

## **Event: The Basic Skills of Supported Decision-Making for Employment**

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Good morning everybody. This is Norine Jaloway Gill with UNTWISE – that's University of North Texas Workplace Inclusion and Sustainable Employment. Thank you all for joining us this afternoon as we in the next hour learn about skills be needed for supported decision-making and that those ideas on how we can support the people we help to find employment.

If you go to our control panel, you should be able to see among other things, the Question box. Everyone who is already in the webinar, go to the question box and sign in design with your name and tell us what you do: rehabilitation provider, teacher, employment specialist, parent and what role you play or what you hope to learn today.

We have as our speaker today, Jeff Miller who is with Disability Rights of Texas. Jeff has put together a presentation and you will find it in the control panel under 'Handouts'. You will also see a second document that Jeff will discuss during the presentation. We only have 60 minutes and there is a lot of information to cover. A little bit about Jeff. He works at Disability Rights of Texas as a Policy Specialist. Jeff, thank you so much for joining us today and sharing this information about supported decision-making. Decision making is an important piece of the employment process. This is a value tool for employment specialists.

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Jeff Miller: Thank you Norine and thank you everybody for joining us this afternoon. Today we're going to talk about sort of a new concept but an old concept and that's the idea of supported decision-making. We're going to talk specifically about what that means both legally in Texas and the concept came from and talk a little about how the concepts that go into supported decision-making that are now in use in Texas. It's also important to understand that as we think about employment of people with disabilities and how this helps them as they seek to have a real life with a real job within the community. So when we think about supported decision-making in Texas, the first place we have to start is by talking about guardianship because supported decision-making in Texas came about as a new law directly as a response to the guardianship process. So about 3 ½ years ago a group of attorney's, parents, advocates, judges and other legal folks got together started discussing the guardianship process and there was real concern that the guardianship process in Texas didn't work very well for individuals and families but more importantly there was a big concern that the number of guardianships in Texas had been growing over a number of years and that people were seeing a lot of individuals – specifically individuals with disabilities – that were being appointed guardians that may or may not have needed that level of support. That possibly there could have been an alternative to guardianship for some individuals so they didn't lose their rights. So when we talk about guardianship and why we might want to look at alternatives first these are some of the things this group talked about and ultimately led to a reform. The laws in Texas, first of all the guardianship involves a court and there's court oversight from the beginning because that where the guardianship starts. The judge determines whether there should be a guardian appointed and then as long as the guardian serves there is oversight by the court in that process. Because it's a formal legal process, that means it involves attorney's. When attorneys are involved – that means it can be expense. So that's one of the issues with guardianship. Probably the most important thing from our stand point, is that guardianship is that legal process where a judge

can determine if an individual does not have the right to make decisions about their own lives and gives that authority and ability to a third person to make decisions about the life of an individual with a disability. Because that process is taking away someone's individual choices and self-determination and independence, we thought we needed to look at the state's process of guardianship and figure out if there is a way to try to safeguard the process of an individual having the right to make their own decision in case of where some lesser alternatives could be involved. So with the use of a lot of people working together really hard, we were able to get some reforms passed by the last Texas legislature. That's where the idea of supported decision-making agreements come from.

Just as we get started here, a couple of things that I always like to point out. 1. Texas law presumes that every adult has the capacity or the ability to make their own decisions and that includes everyone, even people with disabilities. So in our state, in our process the only person that can determine that an individual doesn't have the ability to make their own decision is a judge in a guardianship proceeding. Unless or until that happens, an individual with a disability is their own guardian and legally has the right to make their own decisions. Even if they have a family member that continues to want to make decisions for that individual or a provider or some other person that has concerns that an individual isn't able to make good decisions. Until or unless there is a legal process started that individual has the right to make their own decisions. So what we at Disability Rights Texas and we the greater community needs to do is figure out in those kind of situations where there are concerns, is what kind of support does that individual need in order to make the best decision they can make for their own lives. Another thing to always remember is that decision-making is a learned skill. The more we make decisions, the more we learn how to make decisions. Both good decisions and bad decisions. Most of us start this process when we're young and so over time we learn from the decisions that we make when things go well and that was probably a good decision and when things doesn't go well, we learn from that as well. It's important to remember that often times with people with disabilities, specifically people with lots of support needs – when they were younger they were not given a whole lot of opportunity to make decisions because as family members, educators, providers and people involved with them want to make that they are safe and we want to make sure that the things that need to happen – happen. So the kinds of decisions that people were allowed to make were a lot fewer so people don't learn how to make those well informed decisions. There are some legal alternatives to the guardianship process that in lots of cases can be used instead of taking away someone's rights to make decisions about their own lives and guardianship. Like power of attorney the supported decision-making agreement which we'll talk more about later.

So, what is supported decision-making? The whole concept of supported decision-making has been around for a really long time. It became more of an academic exercise in things that people started talking about in the disability world about 10 years ago or so. It started being used and talked about in Europe and then in Canada and finally migrated to the United States. It is basically the idea of an alternative to guardianship that allows an individual with a disability to have their friends and family members and professionals help them understand situations and choices and make their own decisions without the need for Guardian. Academically, that is the definition.

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The Texas legislature defines it as a process of supporting and accommodating an adult with a disability to make those life decisions and specifically decisions about where they want to live,

service and support, and medical care they want to receive. Who they want to live with and decisions about where they want to work and how they want to work. Through this process, they continue to have the ability to make determinations about their own lives and the things that they want.

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Essentially supported decision-making is when an individual who needs to make a decision ask somebody else to help them figure out what the decision is that they want to make and their options. After they make a decision make people understand that that's the decision that was made.

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For instant, we can all relate to this. When I have to make a major decision, when I want to buy a car, or I have a car that needs to be read here I can talk to a mechanic and find out what they recommend and what the estimate is. I am probably going to get on the phone who knows a lot more about cars than I do in the witty things. I will get his opinion. Ultimately, it is my decision to make about what to do about my car but I'm going to get information from other people. I think we all do that. At least to some degree or another. That is the way that we do things.

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We have now legally called that supported decision making .

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Why is supported decision making important? It is important because supported decision making as a concept is really all about opportunity. It is about giving people with intellectual disability -- and developmental disabilities more opportunities to make more choices. Therefore they are better able to make decisions.

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As we talked about earlier, decision-making is a learned skill. The more we practice it the more we best the better we get added. That is the whole point behind supported decision making . It is to find ways to give individuals more opportunities to make those choices so that over time they improved the ability to make decisions about their lives.

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Norine: Jeff, one of the comments that comes through has to do with supported decision-making and how the law -- if the law is actually specifically for a certain group of people with disabilities or if it applies to all people with disabilities. At last slide indicates in that people with intellectual disabilities.

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I know from working with people be guardianship is sometimes a barrier for people having choices and being able to make decisions. Is the ball apply to all populations?

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Jeff: Yes. Basically the law says that any adult, 18 or older with a disability, that is defined as a mental or physical impairment that substantially impacts a major life activity. It could be someone with an intellectual disability or with a psychological issue, it is not limited to one diagnoses or one group of people.

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The whole concept behind this idea that people need to be given more opportunities to make more choices is all based on the concept of health determination. Self-determination has a lot to do with having control over a person's life. Having the ability and opportunity to be a causal agent or an actor in your own life instead of being acted upon. That is the major difference between a concept

of something like a supported decision-making agreement and having a guardian. It is the idea of who gets to make the decision, who is in control?

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With guardianship, people give up control and there are things that happen as a result of that with supported decision making, some things happen as well. Most of those are more positive. It is all based on this concept of self-determination.

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Just to spell it out, self-determination is about making choices and learning how to solve problems. When people have control over their life and they can learn to take responsibility from that. That is what determination has to do with it. It also means that one gets to experience the consequences of making choices. So, as we talked about earlier, most of us have those experiences of making good decisions another good decisions. Unfortunately and lots of situations, some people with disabilities are not put in a position where they are able to make decisions that those around them would disagree with. Sometimes in wanting to protect people because they have a label that we don't allow them to make mistakes. It is the idea that it is dignity of risk. Will allow their lives enough to allow them to make choices that we may disagree with because that is how people learn and, as an adult that does not have a guardian in charge of their lives, they have the right to make those decisions.

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Research shows us that there are definite benefits of people that are able to practice self-determination. Research shows us that people are healthier, more independent, well-adjusted, able to recognize abuse and those sorts of things. This is pretty straightforward stuff but I think it is always good to see that there have been notes and this is really borne out.

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Likewise, the research shows that there are negative effects for people that are not allowed to practice self-determination in their lives. People can feel helpless and hopeless and self-critical and have low self-esteem and feel inadequate and incompetent. If you think about it, when people don't feel like they have any control over their lives, these are the kinds of responses that you would expect

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How does this word -- supported decision-making and self-determination work together. They create a potential to increase -- let me start over.

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Supported decision making as a model has the potential to increase the self-determination of people that are using a supported decision-making agreement. It encourages and empowers people because they have more control of their own lives. It also can foster that independence of an individual and help them integrate more fully in their communities and it also -- research 07 that people who practice self-determination are more likely to be employed. We see this directly -- this direct link between self-determination or supported decision making for employment income -- outcomes for people with disabilities.

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The reason I went to the Texas advocate conference the first part of this month, about 450 so bad thickets were there. We had a side session where we talked about self-determination. We asked people to define what that meant to them. Without well with very few exceptions, people described

itself determination by talking about freedom and having a job. And making money. It is the idea that self-determination or the idea of employment and having a job in making money and having access to money increased their options for freedom and help them practice self-determination.

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It is very circular. It builds on each other self-determination is one of those legal words that can get lost unless we realize there are guiding principles behind it and decision-making being a primary one. Having the support so that their preferences in decision-making are heard.

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I just thought I would share that with you.

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I think that is exactly right. First of all, it makes perfect sense that if you want to have control over your life and be free to make decisions, you have to have money to do that. A lot of people figure out that having a real job and earning a real income can really help us all have more opportunities to make decisions about the kind of life that we want to have.

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I also agree that we can complicate things by overanalyzing concepts like self-determination or supported decision-making. Really, it is just a matter of people feeling and having control of their own lives and being able to make their own decisions. With supported decision making having the freedom and trusted someone else to assist you in making those decisions.

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Absolutely.

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So, once again, this isn't real difficult but it never hurts to state the obvious. We have seen from -- we have seen from research and experience that you have people with similar abilities and support needs that people without guardians are more -- practice more self-determination and people that have guardians.

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The people that don't have guardians are much more likely to live independently and have their own friends, other than family and staff and they socialize and they have a paid job.

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The concept of supported decision making is the idea of someone asking someone else to help them take a decision. I talked about this earlier. In Texas we actually took that concept and made it much more formal bypassing it won't. In -- Texas was the first state in the country to recognize supported decision making in the form of a supported decision making agreement which is the form that we will talk about in just a minute.

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Texas officially recognizes that as an alternative to guardianship. Texas was first.

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The supported decision making form, you can see it here. It is really straightforward. It is not complicated although it was written by attorneys. Some of it is sort of attorney like in that manner. This is a form that was developed by disability rights Texas and some people that we work with. On the law was passed, there is actually a form -- example in the law itself. It basically says Eddie form that is substantially similar to the one listed in the statute can be used. You can see the form basically identifies the individual with a disability, the person may have chosen to support them and their information and then the individual with a disability gets to decide the issues that they want the person that they have asked to support them, what areas do they want them to help them with.

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It is basically a list of areas that can be tapped best checked. There is a place that they can add other things if there are other things they want support with. With a supported decision-making agreement, a person with a disability can have one supporter that helps them potentially with all of these things or they could have a different supporter, a different friend or family member help them with different areas. Someone may be helping them deal with their physical health and somebody else could be helping them deal with decisions that deal with managing money or property.

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That is listed. Then there is a place on the form that talks about having access to confidential information. That is checked. Confidential information also has federal laws that deal with privacy rights or health records or educational records. Oftentimes, when we are hoping somebody executed a supported decision making agreement we will also help them execute a release of information so that the supporter can help the individual with a disability collect records and information in order to make decisions about those things.

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You can see on the back of this agreement, there is a place to name the supporter and the form is either witnessed by two individuals that are over 14 years of age or by a notary public. Then it becomes an enforceable document.

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The form also points out that there is an obligation for anyone that has reason to believe that a supporter is abusing, neglecting or exploiting the individual with a disability, there is an obligation to report that. That should be reported to adult protective services through the department and -- Department of protective services. It is listed on the form. There is a statement to remind third parties that as long as they honor supported decision making agreements in good faith, there is no potential criminal or civil liability. People can rely on the document itself or a copy of it.

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Just quickly, who can enter a supported decision making agreement , we talked about this before. Any buddy that has a disability that limits major life activities. The other big question often asked about supported decision making is what is the capacity that is required by someone to enter into this kind of agreement or relationship with another person?

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The statute does not deal with that. It does not specifically say what level of capacity a person has to have. They have to be able to understand that asking someone to help them, they have decisions to make and understand the potential choices and what they may be. They may be -- must be able to communicate with their supporter the kind of decisions they are making.

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The supporter of an individual with a disability in a supported decision making agreement. The law doesn't put any restrictions on who can be a supporter typically, a supporter would be someone at the individual with a disability knows and trusts and are able to communicate with. Often that will be a family member or another relative or a friend. It could be a former teacher or service provider or those kinds of things. It is broad because it was intended to be as flexible as needed for an individual. The whole point here is that the person with additional best disability gets to decide who they want to support them and in what role.

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What are the kinds of things that supporters do in a supported decision making relationship or agreement ? To believe they assist the adult with a disability in understanding their options in

response -- responsibility and the consequences of the decisions they make. They are able to help the individual with a disability to collect an update different kinds of records or information. They can help them understand what that information may mean. Once a decision is made, the supporter can help the individual with a disability communicate that decision to others. It can help them understand what decision was made and how that decision was reached.

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A question that often is asked is how is a supported making decision agreement different than a power of attorney. A power of attorney situation as an individual executing an agreement, a document that gives another person the ability to do things on their behalf. They specifically give the authority or power to somebody else to act as their agent. Once they have this power of attorney got the person is best that is acting as my agent could access it might bank account, so my property, do different things for me. They can decide what they do and how to do that. In supported decision making, no one can act on my behalf unless I am there as well. It is all about who ultimately has the authority to act in a situation. With a power of attorney copy agent or the person I have given my power of attorney to can independently make decisions to act. They are supposed to be acting in my best interest but they independently have the authority to make decisions for me. On the supported decision-making agreement, only I can make decisions. My supporter can help me but ultimately I have to make those decisions myself.

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Hopefully, make sense.

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What does employment have to do with guardianship and supported decision-making? It all comes back to the idea of self-determination. In the control of and on slice -- on -- the control of a person's own life, they are healthier, integrated into the community, better employed and make more money and a lot of that goes back to what you talked about earlier. People are experiencing freedom and what that in their lives. They see that working and earning money is a big part of that. It allows them to exercise more freedom and to be more in control of their lives.

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When we think about employment in helping individuals with disabilities, it all starts with a plan. For plans to succeed they must be the right kind of plans. I think it is really important to think about the fact that the IPE has to be based on those concepts of self the determinate -- self-determination that we talked about earlier. Based on the goals and desires and wants of the individual with a disability not just what might work. The idea is to help an individual get the job that they want to have. That job designed to help them -- fit their skills and interests and choices, is important.

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When we talk about choices and employment, we are reminded of the idea of informed choice. The regulations that deal with vocational rehabilitation programs talk about one of the purposes of vocational rehabilitation is to inform applicants and individuals of the availability and opportunities to exercise informed choice including the availability of support services or -- for individuals with the it's about/disabilities who require assistance in exercising that choice.

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If we think about this in terms of one of the purposes -- one of the roles is helping people figure out what their choices are going to be and then support them and provide the kind of support they need in order to make a real choice or informed choice. To me that sounds a whole lot like the supported decision making concepts we talked about based on self-determination. The individual with a

disability is a person that gets to make the choices. We will help them and support them to make the best choice they can make for them.

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It all comes down to the idea that an informed choice has to be a real choice. It has to be a choice that individual gets to make for themselves. If there is -- it is not only one option. If we think about helping a person make a decision about the kind of job they want to have and their only choice is the person that has the help wanted sign in their window, yes, that may be a job -- and away -- a way to give someone a job at that is not really the best way to do that.

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We can't be based on what we think is an easy job board available job or that she can't be based on wants and desires of family members or providers. It can't be choices that are made because we are concerned about transportation or other things or that in -- an individual need more preparation in acquiring different skills or other things first before they could pursue the job that they want. If we really believe in the idea of self-determination and supported decision making, helping an individual make the choices that they really want to make, we have to believe that we have to look at what a person really wants and then help them figure out what needs to happen in order to make the decision or choice that they have opted for got to make that a reality.

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One of the ways that that happens is the idea of the discovery process. Using that to help someone that has a disability or some significant support challenges, to help them figure out what is the best choice possible for them? What are the things that need to be done?

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The kinds of environments they want to be in and the kind of activities they want to be involved in. Looking at their current skills. Then come up with ideas of what other skills they might need and what are the best environments and all those sorts of things.

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Jeff, one of the questions they came up, it goes actually back to the form that you presented earlier, it might help though with this discussion as well, as providers, those the provider become the supported decision making for the employment decision?

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I guess the other question would be, is that a form that an employment specialist would look for or ask for as they are going through the discovery process?

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I think the answer to the first question is that it could be either. An individual could ask an employment specialist to be their supporter. They could function in that role. I think that there is some potential conflict of interest there though. That would be something for -- the law would say that a paid employee could be a supporter because there is nothing in the supported decision making law to prohibit that. A person's employer may have a policy that says someone that is assigned a client may not function in another role with the client outside of work or whatever. That would be something to look at. I think it is probably more likely that what people are going to see is an individual with a disability show up with someone supporting them. Working with the employment specialist, they will help that individual understand what is being asked and what the decisions are that they have to make and that sort of thing.

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I hope that answered the question.

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They will let us know if it did not.

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The other, the came in is that many transition -- transitioning youths are considered for guardianship.

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Yes.

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That seems to be the critical age that a lot of people pursue guardianship.

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The federal special education law says that when a student in special education turns 18, the parental rights copyrights of the parents to make educational decisions transfer to the adult student with a disability. The only time that would not happen under state law is when the transfer of rights happens unless the student is under a guardianship unfortunately, in lots of places, school personnel probably in many cases through on -- no fault of their own except they are not aware of alternatives, tell parents when a student turns 17 God they inform them the following year when they turn 18 the parent rights go to the student and the parent will no longer be able to be involved in the student's educational decision-making. That is not true. There are alternatives. These could be put in place and are much less restrictive than guardianship.

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Positive school personnel -- lots of school personnel are not informed of that. Many parents don't realize there are alternatives. By one estimation currently in Texas, 51% of all new guardianships entered into every year our students in special education that have turned 18.

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Wow, that is a lot, 51%.

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The second part of the first question, I don't think I actually answered. That is the question of God should people be asking for supported decision making or looking for them ?

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I think it is -- hopefully they will become more and more common. I think asking whether or not an individual has one would be a great idea.

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I think you would want to know if someone you are working with has someone that is supporting them in certain areas.

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One of the other questions about guardianship was can both guardianship and supported decision making be used at the same time with an individual?

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The answer is yes. They can. If a person has a guardian and the Guardian agrees to practice supported decision-making, that could work. Unfortunately, legally speaking, the Guardian was still have the authority in that situation to make the ultimate decision. I could envision and hope to see that in a situation where someone has a guardian, and both the Guardian and the individual with a disability are working to try to increase the self-determination in the life of the individual would a disability, using supported decision making would be a good way to start work decision-making is

a learned process. Overtime, the goal would be that the individual with a disability would no longer be the Guardian to make the ultimate decisions. They could terminate or rescind the guardianship.

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The guardianship will always take precedence over supported decision making Yes.

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Have another question if that is okay?

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What is the [ Inaudible ]

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I guess the question I would have in that situation is what is the best way? If the person supporting the individual with a disability is actually exploiting the individual, then that is something that should be reported to the Department of family protective services because that is against all. Actually, bidda sported -- the supported decision making agreement specifically says that if the supporter is ever found to have a confirmed allegation of abuse neglect or exploit station or ever convicted of that, the supported decision making agreement ends at that point.

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If the question or the issue is that the support being given to the individual with a disability may or not be the best or the kind of support that I would give or you would give or the kinds of decisions that I would have chosen, that is ultimately up to the individual with a disability of two to decide as long as they are still liking the information they are receiving.

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The person providing the supported decision-making, they were exploiting the individual with a disability financially. Later on they were worded -- were awarded party and chip

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It is difficult at best.

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Yes.

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That is definitely a situation where someone sensed that they were being exploited. That should be reported and after an investigation they could determine whether they thought there was enough evidence to substantiate that. The same as actually true of a guardian. If there is reason to believe that a person that has guardianship is neglected or exploiting their ward, the person under guardianship, but should be reported as well. That could be grounds for removing the Guardian and appointing someone else.

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I think it may be Thinking about how that is reported. Apparently this was reported in this case and it still remains an issue. Follow up or finding other actions that could be taken may be something that could be addressed.

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Another thing just so people know the information, [ Inaudible ] is the state protection and advocacy office. We are it a legal services agency that has attorneys and advocates that try to protect the legal and service rights of individuals with disabilities. One of the focuses -- one of the focuses are the civil rights of individuals with disabilities. In a situation where there is a guardian and there is concern about the Guardian's actions and the person with a disability would like to either be moved -- remover guardian or try to recover some of their rights, that is a kind of service that disability rights Texas is able to offer. In most kinds of cases, if we are able to help an

individual, there is no charge. As a resource, for people to know, there are working with someone and there is a concern about a guardianship situation or someone that would like to learn more about how to use supported decision making in their own lives, that is something that we do at no charge for people with disabilities.

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I know you have a few more slides and we have about seven minutes before an time. It looks like we have a couple more questions. You might want to see if you can take us through the rest of this.

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Finally, just to finish up with this idea of the discovery process, it is based on those things that we have been talking about this whole time. The idea of individuals and what they want and what they need. We look at self-determination and people having that control over their own lives to make their own choices and then making a real choice. It is an informed choice. That is why the discovery process is important and why it is tying in well with this whole concept of supported decision making. Another thing that I think is really important to understand and remember is if you're going to try to support somebody to be able to make the best choices for themselves that they can make. We better be prepared. Preparation is essential. Having some ideas about the services that are out there, balls that are out there, how [ Inaudible ] works, what a guardianship and the alternatives, we need to know those kinds of things. We need to have a basic understanding. When you're working with an individual and you hear about other barriers or issues, you should know enough to know where to get the information that individual may need in order to make an informed choice about their lives.

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Knowing about other resources and other programs, knowing that places like disabilities right Texas exist may be an option to help for some people in some areas. As an employment specialist got you can't fix the whole family or in some cases copy entire life open-ended -- individual with a disability. If you are focused on employment, that is really important, but sometimes there are other things that happen as well. Be able to give people information about other resources that may be able to help them in the other parts of their lives. That could be really important.

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Really keeping in mind the fact that even though sometimes it is easier to suggest to people what they should do or to steer them in a particular direction, the whole point of self-determination and supported decision making is to truly allow the individual with a disability to make their own choices.. -- In the employment world, the VR regulations are clear. They need to make an informed choice. Allow them to make their choices.

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In closing, I think these principles of self-determination and supported decision making can help us help that in -- help individuals with disabilities to identify the kinds of jobs that they want to do and help them make decisions on how that matches to their skills and their interest to really help people identify those barriers and prepare for the kind of job that they want to have and then overcome barriers that get in the way.

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Thank you again for joining us this afternoon. I don't know if we have time for the questions that you had Noreen, or not.

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I think one of them came from your comments about the employment specialist in the role. What if we know somebody who really could use help with making decisions but no one has talked about the formal process?

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I think that making sure that they understand how they are familiar with the concept of supported decision-making or having someone help them make the decision that they need to make. There are resources available on our website. There are people here that are happy to talk with individual about what self-determination supported decision making can mean to them and help them go through that process if that is something that they are interested in.

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A couple of other -- one comment had to do with guardianship. At age 18 [ Inaudible ] Social Security benefits. People obtaining their Social Security after the age of 18?

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One of the things that I hear a lot of people are concerned because they have been told by someone that if their adult child with a disability might have to access long-term services and supports their Medicaid or other programs or Social Security benefits through SSRI RSS VI, they are required to have a guardianship first. That is not true. It is one of those things that a lot of people are told or belief. It is once again a situation where information about alternatives to guardianship and supports and services available are really important.

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Just to add to that, one of the things that you had mentioned to me was the disability rights of Texas is doing training with local authorities on mental health as well as developmental disabilities. Our direct support or -- is that case management or?

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It is primarily case management folks that we have been training. That is a good thing to know. Especially if it is something as local as that. People might want to tag on to that.

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Absolutely.

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I think that is about it. That is all the questions we have. I have one other comment. It goes with a much earlier slide. Don't forget their personal preferences was the comment. A person supporting another individual, those preferences that they might have is where that comes out in making that good job match. I want to thank you very much for giving us a lot of good information to take with us. We want to remind all of our listeners that you will receive an evaluation of the training today. When you receive that and return it to us, that is when we woke get your credit up.

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Again, you will be able to go to the UST white website and pick up this presentation on demand at any time. It will take us about a week to put it up there. If you have a bash if you have other people that want to see it, you could recommend that to them.

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Jeff, thank you so much for giving us your time today. We appreciate it. We also look forward to hearing from you again in October. You're going to be giving us a couple of ethic bash ethics classes on supported decision making which will include self-determination an informed choice. Those credits will be on October 19 and 26.

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Thank you again for your time.

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Thank you for working for disability rights in Texas. At some point you do a lot of good work.

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Thank you.

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Goodbye everybody. You all have a great day. Enjoy it.

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