PUBLIC MANAGERS GOING BEYOND LEGAL REQUIREMENTS TO ASSIST SPECIAL NEEDS EMPLOYEES

DR. STEPHEN B. SPRINGER, LPC, CPM

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LEGAL ISSUES VS. MORAL IMPERATIVES

• Check sheets and boxes?

• Are we doing enough or not the right things?
WHAT IS IT LIKE TO HAVE SPECIAL NEEDS?

- Isolation
- Pain
- Fear of Failure
- Thankful
GOING ABOVE LEGAL REQUIREMENTS

- “Let us do what we can do…”
- “Talk about what you talk to others about…”
- “Don’t assume we can’t do something…”
GOING ABOVE LEGAL REQUIREMENTS

• “Talk with me…not about me…”

• “I am just an employee who does things differently…”
Thank you for your kind attention and interest!

My E-mail ss01@txstate.edu