



Spectrum Adult Services

Working together - we're better!



Serving Sylvan Lake & Area Since 1978

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Spectrum Adult Services

1. History

kcs Association (formerly 'K-C Community Services') has served children and youth with developmental disabilities and their families since the early 1980's. In the past few years parents began to express concerns for the future of their sons and daughters as they moved towards adulthood. Their concerns focused on the desire for their sons and daughters to remain in the community and for them to have a quality life based on work, community involvement and meaningful relationships.

In response to these concerns **kcs** Association held a number of conversations with PDD Central Region, service providers, community members, and families. Research was carried out about different service models/frameworks in the service of adults with developmental disabilities. After much discussion and pondering, **kcs** Association applied to provide services for adults with developmental disabilities. On June 18, 2010, **kcs** Association was approved as a service provider under the PDD Central Region Community Board.

2. Spectrum Adult Services

Reflecting on the many years of accompanying these individuals and their families, resonance was found in the 'Optimal Individualize Services Design' framework by Michael Kendrick. Discussion with youth and their parents led to the name for this 'framework' for service - 'Spectrum Adult Services.'

"As our sons and daughters grow we work to help give them the light, a torch to carry into the future, that they can use to help guide them and help them to discover a variety of options that will give them the basis for a quality life. However with those with developmental disabilities, we must continue to walk with them holding the light for them. We then intentionally shine the light on each aspect of their hopes, dreams, desires – like a light passing through a prism providing for them a spectrum of colorful options that they would otherwise not see or be able to explore. From this we support them in their choices to build a full and meaningful life"

Together, using the Principles as a guide, Spectrum Adult Services, persons with developmental disabilities and their supporters, will walk forward in an interdependent relationship to build quality lives.

3. Eligibility

In order to be able to respond to the unique needs of each person based on meaningful communication, Spectrum Adults Services has made the deliberate decision to grow slowly and with the utmost intent. Therefore eligibility for Spectrum Adult Services is:

- the person is eligible for P.D.D. funding supports
- the person and their families live in Sylvan Lake or surrounding rural area
- Sylvan Lake is their 'home community'
- the person has been served by **kcs** Association as a child/youth
- the person and their supporters agree to the principles of Spectrum Adult Services

Spectrum Adult Services will strive to assist those persons not eligible by sharing information, and offering referrals to others who may be able to help with service needs.

4. Guiding Principles

These Principles are at the heart of the hopes and dreams held by persons and their parents for a quality life. These Principles are what guide our efforts and give us a horizon to aim towards for lives lived with meaning and purpose.

Principles -

- Each person will live quality lives based on individual choices about who they want to be, how they spend their time, where and with whom they want to live.
- Each person will have the ability to experience opportunities that help to reveal their interests, talents, gifts, and preferences in order to give them real choices in their creation of highly relevant lifestyles
- Each person will experience freedom to make choices about their lives while being kept safe, healthy, and free from abuse and neglect
- Each person will have supporters who will be in mutually beneficial relationship with them bringing meaning, fullness, intimacy to their lives; walking with them to explore opportunities, listening deeply to their feedback, ensuring safeguards are in place and assisting them to make their vision of quality life a reality
- Each person will have socially valued roles that will give them access to the good things offered by community, connections to the positive influence of others, and provide meaning and continuity to their daily activities
- Each person will enhance the lives of other community members by the
- contribution of their unique gifts, talents, strengths and efforts
- Each person will experience a sense of fulfillment and joy in their lives.

5. Collaborative Partners – Roles/Responsibilities:

a) **kcs** Association – Spectrum Adult Services:

- **kcs** Association operated is a community-based, non-profit society in Sylvan Lake, AB
- act as ‘fund administrator’ (receive funding, allocate as per agreements and report on monthly basis)
- Employment of Staff (e.g. employee standards, occupational health & safety, etc.)
- Liability Insurance
- help each person and their supports to understand bureaucratic processes relevant to their needs and keep individual/supporters informed
- foster ‘right relationships’ with each person and their supports (e.g. honesty, openness, mutual respect, open communication, etc.)
- support and encourage the use of organizational process towards the achievement of personally defined outcomes

b) Persons and Supporters

- Persons are adults with developmental disabilities from Sylvan Lake and surrounding area
- Supporters include natural supporters (e.g. family, friends, co-workers, team members, church members...) and paid supporters (Support Workers)
- Each person’s ‘circle of support’ will include representatives from both natural and paid supports
- adhere to the Principles of Spectrum Adult Services
- form an interdependent relationship with Spectrum Adult Services working to build quality lives
- help to identify roles and involvement that are relevant and provide feedback to assist with evaluation of these in achieving personal goals
- identify qualities desired in Support Workers, give input re: recruitment and/or orientation; provide feedback re: effectiveness of the Worker
- arrange scheduling of Support Workers with Spectrum Adult Services
- provide ongoing and up-to-date medical information
- be part of the ‘circle of support’
- be involved in the Spectrum Advisory Committee
- help to ensure that safeguards are in place that best suit needs

c) Spectrum Advisory Committee

- A standing committee of the Board of Directors made up of persons and/or their supporters and the Individualized Services Director
- Acts in collaboration with the Individualized Services Director
- Safeguards the Principles and reflects on their effectiveness in guiding efforts of services
- Creates spaces for discussion, creativity, imagining, searching to do better
- Provide support to each other especially during times of transition and change

d) Individualized Services Director

- The Individualized Services Director is responsible to the Executive Director and acts on behalf of **kcs** Association to accompany persons and their supporters in their pursuit of a quality life

e) Support Worker(s)

- Support Workers are paid supports responsible to the Individualized Services Director and work with persons and/or their supporters towards the achievement of their personal vision for a quality life.

f) PDD

- PDD (Persons with Developmental Disabilities) Central Region Community Board operates under the Ministry of Seniors and Community Supports to ensure that adults with developmental disabilities have access to supports and funding.
- Act in partnership with **kcs** Association – Spectrum Adult Service to ensure adults with developmental disabilities receive personalized services needed and funding for those services
- Work to foster ‘right relations’ between partners (e.g. honesty, trust, open communication, mutuality, etc.)
- Provide an atmosphere conducive to individualized services (e.g. responsiveness, flexibility, tolerance, uncertainty, lack of uniformity, etc.)
- Operate on the belief that non-standardized approaches are likely to be more highly relevant & responsive
- Support guiding Principles of Spectrum Adult Services

7. General Matters

- appeals, disputes & grievances as per conflict resolution procedure of **kcs** Association
- all acknowledge that specific outcomes cannot be guaranteed but recognize that each person is entitled to expect that every reasonable effort will be made to achieve agreed outcomes within the constraints of available funds & resources, the capabilities of each person & availability of identifiable options
- Spectrum Adult Services is designed to facilitate individual lifestyle choices and to participate in community based activities that suit their individual interests, wants, talents, etc. however this does not prevent persons from sharing the same activities if they have a genuine desire to do so.
- issues arising from time to time to be dealt with in a good faith discussion taking into account the legal responsibilities of **kcs** Association, the integrity & quality of Spectrum Adult Services, and the legitimate interests of each person and their supporters

8. Changes and/or Termination

- goals, strategies, & outcomes are reviewed on an ongoing basis with each person and/or their supporters. Any changes in hours will be reviewed with PDD Central Community Board representatives
- **kcs** Association – Spectrum Adult Service requires a minimum of one month notice, from persons and/or their supporters/PDD if services are to be terminated. Spectrum Adult Services will also provide such notice if it intends to discontinue services.

We have reviewed Spectrum Adult Services and agree to follow the Individualize Service Design as outlined above.

(Signature of person and/or supporter)

(Date)

(Signature of Individualized Services Director)

(Date)