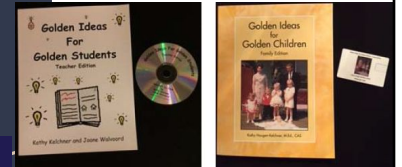


# Working with Individuals with Autism

Kathy Haugen-Kelchner, M.Ed., ACAS



Starbuck's  
Dancing  
Barista

## National crisis

- 80-90% of adults with autism are unemployed or underemployed
- we tend to view autism as a disability

## Look at autism as value diversity

- Look for the strengths of the individual
- What are that persons
  - Likes
  - Dislikes
  - Fears
  - Dreams
- Person Centered Planning
- The Arc's Self-Determination Scale
  - <http://www.thearc.org/document.doc?id=3670>

## Developing Talents by Temple Grandin



## Upstanders Employing the Full Spectrum

## Harness your employees attributes

- It takes the right person and right job and creates business from it
- Help the person become independent – what can the individual do?

## Evidence Based Practices

### Task Analysis











- The process of breaking a skill into smaller, more manageable steps in order to teach the skill
- As the smaller steps are mastered, the learner becomes more and more independent in his/her ability to perform the larger skill.

## Evidence Based Practices

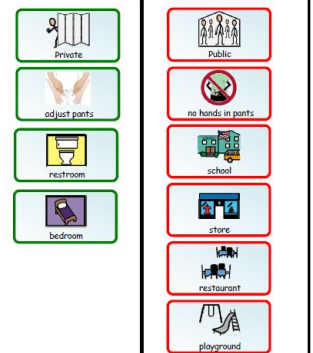
### Visual Supports

Visual supports are any tool presented visually that supports an individual as he or she moves through the day. Visual supports might include, but are not limited to, pictures, written words, objects within the environment, arrangement of the environment or visual boundaries, schedules, maps, labels, organization systems, timelines and scripts.

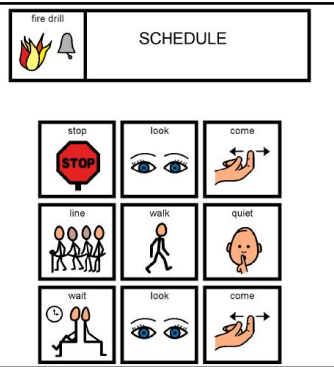
## Visual Support example for sweeping

Sweeping	
1. get supplies 	6. sweep into dustpan 
2. move rug 	7. empty dustpan 
3. sweep 	8. check room 
4. sweep in corners and under furniture 	9. put rugs back 
5. use dustpan 	10. return supplies 

## Visual support to teach privacy



## Visual support for unexpected events



Return on I

## Business owner makes money by hiring disabled workers

- Not about charity
- Change minds with numbers an observable measurement
- Gold standard is Walgreens
- Corporate policy from business perspective; not heart or feel good perspective
- Can't make change with compliance, laws, legislation or emotional – make change with business sense

## Evidence Based Practices

### Modeling:

Modeling involves the demonstration of a desired target behavior that results in imitation of the behavior.

### Video Modeling:

Video modeling combines the concept of modeling and video demonstration as visual cues. The student observes a video of a peer, adult or himself engaging in the desired behavior.

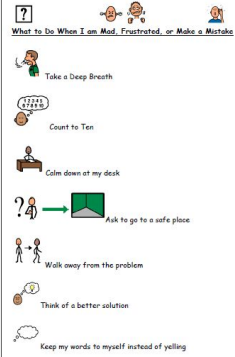
## Video model example: Washing hands

## Evidence Based Practices

### Self-Management:

Self-management interventions help learners with autism spectrum disorders (ASD) learn to independently regulate their own behaviors and act appropriately in a variety of home, school, and community-based situations. With these interventions, learners with ASD are taught to discriminate between appropriate and inappropriate behaviors, accurately monitor and record their own behaviors, and reward themselves for behaving appropriately.

## Visual support for self-management



## Ellen Meets the Starbucks Dancing Barista

<https://www.youtube.com/watch?v=KaRqgVDAaGc>

Thank you!

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