



**Connecticut Department
of Social Services**
Making a Difference

Person-Centered Planning Training

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What is Person-Centered Planning?

- A process for continual listening and learning, so that we can focus on what is important to the individual now and their hopes for the future; acting on this as we work with them, their supporters, family and friends.

- It is used most often as a life planning model to enable individuals with disabilities to increase their personal self-determination and improve their own independence.
 - It is an ongoing, evolving process for understanding the individual's idea of their ideal future (the good life), i.e., their goals;
 - understanding their current reality, their resources and gaps in resources;
 - Development of a plan, it's implementation, evaluation and revision.
 - Person centered planning is the basis for problem solving and helping the individual to use the available resources to pursue their goals.

To be person-centered it means treating individuals with dignity and respect; building on their strengths and talents; helping people connect to their community and develop relationships; listening and acting on what the individual communicates; taking time to know and understand individuals and the things that make them unique.



Person Centered Planning includes:

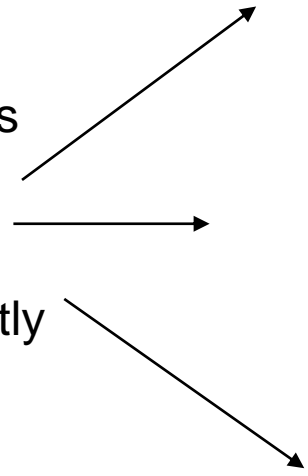
Listening and observing is used to understanding an individual's abilities and choices.

Person centered planning is the basis for problem solving and helping the individual to use the available resources to pursue their goals.

By cultivating connections outside as well as inside the system the individual builds or increases their resources.



The central or core idea of Person-Centered Planning is the recognition that older adults, individuals with disabilities, individuals who are homeless, all want exactly the same things in life as all people:



Choice:

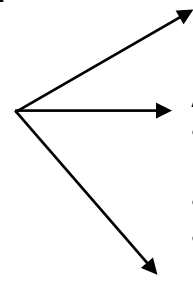
- must be based on a variety of real options from which the individual is empowered to choose the option that is best for them.

Autonomy:

- Self-determination; freedom from coercion, persuasion; I decide for me.

Dignity:

- Individuals are valued and respected for their own sake and are treated ethically.



Residence:

- Selected by the individual. (Where they live, is it shared, is it private). Similar to their options in Community living.

Access:

- To community outings, group or individual (church, shopping, entertainment).
- Are they allowed visitors
- Do they have access to transportation?

Living Space:

- Is the space accessible for the individual?
- Access to a phone and/or computer?
- Privacy?

Person Centered Planning focuses on the individual's gifts, strengths, and abilities

- Services are not the plan
- Services **SUPPORT** the plan

Remembering that Services are not the plan and not the goal; services support the plan and the goals.

Person Centered Planning focuses on the individual's gifts, strengths, and abilities.

Identifying gifts, strengths, abilities

Ask about history:

- Acknowledge successes

Observe the individual, their environment and how they interact with others.

- Affirm what works

Things to think about??

- Do individuals, or a person chosen by a participant, have an active role in the development and update of their person-centered plan/plan of care?
- Are individuals generally satisfied with the services they receive from staff?
- Can individuals modify their service schedule?





... It's more than a service plan.

It's about living in the community and having a complete and fulfilling life and optimizes individual initiative, autonomy, and independence

It's about the full participation in the community or setting that they are in.

THEREFORE: the services are not the plan: setting, housing, services, etc., SUPPORT the plan!

Ensures an individual's rights of privacy, dignity, respect, and freedom from coercion and restraint.



Person Centeredness

The individual is driving the bus; Our job is to help them navigate to where they want to be.

It has been said by consumers, that in most situations, not only are they NOT in the driver's seat: They are not even in the car!

With Person Centered Planning, just as when we teach someone to drive, we need to get out of the drivers seat, get in on the passenger's side, let the consumer get behind the wheel and take control.

Maximize opportunities for individuals to have access to the benefits of community living and the opportunity to receive services in the most integrated setting.

5 Elements of Person-Centered Planning:



The participant “drives the bus”

- They are the primary expert on what is important to them
- Focus on what is important to the participant vs. what is important for them.—



Family Members & Friends are full partners

- (passengers on their bus)



The process and Plan **MUST** be Strength Based



Services are Simply Supports



It's a Continual Process Working to Ensure that the Person Remains the “Center”

Characteristics of Person-Centered Plans

- Timely – occurs at time and location convenient to the individual
- Reflect cultural considerations of the individual,
- Provide information in plain language and in a manner accessible to individual with disabilities and persons with limited English proficiency.
- Are developed with the individual and their representative(s) / Supporters
- Provide the necessary information and support so that to the maximum extent possible to ensure the individual directs the process.
- The individual is enabled to make informed choices and decisions.



Person vs. Identity Language

For many years, the emphasis has been on “Person First Language”, always putting the person first:

- A person with autism
- A person who is blind

In recent years many have spoken against this, and prefer to use identity first language

- Autistic or Autistic Person
- Blind or Blind Person

More and more there is also an emphasis on gender identity, preferred pronouns and other ways people identify themselves.

- → Follow the individual’s lead and use what they prefer



Tips!

Open ended questions will elicit more information. With the individual's permission, build lists under categories bases on the individual's strengths and things that are important to them.



Gathering this information into a grid with the individual's attributes can aid in building strength-based plans and working from a strength-based perspective.



Be sure to include things that the individual identifies as things they dislike or that are not helpful.



Remember: Person Centered Planning

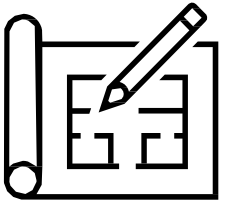
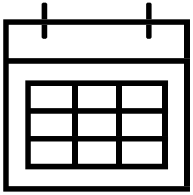
Residents in all settings must enjoy all the rights we do living in the community

Makes the individual the primary expert on what will be best for them.

Takes us from a focus on deficits, needs, problems and risk to helping someone plan for the life they want to have.

It builds on and uses the individual's strengths, skills and resources to achieve their goals.

Value all of this by making sure the consumer is truly involved in the development of the plan and incorporate their strengths, resources, gifts, abilities, resources, and personal goals into the plan.



Implement Plan

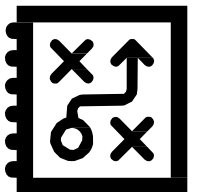
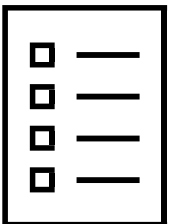
Evaluate how it's going

Today's Reality

The Dream

Person-Centered
Planning
Process

Strengths, Resources,
Gaps





Questions/Comments/Discussion