

Person Centered Planning:

Building an Organizational Culture that
Supports Person Centered Planning



Let's Play A Game!

Person Centered Planning MythBusters



Person-Centered Planning Started in the early 2000's

Myth or Fact?

Myth!

Person-centered planning
was actually developed in
the 1980's.



There's only one way to do person-centered planning

Myth or Fact?

Myth!

There are many, many
ways to do it!



The planning process should include anyone who can and is willing to contribute to it

Myth or Fact?

Fact!



If we tried something before and it wasn't successful, we shouldn't waste our time trying it again

Myth or Fact?

Myth!

We learn a lot from our failures!



You can use Person-Centered
Planning for anyone, no matter the
person's barriers

Myth or Fact?

Fact!



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Anyone who leads person-centered
planning should be an expert in it

Myth or Fact?

Myth!



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How Did Person Centered Planning Start?

The era of the state institutions was ending...



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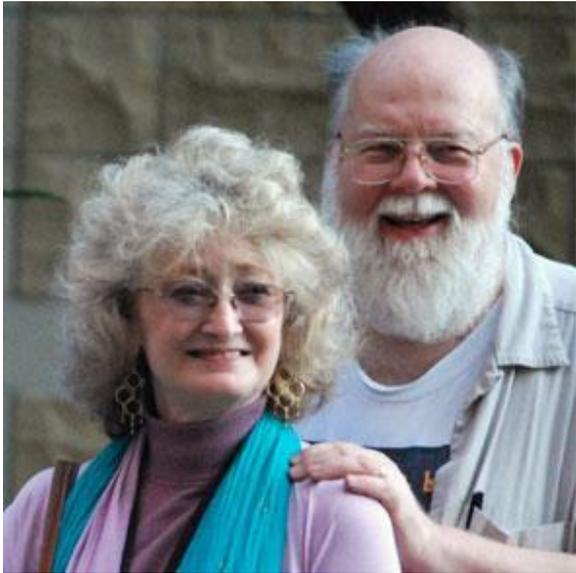


People started to realize that just getting people out of the institutions wasn't enough—people with disabilities were still not a part of the communities in which they lived...there was still a “separateness”



An Idea is Born...

Person-Centered Pioneers



(Pictured: John and Connie O'Brien)

Person Centered Planning was first developed in the 1980's by a small number of people including John O'Brien, Connie Lyle O'Brien, Beth Mount, Jack Pearpoint, Marsha Forest and Michael Smull.



Early Evolution of Person-Centered Planning



Person Centered Planning (PCP) began being used widely in the early 90's as a way to provide a path for people with disabilities to achieve true citizenship in their communities



Examples of Person-Centered Planning

Examples of early forms of person-centered planning include-

- ▶ **PATH (Planning Alternative Tomorrows With Hope)**
- ▶ **Solution Circle**
- ▶ **MAPS (Making Action Plans)**
- ▶ **Personal Futures Planning**
- ▶ **Essential Lifestyle Planning**

Each has unique strategies for gathering information, but they have several things in common, too- very visual, keep the person at the center of the discussion, and lead to action by the planning group.



The 8 Steps of The P.A.T.H. Process

Here are the 8 steps of the process:

1. Touching the Dream - the “North Star”
2. Sensing the Goal
3. Grounding in the Now
4. Identifying People to Enroll
5. Recognizing Ways to Build Strength
6. Charting Action for the Next Few Months
7. Planning the Next Month’s Work
8. Committing to the Final Step

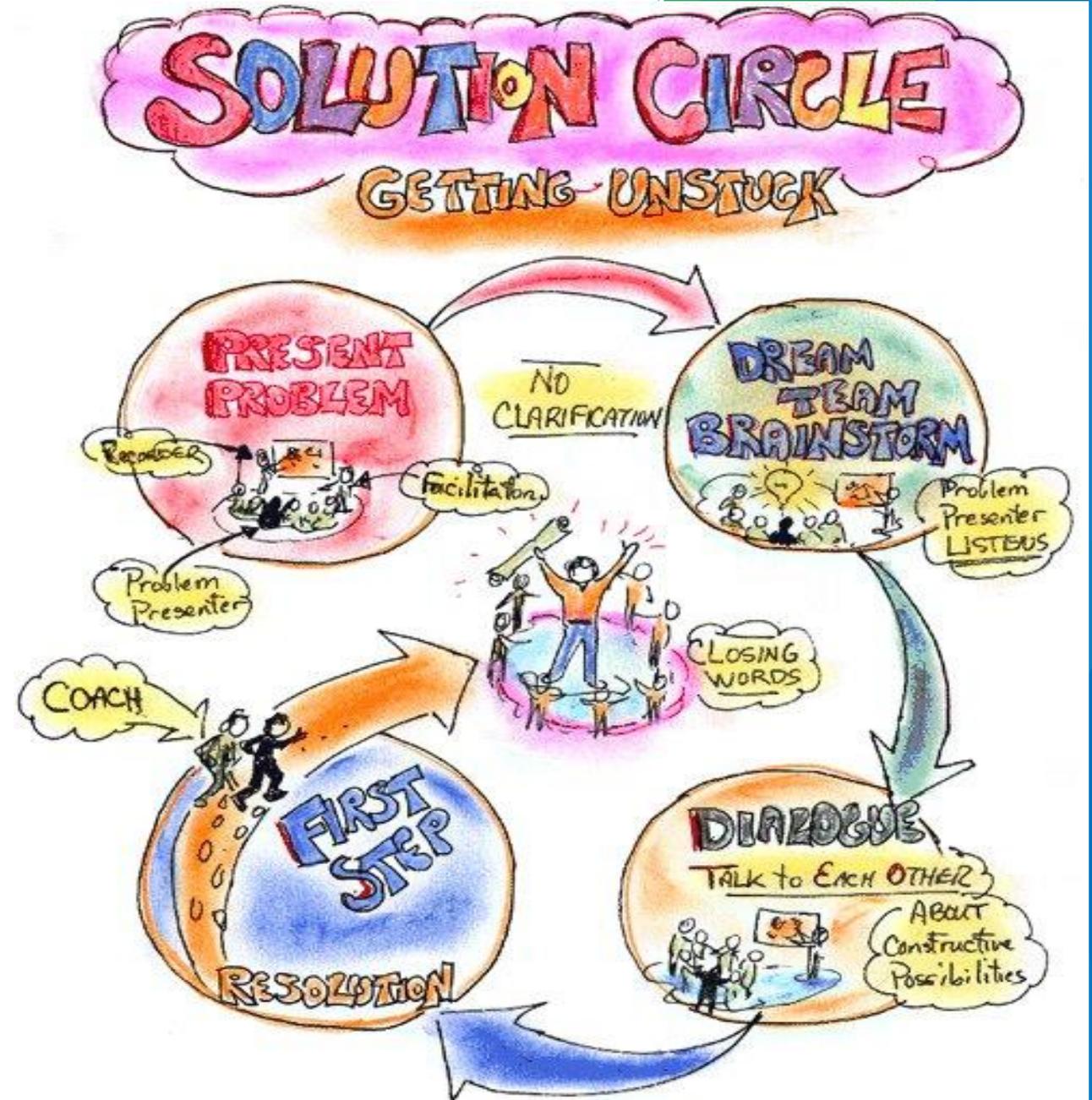
The P.A.T.H. process ideally involves two facilitators - one to graphically illustrate the group’s thinking; the other to graphically depict the individual’s or group’s thinking on each part of the process.



Solution Circle

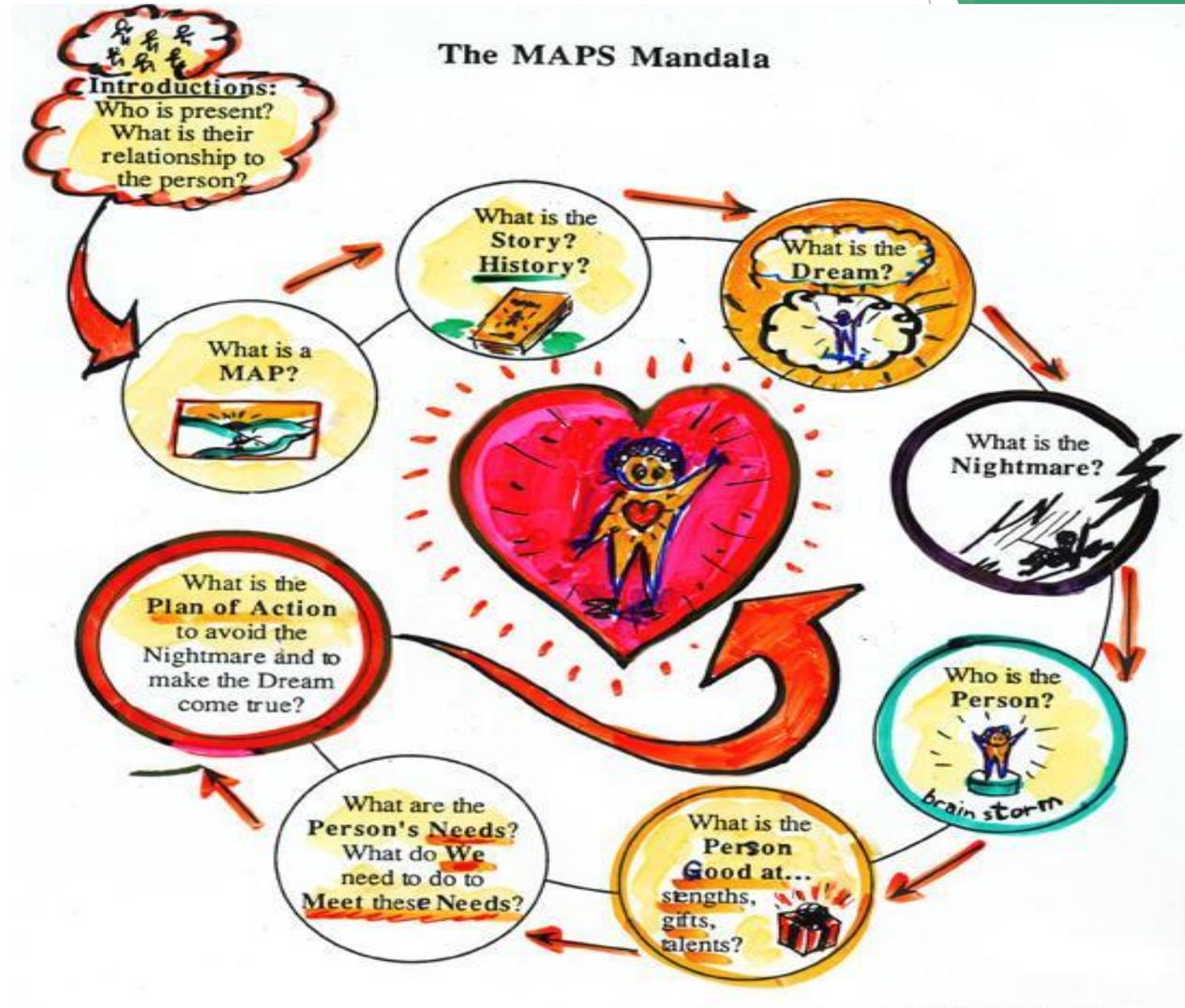
This is a straightforward and efficient tool that can help people get “unstuck” from a problem in life or work.

It takes 30 minutes to complete, and it has very defined roles and steps in the process.



MAPS

MAPs (Making Action Plans): MAPs is a planning tool that helps the focus person share their personal history or life story based on personal milestones, and then after getting to know the focus person better and exploring his or her dreams, a team begins to build a plan that respects and honors the individual's dreams.



Essential Lifestyle Planning

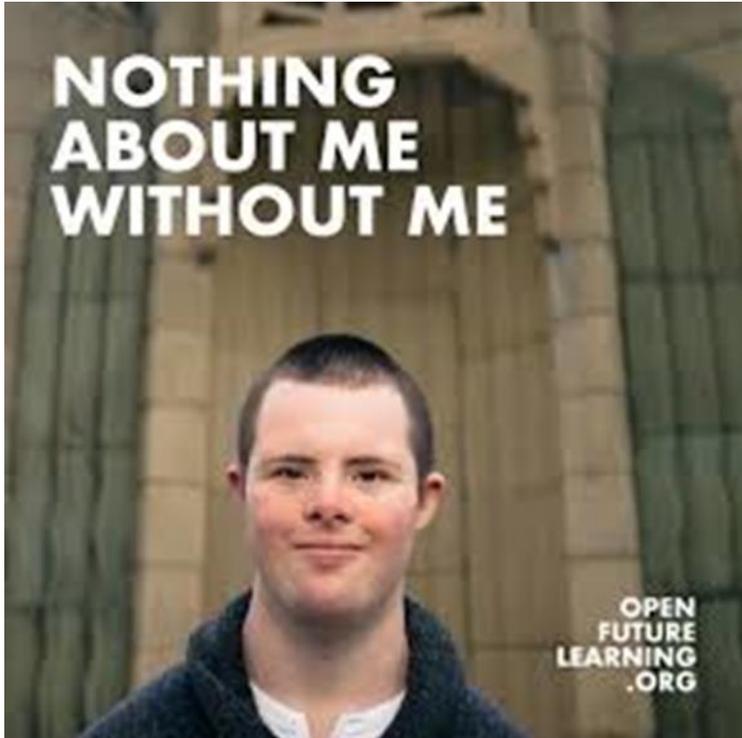
Originally developed for people with “challenging reputations” by Michael Smull and colleagues

Good plans are easily accessible and reflect what is important to the person and what others think is important for them

Discovers core values (not superficial choices) and how a person wants to live



The Person is the driving force...



- What are your gifts and strengths?
- What works for you? What doesn't?
- How do you learn best?
- What are your dreams?
- What are your nightmares?
- Do you need/want more people in your life?
- What are things that you need help with? Who helps you now?



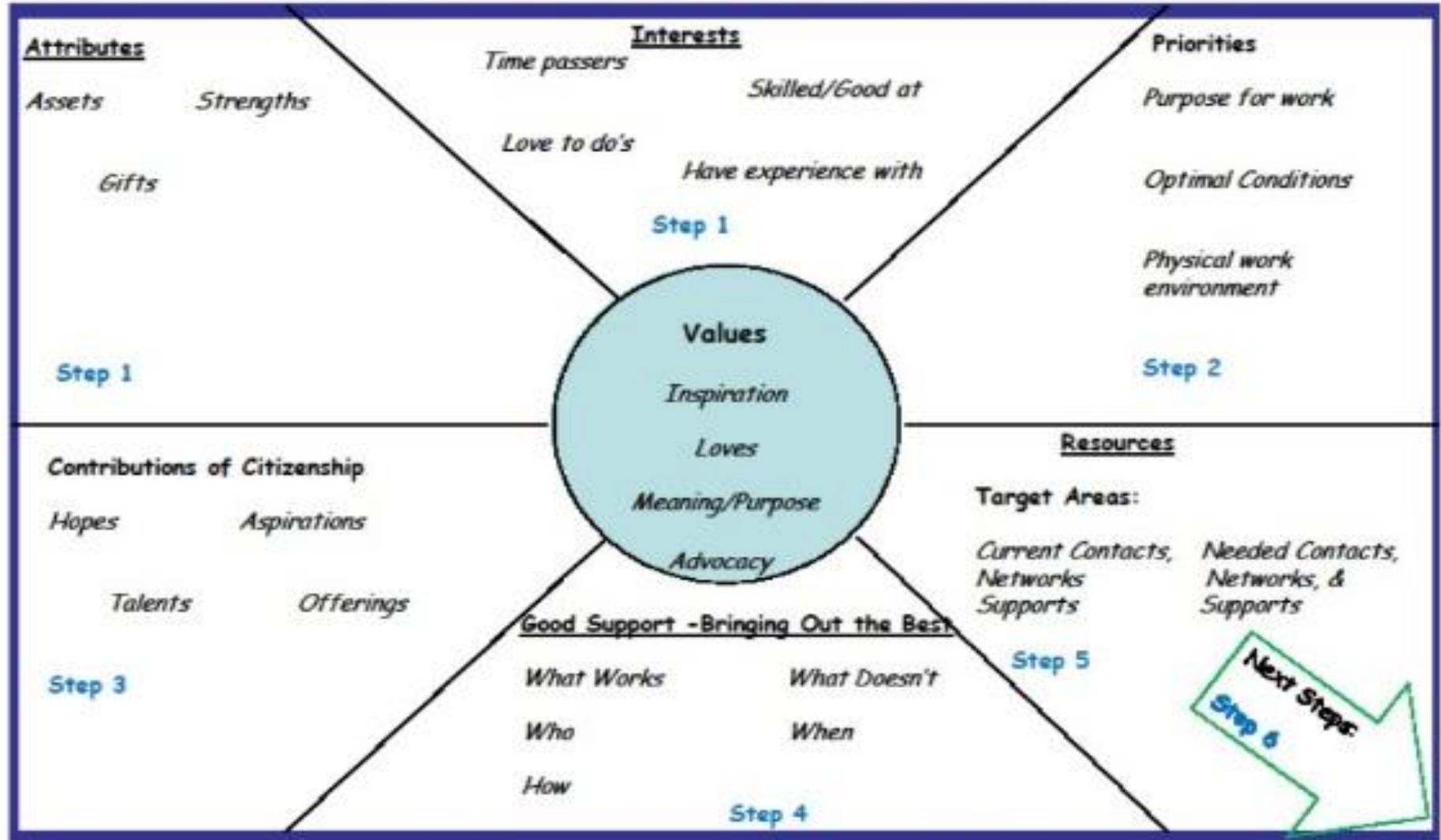
Community and Family Members are Critical

They provide personal insights on the strengths, gifts, and interests of their friend or family member.



Some Newer Tools...

Purpose: to identify potential valued roles for citizenship contribution through work



6 Steps to Employment and A FRAMEWORK FOR PLANNING

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Components of a Positive Personal Profile



Charting the LifeCourse

- ▶ A framework that was developed to help individuals and families of all abilities and at any age or stage of life develop a vision for a good life, think about what they need to know and do, identify how to find or develop supports, and discover what it takes to live the lives they want to live.
- ▶ Individuals and families may focus on their current situation and stage of life but may also find it helpful to look ahead to start thinking about life experiences now that will help move them toward an inclusive, productive life in the future. The framework is designed to help any citizen think about their life, not just individuals known by the service system.



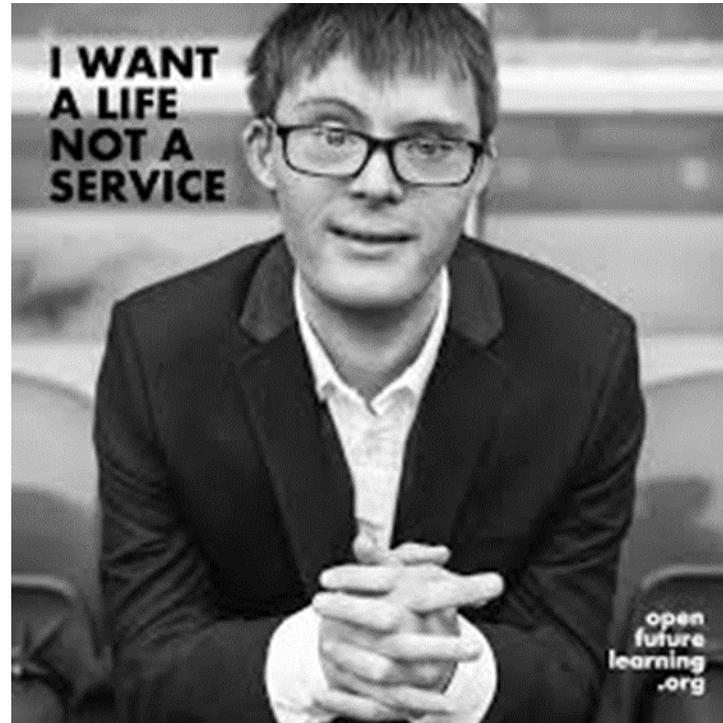
What is “the good life”?

- ▶ What does it mean for you?
- ▶ What most people think-
 - ▶ Good health
 - ▶ Family/loved ones
 - ▶ Ability to pursue interests
 - ▶ Financial security
 - ▶ Contribution to society
- ▶ Do you think this is different for the people we support?



We asked some Self-Advocates and here's what they said-

- ▶ Being an effective advocate for people
- ▶ Serving on a national board
- ▶ Having the best support
- ▶ Being close to friends
- ▶ Running for office
- ▶ Accomplishing more
- ▶ Living independently
- ▶ Adopting a child
- ▶ Seeing more wheelchair accessibility



We are just like everyone else!

Comparison Chart

Traditional System Orientation	Person Centered Orientation
Plan a lifetime of programs	Services are a conduit to a desirable lifestyle and typical community experiences
Options are limited, fixed, and one size fits most	Options are innovative, flexible and individualized
Focus on fixing or helping what's "wrong"	Focus on gifts, capacities, and building alliances for contribution
Funding and audits drive priorities	The standard of citizenship is used to determine the use of limited resources
Professional is considered the expert	The person is considered the expert
Interdisciplinary teams determine action	The person and their allies determine direction
Risks are avoided	People are supported to face challenges thoughtfully and responsibly



4 Key Themes in PCP

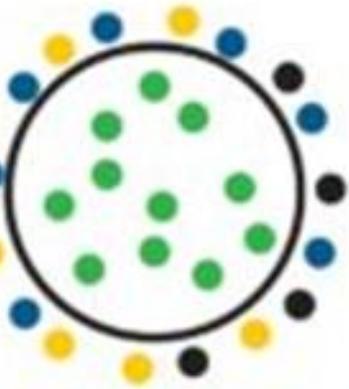
Beth Mount characterized the key similarities or 'family resemblances' of the different person-centered methods and approaches into four themes:

1. Seeing people first, rather than diagnostic labels
2. Using ordinary language and images, rather than professional jargon
3. Actively searching for a person's gifts and capacities in the context of community life
4. Strengthening the voice of the person, and those who know the person best in accounting for their history, evaluating their present conditions in terms of valued experiences and defining desirable changes in their life





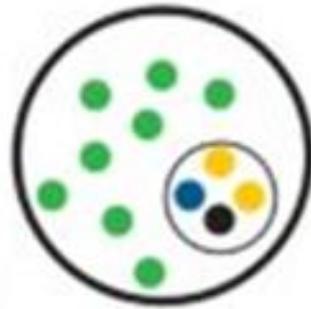
INCLUSION



Exclusion



Segregation

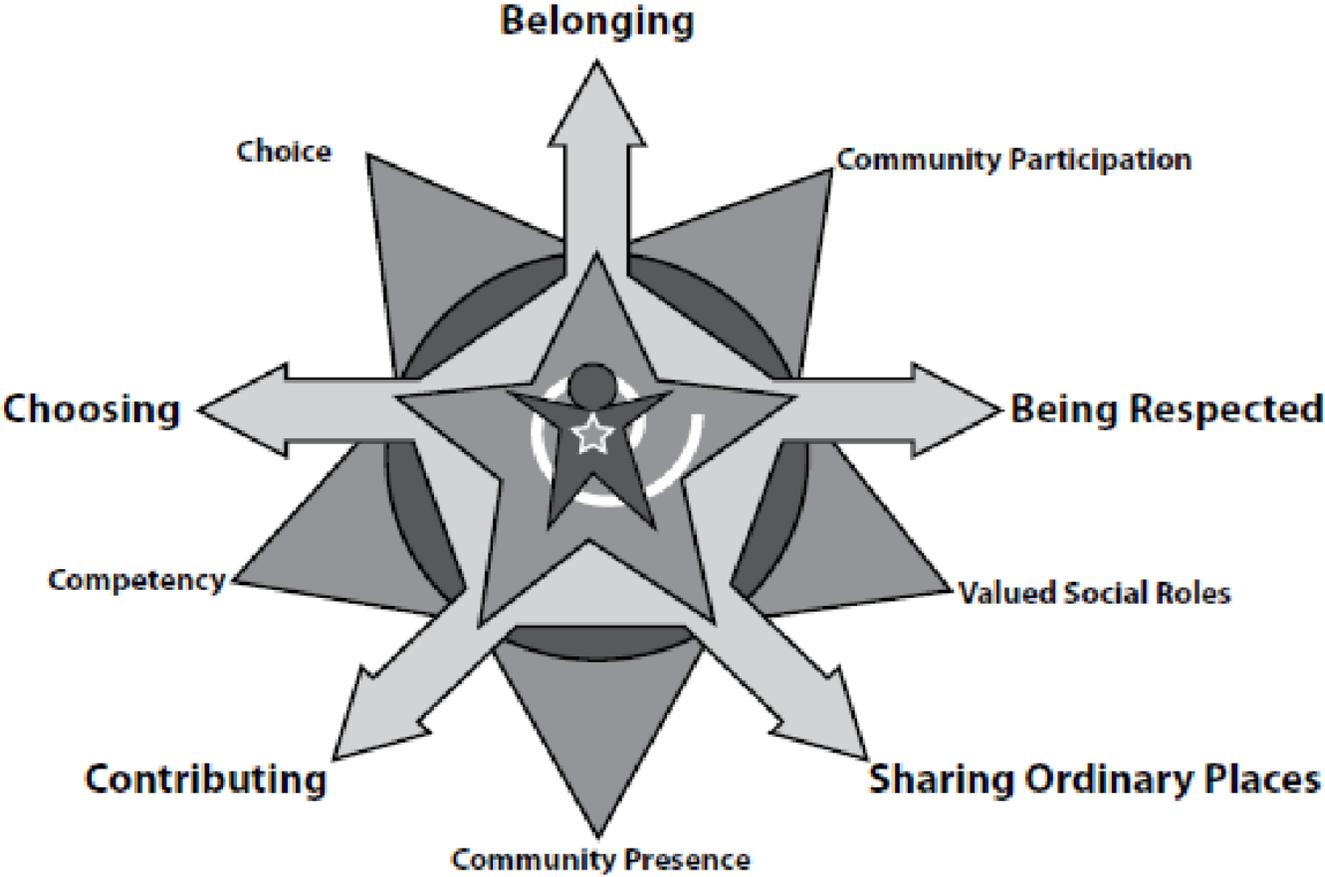


Integration



Five Valued Experiences: Dimensions of Inclusion

(from John O'Brien)

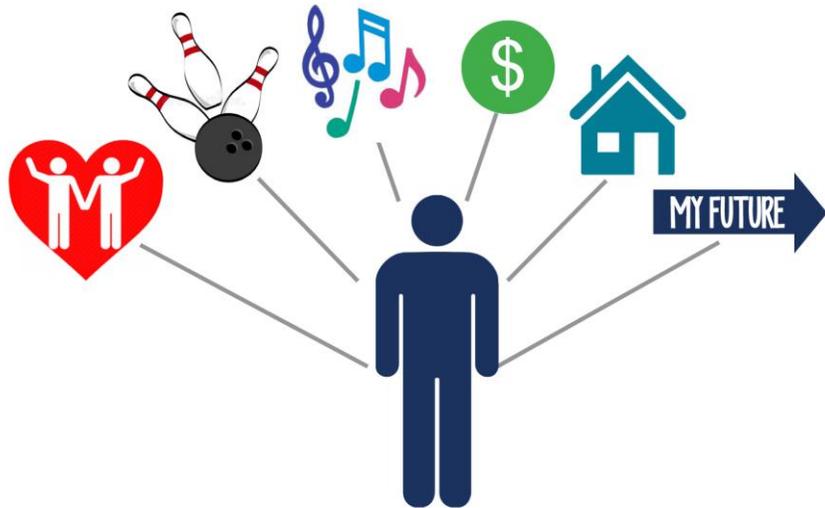


Increase The Likelihood of Persons Attaining Valued Social Roles

- ▶ Successful supports result in the immediate attainment of a valued role: home-owner or tenant, employee, club member.
- ▶ Just as important, it should set the stage for and increase the likelihood of people enacting other valued roles over time.
 - ▶ Someone may move from being a Lion's Club member to becoming an Officer for the Club.



Key Support Ingredients:



- ▶ Self-Determination (self-directed) Support Philosophy
- ▶ Person Centered Planning that is relevant and ongoing
- ▶ Facilitating the development of valued social roles and community connections



The Language We Use is Important

- ▶ How often do we describe someone by their disability rather than by other (more socially valued) attributes?
 - ▶ Trisha is a client who has cerebral palsy so she can't do a lot herself. She needs help with her cares so we feed her and toilet her.

A better way to describe people...

- ▶ Trisha is someone I provide support for- she likes funny movies and she has a great sense of humor.



Stop and Think Before You Go and Speak

Stop With



- ▶ Consumer/Client
- ▶ My People/Our People
- ▶ Wheelchair Person/Wheelchair Bound
- ▶ Non-verbal
- ▶ Feed
- ▶ Behaviors
- ▶ High Functioning/Low Functioning
- ▶ Outing

Go With



- ▶ Person's Name
- ▶ The People I/We Support
- ▶ Uses A Wheelchair (People-First Language)
- ▶ Communicates Without Using Words
- ▶ Eat/Ate/Have A Meal
- ▶ Communication
- ▶ More/Less Support Needs
- ▶ Name of Event/Activity



Elements of Individualized Support

- ▶ Choice (have options from which to choose)
- ▶ Decision making (have a role in making decisions)
- ▶ Control (have control over aspects of their life space and resources)
- ▶ Involvement (in the settings where they spend their lives and in their community)



Self Advocacy

- ▶ People with disabilities:

- ▶ Speaking for themselves
- ▶ Making decisions and choices that affect their lives
- ▶ Becoming more independent
- ▶ Learning about rights and responsibilities



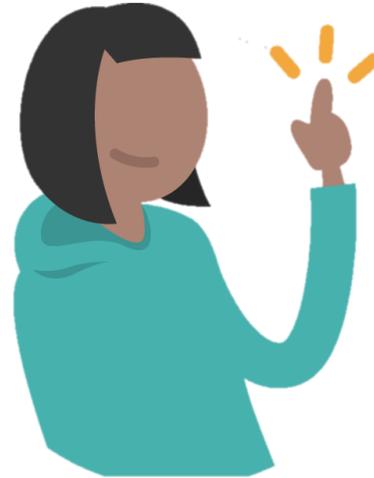
Self Determination

The ability of individuals to make the choices that allow them to exercise control over their own lives, to achieve the goals to which they aspire and to acquire the skills and resources necessary to participate fully and meaningfully in society. It means that people have the right to make choices about how they live their lives...and not just about the little things....



Self-determination and Decision-Making

- ▶ The people we support don't often have a lot of experience in making decisions for themselves
- ▶ How can we support people to become better decision makers?



Ways We Belong



What Does It Mean To Belong To A Community?

- ▶ If you truly belong, you have these experiences:
 - ▶ Being missed when you're not there.
 - ▶ Having your gifts recognized and received.
 - ▶ Knowing that your contribution is valued.
 - ▶ Being in a position to welcome someone else into the community because you know that you are a part of that community.



Why Recreate What's Already There?

- ▶ YMCA
- ▶ Quilting Group
- ▶ Community Cooking Classes
- ▶ Numerous Volunteer Opportunities

- ▶ JoAnne's Yoga Group



This Isn't Just About Services

- ▶ Our Services Should Provide a Vehicle for a better life for the person
- ▶ A plan should be used to help us figure out how to support people to get to a different place of their choosing

How John's services (and life!) have changed and evolved over the last 5 years.



Let's Talk About Goals

What are some common goals people have for themselves?

- Get in shape or exercise more
- Start a new hobby
- Meet new people
- Get organized

What are some of the goals you've seen in planning reports for the people you support?

- Learn how to make a Hot Pocket in the microwave
- Increase my productivity by 5%
- Learn how to cross the street safely
- Increase my participation in _____



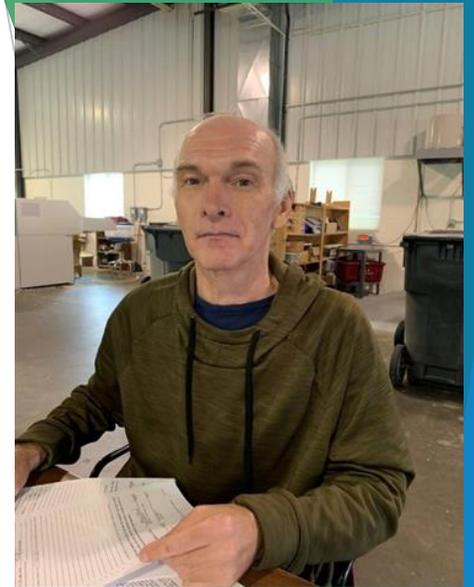
Positive Personal Profiles

QUESTIONS	RESPONSES
How would you describe yourself?	Fun, happy, friendly, outgoing
What are your strengths?	Helping people, fast learner, cooperative
Things that work for me and past successes	Small groups
Things that don't work for me	Noisy rooms, yelling

GOALS AREAS

What are your employment/job development goals?

What are your goals for connecting with your community and your friends?



Daily Goals for Good Support

Questions to answer before supporting someone today:

- How are you going to increase someone's citizenship or support the person to "be someone" today?
- How are you going to support someone to feel like they belong today?
- How are you going to support someone to "share ordinary places" in the community today?
- How are you going to support someone to share their gifts or contribute today?
- How are you going to support someone to have choice and control today?
- What new thing or skill are you going to support someone to learn today?



Follow-up questions to answer after you have provided support today:

For Staff:

- How did you do?
- Did you accomplish your support goals for today?
- If not, what could you do differently next time?

For People Supported:

- What was your favorite part of today?
- What did you learn?
- What did you do today that you are proud of?
- What would you tell your family or friends about today?
- What would you do differently next week?



Empowering the People You Support Means Also Empowering the People Who Support Them



- ▶ What are some ways we can empower direct service staff?



Advertising for Staff Differently

Looking for driven individuals who seek to make a difference and effect positive change in their communities. This job entails mentoring adults with disabilities; duties could include assisting people in developing interpersonal and relationship skills, helping people gain skills and confidence to live and work independently, as well as helping people connect to others and become full members of their communities. Previous experience working with people with disabilities is not required.



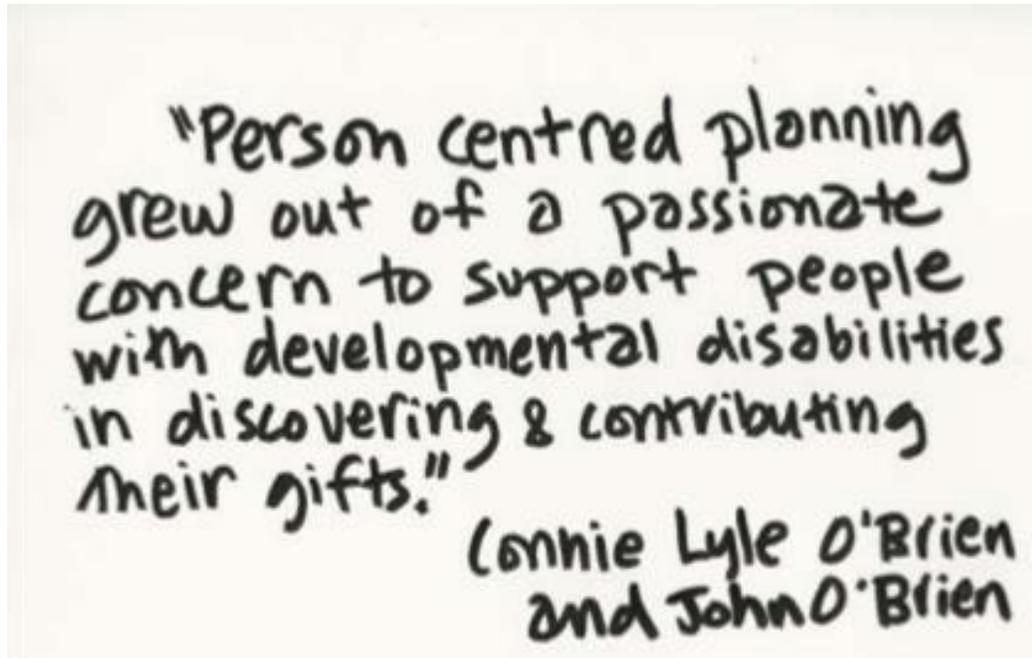
We Want Someone Who:

- Is willing to learn and enjoys learning new things
- Is a change-maker and the type of person who will work hard to make a positive impact in someone's life
- Is community-minded
- Sees the potential in others
- Is not afraid to stand up for what they believe in
- Is flexible when changes occur
- Enjoys meeting new people
- Likes a challenge
- Has a sense of adventure
- Likes to chat and connect with people
- Sees value in giving back to your community



Person Centered Planning Resources

- ▶ <https://inclusion.com/path-maps-and-person-centered-planning/planning-resources/>



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