



**TAMMY EVRARD CONSULTING**  
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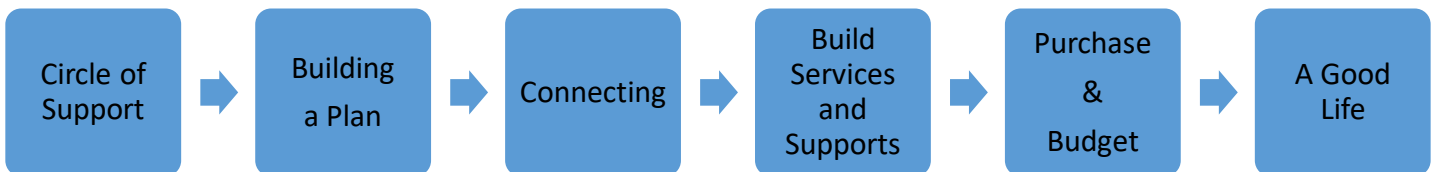
**SELF-DETERMINATION PROGRAM  
DREAM LEADERSHIP PROGRAM  
FEBRUARY 3, 2023**

**Tammy Evrard Consulting (TEC)**

Tammy Evrard Consulting (TEC) has provided consultancy to private businesses, non-profits, and government agencies. Its aim is to ensure that all people have access and opportunities in life through advocacy, empowerment and self-determination. TEC specializes in working with its Impact Trainers (Self-Advocates and Family Members) to share their stories and life experiences. The goal is to assist organizations in developing strategies that increase social valued roles of persons with disabilities using the motto of “Nothing About Us, Without Us!”

**Proposal**

TEC is proposing to support adults with developmental disabilities to become mentors for those interested or are part of the Self-Determination Program. The training modules focus on building personal and professional skills in the areas of independence, choice, decision-making, problem solving, advocacy, leadership, creativity, and goal setting. The focus of the trainings is to ensure individuals advocate using their knowledge and skills for personal growth and achievement in the self-determination program. Here are the areas:



By focusing on general learning areas, individuals with developmental disabilities can exercise their freedom and right in choosing people, activities, places, services and supports to have happiness and a meaningful fulfilled life.

**Key Concepts**

Participants interested or part of the Self-Determination Program will explore key concepts in each session.

**1. DREAM**

We want people to **DREAM**. To be inspired and excited in what they can do and have in life. This is one of the concepts we want people to focus on when thinking about a dream and the steps needed to accomplish what they want in life.

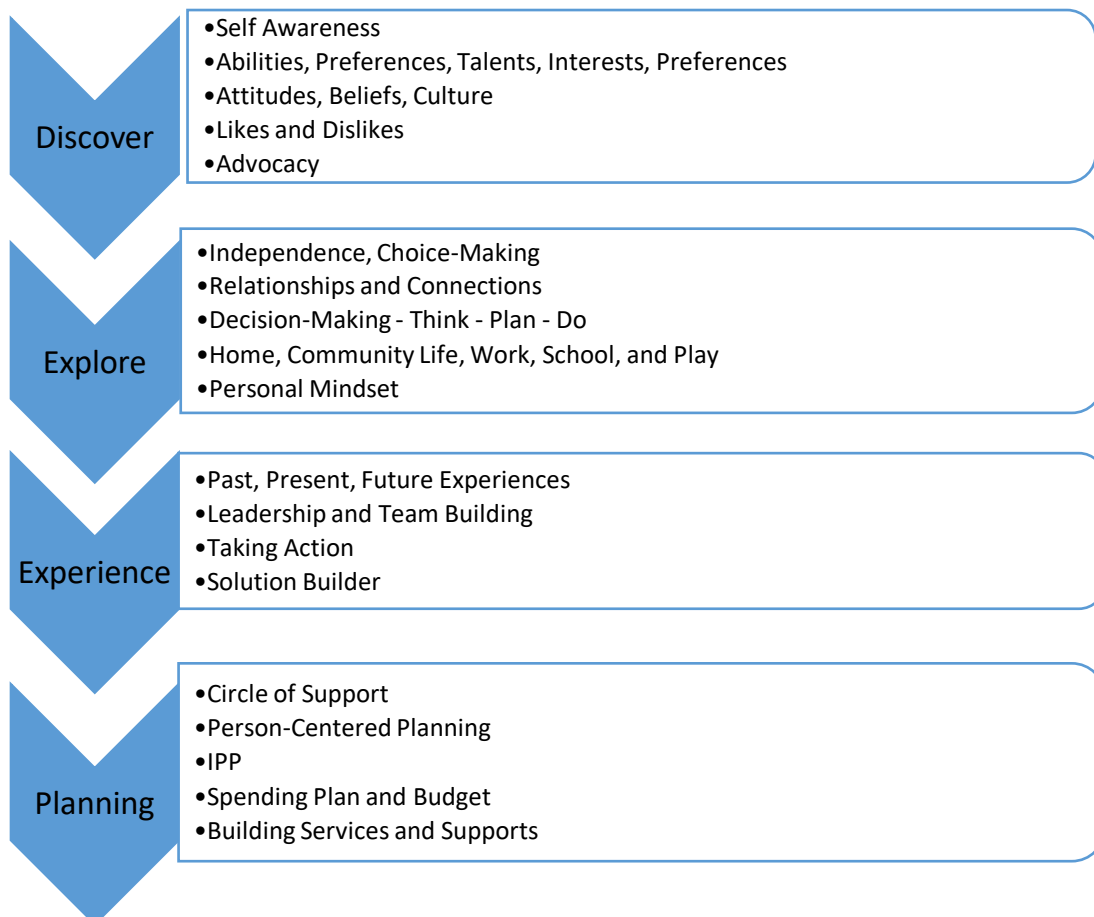


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DREAM	
<b>D</b>	<b>DETERMINATION</b>
<b>R</b>	<b>RIGHTS AND RESPONSIBILITIES</b>
<b>E</b>	<b>EMPOWERMENT</b>
<b>A</b>	<b>ADVOCACY</b>
<b>M</b>	<b>MEANINGFUL LIFE</b>

## 2. DISCOVERY, EXPLORATION, EXPERIENCE, AND PLANNING (DEEP)

DEEP focuses on specific learning areas leading to the action needed to maintain or make life changes. Individuals discover, explore, experience and plan how to take action on what’s important in life. Each person is supported to determine the trajectory of where they want to go, with who and by what activities they want or need to achieve their goal.





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### Proposal Building Blocks

1. Participants *explore* their current skills, abilities, and needs in communication, advocacy, decision-making, team building and choice.
2. Participants *build* their skills in self-determination through activities, games, scenarios, role play, technology, visual cues, worksheets, art, and other strategies.
3. Participants *develop* their skills in communication, choice, advocacy, leadership, social valued roles, and positive growth mindset.
4. Participants *strengthen* their self-awareness of choices, goals, rights, responsibilities, and activities that promote a self-determined life.
5. Participants *advocate* for their own personal supports and services at home, work and/or in school, and the community.
6. Participants *decide* the approach they will use in communication, teamwork, leadership, and problem-solving.
7. Participants *understand* services and supports and how to create the plan for goals and objectives to have the life they want.

### Scope of Service

Train selected participants to strengthen their voice, choice, and life experiences so they can become mentors for those who are in or want to be in the Self-Determination Program.

### Tasks

#### **1. SDP DREAM Leadership Meet and Greet and Orientation (May 2023 – 1 hour)**

Conduct a meet and greet orientation to participants on the SDP DREAM Leadership Training

1. Meet and Greet Icebreaker and team building activity
2. Review of Training Sessions, Participant Agreement, and Review of Facilitation Needs

*Timeframes: May 2023 – 1 session during the month during contract period*

#### **2. SDP DREAM Leadership Train the Trainer Sessions (June 2023 – October 2023)**

Conduct eight (8) Train the Trainer sessions at 2 hours in-person training to self-advocates and support team members.

*Timeframes: June – July 2023 (1<sup>st</sup> Training Group) and September – October 2023 (2<sup>nd</sup> Training Group)*

##### **a. Training Session 1 – Discover (June and September 2023 – 2 hours each session)**

1. Discover own self-awareness – the importance of understanding personal strengths and barriers including likes and dislikes.
2. Identify abilities, preferences, talents, interests, and preferences.
3. Think about personal attitudes, beliefs, and culture.
4. My Voice...How I Communicate.



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5. Sample Interactive Training Activities: Cup of Strengths and Barriers
6. Sample Assignment: Worksheet on My Voice...How I Communicate?

### **b. Training Session 2 - Explore – (June and September 2023 - 2 hours each session)**

1. Explore - My Independence
2. Who's in my life? Relationship and connections I have and want.
3. Decision-making using Think – Plan – Do
4. My Life at Home, Community, Work, School and at Play
5. My Growth Mindset
6. Sample Interactive Training Activities: Video and Worksheet on Think-Plan-Do
7. Sample Assignment: Worksheet – Things I Can Control, and Things I Can't Control

### **c. Training Session 3 – Experience – (July and October 2023 - 2 hours each session)**

1. My Past, Present, and Future
2. My Leadership Recipe
3. Team Building
4. Solution Builder – Steps to solving a problem
5. Taking Action
6. Sample Interactive Training Activities: Taking Action Role Play
7. Sample Assignment: Building Leadership Skills Worksheet

### **d. Training Session 4 – Planning (July and October 2023 – 2 hours each session)**

1. Building Your Circle of Support
2. Leading My Person-Centered Planning Session
3. What's in my IPP?
4. My Service, My Supports
5. My Spending Plan
6. Mentor Plan
7. Sample Interactive Training Activity – IPP Scavenger Hunt / Guest Speaker
8. Sample Assignment: My Service, My Support, My Spending Plan Worksheet

### **3. Facilitation Plan (October 2023)**

Conduct facilitation planning session with each of the participants prior to first training session.

- a. 2 1/2 hour facilitation planning session with participant

*Timeframes: June 2023 – 1 session for each participant during the contract period*

### **4. SDP DREAM Team Panel (October 2023)**

- a. SDP Leaders to host a panel to discuss experiences in SDP including tips and strategies.

*Timeframes: October 2023 – 1 session during contract period*

### **5. SDP DREAM Parent Training (August 2023)**



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Conduct parent/family member training on supporting voice, choice, and leadership of their child/family member.

*Timeframes: August 2023 – 1 session during contract period.*

### **6. Monthly Agency Team Meetings**

Coordinate monthly 1-hour team meetings with Agency Leadership Team to review progress, success and barriers of project.

- a. Participate in monthly Leadership Team meetings from June - October 2023.
- b. Update to Vendor Advisory Committee (VAC)

*Timeframes: April 2023 – October 2023 – 1 session each consecutive month during the contract period*

### **7. Training Materials, Tools, Documentation and Reports**

Prepare, plan, and organize all meetings, documentation, and tools for the project.

- a. Prepare and disseminate training folders for each trainer by June 2023.
- b. Prepare and provide one (1) SDP DREAM Leadership Training Manual by end of project October 2023.
- c. Coordinate and provide Trainers on-going access to training materials and tools (thumb drive, Dropbox, and other resources).
- d. Creation of flyers, save the dates, and other announcements using various methods of communication (email, mail out, phone call, text messaging, etc.)
- e. Compile, review and submit Sign-in Sheets and evaluation summaries after each training.
- f. Provide monthly progress reports to ELARC project leader.
- g. Prepare, consolidate, and provide final report at end of project. (November 2023)

### **8. Timeframes**

- a. Proposed project timelines: May 2023 – November 2023.  
Changes in project timelines can be adjusted based on Project leadership team recommendations.

## **Outcomes**

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SDP Dream Leadership trainers:

1. Gain self-awareness and understanding in their strengths and barriers including likes and dislikes.
2. Have a social valued role in advocating for their peers to have a self-determined life.
3. Explore and use field-tested advocacy strategies and techniques in activities to practice and implement self-determination and person-centered practices.
4. Share their experience and knowledge to encourage and supports adults to participate in SDP.
5. Have a facilitation plan to share with their circle of support.
6. Have experience in using tools, strategies, and methods to increase their leadership, advocacy, and solution building skills.
6. Can mentor their peer in leadership, advocacy, and self-determination skills.
7. Support regional center in their vision of supporting independence, choice, and quality life efforts for individuals receiving services and supports.



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8. Demonstrate their active participation in advocate-driven and led activities to meet needs of their community.

### **Recommendations**

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Here are recommendations to consider for ensuring the success of the training program:

1. Funding supports for participants:
  - a. Participants may require facility staff/family member/program staff assistance in participating in training activities and/or completing tasks and assignments.
  - b. Assistance with transportation if in-person training or community activities are needed.
2. Support from regional center/family/provider for recruitment of participants in training program.
3. Access and use of assistive technology (computer, laptop, iPad, internet, apps, zoom, etc.)
4. Consideration for on-going support to trainers to participate in CAC and SDP committee meetings to build connections and information sharing with community work.
5. Stipend for participants who commit to the training program.
6. In-person training meetings would be highly recommended for interactive sessions. Protocols can be used and met. If not, we would be using Zoom.
7. I recommend utilizing input from self-advocates to modify training program at the end of the project. This would further support the program being advocate driven and can be replicated with self-advocates assisting in providing training of the curriculum.

### **Key TEC Team Members**

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#### ***Lead Trainer***

**Tammy Evrard** has been in the field of social services for 33 years. With diverse work experience she has been a community provider, service coordinator and resource developer for a non-profit agency, and a program specialist for the Hawaii State Council on Developmental Disabilities. She has used her skills and expertise to develop programs, curriculum, training models of support and media material that help individuals with disabilities have self-determined lives. Her recent services concentrate on emergency preparedness, advocacy, human rights issues, person-centered practices and planning and vocational plan development using customized work plans. She was a member of the Hawaii Statewide Independent Living Council (SILC) and Hawaii Best Buddies Advisory Board.



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### ***Media Specialist***

**Leslie Ann Levine** has a passion for accessible and esthetically pleasing design and functionality in both print and virtual applications. She translates them to projects that offer everyone the ability to communicate and share their own personal vision and experience with the world, with ease.

### ***Engagement Specialist***

**Priscilla Stenzinger** believes in celebrating others and helping them to see beautiful truths about themselves. She uses her creative and innovative skills to shine a light on the success and positivity of others through media. A graduate in psychology from the University of California, Irvine, she has worked with both children and adults with intellectual and developmental disabilities. She is PPA person-centered trainer and facilitator who believes in capturing the vision of the person and helping them to live their most authentic life.

### ***Impact Trainers***

**Renee Manfredi** is a self-advocate who supports individuals to build their advocacy skills, have a voice and a life they want. Renee is a Special Olympics Athlete, Sargent Shriver International Global Messenger, a Toastmaster, and a Health Messenger. She is the Chair of the Participants Council for Shirley Ryan Abilities Lab and serves on the Advisory Committee for the Valuable 500. She enjoys singing which she sang the National Anthem for the Boston Red Sox in 2019 at Fenway Park. She loves fencing, making presentations and helping others and believes that everyone has gifts and abilities to share.

**Francisco Munguia** is a self-advocate who shares his story to teach and inspire others to reach their dreams. With the love of school and friends, Frankie made his first speech in 5th grade. Graduating with a 4.0 GPA, he attended a transition school, but didn't feel he had a voice. Then, with the help of his Drama Teacher in High School, he learned to speak up, build his confidence and became the ASB President in his senior year. He is committed to making a difference in other people's lives, mentoring his peers and spends time with his family.

**Maggie Dobiesz** is passionate about helping people with disabilities find their talents and meet their goals. Maggie is talented in dance and being in musicals/plays. She starred in her first play "Beauty and the Beast," at the age of 15. Since then, Maggie has performed in 25 plays. She has a baking business and has spent 19 years as a church volunteer helping children. Her goal is to become a teacher's assistant.

**Ramon Hernandez** is a self-advocate who is passionate about helping his peers. He enjoys watching Disney movies, old classic comedy shows, and Christian Faith based films. He believes in listening to others, providing





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positive feedback, and supporting people’s dreams. He loves nature, his do, reading the Bible and hopes to be an actor in theater plays.

**Parent Advocate**

**Michelle Manfredi** was a military spouse with many duties that she performed. She navigated new school systems, new houses, new people, new friends, new doctors ... over and over having new beginnings. Yet, Michelle made it work. She’s led Bible Studies through her local chapel, been a teacher’s aide, shared her experience with others and been the driving force of her child’s success. Through her love, commitment, and patience, Michelle has supported her daughter, Renee, to be a true citizen of her community. She has helped Renee have a meaningful life that focuses on her daughter’s talents, interests, and abilities. Michelle has been a systems navigator, a facilitator, a teacher, a counselor, a storyteller, an advocate, and of course a mother who has been the Champion for Renee through it all. Michelle was the recipient of the 2018 Special Parent Information Network (SPIN) – Parent Choice Award.

<b>2023 SELF-DETERMINATION PROGRAM DREAM LEADERSHIP TRAINING BUDGET</b>	
Meet and Greet (including materials)	500.00
DREAM Leadership Training Session (8)	16000.00
DREAM Leadership Panel (1)	1500.00
Family Training	1000.00
Facilitation Meeting and Plan (2 hours @100.00 per hour)	100.00
Leadership Team Meetings	525.00
VAC Meetings	150.00
Curriculum Development and Tools	7500.00
Supplies	1400.00
Reports and Documentation	525.00
Project Participant Incentive (4 trainers)	4800.00
<b>Project Total</b>	<b>34000.00</b>





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**2023 SDP DREAM LEADERSHIP PROGRAM  
 SCHEDULE**

<b>APRIL 2023</b>	<b>MAY 2023</b>	<b>JUNE 2023</b>	<b>JULY 2023</b>
<b>Training Preparations and Recruitment</b> <b>Leadership Meeting</b>  Monthly Report due	<b>Meet and Greet and Orientation</b> <b>Leadership Meeting</b> <b>Facilitation Planning</b>  Monthly Report due	<b>Training Session 1 &amp; 2</b>  <b>Leadership Meeting</b> <b>VAC Meeting</b>  Monthly Report due	<b>Training Session 3 &amp; 4</b>  <b>Leadership Meeting</b>  Monthly Report due
<b>AUGUST 2023</b>	<b>SEPTEMBER 2023</b>	<b>OCTOBER 2023</b>	<b>NOVEMBER 2023</b>
<b>Parent Training</b>  <b>Leadership Meeting</b> <b>VAC Meeting</b> Monthly Report due	<b>Training Session 1 &amp; 2</b>  <b>Team Meeting 5</b>  Monthly Report due	<b>Training Session 1 &amp; 2</b>  <b>Team Meeting 6</b> <b>VAC Meeting</b> Monthly Report due	<b>Final Report</b> <b>Training Manual Submitted</b>