



DRUM BEATS: FACT SHEETS

Resources for American Indian Vocational Rehabilitation Services Programs



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About the Institute

The Institute for Human Development is a research and training program located on Northern Arizona University. Our program is part of a national network of University Centers for Excellence in Developmental Disabilities (UCEDD). In Arizona, we are designated as one of two Arizona University Centers on Disabilities (AzUCD).

The American Indian Vocational Rehabilitation Training and Technical Assistance Center (AIVRTTAC) is developing a variety of resources for American Indian Vocational Rehabilitation Services (AIVRS) programs across the country. As part of this process, we will be involved in knowledge translation, which means that we read, study, and organize knowledge and then develop training and technical assistance (TA) resources that AIVRS programs can use to enhance their VR practices. Our goal is to support the programs in managing their VR grants and increase successful employment outcomes for tribal members with disabilities. Not all AIVRS programs will need the same type, duration and intensity of support from us. We are creating a range of resources that can be used in a variety of ways to fulfill the needs of all AIVRS programs. To guide this work, we have adopted a multi-tiered model as an organizing framework.

Multi-tiered frameworks are common in many professions. Often, they are represented by pyramids with three tiers (or three types of services; see Figure 1). At the first tier, universal training and TA are available to all AIVRS programs. This is a low level of support that consists of general training or information accessible through the AIVRTTAC website. We anticipate all AIVRS programs will access this level of support as needed. At the second tier, targeted and specialized training and TA are available to some AIVRS programs. This type of training and support will be based on the areas that the program would like to target for improvement. Intensive and sustained training and TA constitutes the third tier, which will be highly personalized and reserved for programs that will benefit most. For this level of support, the AIVRTTAC consultants will provide on site trainings and TA and may be involved with the program for an extended period of time.

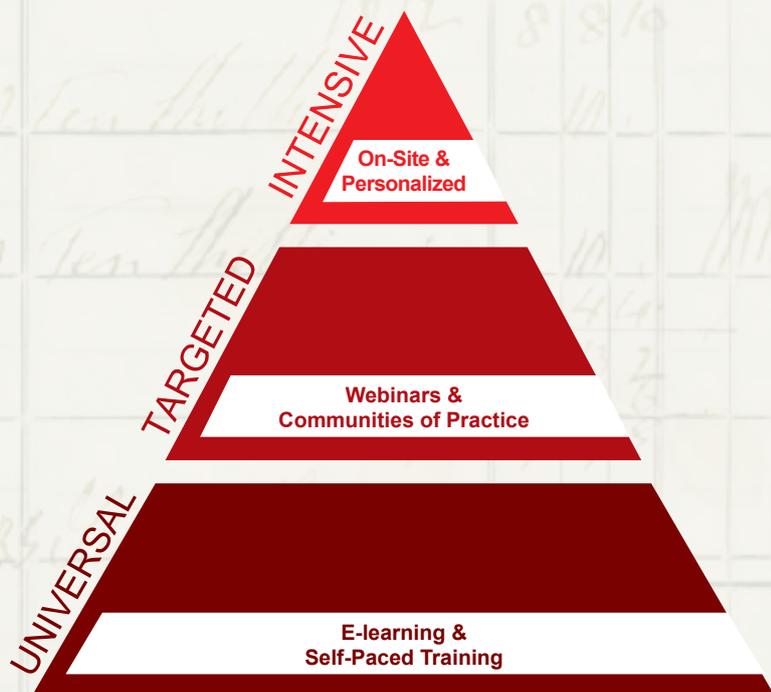


Figure 1: At the first tier, universal training and TA are available to all AIVRS programs. At the second tier, targeted and specialized training and TA are available to some AIVRS programs. Intensive and sustained training and TA constitutes the third tier, which will be highly personalized and reserved for programs that will benefit most.

At each tier the AIVRS program use of resources are slightly different. At the lowest intensity of services, a variety of resources will be available on the AIVRTTAC website. This document is a Fact Sheet (also called Drum Beats). There is another Fact Sheet on Evidence-based Practice that should be used as a reference. Twice a

year, the Center will produce an online newsletter (also called Moccasin Telegraph) to update the programs on the Center's activities. Finally, AIVRTTAC will produce Practice Guides (also called Smoke Signals) to serve as user-friendly recommendations for practice (e.g., job assessment, career counseling). Practice Guides will contain a synthesis of the available research about the use of a particular intervention. To the extent possible, research and other sources that may be more relevant to provision of VR services for American Indians with disabilities will be used to inform the recommendations. Practice Guides will be to help guide effective decision-making that integrates the best available evidence, clinical expertise, and client values, preferences, and context (see Fact Sheet One Way of Knowing Is Not Always the Best Way for more information).

At the second tier, the Center will host Webinars covering the annual priority content areas gathered through the annual RSA surveys. The current priority content areas of the AIVRS program are: a) Applicable laws and regulations governing the AIVRS programs, b) Promising practices for providing services to American Indians with disabilities, c) Service delivery to American Indians with disabilities, d) Assistive Technology, e) Implementing professional development practices, f) Implementing appropriate financial and grant management practices, and g) Evaluating program performance. A live Webinar will be presented first. Then following the Webinar, the center will host a Community of Practice (also called Talking Circles) on the same topic. Communities of Practice will allow the AIVRS programs to engage in collective learning about what they do, exchange professional experience and knowledge, and work towards solving common programmatic concerns and problems. After some discussion, the AIVRS communities will identify areas in which further training and support are needed. This will inform the development of a follow-up Webinar on each topic. Completed Webinars will be converted to E-learning, self-paced training modules, which will be posted online under universal training and TA for all AIVRS programs to access as needed.

The most intensive level of training and TA will involve on site training and personalized support. Through a cooperative agreement between the AIVRTTAC and the AIVRS program for a specific period of time, pre-training assessments will be used to help the AIVRS program identify areas of strengths and needs. AIVRTTAC consultants and staff will provide directed and on-going support in the areas identified by the AIVRS program. When training is complete, a post-assessment will be administered to examine the extent to which AIVRS programs apply the new knowledge and skills. This level of intensive support will be reserved for programs that will benefit from it; otherwise, targeted and universal training and TA will be available to all AIVRS programs.

All trainings offered through the Center will be based on a broad perspective of evidence-based practice (EBP) that highlights the need to derive recommendations from the evidence that is available, even if it is not research evidence (see Fact Sheet One Way of Knowing Is Not Always the Best Way for more information). That way the content of training will not be "one-size-fits-all." Rather, training will be informed by the best available evidence and the program's context, values, and preferences.

Please visit our website for updates on the resources available through AIVRTTAC. Check back frequently as more products will be added as they are developed.

Priority Content Areas for Year One

- Applicable laws and regulations governing the AIVRS programs
- Promising practices for providing services to American Indians with disabilities
- Service delivery to American Indians with disabilities
- Assistive Technology
- Implementing professional development practices
- Implementing appropriate financial and grant management practices
- Evaluating program performance.

Please visit www.AIVRTTAC.org for updates on the resources available through AIVRTTAC.

Disclaimer

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