



APPROVED Minutes
Increased Advocacy for Youth with Disabilities
Council Subcommittee
Feb. 21, 2025

Minutes of the Increased Advocacy for Youth with Disabilities Council Subcommittee meeting held on Feb. 21, 2025, 12:00 p.m., Hybrid Meeting - Tempe City Hall, 31 E. 5th St. and virtually through Microsoft Teams.

Members Present:

Councilmember Berdetta Hodge – Chair

City Staff Present:

Shawn Wagner, Deputy Community Services Director
Alex Jovanovic, Deputy Community Services Director
Dr. Velicia McMillan Humes, Chief Diversity Officer
Monique Perry, ADA Accessibility Coordinator
Craig Hayton, Community Services Director
Erin Kirkpatrick, Community Services Manager
Kris Baxter-Ging, Communication and Marketing Director
Lisette Camacho, Deputy City Manager
Tim Burch, Community Health Human Services Director
Cynthia Garcia, Education Career & Family Services Manager
Candice Heath, Education Career & Family Services Coordinator
Marie Raymond, Education career & Family Services Manager
Mary Mezey, Deputy Human Services Director
Dr. Jacqueline Webster, Deputy Human Services Director
Glorianna Sauer, Management Assistant II – Tempe Community Council
Eric Anderson, City Attorney
Tanya Chavez, Chief of Staff
Mariana Peña, Mayor’s Assistant
Keaton Hill, Council Assistant
Vanessa Lopez, Council Assistant

Stakeholders:

Amanda Steele
Brenda Walsh
Jenniffer Jarvis
Amy Pedotto
Jody Hernandez

Agenda Item 1 – Public Appearances

No public appearances.

Agenda Item 2 – Approval of Jan. 24, 2025, Meeting Minutes

Councilmember Hodge postponed the approval of the Jan. 24, 2025, meeting minutes to a future subcommittee meeting due to Mayor Woods' absence.

Agenda Item 3 – Current City Training Offerings

Representatives from the Community Health & Human Services divisions presented on:

- Wellbeing & Empowerment (Mary Mezey)
- Social Services (Dr. Jacqueline Webster)
- Community Partnerships (Glorianna Sauer)
- Housing Services (Irman Hollamby Cain)

1. Wellbeing & Empowerment

A. Tempe PRE

- Impact: Serves 200+ students annually.
- Trainings & Supports:
 - New Hire and In-Service training facilitated by ADHS, Child Care Education Institute (CCEI), and Conscious Discipline.
- Youth Resources:
 - Partnerships with TD3 Special Education and Care 7 programs.
- Communication & Support for Hidden Disabilities:
 - Inclusive and trauma-informed practices addressing behavioral health (anxiety, depression, ODD) and neurodevelopmental conditions (autism, ADHD, learning disabilities).
- Staff Feedback:
 - Annual staff surveys, one-on-one sessions, and collaborative team meetings.
- Future Plans:
 - Continued implementation of Conscious Discipline as part of a four-year rollout.

B. Kid Zone

- Impact: Serves 3,000+ students annually across 18 sites.
- Trainings & Supports:
 - New Hire and In-Service training provided by ADHS, CCEI, Southwest Human Development, and TD3.
- Youth Resources:
 - Collaborations with Tempe Adaptive Recreation and TD3 Special Education programs.
- Communication & Support for Hidden Disabilities:
 - Inclusive, trauma-informed approach supporting behavioral and neurodevelopmental conditions.
- Staff Feedback:
 - Surveys following each training, plus annual staff surveys.
- Future Plans:
 - Additional inclusion trainings in partnership with Arizona Center for Afterschool Excellence, CCEI, and Southwest Human Development.

C. AARP Foundation Experience Corps

- Trainings & Supports:
 - Guidance and individualized support from TD3 tailored to student needs.

- Youth Resources:
 - Adaptive tools such as large print books and headphones to support students with hearing needs.
- Communication & Support for Hidden Disabilities:
 - Trauma-informed strategies developed in collaboration with TD3 staff.
- Staff Feedback:
 - End-of-year surveys.
- Future Plans:
 - No specific plans identified at this time. Open to collaboration opportunities.

D. College Connect / Career Ready Tempe

- Trainings & Supports:
 - Sessions from the National College Attainment Network (NCAN) on supporting students with disabilities during post-secondary transition, along with Trauma Informed Care training.
- Youth Resources:
 - Partnerships with NorthBridge Postsecondary Success Program (providing tutoring, mentoring, and coaching) and Care 7 Youth Specialists.
- Communication & Support for Hidden Disabilities:
 - Inclusive, trauma-informed approach addressing behavioral and neurodevelopmental needs.
- Staff Feedback:
 - One-on-one sessions and collaborative team meetings.
- Future Plans:
 - Exploring additional training opportunities through NorthBridge and other providers; development of on-demand resources for employers.

2. Social Services

A. CARE 7 Program Overview:

Program areas include:

- Youth Specialists
- Family Advocacy Center / Victim Specialists
- Crisis Follow-Up and Resource Connection
- Veterans Services

B. Training & Resources:

Youth Specialists

- Training Focus:
 - Strategies for engaging and communicating with youth
 - Coping skills and de-escalation techniques
 - Identifying signs of trauma
 - Communication tools to help students express themselves
 - Addressing disruptive behaviors in children and adolescents

Victim Services Advocates

- Key Trainings:
 - *Crimes Against Children Conference* (emphasis on marginalized populations)
 - Relias On-Demand Courses:
 - A Day in the Life: An ASD Perspective
 - Overview of Different Types of Disabilities
 - Crisis Intervention for Individuals with IDD
 - Diversity and Disability Awareness
 - Effective Methods of Communication
 - Neurodevelopmental Disorders: Basics for Paraprofessionals
 - Supporting Individuals with Autism Spectrum Disorder

HOPE (Homeless Outreach Program Effort)

- Core Trainings:
 - Trauma-informed care practices
 - Cultural competency
 - Situational awareness
 - Motivational interviewing techniques
 - Crucial conversations for sensitive topics
 - Understanding and preventing microaggressions

Tempe Works

- Staff Provide Access To:
 - Behavioral health clinics (e.g., JFCS)
 - Raising Special Kids resources
 - Ability360 services
 - Triple P (Positive Parenting Program)

3. Community Partnerships

A. Tempe Community Council Overview:

- Trainings and Supports:
 - New hire and volunteer training includes a signed acknowledgment of the Youth Code of Conduct.
- Trainings and Resources for Youth:
 - Collaborations and referrals with various nonprofit agencies that serve youth with disabilities.
- Communication Approach and Support for Non-Visible/Hidden Disabilities:
 - Focus on inclusion, trauma-informed practices, and behavioral supports such as music therapy.
- Staff Feedback:
 - Regular one-on-one sessions and collaborative team meetings.
- Future Plans:
 - Develop a feedback loop with program participants.
 - Conduct annual inclusion trainings.

B. Tempe Envision Center:

- Trainings and Supports:
 - Provides accessible services and ensures a physically inclusive environment for staff and resource partners.
- Trainings and Resources for Youth:
 - Collaborations and referrals with various nonprofit agencies that serve youth with disabilities.
- Communication Approach and Support for Non-Visible/Hidden Disabilities:
 - Emphasis on inclusion and trauma-informed practices.
- Staff Feedback:
 - Regular one-on-one sessions.
- Future Plans:
 - Establish a feedback loop with resource partners and participants.
 - Offer inclusion trainings.

4. Meeting Follow-Up

Provided by Mary Mezey

Tempe PRE – Conscious Discipline

- For the 2024-2025 school year, tips and information related to Conscious Discipline are included in monthly newsletters to families.
- Staff will be consulting with the Conscious Discipline trainer to develop an effective and comprehensive family communication plan for the 25/26 school year.

Experience Corps

- At present, we do not collect data on a child's disability. However, we could explore the possibility of incorporating disability data sharing in the new Intergovernmental Agreements (IGAs) with the districts.
- Students are selected by the school's English Language Arts coach based on their fluency and accuracy scores from the FastBridge assessment. To be eligible, students must fall just below the benchmark and not be receiving other interventions during the tutoring window.

College Connect Tempe

- Program staff are actively working to further build this partnership. This includes formalizing a referral process to NorthBridge and establishing a data-sharing agreement to better assess service needs.
- For NorthBridge services, families can either pay privately for immediate assistance or access free services through Vocational Rehabilitation, which typically has a processing time of 30 to 90 days.

Agenda Item 4 – Future Agenda Items

- Review of resource guide and revisiting goal-setting priorities.

Meeting adjourned at 1:05 p.m.

Prepared by: Vanessa Lopez, Council Assistant, (480) 350-8597

Reviewed by: Tanya Chavez, Mayor and Council Chief of Staff, (480) 858-2215

Supporting Youth with Disabilities: Staff Training and Program Resources

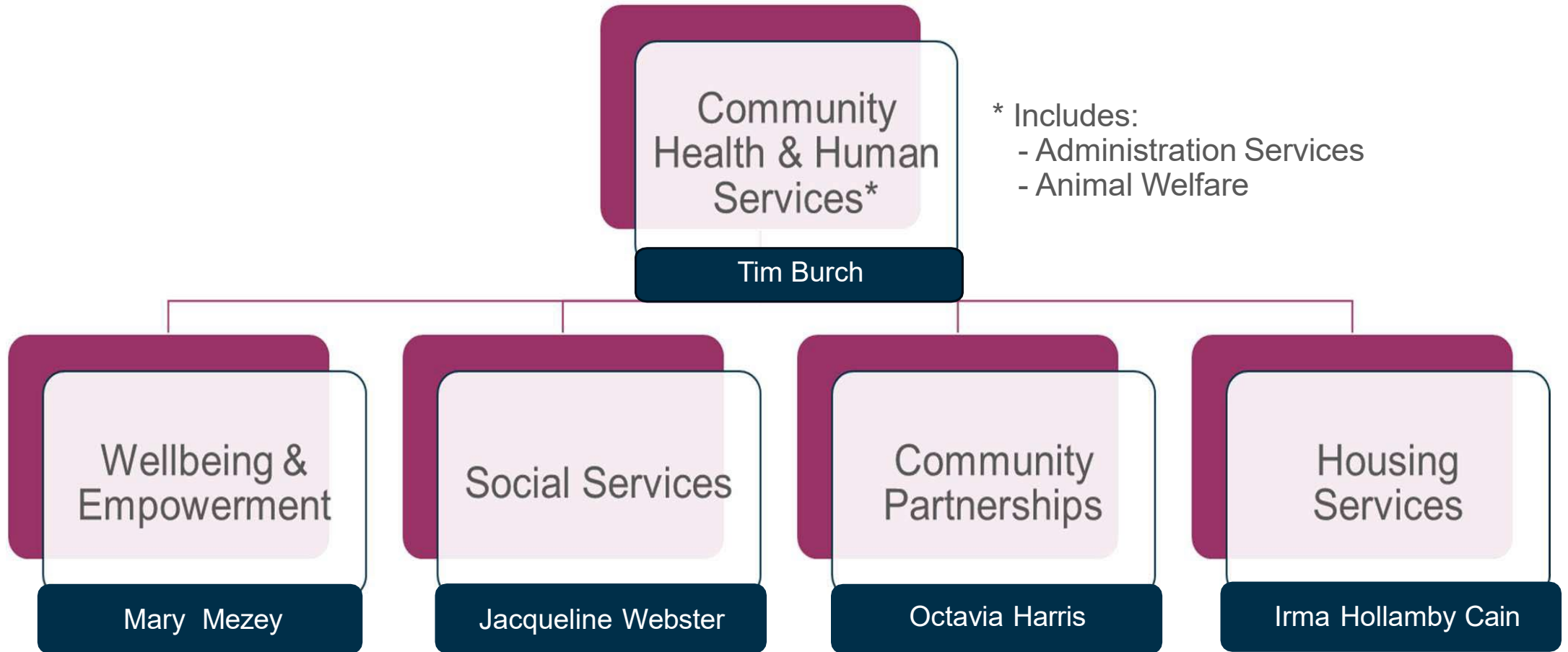
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February 21, 2025



**Community Health and
Human Services**



Community Health & Human Services





Wellbeing and Empowerment Division

Early Learning and Youth Enrichment

Tempe PRE preschool

Kid Zone Enrichment Program

Education and Career Empowerment

AARP Experience Corps

College Connect

Career Ready Tempe

Mayor's Youth Advisory Commission

Workforce Development

Community Health and Wellbeing

Opioid Response

Connect Tempe

Age & Dementia Friendly Tempe



Early Learning & Youth Enrichment



Trainings/Supports:

- New Hire and In-Service provided by ADHS, Child Care Education Institute (CCEI), Conscious Discipline

Trainings/Resources for Youth:

- Partnership with TD3 Special Education, Care 7 programs

Communication Approach and Supporting Non-Visible/Hidden Disabilities:

- Inclusive approach, trauma-informed and address behavioral (e.g. anxiety, depression, ODD) and neurodevelopmental health conditions (e.g. autism, ADHD, learning disabilities)

Staff Feedback:

- Annual staff surveys, 1:1 sessions, collaborative team meetings

Future Plans:

- Continued implementation of Conscious Discipline (4-year implementation plan)

Trainings/Supports:

- New Hire and In-Service provided by ADHS, Child Care Education Institute (CCEI), Southwest Human Development, TD3

Trainings/Resources for Youth:

- Partnerships with Tempe Adaptive Rec & TD3 Special Education programs

Communication Approach and Supporting Non-Visible/Hidden Disabilities:

- Inclusive approach, trauma-informed and address behavioral (e.g. anxiety, depression, ODD) and neurodevelopmental health conditions (e.g. autism, ADHD, learning disabilities)

Staff Feedback:

- Survey after all training sessions, annual staff surveys

Future Plans:

- More inclusion trainings from Arizona Center for Afterschool Excellence, CCEI, Southwest Human Development





Education and Career Empowerment

Trainings/Supports:

- Direction and guidance from TD3- individualized for student needs

Trainings/Resources for Youth:

- Need-appropriate resources such as larger print books, headphones to assist students with hearing tutors

Communication Approach and Supporting Non-Visible/Hidden Disabilities:

- Trauma-informed and work with TD3 staff on meeting students' needs

Staff Feedback:

- End of year survey

Future Plans:

- None currently identified. Open to collaboration.

Trainings/Supports:

- Sessions from National College Attainment Network (NCAN)- supporting students with disabilities in post-secondary transition, Trauma Informed Care

Trainings/Resources for Youth:

- Partner with NorthBridge Postsecondary Success Program (tutor, mentoring, coaching), Care 7 Youth Specialists

Communication Approach and Supporting Non-Visible/Hidden Disabilities:

- Inclusive, trauma-informed and address behavioral (e.g. anxiety, depression, ODD) and neurodevelopmental health conditions (e.g. autism, ADHD, learning disabilities)

Staff Feedback:

- 1:1 sessions, collaborative team meetings

Future Plans:

- Exploring training supports through Northbridge and other providers, on-demand resources for employers





Social Services Division

CARE 7

- Youth Specialists
- Family Advocacy Center/Victim Specialists
- Crisis Follow-Up and Resource Connection
- Veterans Services

Homeless Solutions

- HOPE
- Tempe Works

Community Supervision and Counseling Services



Training and Resources

Types of Trainings:

- *Youth Specialists:*
 - Strategies for speaking with youth
 - Coping skills/de-escalation techniques
 - Identifying trauma
 - Tools to help students communicate
 - Disruptive behavior in children and adolescents
- *Victim Services Advocates:*
 - Crimes Against Children Conference (focusing on marginalized populations)
- *Relias On-Demand Courses:*
 - A Day in the Life: An ASD Perspective
 - An Overview of Different Types of Disabilities
 - Crisis Intervention for Individuals with IDD
 - Diversity and Disability
 - Methods of Communication
 - Neurodevelopmental Disorders: The Basics for Paraprofessionals
 - Supporting People with Autism Spectrum Disorder

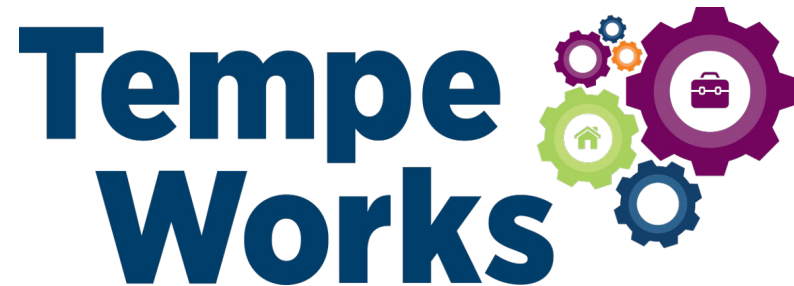


Staff are Provided with Information to Connect Families with the Following Resources:

Division of Developmental Disabilities, ASU REACH Institute,
Ability360, Raising Special Kids, RISE Services, Inc., Autism Society of Greater Phoenix,
Southwest Autism Research & Resource Center (SARRC), The Arc of Tempe



Trainings and Resources



Types of Training:

- Trauma-informed training
- Cultural competency
- Situational awareness
- Motivational interviewing
- Crucial conversations
- Understanding and preventing microaggressions

Staff Provide the Following Resources:

- Behavioral health clinics (i.e. JFCS)
- Raising Special Kids
- Ability360
- Triple P



Training and Resources

Community Supervision

- Community supervision has not specifically offered any trainings to employees for interacting with disabled/neurodivergent youth due to limited services provided to youth.

Counseling Services

- Counselor Continuing Education Units (CEUs)
 - Self Regulation Strategies for ADHD, Sensory or Emotional Challenges
 - Playful Healing: Integrative Approaches in Play Therapy for Children with Trauma and ADHD
 - Working with Dynamic Disability in Play Therapy
- Counselor-Facilitated Training



Feedback and Future Training

Opportunities for Staff Feedback

- Individual supervision with staff
- Regular team meetings

Plans for Future Training:

- Collaborating with other divisions/departments
- Increasing use of online/on-demand trainings



Housing Services

All Housing and Community Planning & Development programming actively works to eliminate housing discrimination and promote civil rights and economic opportunity through housing.

- Fair Housing Act
- Title VI of the Civil Rights Act
- Section 504 of the Rehabilitation Act
- Americans with Disabilities Act



Community Partnerships Division

Tempe Community Council

Agency Review

Threadz Teen Clothes Closet

Tempe Coalition

Open Horizons

Teen Triple P

Tempe EnVision Center

Resource Center

Resilience Hub

The HIVE



Community Partnerships



Tempe EnVision Center

Trainings/Supports:

- New Hire and volunteer training includes signed and acknowledged youth code of conduct

Trainings/Resources for Youth:

- Collaborations/referrals with various non-profit agencies serving youth with disabilities

Communication Approach and Supporting Non-Visible/Hidden Disabilities:

- Inclusion, trauma-informed and behavioral (music therapy)

Staff Feedback:

- 1:1 sessions, collaborative team meetings

Future Plans:

- Create feedback loop with program participants and annual inclusion trainings

Trainings/Supports:

- Accessible services and physical environment for staff and resource partners

Trainings/Resources for Youth:

- Collaborations/referrals with various non-profit agencies serving youth with disabilities

Communication Approach and Supporting Non-Visible/Hidden Disabilities:

- Inclusion and trauma-informed

Staff Feedback:

- 1:1 sessions

Future Plans:

- Create feedback loop with resource partners and participants and offer inclusion trainings



Community Partnerships Division

ABILITY360



Advocacy31nine



Raising
Special
Kids



TCH

CIVITAN
FOUNDATION

HIGHER  CTAVE HEALING


The Arc.
of Tempe

Thank You

Community Health and Human Services

480-350-5400

tempe.gov/humanservices

3500 S. Rural Rd., Suite 202

Tempe, AZ 85282

