



Networks' Catalog of Services

FY 2012 EDITION

Networks for Training and Development, Inc.
is dedicated to promoting inclusive communities through
quality training, consultation, and practice.



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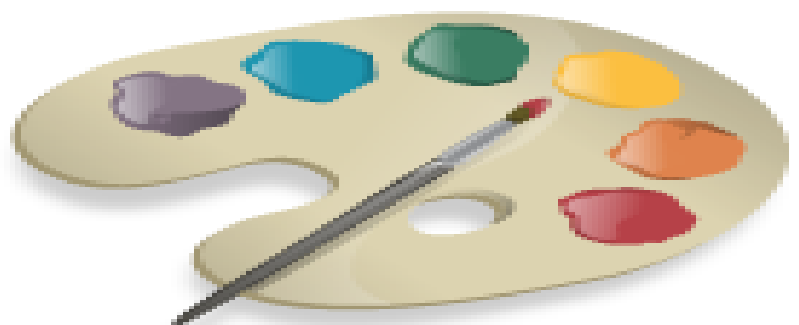
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Overview of Services



Networks for Training and Development, Inc. (Networks) is proud to offer another year of exciting and unique learning opportunities, supported in part by Philadelphia Department of Behavioral Health / Intellectual disAbilities Services (DBH/IDS) and Northumberland County Mental Health / Mental Retardation (MH/MR) as well as many other contracts and grants. This year we continue our focus on assisting everyone in understanding the trends of today, new initiatives, ways to conquer old issues, and provide customized assistance to YOU!

Our Areas of Expertise

Included in this Catalog is an overview of topics for training and consultative learning opportunities. Organized into six (6) specific areas of expertise, Networks provides a combination of academic study with real-world application in topical areas needed for community non-profit organizations and those interested in disability-related issues. Networks is your answer for practical and informative individual, small group, and organizational help.

Scheduled Events and Customized Assistance

Networks is best known for providing almost 20 years of valuable training for those involved in supporting community inclusion of people with disabilities. Throughout this time, we have also provided countless direct consultations to individuals, groups, organizations, government offices, universities, and states. Like many, we have gradually seen the need to provide a balance of large-scale training with more direct consultation to effect real change. For this reason, this year training sessions will be scheduled in various locations along with opportunities to offer more customized assistance.

Offering a Blend of Online & “Classroom” Learning!

Networks’ scheduled events and courses will have some level of online participation available. Some may also be offered in web-based or hybrid (part web-based) format as an alternative method of participation and provide access to those who may not be able to attend in person. Examples of distance learning may include fully online courses, hybrid courses, conference calls, online chats, e-mail, message boards, discussion forums, and / or assignments.

Networks ON-THE-GO!

For many years, Networks has travelled extensively to present, facilitate, and consult in various ways. Now, we would like to offer more opportunities for Networks’ staff to “come to you”... for workshops, consultations, and more! Just ask for a specific event or a need, Networks will pack up all that is needed, and we’ll come to you!

And please be aware that Networks sometimes “rents out” some of our team members short-term to help make a new project happen, be an in-house guide or role model, or just be a helping hand. Call us for more information!

NETWORKS’ TEAM

Julia Barol	Jill Gromen, M.S.W.	Jennifer McCary, M.Ed.
Dana Bowser, M.S.W.	Doris Kalina	Joe Murphy
George Callaway	Tracy Katz, M.Ed.	Marianne Roche, M. Ed.
Ramenta Cottrell, M.Ed.	Diane Kehoe	Shauna Roman, M.S.
Suzane Erb, M.S.	Michael Landes, M.Ed.	Julie Sozio, M.H.S.
Stacey Figueroa	Rosa McAllister, M.Ed., A.T.P., R.M., L.M.T.	Jessica Stover, M.S., A.T.P.
Nancy Jo Geise		Andrew Vizquete



Employment Support

...promoting employment for all through education, strategic planning, and relationship-building.

SCHEDULED EVENTS

Employment Supports Series - Striving Towards Excellence!

- Creating Eye-Catching Presentation Portfolios
 - ADA in the Workplace Today
 - Refining Your Marketing Approach through Customized Employment Proposals
 - Dispelling the Myths: Social Security Work Incentives
 - Creative On-the-Job Supports Through Accommodations and Technology
 - Taking Charge of Your Career Search: A Forum for Self-Advocates
- ... and other events to be scheduled!

The Employment Forum

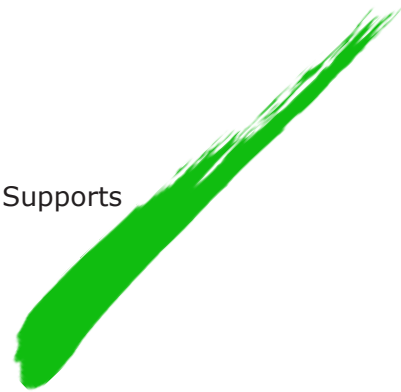
The 13th Employment Supports Symposium: Spreading Employment 1st!



CUSTOMIZED ASSISTANCE

Available Training Topics

Jump Start Your Career: Career Planning Workshop
Transition Planning Project
Understanding and Using the Discovery Process
Practical Teaching and Support on the Job
Job Matching and Analysis
Longevity on the Job: Preparing to Fade and Providing Follow Along Supports
Customized Employment
Creative Job Development
Workplace Supports
Entrepreneurial Approach to Employment
Organizational Change and Employment
Networking and Connecting with Employers
Setting Expectations of Employment with Children
... and more!



Consultation

We are available to provide coaching, mentoring, and consultations to individuals, organizations, and schools seeking to improve specific employment outcomes, and incorporate innovative service design into employment options and supports. Individual Social Security benefits counseling is available at all times. The Networks team can assist employers; and the business community to diversify their workforce, and will provide consultation around ADA regulations.

Facilitation of strategic planning and organizational development is available for businesses and employment providers who are interested in incorporating "Employment 1st!" best practices into their everyday operations.



Technologies for Independence & Control

... finding a way to communicate only opens the possibility of life. The next steps are sometimes much trickier.

SCHEDULED EVENTS

Online Chats with AT Experts

- Creating Accessible Environments on the Cheap & Other Considerations for Applying Universal Design
- What's Hot in AT?
- Accessible Websites
- Sensory Integration
- Creative Uses of an iPad, iPhone, iTouch, & the World of Apps!
- Understanding Aphasia & Apraxia
- Finding & Funding AT
- Health Care & Implications for Those Who Communicate Differently
- Increasing Educational Inclusion Through AT

Demystifying Autism

Building Support for Communication Development
Everyday AT for Everyone! Mini-Conference



CUSTOMIZED ASSISTANCE

Available Training Topics

Basics of Sign Language
Exploring Computers & Basic Technology
Exploring AT to Live More Independently
On-Site ADA Assessments
Supporting Everyone's Communication... A Role for Everyone
Common Sense AT / Exploring the World of AT
Assistive Technology DIY
Introduction to Facilitated Communication
Advanced Facilitated Communication
Investigations with People Who Communicate Differently
... and more!



Consultation

Our "Technology" services are available for people in all age groups and life situations. Whether it's a student with disabilities trying to be included in class work, a person needing home modifications for increased independence, a worker or employer needing job accommodations, or a senior citizen trying to maintain their individual lifestyle... Networks can assist you!



Transition & Inclusion

... teaching, mentoring, and assisting others to work towards inclusion in school, work, and life in general - in the lives of young people.

SCHEDULED EVENTS

Honoring the Mix of Transition, Inclusion, & AT Colloquium

- Including ALL Kids in Our Schools
- Increasing Education Inclusion through AT
- Building Inclusive Schools Through Policy and Practice
- Hearing From the Kids
- Follow-up consultative project on Transition, Inclusion, & AT

The Philadelphia Transition Planning Project

Personal Empowerment and Leadership for Youth - A Trainers' Training (A Certificate Course)

CUSTOMIZED ASSISTANCE

Available Training Topics

The Art of Community Connections

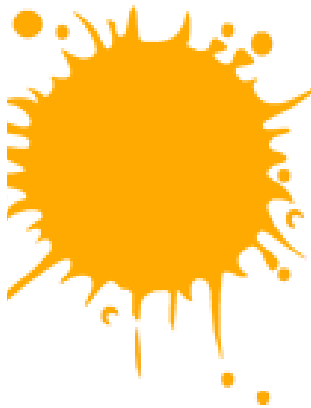
Taking Control of Your Future ... Developing a Plan for Life!

Dreamcatching: Finding Your Own Personal Future!

Developing Inclusive Lesson Plans and Activities in the Classroom

Consultation

The Networks' team is dedicated to promoting inclusive communities beginning with our youngest community members. We offer a variety of services that support students, families, school staff, and others to create and maintain effective inclusive educational and transition supports. These include tutoring and enrichment, education planning, and team based transition planning.



Organizational & Systems Development

... *building more effective leaders and groups using innovative techniques and creative tools.*

SCHEDULED EVENTS

Camp Leadership! (A Certificate Course)
Leadership Challenge ®
Diversity 101: Seeing With New Eyes
The Golden Rules of Supervision
How to Be a Trainer

CUSTOMIZED ASSISTANCE

Available Training Topics

Creating a Non-Profit Board
Professional Development
Grant Writing
Walking the Walk as a Learning Organization
Innovative Management Practices
Developing a Mentoring Program
Importance of Quality Improvement
Methods of Strategic Planning
Mission-Based Leadership

Consultation

Networks is a 501(c)(3) charitable non-profit organization, but we actively study, practice, and disseminate information to others on current trends from our 'business world' colleagues as well as from the 'not-for-profit world'. While we are best known for our primary activities assisting people with disabilities to live inclusive and fulfilling lives, we have also become recognized for our somewhat different approach to organizational structure and infrastructure, management practices, and day-to-day operations. These core beliefs and foundations in promoting inclusive communities have helped us create together a vibrant and viable enterprise with true expertise to assist other organizations, groups, and businesses.



Wholistic Practices

...to better connect with ourselves through body and energy work towards more healthful and confident lives.

SCHEDULED EVENTS

Wholistic Practices Workshops

Developing Your Personal Intuition!
A Taste of Breema!
Introduction to the Mysteries of Quartz Crystals & the Power of Chakra Stones!
... and more to come!

Community Bodywork Clinics

Join us as we further explore ways of helping everyone be more confident, healthful, and independent in their own life through our quarterly Community Bodywork Clinics. Our specialty is offering helpful, healthful, and educational treatments to people with disabilities or chronic illness as well as their caregivers. During these quarterly Clinics various bodywork treatments will be available in exchange for "in-kind donations" for others in need (e.g. small household items, packaged food, money, talents or services, or other items). Our network of practitioners will assist you while you're giving back to others!

Clinics will be available at various locations hosted by various groups. To offer a Clinic at your location and for more information, contact Rosa McAllister at rosam@networksfortraining.org.

CUSTOMIZED ASSISTANCE

Available Training Topics

Finding Your Energy (Exploring Energywork)
Reiki I & II
Drumming for Healing
Acupressure: Healing at Your Fingertips
Body Energetics
Emotional Freedom Technique (EFT)
Himalayan Singing Bowls for Conscious & Unconscious Connections
Taking Control of Your Future... Developing a Plan for Life!



Consultation

Today, many of us are taking more active control of our health ... through choices in diet, exercise, lifestyle, and spiritual practices. Various "alternative treatments" abound for us to choose from, which many of us add in to our personal wellness practices. Unfortunately, there are many who may benefit from these alternative treatments and yet are unable to take advantage of them (or feel they are unable).

Through the years, we have grown and added on many new initiatives that further our mission at Networks. Principle staff at Networks have studied various types of body and energy work and have forged new relationships with other practitioners who are looking for ways to give back and assist other ... all leading to a wonderful opportunity to bring fun and increased wellness to many we know!

Personal Planning & Empowerment

...utilizing Person-Centered Planning and life coaching tools to assist people to become more in charge of their own lives.

SCHEDULED EVENTS

Personal Empowerment and Leadership for Youth - A Trainers' Training (A Certificate Course)
The Philadelphia Transition Planning Project



CUSTOMIZED ASSISTANCE

Available Training Topics

The Art of Community Connections
Facilitating Storytelling
Rethinking Challenging Behaviors
Developing Your Professional Self
Taking Control of Your Future... Developing a Plan for Life!
Dreamcatching: Finding Your Own Personal Future!
Team Development and Facilitation
Person-Centered Trainers' Training
Career Planning Workshops
Transition Planning Workshops



Consultation

Networks is often asked to help with Personal Planning during times of transition and major change that we all experience in our lives... graduating from school, seeking and/or shifting employment activities, moving, and generally exploring new directions in our lives. It might be suggested or requested during times of dissatisfaction, because others are at a loss with how to help further, or because it's just time to really listen to our inner voice rather than continue on a path of relying on professional or other judgements.

Networks is available to provide life-coaching, mentoring, co-facilitation of Person Centered Planning, and organizational and systemic consultation.

Event Planning & Coordination

... hosting events doesn't have to be difficult. Let our experience enhance yours!

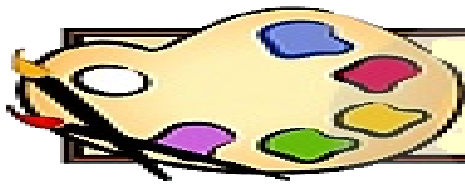
SCHEDULED EVENTS

Planning Accessible Events Webinar

CUSTOMIZED ASSISTANCE

Since 1992 the Networks' staff members have established credibility and expertise in the planning and coordination of various conferences and training events. We work in partnership with you to identify your goals and objectives for your event, and assist in strategizing the best means of achieving those outcomes.

Events may include, but are not limited to, corporate celebrations, training events, conferences, annual events, organizational retreats, board meetings, facilitation of meetings, and organizational planning. When planning your next event, look to establishing a partnership with us.



Our Networks' Team

Find out a little more about us!

With varied experience and interests, Networks' staff are well equipped to provide interactive, fun, and thought-provoking training on a variety of topics. Each member of the team has a particular area of expertise, which adds value to individual training and consultative events for all involved.

Julia Barol

Julia Barol has been with Networks for Training and Development, Inc. 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 the 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 on the board 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 CareerLinks since 2004. 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 in Transition and Special Education, and is currently pursuing a Masters degree in Secondary Special Education and Transition through GWU. 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 recent graduate of the Communication Mentors' Course (2010). 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 approximately 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 for Training and Development, Inc. 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 Phila. Dept. 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. officially joined Networks for Training and Development, Inc. 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 expects to complete 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 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 is currently Chair of the City of Philadelphia Mayor's Commission on People with Disabilities, the Secretary of the Board of Directors of the Tenants Union Representative Network, and also serves on the Board of Directors of the Disability 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.

Stacey Figueroa

Stacey Figueroa joined the Networks for Development, Inc. 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 the 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 University as a part-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 for Training and Development, Inc.'s 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 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, MSW, is the Assistant Executive Director 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 provides overall administrative support to the organization, is the primary contact for training and technical assistance requests, plans for and implements the development of new projects and organizational directions, works with funders, 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 her husband and 3 boys, and with her extended family and friends. She balances work with all kinds of outdoor fun and involvement in community and volunteer activities.

Doris Kalina

Doris Kalina began working at Networks for Training and Development, Inc. 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 recent graduate of the Communication Mentors' Course (2010). 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. attended both undergraduate and graduate school at Virginia Commonwealth University earning a BME (Bachelor of Music Education) and Master of Special Education. During her master's program Tracy began working in the research department of VCU Rehabilitation Research and Training Center. Eventually she began working as a job coach providing job development, placement and training for individuals who had suffered a traumatic brain injury. In 1991 Tracy moved to PA and continued to work as a job and life skills coach through Hershey Med Center throughout the central Pennsylvania area. After settling in the 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 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 is currently working as a part time consultant with Networks, filling in where needed as well as substitute teaching in her local school district and continuing to teach private clarinet lessons. Life (and two teenage boys) keeps her busy but her passion to help people with disabilities pursue and realize a fulfilling life which includes independent living and job accessibility for everyone keeps her excited!

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 for Training and Development, Inc. 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 for Training and Development, Inc. He is also a special education teacher in Maui, Hawaii, where he co-teaches in inclusive 9th and 10th grade classrooms. 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 the 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, playing music, and going to the beach with his son.

Rosa McAllister

Rosa McAllister, M.Ed., A.T.P., R.M., L.M.T. is the co-founder of Networks for Training and Development, Inc. and currently acts primarily as the organizational historian, staff advisor / mentor, and overall Mom! Rosa continues to lead the Communication Mentors' Course, which she developed several years ago to help others better hear the communication in everyone. Rosa also continues to teach graduate school part-time at Arcadia University in the area of instructional and assistive technology. Additionally, she has studied various styles of energy and body work and is now assisting Networks to develop their new area of practice, Wholistic Practices, focusing on assisting people with disabilities and their supporters to live comfortably, in control, harmony, and good health. Rosa splits her time and life between PA and Maui, HI where she is furthering her body work studies, collaborating with groups there, and enjoying island life and her grandson, Ethan.

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 (AAC) 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 is the Supports and Technology Coordinator with Networks for Training and Development, Inc. where he lends assistance to various people and projects regarding employment and Assistive Technology (AT). 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 offered 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. He is also an active member of various community groups in and around Philadelphia including the Frankford Boys Club, and Our Lady of Ransom Church. Joe is a graduate of Philadelphia's first Communication Mentors' Course, the Employment Mentors' Course, and many other programs re: employment and / or AT. He has received certification in life coaching for business. Joe resides in Philadelphia, PA with his wife and 2 children. During his spare time Joe is the defensive backs coach for Neuman Goretti High School's football team.

Marianne Roche

Marianne Roche, M.Ed. 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 MRS 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 --the 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 Oreland 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 for Training and Development, Inc., 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. started working at Networks for Training and Development, Inc. in September 2008 and has extensive experience supporting people who experience a variety of disabilities for over 20 years. Julie is a 2007 graduate of the Communication Mentors' Course and assists in a variety of trainings along with providing support regarding Assistive Technology (AT). Her main focus and passion is community integrated employment (CIE) and is currently working on a small demonstration project in Customized Employment. As Director of Special Projects at Networks, Julie's most recent work is with the Networks' Training Team and coordinating all of Networks' trainings. Julie's free time is spent with her grandsons, traveling, and taking stained glass classes.

Jessica Stover

Jessica Stover, M.S., A.T.P. is and has been the Coordinator of The Communication Mentors' Network at Networks for Training and Development, Inc. 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 AT.

Andrew Vizuete

Andrew Vizuete is the IT Support and Service Specialist for Networks for Training and Development, Inc. He helps design Networks' many marketing materials, helps maintain our training database (O CRS) which includes registering people for training and inputting attendants. 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.