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SANDRA BLOCK

Center on Community Living and Careers
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Education

2006	MS. Ed	Indiana University, New Albany, Indiana Education Counseling, Concentration in Special Education
1983	B.A.	Indiana University, New Albany, Indiana Psychology

Professional Experience

2015-present	Research Associate, Indiana Institute on Disability and Community, Center on Community Living and Careers, Bloomington, IN	<ul style="list-style-type: none">Research, develop and implement tools and information to enable and facilitate positive change to people with disabilities and their families as they work and participate in their communities. Provide technical assistance and training to stakeholders across the state, including vocational rehabilitation professionals, community rehabilitation providers, families and self-advocates focusing upon a life-span framework using myriad approaches. Create and develop targeted curriculum, training videos, practice guides, mentoring and guided practice using modelling strategies across the state addressing all the areas of employment services.
2011 – 2015	Unit Manager II, Seven Counties Services, Louisville, Kentucky	<ul style="list-style-type: none">Directed and managed operation of the Work Matters program offered through the region's largest comprehensive community care center. Services provided across all disability groups including mental health, substance abuse, criminal history, visually impaired, deaf/hard of hearing, intellectual and developmental disabilities. Directed collaboration and linkage with area day and sheltered programming to increase competitive integrated employment outcomes as well as assist in conversion efforts aimed at decreasing facility-based services. Consultation to the state's UCEDD in providing targeted content learning series. Membership in trauma informed care efforts across the center for both staff and stakeholders. Development, implementation and supervision of best practices standards for employment services provision.
2007 – 2011	Independent Consultant, University of Kentucky, Human Development Institute, Supported Employment Training Project, Lexington, KY	<ul style="list-style-type: none">Provided targeted content training delivery to the Human Development Institute's Supported Employment Training Project. Responsible for development and provision of job development training content as part of the accredited Leadership Series offered through the institution. Provision of technical assistance to state agency and agency personnel as requested through the projects.

- 2007 – 2011 Supported Employment Director, Realizations LLC, Louisville, Kentucky
- Directed and managed operation of the Employment Matters program offered through a consumer-directed community rehabilitation provider. Services provided across all disability groups including mental health, substance abuse, criminal history, visually impaired, deaf/hard of hearing, intellectual and developmental disabilities. Consultation to the state's UCEDD and Kentucky's Bureau of Developmental Disabilities informing promising practices for customized employment across job seekers experiencing most significant disabilities. Development, implementation and supervision of best practices standards for employment services provision. Responsible for collaboration with Louisville's Coalition for Workforce Diversity.
- 2006 – 2007 Social Service Director, Alzheimer Unit Manager, Magnolia Corporation, Jeffersonville, Indiana
- Directed and managed all aspects of the facility's social service operations, including budget, intake, discharge, and engagement and care standards. Created and facilitated facility's first resident council and engaged community stakeholders for increased community integration opportunities for all residents. Ensured credentialing standards allowing for ongoing Joint Commission and Accreditation for Health Organizations compliance. Inherent within duties was responsibility for oversight of the Alzheimer Unit, a locked and secure service offered on the grounds and requiring strict adherence to both nursing and accreditation standards. Acted as the facility's disability advocate, providing access to accommodations, assistive technology and communication technology.
- 2005 – 2006 Addiction Counselor, Southern Indiana Treatment Center, Jeffersonville, Indiana
- Provided cognitive behavioral counseling to a medium sized caseload of individuals struggling with drug and alcohol additions. Developed the clinic's first Patient Council in an effort to encourage greater social-emotional support opportunities for individuals and their families. Collaboration with area Alcoholics Anonymous and in-patient residential facilities to provide continuum of care.
- 2003 – 2004 School Counselor/Guidance Intern, Greater Clark County School Corporation, Jeffersonville, Indiana
- Provided support to Greater Clark County area guidance program personnel, including provision of a self-esteem track aimed at increasing empowerment for students with disabilities located within targeted, low performing sites. Self-esteem tracks were afforded in both a classroom venue and in smaller group counseling venues and provided for middle-school aged students identified as at-risk for expulsion. Results from intervention showed an average GPA at onset of 4.7 (on a scale of 5 with 5 representing a failing grade) to an average GPA of 3.2.
- 2001 – 2004 Program Manager, New Hope Services Healthy Families, Jeffersonville, Indiana
- Directed and managed operation of Clark County's Healthy Families program designed to identify and support families assessed as being at-risk for child abuse and neglect. Coordinated, managed and supported program personnel to provide access to the latest information on early brain development in infants, information about the health, safety, and general care of newborns and children, information about family and/or child-centered services available in the community. Managed quality and quantity of home visits from Family Support Specialists who provide

information about child development, budgeting and finance, transportation, effective discipline techniques, continuing education and employment.

- 1991 – 1993 Employment Services Director, Green River Comprehensive Care Center, Owensboro, Kentucky
- Provided development and construction of Green River’s first supported employment program while educating stakeholders about trends and advantages in pursuing competitive, integrated employment options for all people experiencing impacts of myriad disabilities. Worked closely with the wrap-around mental health service teams for coordination of care and employment supports. Services provided across all disability groups including mental health, substance abuse, criminal history, visually impaired, deaf/hard of hearing, intellectual and developmental disabilities. Directed collaboration and linkage with area day and sheltered programming to increase competitive integrated employment outcomes as well as assist in conversion efforts aimed at decreasing facility-based services.
- 1991 – 1993 Independent Consultant, University of Kentucky, Human Development Institute, Supported Employment Training Project, Lexington, KY
- Provided targeted content training delivery to the Human Development Institute’s Supported Employment Training Project. Responsible for development and provision of job development training content as part of the Project Asset grant. Provision of technical assistance to state agency and agency personnel as requested through the projects.
- 1984 – 1991 Interim Co-Director, Community Employment, Crestwood, Kentucky
- Provide day-to-day leadership and management of Community Employment, Kentucky’s first provider of employment services using a team model approach. Responsible for solvency, staff management, family engagement, support for the volunteer Board of Directors and all aspects critical to service delivery and sustainability. Responsible for the collection and measurement of all procedures and outcomes required to maintain credentialing and good stead with both formal and informal funding sources, including timely reports. Collaborate with local entities, the national APSE organization and local school to promote integrated employment outcomes. Assist in grant writing and funds development efforts to maintain stable financial assets.
- 1982 – 1984 Employment Specialist, Community Employment, Crestwood, KY
- Provided services integral to the employment success of all persons assigned, including provision of critical engagement with families and the business community. Service and skills provided included systematic instruction techniques, problem solving, assistive technology, customized employment, employer negotiation and responsive follow along.

Certifications

- 2009 Benefit Information Network Liaison
2010 PASSING (Program Analysis of Service System’ Implementation of Normalization Goals)
2011 CWIC Provisional in Kentucky
2018 Certified Employment Support Professional (CESP)

Presentations

Block, S. (June, 2019). *Natural supports: Getting out of the way*. Presentation at the national Association of Persons Supporting Employment conference addressing facilitation of natural supports in the workplace targeted for employment services professionals and held in St. Louis, Missouri.

Block, S. (March, 2019). *The 411 of self-employment*. Presentation at the Partners in Policy Making advocacy group addressing entrepreneurship for people with disabilities targeted for self-advocates and their supporters and held in Indianapolis, Indiana.

Block, S. (March, 2019). *The 411 of benefits*. Presentation at the Partners in Policy Making advocacy group addressing benefits entitlement targeted for self-advocates and their supporters and held in Indianapolis, Indiana.

Block, S. (November, 2018). *Natural supports: Getting out of the way*. Presentation at the state Association of Persons Supporting Employment First conference addressing facilitation of natural supports in the workplace targeted for employment services professionals and held in Indianapolis, Indiana.

Block, S. (June, 2019). *Natural supports: Getting out of the way*. Power of Five presentation at the national Association of Persons Supporting Employment conference addressing facilitation of natural supports in the workplace targeted for employment services professionals and held in St. Louis, Missouri.

Block, S. (November, 2018). *Customized employment: Change the question, embrace the answer*. Presentation at the state Association of Persons Supporting Employment First conference addressing customized employment strategy and development targeted for employment services professionals and held in Indianapolis, Indiana.

Block, S. (November, 2017). *Focused discovery*. Presentation at the state Association of Persons Supporting Employment First conference addressing Discovery strategy and best practice targeted for employment services professionals and held in Indianapolis, Indiana.

Block, S. (June, 2016). *Customized employment*. Power of Five presentation at the national Association of Persons Supporting Employment conference addressing facilitation of natural supports in the workplace targeted for employment services professionals and held in St. Louis, Missouri.

Block, S. (December, 2008). *The ROLES initiative: Real opportunities for lifestyles enriched through valued social roles*. Presentation at the national TASH conference featuring promising practices in developing valued social roles and contributive membership for people with disabilities and targeted for employment services professionals and held in Nashville, Tennessee.

Block, S. (November, 2017). *Learning across the state*: Presentation at the state Association of Persons Supporting Employment First conference addressing results and trends from Vocational Rehabilitation establishment funding technical assistance delivery targeted for employment services professionals and held in Indianapolis, Indiana.

Block, S. (November, 2016). *Customized employment: Change the question, embrace the answer*. Presentation at the state Association of Persons Supporting Employment First conference addressing customized employment strategy and development targeted for employment services professionals and held in Indianapolis, Indiana.

Block, S. (April 2016). *Foundations of quality representation: A framework for employment specialists*. Presentation focused upon social role valorization theme application to employment services and targeted for job development and other employment service professionals and held in Indianapolis, Indiana.

Block, S. (June, 2016). *Customized employment*. Presentation focused upon the process, strategy and outcomes associated with best practice customized employment outcomes provided to Southern Indiana Resource Solutions and occurring in Jasper, Indiana.

Block, S. (August, 2014). *Stories of success*. Presentation using hybrid video blend featuring story-telling of successful customized employment outcomes held on a statewide video stream and targeted for all stakeholders interested in employment services outcomes in the state of Kentucky offered through Kentucky Bureau of Development Disabilities.

Block, S. (September, 2008; July, 2008; January, 2009 and January, 2015). *Systematic roles development*. Training sessions designed for the employment services professional targeting strategy and promising practices around the development of valued social roles and contributions for people with disabilities and offered in Louisville, Kentucky through private community rehabilitation provider, Realizations, LLC.

Block, S. (February, 2015). *Meaningful lives, meaningful living*. Training session designed for the employment services professional targeting strategy and promising practices around the development of valued social roles and contributions for people with disabilities and offered in New Albany, Indiana through private community rehabilitation provider, Volunteers of America.

Block, S. (October, 2010). *Building a real life in the community*. Training sessions designed for the direct support professional targeting strategy and promising practices around the development of valued social roles and contributions for people with disabilities and offered in Louisville, Kentucky.

Block, S. (October, 2010; November 2011). *Lost in translation*. Training sessions designed for the direct support professional, employment services professional and families targeting strategy and promising practices around the effective construction and outcomes associated with effective Discovery practices and held in Louisville, Kentucky for local ARC chapters.

Block, S. (October, 2010; November 2011). *Who can work?* Training sessions designed for the employment services professional, supervisors and families targeting presumption of employability and effective individualized job construction and held in Louisville, Kentucky for local ARC chapters.

Block, S. (June, 2012). *Strengthening the role of employee*. Training session offering credited coursework designed to impart effective use of social role valorization principles for achievement of positive customized employment outcomes targeted for employment service professionals and offered through the Summer Institute held in Louisville, Kentucky.

Block, S. (November, 2009). *Story telling: Challenges and choice*. Presentation at the Kentucky state Association of Persons Supporting Employment conference addressing effective customized employment outcome strategies and promising practices through story-telling and occurring in Lexington, Kentucky.

Block, S. (November, 2008). *Digging deeper*. Presentation at the Kentucky state Association of Persons Supporting Employment conference addressing best practice Discovery for the employment services professional and occurring in Louisville, Kentucky.

Publications

Tyree, M., Kendrick, M. & Block, S. (2011) Strengthening the role of the employee: An Analysis of supported employment using social role valorization theory. *Journal of Vocational Rehabilitation*, 35, 197-209)

Memberships and Volunteer Roles

2019 to present, IN APSE Policy Committee

2019 to present, IN APSE Conference Co-Chair
2019 to present, Association of Community Rehabilitation Educators (ACRE)
2018 Hoosier Leadership Institute, Consortium Member
2018 Mattingly Edge, Board Member, Louisville, Kentucky
2018 Mattingly Edge, Advisory Role to Employment Personnel, Louisville, Kentucky
2018 Utah State University and Griffin Hammis Associates, Delphi Study Content Expert Discovery Fidelity Tool
2017 to present, INAPSE (Indiana Association of People Supporting Employment First) Board of Directors
2017 to present, IN APSE Transition Committee
2017 to present, IN APSE Conference Committee
2017 to present, IN APSE Co-Regional Chair
2017 to present, IN APSE Public Policy Committee
2016 Terrill Foundation, Board Member, Louisville, Kentucky
Former KYAPSE Board member 2015
2009, St. Anthony Catholic School, Board of Education Member, Clarksville, Indiana

Consultation

Leadership Series – Advanced Certification (trainer), University of Kentucky Human Development Institute, 2012-2015
Coalition for Workforce Diversity, preliminary model development scrutiny, 2008 – 2009, Louisville, Kentucky
Ability First Australia Easter Seals, System and capacity development/systems change strategy, provided via grant to Ability (Daniel McPherson, Services Manager Wide Bay Queensland), October 1-3, 202014
“Share our Success”, Department of Developmental and Intellectual Disabilities Provider training, August 2014, Louisville, Kentucky
Employment Advisor (supported employment technical assistance services), Options for Individuals, 1989 – 1990, Louisville, Kentucky
Group Facilitator: Social Role Valorization – 3 day training model, Darcy Elks primary, October 2008, Frankfort, Kentucky
Supported Employment Stakeholders Group Advisor, 2008 - 2010, Frankfort, Kentucky
Presenter to “Discovery” (alternative assessment), Brown Mackie College, 2009

Awards

Timothy D. Estes Award, KYAPSE, 2009