

# NEWS

NADD Ontario



NADD ONTARIO CHAPTER

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## Message from the Chair

Welcome to Ontario, Canada!

NADD Ontario is very pleased to welcome our visitors from across North America to Niagara Falls Ontario. NADD Ontario has been an active Chapter for over 15 years. Our mission is to advance mental wellness for persons with developmental disabilities through the promotion of excellence in mental health care. Our efforts include publication of a twice annual on-line Newsletter with information about resources, government policies, and examples of collaboration, as well as facilitation of linkages between the developmental and health sectors to enhance service development for persons with a dual diagnosis. You can become a member of NADD Ontario by joining the NADD national organization. To read more about us and how to become a member, check out our website at : [www.naddontario.org](http://www.naddontario.org)

In this newsletter we provide a brief update on our current activities. Also, check out our table near the conference registration desk to pick up copies of our written reports. We would like to thank Rob Fletcher and Lisa Christie as well as the Conference Committee for supporting the presentation of the first NADD Family Day at this conference. Check out the **Family Day sessions T 07, T14 and T 21 occurring on Thursday.**

Susan Morris  
President  
NADD Ontario

## Update on the National Coalition on Dual Diagnosis

NADD Ontario is one of four original sponsors of the National Coalition, partnering with the Canadian Association for Research and Education in Intellectual Disabilities (CARE – ID/ACREDI), the Developmental Disabilities section of the Canadian Psychiatric Association, and the Dual Diagnosis Program, Centre for Addiction and Mental Health.

This is the first time in Canada that we have a **common definition of dual diagnosis** and a set of recommendations for the National Mental Health Commission

of Canada to include in the development of the National Mental Health Strategy.

The recommendations and accompanying **Advocacy Toolkit** were developed by families, child, youth and adult service providers, researchers and academics from the developmental, health and education sectors from 7 provinces across Canada. The NADD Conference in Niagara Falls will mark the official launch of the growing coalition. The recommendations and Toolkit were also presented in BC and Manitoba

this fall, galvanizing local communities to take up the cause. The web based Toolkit includes a FAQ's sheet, Pamphlet, Glossary, Fact sheet and real stories that can be used by local and provincial groups to tell their story and advocate for change.

To become a member of the National Coalition and access the policy statement and toolkit, go the CARE-ID/ACREDI website at <http://www.care-id.com/> . You can also access it through the NADD website.

Check out our website for what's new, great links and resources

[www.nadd.ontario.org](http://www.nadd.ontario.org)

[www.dualdiagnosisontario.net](http://www.dualdiagnosisontario.net)

Do you want to join NADD?

Call or write NADD at 132 Fair St., Kingston, New York  
12401-4802.

Telephone 845-331-4336

Fax 845-331-4569

## Update on Recruitment and Retention—the Ontario Developmental Services Sector Human Resource Strategy

This initiative is co-sponsored by the Provincial Network on Developmental Disabilities and the Ministry of Community and Social Services. As we described in our Spring newsletter, NADD Ontario is represented on the various committees that have been established. The Core Competencies committee is the first one to have met and has been supporting the Hay Group to run focus groups across the province with front line staff.

The purpose of the focus groups is to understand the context in which participants do their job, the key

accountabilities of the job, the important/critical tasks and outcomes of outstanding performance, and identify the core competencies for each of the roles. A competency is ‘an underlying characteristic... which enables a person to deliver superior performance in a given job, role or situation’. (Hay Group) In this approach one is more interested in the core underlying elements of social role, self image, traits and motives required to perform effectively in a job, on the assumption that skills and knowledge can be learned and developed.

NADD Ontario is pleased to report that because of our involvement, the focus groups were expanded to include a session with Clinical Staff who work in the developmental sector and are in positions that are funded by the Ministry of Community and Social Services. This includes nursing, speech and language, psychology and behaviour therapists. The basis for this change is that all front line staff in the sector provide supports and services to individuals with dual diagnosis/challenging behaviour/complex needs and the competences required

## Update on NADD Ontario’s book - *Dual Diagnosis: An introduction to the mental health needs of persons with developmental disabilities* (2002)

The North Community Network of Specialized Care used the first four chapters of the NADD text to develop an E-Learning course. The learning module topics include a basic introduction to the nature of developmental disabilities, recognizing and understanding the mental health needs of persons with developmental disabilities within a biopsychosocial model, and implications and strategies for optimizing supports. Learners are also introduced to the criteria used by health care professionals to recognize and differentiate various psychiatric conditions.

Piloted in 2008, 70 staff (61% front line) from 23 agencies across the North successfully completed the four modules. Seventy-six percent of respondents advised that they had never taken web-based training before. Ninety-four percent stated that the online format was a good way in which to learn this material, and another ninety percent stated they would take another online course. Learners enjoyed the flexibility in accessing the course anytime and anywhere. One learner commented “It made me really think about how I support people and learned some new skills to do things differently.” Another stated “This online course will definitely benefit those of us in outlying communities that don’t always have other options.”

## NADD Ontario Chapter Recognition Award – Call for Nominations

Its that time again – for you to nominate an individual, group or team within Ontario whose contribution to the field of dual diagnosis is consistent with the NADD vision, mission and goals. There are 2 categories of potential recipients : 1. family members and persons with developmental disabilities; or 2. providers of service, students, academicians, researchers, educators, or administrators.

Recipients will be selected by the Board of NADD Ontario based on their contribution to:

Increasing the understanding and awareness of the abilities and needs of individuals with dual diagnosis, and/or

Enhancing delivery of services to individuals with a dual diagnosis and their families, and/or

Life time achievement.

Anyone can nominate an individual, group or team by completing the form found on the web site: [www.naddontario.org](http://www.naddontario.org) (Note: The nominee is not required to be a member of NADD) All nominations must be made by or endorsed by a member of NADD. The completed nomination form is submitted to the member of the board in your region. The nominee(s) must be aware that their name(s) has been put forward prior to submission of the form.

**Deadline for nominations is February 15, 2009.** The award will be announced at the Spring Annual General Meeting.