Introduction
Dan Crimmins
What we’ll talk about today...

1. How was it developed? (red)
2. What will participants learn? (orange)
3. How will participants learn? (green)
4. Who are participants? (blue)
5. How should participants prepare? (purple)
1. How was the AUCD Leadership Academy Developed?
Developed with funding provided by...

JPMorganChase
Important Components to Include in the AUCD Leadership Academy

• Content that informs and challenges
• Strengths-based assessments
• Exposure to compelling leadership stories
• Cohort identity
• Opportunity to mix and mingle with experts
• Opportunity to work in small groups
• Opportunity for self-reflection and integration
• Accessibility for diverse learners
• Pre- and post-academy activities
Strategic Choices

- Using *Courage & Renewal* and *Circle of Trust* as organizing framework
- Incorporate *Collective Impact* as a guide to work in systems change
- *VIA* or *Values in Action* as strengths-based assessment of individuals
- Experienced faculty, facilitators, and presenters
- Opportunities for *Open Space* for participant-organized learning and sharing
- Mix of large and small group presentation, discussion, and reflection
- Later start time, breaks during the day
- Group experiences
- Pre- and post-academy webinars
- Follow-up coaching and support for self-reflection
Design Team

From CLD
Daniel Crimmins, Andrew Roach, Emily Graybill, Mark Crenshaw, Gatavious Price, Rachel LaFleur, Kurt Vogel

Consultants/Facilitators
Matthew Williams, Courage & Renewal
Sonya Tinsley-Hook, VIA

From AUCD
Dawn Rudolph, Liz Weintraub, Michael Gamel-McCormick, Andy Imparato, Tanisha Clark, Christine Liao, Adriane Griffin, Shannon Haworth

Project Advisory Group Members
Kruti Acharya, Anthony Antosh, Julia Bascom, Jeffrey Brosco, Reid Caplan, Tim Fuchs, Tawara Goode, Tia Nelis, Stacey Ramirez, Deborah Spitalnik, Melanie Thornton
Pedagogy for the Leadership Academy informed by cultural and linguistic competence (CLC), Universal Design for Learning (UDL), and experiential learning.
We just discussed:

**How was the AUCD Leadership Academy developed?**

- AUCD Leadership Academy informed by “what works”
- Curriculum that pulls together values, strengths, and commitment to social justice
- Designed to engage adult learners
- Design team with CLD, AUCD, consultants, and Project Advisory Group
The next set of slides will answer....

2. What will participants learn?
History of the Disability Rights Movement

We will visit the National Center on Civil and Human Rights in Atlanta with an introduction by Mark Johnson and followed by discussions of our shared commitment to social justice:

• History of disability rights and independent living as movements
• Evolution of disability policy
• Current issues in national policy
• State-level issues
• Advocacy
Courage & Renewal and Circle of Trust as an organizing framework:

- Is rooted in community organizing with historically disenfranchised groups
- Incorporates extensive experiences with leadership identity, learning, growth, and sustained effort toward solving complex social issues
- Has a 20+ year history of utilization with cohorts of emergent and established leaders
- Provides a forum for exploring professional and organization values, vision, and core commitments
- Supports participants’ resilience and commitment to creating a community that recognizes and honors difference and diversity
- Can be delivered within the time frame of the Academy while still leaving time for exploration of other UCEDD/LEND/disability organization topics
We will have presentations and activities with leaders of UCEDDs and other disability organizations featuring:

- Examples of successful partnerships that addressed multiple organizations and perspectives – universities, community partners, advocacy organizations, and provider agencies
- Illustrating one of the tenets of *Courage & Renewal* that leadership involves “creating the space where people can discover their resources”
Collective Impact has been put forward as an alternative to work long-conducted in “silos” and often not leading to sustainable change. *Collective Impact* identifies five necessary conditions:

1. Creating a common agenda
2. Developing shared measurement and metrics
3. Working in a manner that is mutually reinforcing
4. Communicating continuously
5. Establishing a backbone organization
Leadership Strengths

• **VIA – Values in Action**
  – An assessment of 24 character strengths – describing “who you are” in everyday language
  – All participants (and faculty) will complete the VIA prior to the academy.
  – We will review the findings from the VIA and discuss them in small groups.
  – Assessments will create a shared vocabulary to discuss strengths
VIA Classification of Character Strengths

Creativity  Curiosity  Judgement  Perspective  Bravery  Perseverance
Zest  Honesty  Social Intelligence  Kindness  Love  Leadership
Fairness  Teamwork  Forgiveness  Love of Learning  Gratitude  Spirituality
Self-Regulation  Humility  Appreciation of Beauty  Prudence  Hope  Humor

Copyright of VIA Classification of 24 VIA Character Strengths
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We just discussed:

What will participants learn?

• History of the civil and disability rights movements
• Courage & Renewal
• Collective Impact
• VIA as a strengths-based assessment
3. How will participants learn?
Pedagogical Underpinnings

- Universal Design for Learning
- Cultural and Linguistic Competence
- Experiential Learning
Universal Design for Learning

- Multiple means of
  - Representation
  - Action and expression
  - Engagement

- Accessible print materials – key points highlighted at accessible reading levels

- Informational resources in print, video, and audio

- Graphic facilitator(s) during presentations and selected small group sessions
Graphic Facilitation
Cultural and Linguistic Competence

- Faculty and participants from diverse backgrounds, perspectives, and lived experiences
- Support participants’ resilience and commitment to create a community of leaders and advocates that recognizes and honors difference and diversity
Experiential Learning

- Small group discussion and problem-solving
- Time with faculty and peers for exploration
- Time for reflection
- Participants develop schedule of follow-up activities and presentations
- Year-long coaching and discussions with allies
Self-Reflection Allies

• Groups supporting self-reflection (Allies) will be formed during the academy week

• Allies will meet every other month over the course of the year following the academy week
  – Ally groups will be facilitated by a CLD staff member
Leadership Coaches

• Leadership coaches will support participants in the translating Academy leadership commitments and skills into action in their home organizations.
  
• Coaches will meet formally face-to-face with participants six times in the year following the in-person training in Atlanta.  
  – At least two of these sessions will be observations: one where participant observes the coach and the other where coach observes participant.
  – Participants will be responsible for the content of four additional meetings to discuss progress toward a self-identified leadership goal developed during the Academy.
Pre-Training Webinars

1. Introduction and Overview ✓
   • May 16, 2017 from 3:30pm – 4:30pm

2. Strengths-Based Leadership and the VIA
   • May 30, 2017 from 3:30pm – 4:30pm

3. Courage & Renewal / Circles of Trust
   • June 13, 2017 from 3:30pm – 4:30pm
AUCD Leadership Academy

– June 25
  • Arrive -- 3:00 to 3:45 pm
  • Opening session at 4:00 pm
  • Dinner provided
  • Conclude by 7:30 pm

– June 26 – June 29 (Daily Schedule)
  • Meditation / Mindfulness -- 8:30 am
  • Coffee / Networking -- 9:00 to 9:45 am
  • Opening session -- 10:00 am
  • Conclude between 6:00 and 6:30 pm

– June 30
  • Depart by 12:30pm

– Other Highlights / Additions
  • Lunch provided on June 26th followed by visit to National Center on Civil and Human Rights; transportation provided
  • Lunch also provided on June 29th
  • Dinner and entertainment at Dan Crimmins’ house on June 29th
Post-Training

– From July 2017 to May 2018
  • 4 (or more) Post-Training Webinars
  • 5 (or more) Self-Reflection Ally Group Meetings
  • 6 (or more) Coach Meetings
College of Law Conference Space

• Downtown location
• Building opened in 2015
• One block to hotels
• Three blocks to dorms
• On the trolley line
• Across the street from MARTA
Academy Materials

Binder with two-page overviews of key topics

• Utilizing UDL principles
  – What you need to know
  – Links to further information – print and video
  – Recommended readings and references

• Bios and photographs of Academy faculty, staff, and participants

• Schedules

• Copies of PowerPoint presentations

Note: These will also be distributed on flash drives
We just discussed:

How will participants learn?

- UDL principles
- Cultural and linguistic competence
- Active learning environment
- Coaches and allies
- Schedule and conference space that encourages interaction and reflection
- Materials available in print, video, and web links
The next set of slides will answer....

4. Who are the participants?
Participants

- 24 participants
- Diverse participant cohort
- Target audiences included
  - Faculty and staff of UCEDDs and LENDs
  - Current and emerging leaders of state and national disability organizations
  - Other community and university partners
Jennifer Accardo, MD, MSCE
Children’s Hospital of Richmond at VCU
Assistant Professor

Chithra Adams, PhD
University of Kentucky
Human Development Institute
Director of Evaluation

Kate Brady
Georgia Council on Developmental Disabilities
Deputy Director

Carol Criswell, BA
Providence Health & Services
Family Navigator Program Manager

Melina Danko, MS
West Virginia University
Communications Manager

Chanda Dunn, LCSW
University of Tennessee
Health Science Center Professor

2017-2018 AUCD Leadership Academy Participants
2017-2018 AUCD Leadership Academy Participants

Julie Espinoza
REACH Skills Specialist

Courtney Evans Taylor, MDiv
Vanderbilt Kennedy Center Assoc. Dir. of Communication and Dissemination

Ashley Greenwald, PhD
Positive Behavior Support of Nevada Senior Project Administrator

Patricia Herman, MS
University of South Dakota Department Manager

Hamida Jinnah, PhD
University of Georgia Assistant Research Professor

Elizabeth Koss, MOT, OTR/L
Ohio State University Nisonger Center LEND Trainee
2017-2018
AUCD
Leadership
Academy
Participants

Sheryl Kuenzer, A.S.
Michigan Developmental Disabilities Council
Self Advocate

Cristina Leon, MS, CCC-SLP
University of Miami
Director of Training LEND
Bilingual Speech-Language Pathologist

Genesis Leong, BA
University of Hawai‘i at Mānoa
Project Manager

Rita Maldonado
Health Resources and Services Administration
Maternal Child Health Bureau
Public Health Analyst

Angela Martin, LMSW
Wayne State University
Assoc. Dir. for Community Supports and ServicesCLD

Kenneth Mitchell
DisABILITY LINK (CIL)
Associate Director
2017-2018
AUCD
Leadership
Academy
Participants

Megan Peters, PT, DSc, PCS, ATP
University of Oklahoma Health Sciences Center
Physical Therapist
Clinical Assistant Professor

Linda Russo, MAE
UAB Civitan-Sparks Clinics
Family Advisor and Consumer Coordinator

Terri Tapia
University of New Mexico in Albuquerque
Education and Development Manager

Tafaimamao Tua-Tupuola, PhD
UCEDD American Samoa Director

Liz Weintraub
AUCD Advocacy Specialist

Patrice M. Yasuda, PhD
University of Southern California Keck School of Medicine
Assistant Professor of Clinical Pediatrics
We just discussed: 

*Who are participants?*

- A great group of 24 participants from 20 different states or territories!
- Just a few more photos needed
5. What do I need to do to prepare?
How to Prepare

• Book your hotel room and travel -- Contact Gatavius Price with questions
• Select a Leadership Coach
• If you haven’t already, submit photo and brief bio for the directory
• Identify an object that you associate with your leadership style to bring with you to the in-person training
• Explore the pre-training materials that will be sent just prior to each of the remaining webinars
What to Expect

- Average daytime high temperatures in Atlanta will be in the 90s.
- With our excellent air conditioning, indoor temperatures will likely be in the low 70s or high 60s.
- Our dress code will be casual.
- You will have two lunches on your own (T, W); lunch restaurant row is three blocks from our academy site.
- You will have three dinners on your own (M, T, W); Atlanta restaurants are generally casual. There are a few fine dining restaurants nearby, others only a short ride away.
We just discussed: How should participants prepare?

- Finalize travel arrangements
- Select a leadership coach
- Submit your photo and bio
- Identify and prepare to bring your symbolic token
- Pack with hot days and cold rooms in mind
1. How was it developed? (red)
2. What will participants learn? (orange)
3. How will participants learn? (green)
4. Who are participants? (blue)
5. How should participants prepare? (purple)
Questions???

Our next two webinars will provide:

• An introduction to the VIA assessment and instructions in how to complete it

• Initial content on *Courage & Renewal*
Reminder: Register for Webinar Series

May 30, 2017
Title: Strengths-Based Leadership
Description: During this hour together, we will learn about strengths-based leadership. Also, you will be provided with instructions for taking the VIA (Values in Action) survey, which is a survey that will help you learn about your strengths as a person and as a leader.

Please register for this webinar by Friday, May 26th, after registering, you will receive a confirmation email containing information about joining the webinar.
https://attendee.gotowebinar.com/register/3302100982069075203

June 13, 2017
Title: Courage & Renewal and Circles of Trust
Description: During this hour together, you'll be introduced to the principles and practices of the Circle of Trust approach developed by Center for Courage & Renewal. We'll be using these tools and strategies during our week together.

Please register for this webinar by Friday, June 9th, after registering, you will receive a confirmation email containing information about joining the webinar.
https://attendee.gotowebinar.com/register/8043313868295161091

Archived Webinar Series can be accessed at: www.cld-gsu.org.
Contacts

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