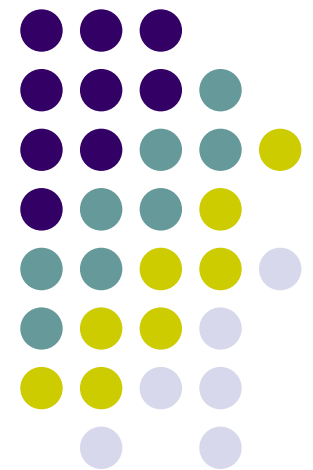
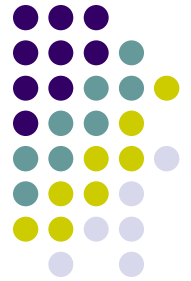


# Person Centered Planning

Community Mental Health  
Partnership of  
Southeastern Michigan



# History of Self-Determination



- In the 1980's, New Hampshire began with one person that wanted to try something different. First individualized budget created.
- Mid-1990's, Washtenaw County participated in Michigan's Robert Wood Johnson Grant. Participants developed their own individualized budgets through the Person Centered Planning Process and had the authority and control over the services they received.
- 2003, Michigan Department of Community Health finalized their Self-Determination Policy. Policy dictates that each CMH has to provide Self-Determination as an option to all adults who receive services.
- Self-Determination allows someone to craft the life that they want and that is meaningful for them. This is universal for everyone.

# Principles of Self-Determination



- **Freedom**--to choose a meaningful life in the community.
- **Authority**-- to control the resources needed to build the life desired.
- **Support**-- from those who care and those who will honor a persons right to select services and supports suited best for the individual.
- **Responsibility**—take greater control & authority over their lives & resources; assume greater responsibility for their decisions and actions
- **Confirmation**—that individuals play important leadership role in re-designing the system.

# Relationship Between Person Centered Planning & Self-Determination



## Person Centered Planning:

- Plan is based on the person's strengths & capacities
- Services & supports are provided in environments that promote maximum independence, community connections, and quality of life
- Honoring one's choices and preferences and allowing for the dignity of risk

## Self-Determination:

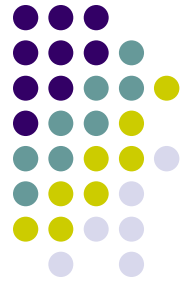
- The person's life is based on their strengths & capacities
- Self-Determination promotes independence, community connections and quality of life; the person determines the life they want
- Individuals have the power to make decisions and truly control their lives; this includes taking risk and taking responsibility for their actions.

# Why is this so Important?



- For so long, the experiences, needs, desires and contributions of all persons with disabilities have been defined by segregated settings and limiting stereotypes.
- All individuals have strengths, talents and skills that can be shared and utilized in their community.
- We need to break the cycle of isolation in order for that person to become a participating member in their community. Having meaningful relationships is essential for one's well-being.

# How do we Describe People?



Years ago:

## System-Centered

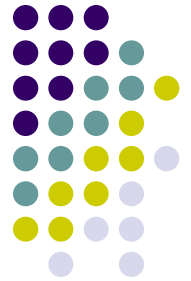
- Focus on labels
- Emphasize deficits
- See people in the context of human service systems
- Distance people by emphasizing difference

Now:

## Person-Centered

- See people first
- Emphasize strengths
- See people in the context of their local community
- Bring people together by discovering common experience

# Person-Centered Planning Core Values



## **Empowerment**

- Choice & Control
- Build on Abilities
- Honor Preferences
- Respect & Dignity

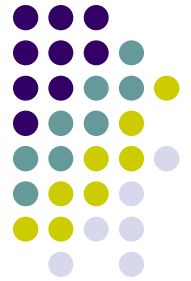
## **Community Inclusion & Independence**

- Opportunities in the Community
- Opportunities to Contribute
- Choice of Relationships

## **Individual & Community Responsibility**

- Dignity of Risk
- Accountability
- Ensuring Fairness, Equality, Privacy & Quality

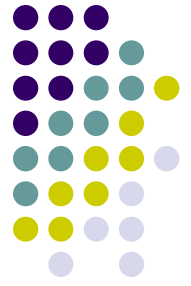
# Philosophy of Person-Centered Planning



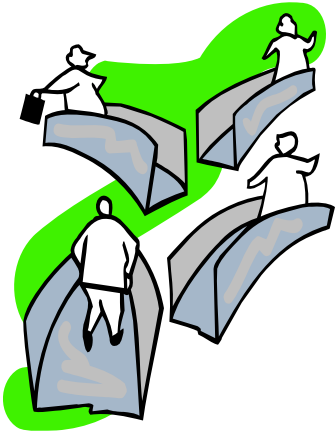
**The foundation of Person-Centered Planning is to help one organize and guide community change in alliance with people and their family and friends. Core values are:**

- The person is at the center and their supports are full partners.
- Each person has strengths and capacities to share with others
- Honoring one's choices and preferences and allowing for the dignity of risk.

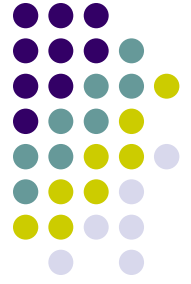
# Philosophy of Person-Centered Planning (continued)



- The person's support network is explored to determine who is important to the individual.
- The person and the people he/she selects shall together define the individual's desired future, and develop a plan for achieving goals.
- The importance of being valued in one's community and having meaningful relationships
- Services & supports are provided in environments that promote maximum independence, community connections, and quality of life.



# Four Directions for Building a Community life



- Encourage Friendships—*people sharing similar interests; using informal networks to draw people together*
- Encourage or Strengthen Associational Life—*Getting connected with associations that are of interest; active religious communities; volunteering opportunities*
- Encourage Neighborhood Connections—*opportunities for daily interaction/acts of neighborliness; becoming a valued customer/“Regular”*
- Build School, Work, and Homemaker Roles—*Job opportunities related to specific interest; opportunities for home ownership/homemaking; involvement in school functions*

# Michigan Mental Health Code

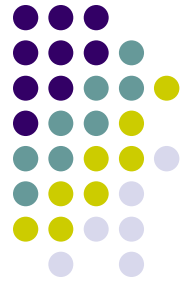


“All individuals have the right to have their Individual Plan of Service developed through the person-centered process regardless of age, disability or residential setting”—  
*Department of Community Health*

## Six Criteria of a PCP:

- Natural Supports are addressed
- Community Inclusion is assessed
- Health issues are addressed
- Safety issues are addressed
- Crisis Planning is provided as an option
- Meaningful activities are addressed.

# Michigan's Policy Guidelines



## Values & Principles:

- Person Centered Planning is a highly individualized process designed to respond to the expressed needs/desires of the individual.
- Recognizes one's strengths and their ability to express preferences and to make choices.
- Choices & preferences shall always be honored and considered, if not always granted.
- Each individual has gifts and contributions to offer to the community.

# Michigan's Policy Guidelines



## Values & Principles continued:

- Should maximize independence, create community connections, and work towards their dreams, goals & desires.
- The individual has the ability to choose how supports, services and/or treatment may help them utilize their gifts and make contributions to community life.
- The person's cultural background shall be recognized and valued in the decision-making process.

# How Do You Know It's Person-Centered Planning?



## The Person is at the Center

- The process is rooted in respect for the person & a commitment to build inclusive communities.

## Family members & friends are partners

- They have important knowledge & can make contributions that cannot be replaced.

## Listening & Learning Continue

- recognizes that positive possibilities unfold as the people involved learn from experience.

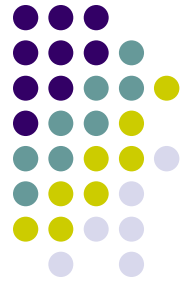
## Focus on Developing Capacities

- Reflects what is important to the person, now & for the future. It insists that the person have real opportunities to contribute to the life of their communities & to benefit from their contributions in turn.

## Hopeful Action Happens

- Action is based on hope that grows from the positive changes that individuals & their allies have already made.

# Components of the PCP Process



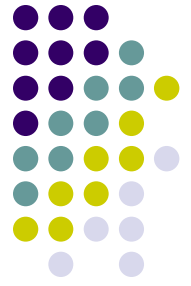
- **The Pre-plan**~ Allows for the individual to plan out how they would like their meeting to go.
- **The Meeting**~ Brings all the important people together to develop a plan to get the life they want
- **Follow-through**~ Keeps everyone on track with the outcomes established at the meeting
- **Request another meeting as needed**~ A PCP meeting has to occur at least once a year, but it is encouraged to have them as often as needed.



# Health & Safety

- Health and safety considerations are very important in the planning process. Assuring the overall “well-being” of each individual is an important value of person-centered planning.
- Health and safety issues are included in the planning while always considering the preferences and choices of the individual.
- Health and safety issues comes out naturally in the Person-Centered Planning process.

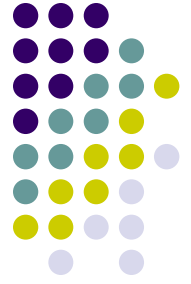
# Roles People Play in the PCP Process



## Consumer:

- Invites important people to the meeting and decides where to have the meeting
- Expresses wants/needs/desires as well as issues that do not wish to be discussed
- From the wants/needs/desires, discusses how to make them into goals & outcomes
- Listens to what others at the meeting have to say, but ultimately decides on what they wish to do

# Roles People Play in the PCP Process



## Consumer:

- With assistance from all guests, develops an action plan that reflects their wants, strengths & gifts

# Roles People Play in the PCP Process



## Facilitator:

- Assists consumer to determine whom they want/don't want to invite to the PCP meeting
- Assists with where to have meeting
- Assists consumer to determine the ground rules & agenda for the meeting
- Assists consumer to identify strengths, gifts & preferences
- Sets the tone for the meeting; clarify purpose
- Reviews ground rules & agenda
- Assures focus is on the consumer's agenda
- Encourages consumer to share information that they like/dislike
- Checks in with the consumer throughout the meeting

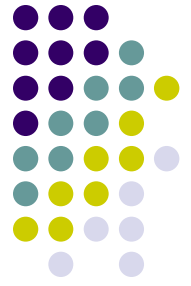
# Roles People Play in the PCP Process



## Facilitator:

- Assures the consumer has the opportunity to share information they think might be helpful and what they think is important.
- Prevents interruptions that could interfere with the consumer's agenda
- Acknowledges barriers that may occur
- Identifies supports for the consumer to become more independent
- Encourages invited guests to identify strengths, gifts of the consumer and how those can be incorporated in the planning process
- Assists with the development of the action plan (goals, outcomes) and who will play a part in the action plan

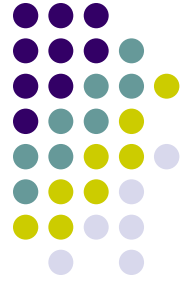
# Roles People Play in the PCP Process



## **Support Network (family, friends, community members):**

- Assists the consumer with identifying strengths, gifts, preferences
- Listens to what the consumer has to say and sees if there is a way you can assist/encourage the consumer to become more independent
- Enrolls themselves in the action plan so they can assist the consumer to realize their goals.
- Expresses their ideas and/or concerns but knows that the consumer will determine the direction they want to go in

# Roles People Play in the PCP Process



## Agency Staff:

- Assists the consumer with identifying strengths, gifts, preferences
- Listens to what the consumer has to say and sees if there is a way they can assist/encourage the consumer to become more independent
- Assists the consumer in identifying services & supports and determine if they are eligible for those particular services.
- Organizes the information accessed in the meeting
- Reviews the written plan with the consumer to determine accuracy and integrity
- Provides ongoing support and facilitation as requested upon completion of the plan



## **It would be ineffective if...**

- **PCP will be ineffective if you do not believe in the abilities of the person you support.**
- **PCP will be ineffective if you do not believe in the value of inclusion.**
- **PCP will be ineffective if it is only about writing a document for MDCH.**
- **PCP will be ineffective if you elevate yourself above the consumer and their circle of support.**



# What can you do?

- Make the guidelines of Person-Centered Planning a daily occurrence. It's an ongoing process.
- Get to know the person & encourage them to utilize their gifts/capacities.
- Be a resource person.
- Provide the person with the necessary information, so they can make an educated choice.
- Creativity is essential for Person-Centered Planning to work. It will allow you to focus more on community resources & connections, instead of system-focused resources.