Person-Centered Planning, Self-Determination, and Recovery
Training Objectives

- What is Person-Centered Planning?
- What changes have occurred?
- How Person-Centered Planning works.
- What is Self-Determination, and how is it related to Person-Centered Planning.
- 5 Principles of Self-Determination
- Tools of Self-Determination
- Recovery
Michigan Mental Health Code
Act No. 290 Public acts of 1995

Person centered planning is a process for planning and supporting the individual receiving services that builds upon the individual’s capacity to engage in activities that promote community life and that honors the individuals’, preferences, choices, and abilities. The person-centered planning process involves families, friends, and professionals as the individual desires or requires.
Changes that have occurred....

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<th>Traditional</th>
<th>PCP</th>
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<tr>
<td>• Standardized</td>
<td>• Individualized</td>
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<td>• Disabilities</td>
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<td>• Deficits/Weaknesses</td>
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<td>• Medical Model</td>
<td>• Holistic Model</td>
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<td>• Separate from Community</td>
<td>• A part of the Community</td>
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Values and Principles Underlying PCP

- Each individual has strengths and the ability to express preferences and make choices.
- The individual’s choices and preferences shall always be honored and considered, if not always granted.
- Each individual has gifts and contributions to offer the community and has the ability to choose how supports, services and/or treatment may help them utilize their gifts and make contributions to community life.
Values and Principles Underlying PCP

- Person-Centered Planning processes maximize the independence, create community connections, and work towards achieving the individual’s dreams, goals and desires.

- A person’s cultural background shall be recognized and valued in the decision-making process.
PCP can Focus on....

- Education
- Thoughts & Feelings
- Relationships
- Housing & Home Life
- Employment
- Volunteer Activities
- Personal Budget
- Health and Fitness
- Legal Issues
- Personal Safety
- Spiritual Issues
- Etc.
The Person Determines:

- Who, What, When, and Where
- Hopes and Dreams
- Resources and Strengths
- Needs and Challenges
- Parameters
- What we can do to help
Individual identifies:
- Dreams & desired future
- Preferences & choices
- Abilities & needs
- Expectations of resources including service providers

Individual identifies:
Planning Framework
- Time & Place of Planning Meeting
- Who will participate
- Topics to be discussed
- Who will facilitate the meeting
- Who will record decisions made

Professional(s) identify
- Clinical needs
- Medical necessity
- Recommend services and resources based on consumer’s choices

Planning Meeting
is held to decide:
- Goals or desired Outcomes
- Steps to achieve Outcomes
- Strategies & resources to be used

Plan is followed
as written through the identified steps and strategies

Individual tracks
- Progress toward outcome
- Effectiveness of services
- Identifies preferences, choices & satisfaction

Service Providers track:
- Progress toward outcome
- Effectiveness of services
- Consumer preferences, choices and satisfaction levels

Individual identifies
- Changes in needs, preferences, choices or desires
- Decides when to make adjustments to the plan or formulate a new one

Revised: 8/2010
Supercedes: 10/01
Independent Facilitation

• Independent facilitation can be a part of the person-centered planning process. It means that someone other than the person’s case manager or supports coordinator facilitates the planning meeting.

• Individuals can be their own Independent Facilitator, or they can choose someone they know and trust, or a person trained in Independent Facilitation.

• Independent Facilitators help individuals identify their dreams and goals, assist in arranging the planning meeting, keep the meeting focused on the individual, make sure that the individual is heard and understood, and provide information on a variety of supports (natural, community, or CMH-funded).
Goals and Objectives

Goals
- General
- Indicate overall intention
- What we want to achieve

Objectives
- Specific
- Can be thought of as steps toward a goal
- How we get to what we want to achieve
SMART Goals

- Specific
- Measurable
- Attainable
- Relevant
- Time-Bound
Two Popular Person Centered Planning Tools

- Maps
- Path
MAPS is a planning process that begins with a story - the history. Maps has a series of questions that ask a person to tell us some of the milestones on their journey, so we can get to know them, dream with them, and begin to build a plan to move in the direction of their dreams.
PATH is a creative planning tool which starts in the future and works backwards to an outcome of first (beginning) steps that are possible and positive. It is excellent for team building. It has been used to mediate conflicts. It is loved by people who actually want to change the ways we currently work. Groups teaching PATH as a tool will hopefully have a copy for each student. PATH is not for the faint of heart. It is very results oriented.
What is Self-Determination?

- Self-Determination is the inalienable right to make choices about one's life. By using the Person Centered Plan and the tools of Self-Determination, individuals can direct the resources necessary to enjoy a meaningful life.
What is Self-Determination?

Self-Determination means....

- Individuals have the freedom to decide how they want to live their lives and to receive the support they need.
- Having control over their resources and taking responsibility for their decisions and actions.
What is Self-Determination?

Self-Determination means....

• Having the ability to make decisions, have control, share, responsibility, and partner with health professionals.
What is Self-Determination?

- The purpose of Self-Determination is to make it possible for individuals to create a personally meaningful life in their community based on their desires.
How are Person Centered Planning and Self-Determination Related?

Person Centered Planning is a central element of Self-determination because:

- It is the medium for expressing personal needs, wishes, goals, and aspirations
- It drives the individual budget.
- Self-Determination is taking PCP one step further.
5 Principles of Self-Determination

- Freedom
- Authority
- Responsibility
- Support
- Confirmation
Freedom

- To decide where to live and with whom, as well as how one wants to live his/her life.
- To plan a life based on acquiring supports versus purchasing a program.
- To plan a meaningful life with help
- To plan a meaningful life with help from people that he/she trusts.
Authority

- To control a targeted amount of personal and public dollars.
- To decide who, what, when, where, and the level of support.
- To purchase the needed supports.
Responsibility

- To use public dollars wisely and to contribute to one’s community in meaningful ways (working, volunteering, etc.)
- To make Self-Determined arrangements that operate within the requirements of federal and state law, and meet Medicaid requirements.
Support

• The ability to arrange formal and informal supports and services that are unique and meaningful to the individual.
• Individuals with disabilities and their allies have the authority to hire and manage individuals who provide them with support.
• Support can be different and creative... You get a life, not a program!
Confirmation

- The recognition that individuals with disabilities must be a major part of redesigning the human services system.
- Health professionals confirm that people with disabilities, along with their chosen allies have the right to be a part of the decision-making that affects their lives.
The Tools of Self-Determination

- Individual budget
- Support coordinator/case manager
- Fiscal intermediary
- Self-determination coordinators and team members
- Service Providers
Individual Budgets

- Show how individual supports will be paid.
- Utilize personal resources, community resources, and lastly, Mental Health resources.
- Encourage individuals to be more creative with the services they receive.
- Show the costs attached to individual services received for the past year.
Individual Budgets

• Empower individuals by allowing them to hire and manage their own staff, negotiate with agencies, and purchase only the services that they need.

• Reflect an amount of funding allocated for services and supports for an individual and are controlled by the individual and their freely chosen allies.
Individual Budgets

- Encourage flexibility within approved amounts. Dollars can be reasonably moved from line item to line item as long as the essential supports are maintained. New line items may also be created as well as old ones erased.
Support Coordinator/Case Manager

• Participate in PCP process.
• Participate in the Self-Determination process by helping a person plan self-determined arrangements, organize resources, and evaluate how things are working.
Support Coordinator/Case Manager

- Review employee notes and other records.
- Support the employer/employee relationship.
- Work with service providers to ensure that choices are honored.
Fiscal Intermediary

- Serves individuals who hire their own staff or provider.
- Acts as a payroll agent.
- Takes care of tax withholding.
- Pays worker’s compensation, health insurance, and other benefits.
Fiscal Intermediary

- Ensures compliance with Medicaid requirements
- Ensures compliance with all federal and state laws.
Self-Determination Specialists and Peer Support Specialists

- Assist Individuals with hiring their own staff or provider.
- Interface with financial analysts, provider agencies, individual employees, fiscal intermediaries, family members and chosen allies, and other community members.
Self-Determination Specialists and Peer Support Specialists

- Serve as budget specialists.
- Work directly with individuals and their freely chosen allies to coordinate self-determined arrangements.
- Provide support, guidance, and referrals.
- Encourage creativity and promote empowerment.
The National Consensus Statement on Mental Health Recovery
(U.S. Department of Health and Human Services SAMHSA)

10 Fundamental Components of Recovery

- Hope
- Respect
- Responsibility
- Peer Support
- Strengths-Based
- Non-linear
- Holistic
- Empowerment
- Individualized and person-centered
- Self-Direction
Self-Direction

Consumer lead, control, exercise choice over, and determine their own path of recovery by optimizing autonomy, independence, and control of resources to achieve a self-determined life. By definition, the recovery process must be self-directed by the individual, who defines his or her own life goals and designs a unique path towards those goals.
Individualized and Person-Centered

There are multiple pathways to recovery based on an individual’s unique strengths and resiliencies as well as his or her needs, preferences, experiences (including past trauma), and cultural background in all of its diverse representations. Individuals also identify recovery as being an ongoing journey and an end result as well as an overall paradigm for achieving wellness and optimal mental health.
Empowerment

- Individuals have the authority to choose from a range of options and to participate in all decisions— including the allocation of resources— that will affect their lives, and are educated and supported in so doing. They have the ability to join with other individuals to collectively and effectively speak for themselves about their needs, wants, desires, and aspirations. Through empowerment, an individual gains control of his or her own destiny and influences the organizational and societal structures in his or her life.
Holistic

- Recovery encompasses an individual’s whole life, including mind, body, spirit, and community. Recovery embraces all aspects of life, including housing, employment, education, mental health and healthcare treatment and services, complementary and naturalistic services, addictions treatment, spirituality, creativity, social networks, community participation, and family supports as determined by the person.
Non-Linear

- Recovery is not a step-by-step process but one based on continual growth, occasional setbacks, and learning from experience. Recovery begins with an initial stage of awareness in which a person recognizes that positive change is possible. This awareness enables the consumer to move on to fully engage in the work of recovery.
Strengths-Based

• Recovery Focuses on valuing and building on the multiple capacities, resiliencies, talents, coping abilities, and inherent worth of individuals. By building on these strengths, individuals leave stymied life roles behind and engage in new life roles (e.g., partner, caregiver, friend, student, employee). The process of recovery moves forward through interaction with others in supportive, trust-based relationships.
Peer-Support

- Mutual Support- including the sharing of experiential knowledge and skills and social learning- plays and invaluable role in recovery. Individuals encourage and engage other individuals in recovery and provide each other with a sense of belonging, supportive relationships, valued roles, and community.
Respect

- Individuals have a personal responsibility for their own self-care and journeys of recovery. Taking steps towards their goals may require great courage. Individuals must strive to understand and give meaning to their experiences and identify coping strategies and healing processes to promote their own wellness.
Hope

• Recovery provides the essential and motivation message of a better future- that people can and do overcome the barriers and obstacles that confront them. Hope is internalized; but can be fostered by peers, families, friends, providers, and others. Hope is the catalyst of the recovery process.
Resources:

- P3.4.1.1 Person Centered Planning Best Practice Guideline
- [http://www.ilr.cornell.edu/edi/pcp/courses.html](http://www.ilr.cornell.edu/edi/pcp/courses.html)

Copy and paste the link into your web browser to access