

1 May 2020

Dear people we support and families,

Thank you for your patience, care, and resilience through this pandemic. We know that many in our communities are feeling overwhelmed and anxious. To help, we are sharing a resource sent to us by the folks at Community Living Windsor that we think may be helpful.

Attached to this letter is a free training opportunity from the folks at Community Living Windsor and Peter Marks, CEO of the Centre for Conscious Care. The second stream is geared specifically towards family members and Direct Support Professionals who are providing support to someone who may be experiencing heightened anxiety through this pandemic. The training is six sessions, held over zoom, beginning May 12. Registration details are available in the attached package.

We want to reassure you that we are taking as many preventative measures as we can, to ensure the health and wellbeing of the people we support and our staff. Late last week, the Ontario Government released an additional [Emergency Order impacting congregate care settings](#). In response, we have further enhanced our screening checklists. Our staff are also wearing masks while working in CLGW residences. We're also working with Public Health officials around universal testing and other preventative measures we can be taking to go even further in ensuring health and wellbeing through all of this.

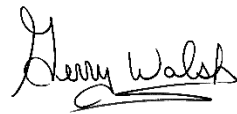
We also heard from the government about [frontline workers receiving a temporary Pandemic Pay premium](#). This is a well-deserved announcement, and we're excited that our staff are being recognized for their tremendous dedication.

Again, thank you for your kindness, feedback, and help through these difficult and uncertain times.

We will continue to keep you informed of any new developments, and you can read the latest at: clgw.ca/covid19

Regards,


Laura Hanley
Executive Director


Gerry Walsh
Board President

FREE Training Opportunities

offered by A Centre for Conscious Care and Community Living Windsor

Introduction:

In partnership with A Centre for Conscious Care, Community Living Windsor will host 2 streams of FREE, online, 2-part educational sessions for both professional and personal learning.

One stream has been created to speak to those in roles of leadership including sr. leaders, directors and managers of organizations that provide supports and services. In this stream, we will introduce the Situational Leadership model, explore the importance of self awareness as a leader and troubleshoot concerns with which many leaders, across the province, have been navigating as part of the uncertainty that has come with the COVID-19 pandemic.

The second stream has been created to connect with direct supporters and family members who are working alongside the people they support and their loved ones who may be experiencing heightened levels of anxiety. In this stream, we will introduce the Conscious Care and Support model, explore international best practices of wellness, explore the skill set of mindful, emotional self-regulation and discuss some deeper questions that often come with uncertain times.

Each stream will include 6 online sessions hosted through Zoom that unpack themes related to enhanced practices, both at the direct support and leadership levels. All trainings are FREE along with any resources for download including, [COVID-19- What To Do](#) provided by A Centre for Conscious Care. The events will be facilitated by Peter Marks, A Centre for Conscious Care and Adriana McVicker, Community Living Windsor.

Be sure to review and share the following pages as they provide some details inclusive of dates, times, content and links for registration for both sessions.

If you have any questions at all about either event, please don't hesitate to reach out to either myself or Adriana at adriana@clwindsor.org.

Kind regards,



Melodie Cook
Executive Director
Community Living Windsor



Peter Marks
CEO
A Centre for Conscious Care

LEADERSHIP STREAM

PART ONE:

CCS- Situational Leading in Unknown Waters

The model of Situational Leadership is an easy to digest model of leadership that has been around since the 1970's. Simply, the model recognizes the importance of differentiated leadership; that the leadership style of the manager/director must change in 1 of 4 ways to meet the needs of each employee.

The model is also greatly dependent on the mindful, self-awareness of the leader to most effectively lead the team into the direction to where it needs to go.

Over two 2-hour sessions, we will break down the model and discuss some key pieces for consideration as leaders lead during uncertain times. Each session will also offer a forum for leaders to discuss, troubleshoot and problem solve some leadership concerns that have been encountered during this time of COVID-19.

Session 1	Tuesday May 12, 2020	9:00 am – 11:00 am
<ul style="list-style-type: none"> Brief overview of Situational Leadership model Importance of checking in with self when leading others Recognizing needs of employees at this time has changed, so leadership style will need to adapt to their different needs Understanding the difference between “won’t” vs. “can’t” problems Leaders can share situations and discuss possible solutions. 		
Session 2	Thursday May 14, 2020	9:00 am – 11:00 am
<ul style="list-style-type: none"> Review Self Awareness to Self Expression model Explore how to better manager irritability, anger and impatience Review Mindful Self-Awareness and Self-Regulation Explore the opportunities that COVID brings both personally and professionally Leaders can share situations and discuss possible solutions. 		

PART TWO:

CCS- COVID-19- Still Crossing a Shaky Bridge: sharing ideas and problem solving

As Ontarians at large still ride the wave of reaching the CO-VID plateau, there are still many uncertainties specifically within the developmental services sector, long-term care facilities and other group living situations.

This series will offer itself as a forum for discussion for some commonly expressed concerns when in a position of leadership, especially during the times of uncertainty that come with COVID-19.

Each 60-minute session will offer a platform for leaders to connect, share ideas and to troubleshoot some experienced concerns.

Session 3	Tuesday May 19	9:00 am – 10:00 am
Social Distancing and PPE		
<ul style="list-style-type: none"> How do we continue to normalize wearing Personal Protective Equipment (PPE) during direct support and ensure that we calm fears of employees and people we support? 		
Session 4	Thursday May 21	9:00 am – 10:00 am
Supporting Families and SIL		
<ul style="list-style-type: none"> How do we continue to best manage supporting SIL and families through this time? 		
Session 5	Tuesday May 26	9:00 am – 10:00 am
Working with Different Teams		
<ul style="list-style-type: none"> How do we continue to manage new team dynamics, on-board new staff and manage new ways of connecting with teams? 		
Session 6	Thursday May 28	9:00 am – 10:00 am
Not Losing Sight of Optimal Support		
<ul style="list-style-type: none"> How do we ensure that we haven't disrupted optimal support more than we need? 		

[CLICK HERE](#) FOR REGISTRATION

or connect with Adriana at adriana@clwindsor.org for more details.

FAMILIES AND DIRECT SUPPORT STREAM

PART ONE:

Conscious Care and Support:

an overview of most optimal support to lower anxiety, agitation and aggression

Conscious Care and Support (CCS) is a training, development and consulting program for community support professionals, parents, family members, teachers and psycho-social professionals – “supporters” who provide service and support to individuals of all ages who have autism or a developmental disability.

The program very significantly improves the skills of supporters beyond what is currently considered best practice in Ontario. CCS does not replace existing practices which are primarily behavioural interventions and traditional medical protocols. It does however significantly enhance the effectiveness of these approaches.

Overall, CCS addresses two key components to complement and enhance current approaches:

1. Biomedical, energy balancing and protection, sensory and neurodevelopment interventions.
2. Development of supporters’ emotional maturity and mindful self-regulation skills.

Over two 2-hour sessions, we will break down the model and discuss some key pieces for the provision of most optimal support for people who experience increased levels of anxiety, agitation and aggression.

Session 1	Tuesday May 12, 2020	1:00 pm – 3:00 pm
<ul style="list-style-type: none"> • We dive more deeply into the understandings around what international research has been showing us, for quite a while now, to consider as part of our best practices as we support those who have challenging support needs and increased levels of anxiety. Some of the areas of exploration include the disciplines of biomedicine, neurobiology, brain development, energy balancing and sensory integration. 		

Session 2	Thursday May 14, 2020	1:00 pm – 3:00 pm
<ul style="list-style-type: none"> • We explore the intrapersonal development of the supporter and the inherent value of the skill set of mindful emotional self-regulation. Many instances of support that often end in a less than optimal outcome are because the supporters have become pulled into an emotional hijack and the quality of support that is offered is compromised. The skill set of mindful emotional self-regulation builds our capacity to bring our “A-game” responses even during the moments of perceived chaos. 		

PART TWO:

COVID-19: A Very Special Teacher

The follow up sessions outlined below are part of the full [COVID-19- What To Do](#) resource provided by A Centre for Conscious Care.

Each 60-minute session is designed to unpack offerings that explore how to best take care of ourselves and others during a time of uncertainty that comes with COVID-19.

Session 3	Tuesday May 19	1:00 pm – 2:00 pm
Overview of U-BFIT Mindfulness and Improving Mental Health		
<ul style="list-style-type: none"> • How to better manage Irritability, Anger, Impatience. • Understand the use of Catch, Calm, Clarify, Choose during times of optimal support. • Understand the development of Self-Awareness to Self-Expression 		

Session 4	Thursday May 21	1:00 pm – 2:00 pm
Ensuring Immune System Defense		
<ul style="list-style-type: none"> • Overview the influences such as mindfulness, nutrition, exercise and human energy systems on bettering immune system function. 		

Session 5	Tuesday May 26	1:00 pm – 2:00 pm
Brain Wash Your Brain		
<ul style="list-style-type: none"> • Explore the importance of preventing boredom-based anxiety. • Explore the effect of positive intentionality. 		

Session 6	Thursday May 28	1:00 pm – 2:00 pm
Meaning and Purpose		
<ul style="list-style-type: none"> • Overview how COVID-19 can be a very special teacher to grow both personally and professionally. 		

[CLICK HERE](#) FOR REGISTRATION

or connect with Adriana at adriana@clwindsor.org for more details.

