



**OUR PARTNERSHIP WITH
PHILADELPHIA:
ORGANIZATIONAL RESUME
AND
HISTORICAL ACCOMPLISHMENTS**



Networks for Training and Development, Inc.

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Our History, Networks and Philadelphia!

Networks for Training and Development, Inc. (Networks) was incorporated in November 1992 as a 501 C-3 non-profit organization in the state of Pennsylvania. Networks was created to continue the work the founders had created in previous affiliations at Community Integrated Services and Temple University's Center for Research in Human Development and Education as well as Temple's Developmental Disabilities Center. In the first two years, the organization operated with the assistance of Horizon House, Inc. to provide initial administrative support. In July 1994, Networks "sprung off" entirely on its own and secured the ongoing contract with Philadelphia Office of Mental Retardation (later Mental Retardation Services and now Intellectual disAbility Services [IDS]). Since that time, Networks has been at the forefront of new initiatives coming into the field, providing practical information on how to implement these new ideas, and connecting people involved in similar projects in other locales.

Networks' was founded with the mission to be "dedicated to promoting inclusive communities through quality training, consultation, and demonstration for individuals with disabilities, families, organizations, and neighborhoods". In it's 20 + years, Networks has earned international recognition for its strong values, passionate stands, and impeccable services. But Networks' roots, home base, and allegiance is in Philadelphia and the citizens with disabilities who live there, the families and agencies who love them, and the systems that support them all. While our connections and activities may be very far flung, it is here where we are most involved and where our hearts reside. And it is Philadelphia where we feel proudest of the many accomplishments achieved.

We offer this *Organizational Resume* as a glimpse of just some of these rich accomplishments we have reached together with the city of Philadelphia as a way to honor our shared history and to recommit our futures together even further!

Specific Services Provided to Philadelphia Over the Years!

1. Administrative Support

- Assisted in the writing of several Employment Plans to increase services to citizens of Philadelphia.
- Developed and assisted in the development of citywide Annual Reports for several years.
- Provided initial design of Human Rights Committee (HRC) and Behavioral Intervention Committee (BIC / BIAC).
- Assisted with the establishment of BIC / BIAC; assistance with initial facilitation of it and participation on it for many years.
- Assisted with the writing of and training on the BIAC policy and procedures for implementation across Philadelphia funded agencies.
- Assisted in the searches for and hiring of several people designated as staff to Philadelphia IDS.
- Initiated Trainers' Trainings to assist agencies to do their own topical staff development (e.g. Crisis Management, Normalization, Goal Planning, Employment, etc.); helped agencies initiate and further develop staff training departments.
- Offered assistance with curricular development, training materials, training mentorship, and packaged curricula to local trainers and organizations.
- Participated in the promotion and implementation of many large scale initiatives and collaborative efforts including the Training Consortium, Community Collaborative, Positive Approaches, Person Centered Planning, Communication Champions, and Employment 1st. to name just a few.
- Facilitated many strategic planning sessions for agencies and initiatives benefitting Philadelphia (including PA OVR, Speaking for Ourselves, Life Sharing, Employment 1st Philadelphia!, PA TASH, PA APSE, and many more).
- Provided new ways of thinking about "challenging behavior", choice making, communication, self-advocacy, employment, being a responsive human service agency, leadership, staff development, management, and more.
- Helped IDS with administrative support and coordination of various projects, initiatives, and consultants.
- Provided training and technical assistance to those who were a part of the Embreeville Settlement case; dedicated several staff, many resources, and provided countless hours of training to those involved in transitioning and supporting people leaving the Embreeville Center.
- Partnered, mentored, and guided many local agencies with the development of policies, grants, projects, and redesigns to better meet new trends and initiatives, be more efficient, and provide better services.

- Helped coordinate Philadelphia’s Transition Council for many years as part of a large movement to increase communication and opportunities for students approaching adulthood.
- Worked with the School District of Philadelphia to push inclusion, employment, transition, AT, etc.
- Assisted hundreds of people and their teams (families and service providers) help with person centered planning regarding employment, behavioral concerns, communication, inclusion, life transitions, increased choice making and control.
- Assisted in the facilitation, coordination, and leadership of many committees, councils, projects, and initiatives.
- Acted as a “pass-through”, employer, and coordinator for many IDS activities.

2. Support to Various Initiatives

a. Employment Supports / Community Inclusion

- Initiation of Supportive and Supported Employment projects in PA and Philadelphia.
- Assisted in the development and ongoing support of monthly meetings of the Employment Forum since 1994 for Employment Directors in Philadelphia and the general area to share and collaborate.
- Started CareerNet in 1995 as a joint venture between Philadelphia OMR, Philadelphia OVR, and Networks to demonstrate a true community-based, person centered employment project. Through this small project, seven formally “unemployable” people found jobs, volunteer opportunities, increased valued roles, new relationships, and increased self assurance while many learned from them that everyone can be employed.
- Introduced leading experts in community based employment to Philadelphians for over 20 years.
- Hosted the Job Coach Exchange (1995) to encourage local job coaches to work collaboratively.
- Introduced “Career Planning” as a person-centered process focused on employment in Philadelphia but also has spread to several other counties and has been used successfully in multiple systems.
- Introduced the “Vocational Profile” as a tool to further clarify a person’s skills and desires for employment and the system’s appropriate responsibilities.
- Offered “Mini-grants” re: employment since 2008 to further creative ideas re: employment. Over a four-year period (through 2011), nine Philadelphia-based agencies received 19 awards.
- Developed an impactful employment video (One City, One Vision) highlighting Philadelphia successes in employment.

- Provided annual Employment Symposiums from 1996 to present highlighting national, state, and local innovative and cutting-edge strategies. This has supported Philadelphia to be recognized as leaders of employment in the state of PA and a large urban area for other large cities to look to as an example
- Facilitated a statewide Strategic Plan regarding employment at the 2009 Employment Symposium.
- Helped bring in MIG funding to assist Philadelphia and statewide activities to increase employment options.
- Introduced and provided direct training regarding Community Based Instruction to local vocational providers. Wrote/produced a manual that provider agencies and others can use in training.
- Worked on finding ways to better capture employment statistics over many years, eventually developing EmployStat with Philadelphia IDS. Once again, these actions have caused Philadelphia to be seen as innovative and not settling for the status quo. To-date, EmployStat is providing a clean and clear look at what is truly happening regarding community based employment in Philadelphia, a local county, and is being considered for statewide use by PA.
- Through the Transition Planning Project, we have assisted many transition-aged youth, their families, and teachers imagine possible futures along with immediate steps to bring into reality the hopes and dreams of the youth.

b. Person Centered Planning / Choice-making

- Established a Person Centered Planning project in PA with four Philadelphia OMR Case Managers, one of the first projects in PA and the first nationally utilizing people already connected to a person.
- Provided ongoing training and technical assistance in Person Centered Planning in Philadelphia, PA, and across the country.
- Worked directly with the founders of the various styles of Person Centered Planning to better learn the various styles and tools of Person Centered Planning.
- Developed Dreams Coming True book and video highlighting Philadelphia successes re: Person Centered Planning.
- Helped bring into the vernacular terms like “person centered planning”, “self-determination”, “money following the person”, “individual budgets”, etc.
- Introduced the idea of Microboards to PA, providing training on the topic, and initiated the first PA project in using Microboards as an alternative organizational design of support. Assisted four individual Microboards to be established, connected them with national and international groups doing similar work, and encouraged many others to consider Microboards. Developed a Fieldbook to guide

others about developing a Microboard and helped PA DPW to write policy on allowing Microboards as another option towards increased choice and control.

c. Assistive Technology (AT) / Communication Accessibility

- Developed and implemented the Communication Mentors' Course to assist people already connected with those struggling to be heard and teach others how to better hear everyone. 19 Courses were offered over 8 years with 227 graduates from over 70 organizations across PA (NJ, MD, and elsewhere).
- Assisted local agencies and their clientele with AT related consultation.
- Introduced world renowned experts in AT and communication assistance to Philadelphians.
- Connected Philadelphia with other counties doing similar work, assisting in the development of the Philadelphia Communication Champions. Helped Philadelphia to be recognized as a leader in the state around communication.
- Provided technical assistance, feedback, information, and suggestions to the state regarding three policies on communication support.
- Helped bring into the vernacular thoughts like "notice what you notice" and "everyone communicates".

d. Positive Supports

- Involved in initial statewide discussions regarding Non-aversive Behavioral Supports, later to be renamed as Positive Approaches.
- Represented Philadelphia on statewide Positive Approaches Committee (co-chaired the statewide committee for several years).
- Assisted the development and training of the statewide policy on Positive Approaches.
- Worked directly with and brought in international leaders in this area to Philadelphia for increased knowledge and implementation.
- Provided countless hours of training, direct consultation, and team support in very challenging situations across Philadelphia and elsewhere. Helped organizations to develop required positive approaches training required by 6400 regulations.

3. Promotion of Philadelphia

- Connected IDS staff and Philadelphia people to international experts, various committees and groups, literature, courses, opportunities, and professional associations.
- Introduced many internationally known experts to Philadelphia, such as: Beth Mount, Mike Callahan, Wade Hitzig, Chris Heimerl, David Mank, Sherrill Moon, Rob Horner, David Hingsburger, Judith Snow, Jack Pierpoint, Marsha Forest, Martha Leary, Cesilee

- Coulson, Cary Griffin, David Hammis, Herb Lovett, Jerry Kiracoffe, Anne Donnelan, John Butterworth, Laura Owens, and many more.
- Regularly presented at local, statewide, national, and international conferences on many Philadelphia initiatives.
 - Participated on the Alliance for Full Participation (AFP) PA state team and sub-committee direction.
 - Supported, pushed, and promoted the growth of PA APSE and national APSE over the years.
 - Supported the growth and re-growth of PA TASH; active with national TASH, their various sub-committees, and activities.
 - Attracted PA attention to Philadelphia on many topics and initiatives.
 - Helped national experts see the various advances and accomplishments happening in Philadelphia.

The Networks' Team!

We are a varied and diverse group of individuals with many talents, backgrounds, experiences, and interests. And together we bring to our work passions and strengths that lead and teach others.

Julia Barol

Julia Barol has been with Networks since 2007 as Director of Special Projects. In this role, she is involved with several projects related to transition-age youth in Philadelphia, including co-chairing the Transition work group within the "Employment 1st Philadelphia!" initiative and coordinating the Transition Planning Project. Julia helped to develop the employer-based video for Philadelphia's "One City, One Vision", which focuses on promoting increased employer awareness of the benefits of hiring people with disabilities. She conducts trainings to small groups and agencies on Social Security and work incentives as well as an overview of the Americans with Disabilities Act. More specifically, Julia is a Certified Benefits Specialist through Virginia Commonwealth University and has worked with Social Security beneficiaries since 2001. She is a graduate of Networks' Communication Mentors' Course™ and is certified to provide accessibility support to businesses under Title 3 of the ADA through the Mid Atlantic DBTAC. Julia currently serves as President of PA APSE. She chaired the Philadelphia Committee for the Employment of People with Disabilities from 1995 to 2008 and has also been involved in the Accessibility Advisory Board for Philadelphia's PA CareerLink from 2004 - 2008. Julia has been working with and supporting individuals with disabilities since 1991. Most recently she has obtained a graduate certificate through the George Washington University (G.W.U.) in Transition and Special Education, and has completed her Masters degree in Secondary Special Education and Transition through G.W.U in December 2012. In her spare time Julia enjoys her family, gardening, travel, and baking bread.

Dana Bowser

Dana Bowser has a Bachelor's Degree in Secondary Foreign Language Education from Temple University, as well as a Master's Degree in Social Work from Temple University. Dana is a graduate of Networks' Communication Mentors' Course™. She has always been interested in communication, the barriers that exist, and has always wanted to work with teams to explore possibilities with helping individuals to communicate more thoroughly and be understood. Dana has been in the human services field for over 14 years. She has worked with children as young as 4 years old and has also worked with retired senior citizens. Dana is also a part of the original group that created "Communication Champions" in Philadelphia County at the Office of Intellectual disAbility Services. She serves as a communication champion/liaison at her full-time place of employment (Partnership For Community Supports) in Philadelphia. Dana has always had a strong interest in the arts such as writing, singing, dancing and performing and believes that each of these is a form of self-expression. Dana hopes to one day incorporate the arts with communication, as she feels the options are endless. In her free time, Dana enjoys writing and recording songs, writing poetry, dancing, working out, and spending time with her

family (husband-Mark, son-Justin, step-daughter-Justice, and spoiled Shih Tzu-Toi Lina). Dana is very anxious and excited to be on board with Networks and is looking forward to working to further develop skills and relationships!

George Callaway

George Callaway is the Senior Clerical Specialist at Networks. He has been working for Networks since 1992, having worked at Networks longer than any other employee! First and foremost, George is most proud of his love of travelling around the city of Philadelphia, especially on SEPTA (public transportation system). He has a knack for making friends around town and loves showing others how to get almost anywhere. At Networks, George puts together training packets, makes copies, and maintains the evaluation database for Networks' many training activities. George also facilitates or assists several training sessions about his work, his passions, and his many areas of brilliance! He has presented nationally and is an active member of Speaking for Ourselves, a self-advocacy organization in PA. George is the Co-Chairperson of the Public Awareness Committee for Philadelphia Department of Behavioral Health / Intellectual disAbility Services. He enjoys taking trips and joining his co-workers at many retreats and conferences, including Milwaukee, Baltimore, Pittsburgh and the New Jersey shore. Don't be surprised if you see George around town!

Ramenta Cottrell

Ramenta Cotrell, M.Ed., M.A. officially joined Networks on a part-time basis in January of 2011 as a member of the Assistive Technology and Transition / Inclusive Education teams. After completing Networks' Communication Mentors' Course™ in 2009, Ramenta continued her work supporting individuals transitioning from institutions to independent living. She currently lives in Maryland and works full-time as an Employment Specialist for The League of Baltimore. Other duties involve developing Person Centered Planning and Self-Advocacy training, as well as youth advocacy for foster children in Baltimore County. Her educational background includes Bachelor degrees in Psychology and Spanish from Temple University and a Masters in Special Education from Arcadia University. Ramenta has completed a Master's in Counseling Psychology in May of 2012 with concentrations in Family and Child and Trauma therapy. Future aspirations include providing family and individual support for trauma victims with developmental disabilities. In her spare time, Ramenta enjoys spending time with her family and friends, reading, traveling, and listening to music.

Suzanne Erb

Suzanne Erb, M.S. brings to Networks over 25 years of work experience in the disability and welfare to work fields. With an M.S. in Counseling Psychology from the University of Pennsylvania, Ms. Erb has not only counseled both disabled and non-disabled job seekers, but has also supervised others in those fields. Her most recent positions have been with JEVS Human Services and Abilitech. In her role as an advocate, Ms. Erb has been Chairperson of the City of Philadelphia Mayor's Commission on People with Disabilities. She currently serves as the Secretary of the

Board of Directors of the Tenants Union Representative Network, and also serves on the Board of Directors of the Disability Rights Network of Pennsylvania. She also serves on the Business Advisory Council of the Marriott Foundation - Bridges From School to Work, and the Pennsylvania Institute on Disabilities Consumer Advisory Council. As a blind person, Ms. Erb uses assistive technology both personally and professionally. She uses both Windows and Mac operating systems, and provides consultation around universal design and accessibility. Suzanne also provides technical assistance to students at the University of Pennsylvania and Washington University.

Stacey Figueroa

Stacey Figueroa joined the Networks' team in August 2008. Prior to this, Stacey had worked in various non-profit children's programs, including environmental education, health & wellness programs, and summer camps. At Networks Stacey's tasks have included providing employment support to individuals on the job, organization of the Assistive Technology library, and helping out where needed. Stacey is a graduate of Networks' Communication Mentors' Course™. She has continued to work with the community of Mentors to help promote the belief that "Everyone Communicates". Stacey is attending Cabrini College as a full-time student with goals to complete her Bachelor's degree in Liberal Arts. In her free time, she has many passions that include children, outdoor activities, photography, and various travel adventures.

Nancy Jo Geise

Nancy Jo Geise is the Augmentative and Alternative Communication Liaison at Networks' Northcentral PA office, joining the team in April 2009. Nancy Jo enjoys working with the communication devices and Assistive Technology. She was a guest speaker on WKOK radio for a feature story on the Communication Mentors' Network and the positive effects communication devices can have for people with disabilities. She is a graduate of Networks' Communication Mentors' Course™ and is a member of the Community Unity and Ampes programs of Northumberland County, while also being an active member in her church. She looks forward to meeting new people, learning, and growing.

Jill Gromen

Jill Gromen, M.S.W., is the Director of Training and Consultation for Networks for Training and Development, Inc. Jill has been involved with Networks in various capacities for more than 9 years as an employee and as a consultant helping with several projects as well as serving as a member of the Board of Directors for 4 years. She is also a graduate of the 2009 Communication Mentors' Course™. With over 20 years of experience, Jill's background includes direct support, supports coordination, program planning and development, training coordination and delivery, and Person Centered Planning. In her current role Jill develops and implements training, provides coordination and oversight of consultation, and develops marketing materials. A constant throughout Jill's career is her fundamental belief that our well-being is tied to inclusive communities that hear and respect everyone's voice. Jill

loves spending time with family and friends. She balances work with all kinds of outdoor fun and involvement in community and volunteer activities, as well as watching lots of soccer games.

Doris Kalina

Doris Kalina began working at Networks in 1998 as Administrative Specialist and is presently the Director of Administrative Services. She was previously employed by another nonprofit as assistant to the Executive Director, handling financial responsibilities there for 12 years. Doris also taught for the School District of Philadelphia for 4 ½ years. She is a graduate of Networks' Communication Mentors' Course™. Her areas of expertise within Networks are office management and organization with oversight of all of Networks' organizational offices, billing, and Human Resources. Doris is also an accomplished musician performing regularly and is a proud mother and grandmother.

Tracy Katz

Tracy Katz, M.Ed., CESP, attended both undergraduate and graduate school at Virginia Commonwealth University (V.C.U.) earning a Bachelor of Music Education and Master of Special Education. During her Master's program, Tracy began working in the research department of V.C.U Rehabilitation Research and Training Center. Eventually she began working as a job coach providing job development, placement and training for individuals who had a traumatic brain injury. In 1991 Tracy moved to PA and continued to work as a job and life skills coach through Hershey Medical Center throughout the central Pennsylvania area. After settling in the Philadelphia area Tracy began working in the middle and high schools with students both as an academic and daily living skills classroom teacher for students with learning disabilities as well as classroom support for the school to work program in which all of the high school students participated. Tracy took some time 'off' to raise her family but continued to work as a home-based business manager with Discovery Toys helping to educate parents about the power of play. Tracy works with Networks as the Coordinator of Business Development and continues to teach private clarinet lessons. In June 2012, Tracy became one of the first 100 persons in the country to earn certification as a Certified Employment Support Professional (CESP) through National APSE. Tracy is passionate about increasing the opportunities for people with disabilities in their community and in the workplace and is very excited to have the opportunity to work with businesses to help them increase their bottom line while including people with disabilities in their workforce.

Diane Kehoe

Diane Kehoe graduated from Eastern University with a degree in Organizational Management. Currently our Director of Technology Services, Diane began her service with Networks facilitating career planning for individuals leaving Embreeville State Hospital. She continued her work as Director of CareerNet, a small demonstration project focused on finding meaningful community employment for people with significant disabilities in Philadelphia. Diane now assists Networks with its overall technology needs and services. Her passion is to ensure universal design

of the technology used here at Networks, as well as assisting our customers in accessing and utilizing the various technologies available to them through alternative software, accommodations, and built-in accessibility features. Diane continues to conduct training in various topic areas seeking out new information in the areas of universal design and is currently pursuing a Masters Degree in Instructional Technology in Education. At home you can find Diane enjoying computers, reading, music, and relaxing with her dogs.

Michael Landes

Michael Landes, M.Ed. is the Webmaster for Networks. He also teaches inclusive high school social studies classes in Maui, HI. Michael has focused on supporting all individuals to live rich and meaningful lives as valued community members. He has held a variety of positions, including direct support in a community-based day program, program coordination for an independent living program, communication development and technical assistance, interactive curriculum development, and website development. Michael was a member of Philadelphia's first graduating class of Networks' Communication Mentors' Course™, and he continues to search for new ideas to assist people in finding effective communication systems and assistive technologies. In his free time, Michael enjoys surfing, scuba diving, music, hockey, and going to the beach with his family.

Rosa McAllister

Rosa McAllister, M.Ed., A.T.P., R.M., L.M.T. is the co-founder of Networks where she currently acts as an organizational advisor, historian, staff mentor, and overall Mom! Rosa also continues to be on the faculty of Arcadia University teaching in the area of instructional and assistive technologies and inclusive environments. Additionally, Rosa has studied various styles of massage and energy / bodywork, is a licensed massage therapist, and is assisting Networks to further develop their Wholistic Practices services area. Rosa now lives in Maui, where she is furthering her service to others, providing assistance to various community groups, teaching, learning, and enjoying island life.

Jennifer McCary

Jennifer McCary, M.Ed has a B.A. in Elementary / Special Education and an M.Ed. in Special Education and has been formally working with individuals with disabilities for almost two decades. Jen's experience includes assisting people within schools, in their communities, and in the workplace to be more independent, to better show their skills and intelligence, and to "fit in" and make friends. She has a keen interest in assistive technology, Augmentative and Alternative Communication (A.A.C) and inclusion, and has been a part of the Networks' family for many years in a variety of roles. Jen has rejoined Networks to help in the coordination of school-based projects. Jen is also the proud Mom of Liam and is enjoying her role in raising and enjoying him!

Joe Murphy

Joe Murphy, CESP is the Supports and Technology Coordinator with Networks where he lends assistance to various people and projects regarding employment and assistive technology (A.T.). While not initially involved in the field of developmental disabilities, Joe discovered his passion after meeting a person and her supporters at a community pool and offering to lend a hand. Since then (1997), Joe has worked within various community support projects, always coaching people to live full and independent lives, always striving towards their best. Joe is currently on the board of PA APSE. He is a Certified Employment Support Professional (CESP) and has been certified as a life coach for business. Joe is also an active member of various community groups in and around Philadelphia. He is a graduate of Philadelphia's first Communication Mentors' Course™, the Employment Mentors' Course, and many other programs regarding employment and / or A.T. Joe resides in Philadelphia, PA with his wife and 2 children. During his spare time Joe is the defensive backs coach for Neuman Goretta High School's football team.

Marianne Roche

Marianne Roche, M.Ed., R.M. describes herself as an 'old shoe'. For almost forty years, she has worked with and for people with disabilities and has always enjoyed the wonderful people she has been blessed to know. Currently Marianne is 'outsourced' to Philadelphia IDS where she works in a variety of areas including Supports Coordination, public awareness, transition from school to work and the inclusion of students with disabilities in their neighborhood schools. Marianne is very involved in a new facet of Networks' expansion --Wholistic Practices work--- and is particularly interested in opening up opportunities for people we serve and their caregivers. Additionally Marianne, with the able assistance of Networks, helped to establish the Nancy Cordon Trust (named in honor of her late sister). This Trust provides short term financial assistance to people with special needs and their families. Marianne lives in Orelan Pa, with her sainted and tolerant husband, Jim, a math teacher at LaSalle High School.

Shauna Roman

Shauna Roman, M.S., the Executive Director of Networks, has worked in the field of disabilities for many years. Shauna has been involved with people with developmental disabilities, their families, and supporters to increase understanding, provide support, and encourage people to live more inclusive lives. As a Qualified Facilitator of The Leadership Challenge® (Kouzes and Posner), Shauna is interested in creating organizational learning opportunities through the use of assessment tools, training, and innovative consultative practices. Her current project involvement includes: the "Employment 1st Philadelphia!" initiative and school-to-community transition planning efforts. Within these projects, Shauna provides value-based leadership, strategic planning, and mentoring. In her spare time, she enjoys reading, music of all kinds, and travel.

Julie Sozio

Julie Sozio, M.H.S. enjoys her position as Training Coordinator at Networks. A Bucks County resident and Iowa native, she looks forward to talking with and meeting people as she coordinates various trainings and events around Philadelphia and throughout the state! Julie has been with Networks since 2008, and brings over 30 years experience supporting people who experience a variety of disabilities! She is a graduate of Networks' Communication Mentors' Course™, and assists the Networks' team with Assistive Technology support. Julie's true passion lies in advocacy for community inclusion. Her experience and her strong determination for advocacy have led her to find competitive employment and an "Everyday Life" for many individuals with disabilities. In her spare time, Julie loves spending time with family and friends, working on stained glass, and home improvement projects!

Jessica Stover

Jessica Stover, M.S., A.T.P. is the Assistive Technology Specialist and Central PA Coordinator for Networks She has been a member of the Networks' team since 2006, and is a RESNA (Rehabilitation and Engineering Society of North America) certified Assistive Technology Practitioner (A.T.P.). With experience in low to high technologies, Jessica continues to assist people to live the lives they wish at home, work, school, or play. Jessica has a special interest in switch access as related to body mechanics and movement and has studied and practiced in a variety of methods pertaining to AT. She has presented and co-presented at national, regional, and local conferences and trainings to assist people and their teams to hear and recognize communication, live their dreams, uphold the mantra "Everyone Communicates!" and assist people to "notice what you notice" through innovative (and sometimes very easy and simple) supports and systems of A.T.

Andrew Vizquete

Andrew Vizquete is the IT Support and Service Specialist for Networks. He helps design Networks' many marketing materials, helps maintain our training database, which includes registering people for training and tracking attendance. Andrew also assists trainers with presentations, demonstrating his use of various Assistive Technologies. He has many interests such as watching sports, TV and movies, listening to music, and having fun. And he is currently working on the development of his life story with regards to his use of Assistive Technology and getting a job for training presentations and to inspire others.