Community Inclusion Definitions

Table of Contents

Assistive Technology

The term "assistive technology" refers to the necessary support mechanisms, devices, and environmental modifications including the rationale for the use of assistive technology or adaptive equipment when a need has been identified, shall be documented in the ISP. The rationale shall include the environments and situations in which assistive technology is used. Selection of assistive technology shall support the person's independence and functional capabilities in as nonintrusive a fashion as possible. Please see NMAC 7.26.7 for more information.

Community-based Situational Assessments

The term "community-based situational assessments" refers to assessments conducted in typical employment settings and situations. This type of assessment places an individual with a disability in a work environment in an actual job. Situational assessments are typically conducted in multiple work settings, for short periods of time in order for the assessor and the person to realize the person's work interests and aptitudes to create a good job match.

Community Integrated Employment

The term "community integrated employment" refers to part or full-time work performed by a person which is compensated by minimum wage or better that occurs in a location that offers the worker opportunities to interact with coworkers and others without disabilities and provides opportunities for advancement, similar to that of non-disabled peers in similar positions.

Community Integration

The term "community integration" means access to and participation in all aspects of typical community activities and functions of community life that are used by the general population and that are meaningful to the individual. Community integration includes: accessing community resources, and/or spending time in the community without the presence of paid staff, spending time in the community with non-disabled and unpaid individuals, and/or building and maintaining relationships with family members, friends, neighbors, peers and acquaintances.

Community

The term "community" refers to a group of people with a common characteristic or interest living together within a larger society.

Customized Employment

The term "customized employment" means support strategies that provide improved access to competitive integrated employment for an individual with a severe disability. Strategies are based on an individualized determination of the strengths, needs, and interests of the person matched with an assessment of the business needs of an employer and implemented through flexible strategies that include the design of a specific set of job duties and a work schedule that meets the needs, skills and abilities of the individual and the needs of the employer. Customized employment uses an individualized approach to job development—one person at a time; one employer at a time.

Direct Support Staff

The term "direct support staff" refers to families and/or staff employed or sub-contracted by a residential or community inclusion provider agency whose primary job responsibilities include direct hands-on support of individuals receiving services from the agency. These individuals are primary implementers of the Individual Support Plan (ISP) and carry out individualized strategies developed and trained to promote health, safety, and the achievement of ISP visions and desired outcomes. Direct Support Personal (DSP) are full participating members of the Interdisciplinary Team (IDT).

Discovery

The term "discovery" refers to examining with the person, family, friends and people who know the person best her/his life and life experiences to discern interests and preferences. Discovery works for everyone but is particularly helpful to people with communication challenges. Information gleaned in discovery about what the person likes to do and does well is used in identifying possible jobs. The information is also used to negotiate with employers the kinds of tasks the person does well and identifies the supports he/she needs to do the job competently and be a good hire for the employer.

Individual Service Plan

The term "individual service plan" means an individualized service plan, as defined in NMAC 7.26.5 (7.B and 8-17) and includes but is not limited to the person's long-term vision of her/his life; desired outcomes; individual preferences; and specific action plans to reach personal objectives.

Meaningful Day

The term "meaningful day" means individualized access for individuals with developmental disabilities to support their participation in activities and functions of community life that are desired and chosen by the general population. The term "day" does not exclusively denote activities that happen between 9:00 a.m. to 5:00 p.m. on weekdays.

Natural Supports

The term "natural supports" refers to personal associations and relationships typically developed in the community that enhance the quality and security of life for people, including, but not limited to, family relationships; friendships reflecting the diversity of the neighborhood and the community; association with fellow students or employees in regular classrooms and work places; and associations developed though participation in clubs, organizations, and other civic activities. It includes community supports that are typically not funded under the DD Waiver or other publicly funded developmental disabilities programs that assist the individual and facilitates integration into the community (non-paid supports).

Person Centered Planning

The term "person centered planning" refers to a process, directed by the family or the individual-served, intended to identify the strengths, capacities, preferences, needs and desired outcomes of the individual.

Support Needs

The term "support needs" refers to the type, frequency and duration of help an individual will need to successfully complete life activities.

Supported Employment

The term "supported employment" refers to competitive, integrated employment for people with severe disabilities who have a demonstrated need for support to obtain and maintain employment. Supported employment occurs in typical integrated business, industry or government environments and includes:

- Minimum wage or better;
- Support to obtain and maintain jobs;
- Opportunity for career development; and
- Workplace diversity.

Team Members

The term "team members" refers to the Interdisciplinary Team (IDT) which the team that is responsible for the development of the individual service plan (ISP) and for identifying the agencies and individuals responsible for providing the services and supports identified in the ISP. The team always includes the person with a developmental disability for whom the ISP is written. For a complete listing of IDT members and responsibilities go to NMAC 7.26.5 (7-17).

Trial Work Opportunities

The term "Trial work opportunities" means opportunities that typically occur when a candidate for employment and an employer are close to a hiring decision. The employer may want to know if the potential employee would be a good match for the position and the company. The candidate may be hired on a trial basis. Wages are required for time worked.

Working Age

The term "working age" refers to a person who is at least 17 years of age who has completed or nearly completed her/his K-12 School curriculum including the transition portion and requests adult services through DDSD. Typical retirement age, based on Social Security rules, ranges from 62-67 with many people choosing to work longer for economic or other reasons.