



2018 National Order of the Arrow Conference

Accessibility in the OA: Accessibility needs for Participation in the OA including Service Projects

Session Length: 45 Minutes

Required Materials:

- PowerPoint presentation file
- Tool Kit
- Handouts
- Computer/laptop
- projector

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Through this session, you will:

Explain Options and Ideas for Assisting Arrowmen with Accessibility Needs

Demonstrate Ways these special needs can met

Guide Participants to share things they want to try to help make OA accessible for all

Enable Participants list ways they can use what they learned in this session back in their Chapters/Lodges/Sections

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Learning Outcomes:

- Outcome 1: Participants will be aware of ways they can make OA accessible to all Arrowmen
- Outcome 2: Participants will be given positive and inclusive ideas for all Arrowmen in OA, including those that have different disabilities, gender, culture, income, and other challenges
- Outcome 3: Participants will be informed about the opportunities and responsibilities involved in providing program and logistical support to Arrowmen that have different disabilities, gender, race, income, and other challenges
- Outcome 4: Participants will take accessibility ideas for Arrowmen with challenges with them and commit to implementing some of them in their home lodges.



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Theme Connection:

The theme of NOAC 2018 is “Decide Your Destiny,” emphasizing the message that today’s decisions shape tomorrow’s reality. This session will relay this theme in the following ways:

- Arrowmen with Challenges are Arrowmen with possibilities
- Are you going to ignore these Arrowmen or have faith in what the Arrowmen can become
- Arrowmen who have disabilities/challenges want the same personal growth opportunities that any Arrowman does .It is our challenge to provide them the opportunity.
- It is up to us to help them create their own success story.

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This session will help the ****Lodge/Chapter/Section**** with the Journey to Excellence Requirement(s):

- Membership Impact: experience positive growth in membership in the chapter over the previous year, OA can be adapted to include everyone
- Communications: Maintain active communications within the chapter
- Short-term camping
- Long-term camping
- Service projects

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TRAINER PREPARATION

The trainer should prepare for this training session by becoming familiar with ways to make OA accessible to all Scouts and Scouters. Reading literature published by the Boy Scouts of America relating to accessibility is a good place to start. Personal interviews with Scouting and Order of the Arrow leaders, who have worked extensively with Scouts with challenges may be helpful. Consultation with non-BSA people, such as local school personnel, who work regularly with disabilities, gender, race, income, and other challenges, would also be a good idea. Relying on my experience - 30 years teaching special education and working with special need Scouts, two trips with Special Need Scouts to Philmont and one trip to Boundary Water with Special Need Scouts and Scouters.

Prepare the training venue well ahead of time. Make sure that all participants will be able to freely converse with the group with no impeded view due to audio visual equipment, etc.

Prepare all visual aids, including the Power Point presentation equipment with care to avoid last minute panic and problems. Have handouts ready.

Session Narrative

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Introduction

5 minutes

(Welcome everyone and thank them for attending. State that you know they could be doing something else with their time, but that they chose to be at this presentation speaks to their dedication. Challenge participants to ask questions and encourage them to join in the discussions.)

(Budget the amount of time spent for each participant on the number of participants in the class and available time.)

Eleanor will briefly introduce herself by name, and past experience in working with disabilities. Then go around the room and have participants share



Now it's your time to share with the group your name and why you chose this session – Accessibility in the OA.

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First Topic

10 minutes

Participation in OA Events

It is important to strive for inclusion of all in any Order of the Arrow event being planned, whether on a local or national basis. Careful pre-event planning is the key to accomplishing this, and it is important that all registration and promotional information include a way to address special needs – disabilities, gender, race, money, and other challenges. Special needs can include, but should not be limited to:

- Sleeping arrangements/personal hygiene needs
- Diet restrictions/accommodations
- Storage of medicine/medical supplies
- Assistance with mobility to programs at events
- Flexibility with service projects
- Language/communication issues
- Special parking/transportation
- Disabilities
- Money
- Social Struggles
- Focus issues

Stress that every reasonable effort will be made to meet special needs - disabilities, gender, race, money, other challenges , but it is the responsibility of the participant and/or leader to indicate their needs in as much detail as possible, prior to the event. It should never be assumed that one can just show up at an event and find that their needs can be met. In order to help those with special needs make proper arrangements, provide clear instructions on who to contact and how to reach them.

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Why is confidentiality important?

All records of special needs are confidential. In all cases, it is important to respect privacy. They should only be shared with those who need to know the information with the Scout/Scouter's permission. It also protects all communications which you or any other person make while you working with this Scout/Scouter.

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Section conclaves are usually held at a different location each year, and each location may provide different challenges. Each year the service lodge should include requests for special needs requirements in their pre-event information. Specific issues can be directed to the service lodge staff adviser. National Leadership Seminars (NLS), National Lodge Adviser Training Seminars (NLATS), and National Order of the Arrow Conferences (NOAC) can accommodate Scouts and Scouters with special needs. The same pre-event planning should occur to insure the facility meets the needs. The region staff adviser can help with this information for NLS and NLATS, while all requests for special needs for NOAC should be addressed to the Director of the Order of the Arrow. As with other requests, be sure to be as specific as possible to insure the best results.

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Youth Protection

Scouts and Scouters with special needs - disabilities, gender, race, money, other challenges, can be more vulnerable to sexual abuse. Care should be given to meeting all the guidelines for youth protection. Refer to the Safe Scouting Guide.

Second Topic

15 minutes

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Adaptive approaches



- question to ask, things to look for and think about
 - Safety
 - Program
 - Personal Hygiene
 - Site
 - Needs

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Adaptive Approaches -question to ask, things to look for and think about

- Ensure accessibility for all, make sure routes/paths/trails are easily accessible for all in attendance
- Assign a “buddy” - comfortable with each other
- Buddy Troops
- Team up with special Needs Scouts/Scouters
- Use group or individual instruction, whichever works best
- Adjust the environment - Architectural Adaptation, substitute trip for hike for someone in a wheelchair, is room to bright, too much on the walls, too many activities going on at once – chapter meeting, side talking
- Do you need accommodations for timing (allow more time, change the time of activity, allow for completion of task in small steps), scheduling (meds effective, provide breaks), setting (cues, seating, lighting), presentation (change group size, visual and auditory, preteach skills) , and response (record answers, draw answers, tell answers, scribe) when helping an Arrowman advance through OA

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- Materials Adaptation – braille, taped, pictures
- Cooperative Group Adaptation – pictures of steps to complete OA advancement
- Communication – interpreter, communication device/board
- Tent floor boards – to make trails more accessible
- Food allergies
- Glow sticks – to light trails, give Scouts a sense which direction they are going
- Tools for wheelchair issues
- Cool zones within view for Scouts/Scouters who need a break to gather themselves
- Celebrate successes – Have fun



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Safety

- Cement paths
- Power for recharging breathing machines
- Cars driven one at a time to campsite to unload
- All ground area is flat and level
- Wheelchair accessible, path wide enough
- Area is either grass (mowed) or concrete sidewalks
- Transportation to area for those who have trouble walking
- Accessible parking
- Meds - storage safety
- Does a Scout need a shadow/buddy

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Program - Order of the Arrow fosters the spirit of diversity and inclusiveness among its youth and adult members, as well as among national and local council employees.

The Order of the Arrow Program should meet the needs of all Scouts and Scouters and be designed with the necessary flexibility to adapt to each society's culture, society, economy, race, religious diversity, disabilities, and gender

- Are work sites accessible, paths clear,
- Directions/steps in pictures
- visuals
- Leaders who were patient
- Value both the outer and inner difference
- Leaders who explain directions carefully
- Leaders who had a genuine interest in guiding Scouts and Scouters with special needs to do their best.
- Making an OA program that works depends on your attitude and willingness to make it work
- Activities accessible to all, centrally located
- Service Project Accessibility - appropriate work projects should be taken into consideration to ensure a meaningful induction. (See the appendix for Guidelines for Assisting Scouts and Scouters With Special Needs.)
- Organized but flexible
- Special materials – dust masks, coolers for meds



- Accessible parking

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Personal Hygiene

- Location for Scouts/Scouters to clean up should they have a bathroom issue
- Outhouses are large individual stalls with doors and lighting – males and female designated
- Sink at outhouse with running water
- Private areas for all genders and ages
- Whenever possible, separate shower and latrine facilities for male and female adults and male and female youth, if not available; if not possible separate shower times should be scheduled and posted

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Site

- Flat site
- Easy access
- Parking accessible

Needs/Accommodations:

- Separate accommodations/sleeping arrangements for male and female adults and male and female youth
- Any diet restrictions due to health or culture - allergies, vegetarians
- Storage of meds - temperature
- Is a Buddy needed to follow Scout

All Arrowmen have special and individual needs; “disabilities” are simply one example of this.

A Scout with a disAbility is a Scout with many POSSIBILITIES!



Third topic

10 minutes

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Disabilities and Challenging Behaviors

- Careful planning
- Comes in all shapes and sizes
- Be consistent, give full attention, be patient, accentuate the positive, simplify complex directions (give one or two steps at a time), if necessary repeat instructions in a calm, positive manner
- Maintain eye contact during verbal instruction (except when the Scout's culture finds it inappropriate)
- Expect that mistakes will happen
- Follow Boy Scouts Code of Conduct
- Event Safety Checklist

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Transition Helps

- Visual Schedule with mark off for parts completed
- Warnings for shift in activities
- Pre activity prep – let them know ahead of time what will be happening
- Calming/energizing activities
- Involve boy in change process
- Visual timers
- Holding up fingers for minutes left until change

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Learning Differences

- disorder in one or more of the basic psychological processes involved in understanding or in using language, spoken or written



- may manifest itself in an imperfect ability to listen, think, speak, read, write, spell, or do mathematical calculations
- trouble understanding and following direction

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- make visuals, cues,
- make lists for longer steps
- Praise
- encouragement
- shorten the directions
- reword instructions or questions
- Allow for extra processing time – to hear and to respond
- Provide written instructions as well as spoken
- Allow dictation or computer typed responses
- Turn any topic into a game
- Break bigger projects into smaller pieces and monitor progress

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Attention Deficit Disorder may be easily distracted, be hyperactive, or inactive (look like their falling asleep – carefully planning, fidgets, movement activities, cueing, redirect, keep instructions simple and clear, minimize distractions, be positive, be realistic about behaviors and assignments, space

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Autism Spectrum Disorder have social struggles, blurting out, outbursts, meltdowns and may display social isolation, resistance and avoidance, (working with others, listening, being guided) – may need a cool zone, sensory break, provide consistent, predictable structure, give warnings before activity transitions, limit bright lights and noise (may have noise reducing headphones), visual schedule, watch for safety



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- may need a cool zone
- sensory break
- need consistent, predictable structure
- give warnings before activity transitions
- limit bright lights and noise (may have noise reducing headphones)
- visual schedule
- Have an “escape” place where the scout can calm down.
- watch for safety
- If the scout gets upset, remain calm. Talk in a calm tone. If you escalate, the scout will too. This will only make matters worse.
- Sarcasm isn’t always the best idea. .

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Physical difficulties

- Keep equipment within a person’s reach.
- May need environmental modification
- Wide enough space for a wheelchair
- Use of restroom facilities
- When talking to them, be at their level (kneel, squat, sit)
- Prevents neck strain
- Eye to eye contact is appreciated
- Don’t pat on the head. This is disrespectful

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Hearing Difficulties

- Look at the person directly



- Speak slowly. People who lip-read may have difficulty with this
- Speak clearly and enunciate
- Use visuals
- Check for understanding/comprehension of material covered.
- While in large groups, only one person should speak at a time.
- Shouting only makes it worse... It distorts your speech, makes lip-reading difficult, and frustrates the speaker and listener.
- Flashlight for night activities

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Speech and Language Difficulties

- Allow time for processing and expression.
- Check for understanding/comprehension. You may have to rephrase what was said by others.
- Don't finish off their sentences. Give the scout ample time to state their opinions and expressions. If you cut them off, they will get discouraged and will not talk much.
- Give them full attention
- If you do not understand what the individual is saying, it is OKAY to ask them to repeat themselves. Repeat to the speaker what you think they said.
- Use short questions if necessary
- .If using an Augmented and Alternative Communication device, allow time for responses.
- Make sure the device is adequately charged

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Income – fundraising, sponsorship,



What are some other ways to help a Scout/Scouter afford OA?

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Gender – Whenever possible, separate shower and latrine facilities should be provided for male/female adults and male/female youth. If separate facilities are not available, separate shower times should be scheduled and posted.

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What can you do

- Caring adults can make dreams come true
- Learn about the disability
- Safety first
- Minimize risks, emotional and physical– plan for success
- Accept boy as a person first
- Expect problems – opportunities for growth
- Positive reinforcement is powerful

Be consistent, give full attention, be patient, accentuate the positive, simplify complex directions (give one or two steps at a time), if necessary repeat instructions in a calm, positive manner

Maintain eye contact during verbal instruction (except when the Scout's culture finds it inappropriate)

Expect that mistakes will happen

Follow Boy Scouts Code of Conduct
Event Safety Checklist



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Use all the resources available to you
As we ask of the Scouts, Do Your Best

People with Special Needs are the most knowledgeable about their needs.
People with Special Needs do not all require the same assistance and they do not all have the same access or functional needs

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Conclusion

The Order of the Arrow is a wonderful program that can be enjoyed by all. It is important to learn how to assist and involve all Scouts and Scouters in the program. It is also imperative that when dealing with Arrowmen with special needs - disabilities, gender, race, income, or other challenges - the confidentiality and safety of all involved must be maintained and respected. Every individual, regardless of ability or disability, can have a rewarding experience as a member of the Order. As we include Arrowmen into the Order of the Arrow, the Order will be strengthened greatly.

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Takeaway Challenge

3 minutes

Please take out your notebook and pen. For the final three minutes, think about the role that you will be playing next year in the OA, or the role you hope to play. Write down three key ideas related to how you could help improve the way your chapter or lodge assists Arrowmen with challenges. During your break time later today, share these with others in your chapter or lodge.

One idea might be something as simple as becoming better friends with someone and letting them know you are there for them. Remember to meet People where they are at.

[Give the participants some time to develop and record their key ideas. As time allows, let the participants share their goals with the entire group.]

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Appendix: Resources and Source Material

- 2016 Guide to Unit Elections, available online at <http://www.oa-bsa.org/pages/content/guide-to-unit-elections>
- 2012 Guide for Officers and Advisers, available online at <http://www.oa-bsa.org/pages/content/publications#goa>
- 2008 Lodge Finance Manual, available online at <http://www.oa-bsa.org/pages/content/publications#lfm>
- Chapter Journey to Excellence Workbook, available online at <http://www.oa-bsa.org/pages/content/printable-forms>
- [or whatever materials are relevant for participants in your session]
- A Guide to Working With Scouts With Disabilities
- Abilities Digest
- Scouting Magazine
- Council Special Needs Committee
- Parents, Scouts, and leaders in your unit, district, and council with experience in working with Scouts with disabilities
- The National Organization on Disability has a section on their website www.nod.org that lists Disability Etiquette Tips.
- The iCan Disability Community website has a library explaining different medical conditions and disabilities that can be found at www.ican.com
- The Rehabilitation Institute of Chicago has a glossary of terms that could be helpful and is available at www.rehabchicago.org/community/glossary.php



- The United Cerebral Palsy Association has a section on their website that deals with Assisting People with Disabilities in a Disaster or Emergency Situation that can be found at www.ucpa.org
- The Americans with Disabilities Act and other disabilities can be researched by using website search engines.

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All Arrowmen have special and individual needs, “disAbilities” are simple one example of this.