PERSON CENTERED PLANNING
FOR
PEOPLE WITH DISABILITIES

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AGENDA

- Overview of Person Centered Planning (PCP)
- New Guidance for PCP from HHS
- Key Element, Principles and Beliefs of PCP
- What does it take and provide?
- Examples
WHAT IS PERSON CENTERED PLANNING?

- A process directed by the person with disabilities and his or her support team to identify their goals for the future.
- Support team includes people invited by the focus person.
- Person with disabilities is central.
- Identifies the person’s strengths, preferences, needs, and desired outcomes.
SELF-DETERMINATION

• characteristic of a person that leads them to make choices and decisions based on their own preferences and interests, to monitor and regulate their own actions and to be goal-oriented and self-directing.

• Depends on both the abilities of the person and the opportunities presented by the environment.
SELF-DETERMINATION AND LTSS

- Control services and supports (with help if desired) based on preferences and needs
- In PAS hiring, firing, and training
- Employer and budget authority
- Purchasing goods and services (technology, home modifications, etc.)
- Dignity of risk
NEW GUIDANCE FOR PCP FROM HHS

• Section 2402(a) of the Affordable Care Act

  - Home and Community Based Services Program that assist older adults and people with disabilities (including mental health and substance use disorders)
INTAKE AND ASSESSMENT

• Must use a person-centered approach
• Ask different questions:
  - Ask the person with disabilities FIRST about: what is important to you, what makes you happy, what do you need to have a good day?
• Balancing Incentives Program and ADRCs use a standardized functional assessment process
• The functional assessment and PCP should be used as a basis for the person, though not limited by lack of services or supports
PERSON CENTERED SERVICE PLAN

GUIDANCE FROM HHS

- Includes people chosen by individual
- Supports the person to self-direct
- Reflects preferences and cultural consideration
- Includes strategies for solving conflict, including clear conflict of interest guidelines
- Offers choice regarding services and support received and from whom
- Is written in a way the person can understand
KEY ELEMENTS OF PERSON CENTERED AND SELF-DIRECTED SERVICES

- Choice in selecting service and support options, providers and care settings
- Person-centered planning to increase self-determination, independence and community inclusion
- Self-direction in budgeting and oversight of one’s services and supports regarding ADLs/IADLs, health maintenance, community participation and employment. (Medicaid Managed Care Principles, The National Disability Leadership Alliance” 14 leading disability organizations endorsed March 2012)
INDIVIDUAL CHOICE

- Related to higher life satisfaction, well-being, and community inclusion
- For long term supports to people with intensive needs, choice entails individuals’
  - direct involvement in selecting providers of services and services delivered
  - choices among community based services, providers of such services and locations where offered.
PERSON-CENTERED PRINCIPLES AND BELIEFS

• Means for uncovering what is already there: the essence, gifts and capacities of a person …it is about sharing life with one another …it is about sharing power and giving up control

• Assumes that the person (and those who care about the person) are the primary authorities and drivers of the process
PERSON-CENTERED
PRINCIPLES AND BELIEFS

- On-going journey through shared action
- Shatters myths about people with disability labels to foster inclusive communities
- Relies on skilled facilitation
- Requires system flexibility and responsiveness to the unique interests and needs of the focus person.
PERSON-CENTERED BELIEFS

• Person receiving services is primary expert (or they can designate family member or friend)

• Core values:
  - Independence/choice
  - Control
  - Autonomy
WHAT DOES IT TAKE?

- Commitment to know and seek to understand
- Conscious resolve to be of genuine service
- Openness to being guided by the person
- Willingness to struggle for difficult goals
WHAT DOES IT TAKE?

- Flexibility, creativity, and openness to trying what might be possible
- Willingness to enhance the humanity and dignity of the person
- To look for the good in people and help to bring it out
WHAT DOES IT PROVIDE?

- Identifies desired outcomes
- Determines actions and needed support to attain outcomes
- Uses formal and informal resources
- Helps to build a community network
- Puts issues of health and safety into context of meaningfulness, life satisfaction, and well-being
- Decision making based on respect
PERSON CENTERED EXAMPLES

• **MAPS** (Making Action Plans) – Team helps person construct a personal history or life story explores dreams, builds a plan

• **PATH** (Planning Alternative Tomorrows with Hope) – Team imagines future that person aspires to, works backward to break it down into steps to achieve the goals

• **ELP** (Essential Lifestyle Planning) – Guided process to discover and attain what matters most to the person and identify needed supports
SHIFTING POWER

SHIFTING NOW!
KATIE’S STORY
Family Meetings
The Future is Now:
A Future Planning Curriculum for Families and Adults with Developmental Disabilities

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NATURAL SUPPORTS
Building Supports
Communication Support
"A Day in the Life"

Schedule
Medicines
Doctors
Key contacts

Emergency Plan
SUPPORT STRATEGIES

- Time and space to speak up
- Picture to tell story
- Opportunities to practice
CONFLICT
EVERYONE has support needs
Broader Vision
TAMAR'S STORY

Daphne's Journey

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Happiness

Freedom
BALANCE IS IMPORTANT

• Need to balance what is important FOR versus what is important TO someone
• Example of balancing health & safety that dictates a person’s lifestyle versus someone making all choice with no responsibility.
SERVICES ARE NOT OUTCOMES!

• Not an outcome
  - Attend a day program
  - Receive personal care
  - Go to physical therapy

• Could be an outcome
  - Earn money to buy what want
  - Live in home near family so can visit every week
  - Take walks in neighborhood so that sees neighbors
  - Participates in dance aerobics so that can stay fit and meet friends
PERSON CENTERED VS OLD GOALS

- Go on a date
- Look great
- Get a job
- Visit family
- Play games

Learn social skills
Improve hygiene
Increase productivity
Improve social skills
Increase attention span
WHAT DO FAMILIES NEED?

- Identify concerns and share
- Gather helpful information
- Network with other families
- Discuss and negotiate within family
- Advocate for services and supports
WELL CONSIDERED PLANS

• Person centered
• Address the needs of person with disabilities and family
• Consider steps need to take
• Help family discover new possibilities
• Better chance of realizing family hopes!
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