (plus, high turnover can be an asset when you are re-inventing)

Trauma Responsive Care

“Universal precautions for trauma mean that people need to feel

- ▶ Safe
- ▶ Connected
- ▶ In Control

before anything else can happen.”

-- Kevin Aldridge & Lara Palay

For more . . .
www.aldridgepalay.com
mha.ohio.gov/traumacare

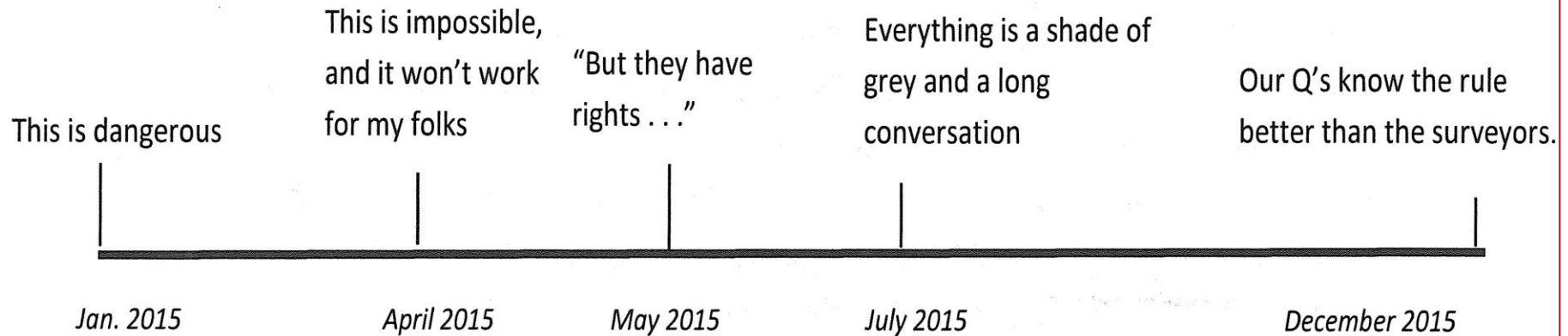
Integrated Behavior Support

We never want to reach a point where we are just talking about a “behavior,” and losing sight of the person in question.

Our goal is to **prevent** those challenging behaviors from happening, by **helping people feel safe, connected, and in control.**

Stages of Acceptance:

Summary:



Traditional Organizational Structure

- Hierarchical
- Top down approach to management
- Used by most large companies



from staff
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How we think of it now . . .

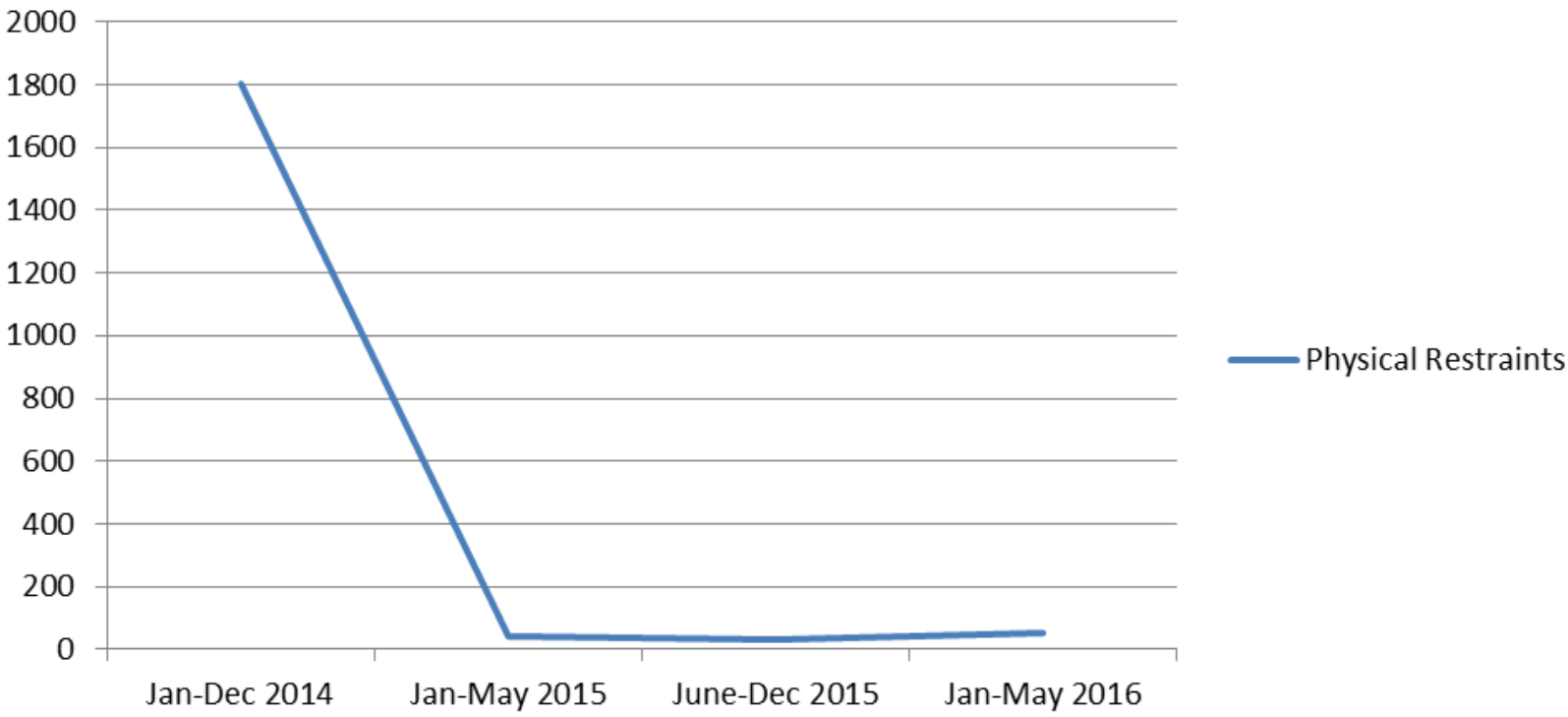


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What it feels like

- ▶ A general sense from staff, individuals, and families that the homes are happier places
- ▶ A small group of people who really care about who someone is – that seems to be the secret sauce.

Physical Restraints



**“I did then what I knew how to do.
Now that I know better, I do
better.”**

— Maya Angelou

