

## Person Centered/Driven Planning – The Link for Community Based Support Settings

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## New CMS Requirements for Case Management

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### *Person Centered/Driven Planning*

“Provides necessary information and support to ensure the individual directs the process to the maximum extent possible and is enabled to make informed choices and decisions”.

“We agree that if professionals take control from individuals in the planning process, the requirements of this rule will not have been met”. “...a provider being in charge of the process or plan is not appropriate.”

“A person centered process is one that puts the individual in the center, facilitated to make choices that may be agreeable or disagreeable to some participating in the process.”

## New CMS Requirements for Case Management

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### *Person Centered/Driven Planning - continued*

“Individuals should be informed of all the possibilities from which they may choose, as well as the consequences for those choices in a manner that is meaningful to the recipient and easily understood”.

“ We agree that one of the essential purposes of the person centered service plan is to **ensure community integration**”.

“We also note that the degree to which the process achieves the goal of person-centeredness can only be known with appropriate quality monitoring by the state, which should include substantial feedback provided by individuals who received or are receiving services”.



## Is Person Centered/Driven the Same as Personal Outcomes

CMS states “ CMS encourages and supports the use of person/family-centered planning methods in service plan development. Such methods actively engage and empower the participant and individuals selected by the participant in leading and directing the design of the service plan and, thereby, ensure that the plan reflects the needs and preferences of the participant.”

Per The Council on Quality and Leadership, “People define outcomes for themselves. The outcomes are non-prescriptive; they have no norms. Each person is a sample of one. Personal outcomes are important because they put listening to and learning from the person at the center of organizational life... they enable us to learn about people in new and different ways. They provide a guide to person-directed planning.”

*The Answer ? You decide !*



**Even Twinkies have options!!!**

## Why is Person Centered Planning Important for a Case Manager?

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CMS states “Providers of HCBS for the individual, or those who have an interest in or are employed by a provider of HCBS for the individual must not provide case management or develop the person-centered service plan...”

This means the Case Manager will have the ultimate responsibility to facilitate the person centered plan and to help the person facilitate his/her own plan (unless they already know how & elect to do so)

## Person Centered Planning : Professional Facilitation by the Case Manager

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Facilitation means:

- keeping the atmosphere focused on what the person wants -
- reminders when needed if the plan seems to be provider convenient in lieu of person driven -
- stimulating discussion when needed – be provocative with care -
- continuous inclusion of the person in the discussion -
- providing a role model of creativity –
- ensuring there is a robust exploration of discovery to gain a clear picture of how the person wishes to spend his/her day (meaningful) -
- keep the plan understandable for the person –
- recording the actions to be taken -

## How Do You Teach Someone to 'drive their own planning session?

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Use the same teaching methods used to teach a skill:

- Confirm Interest
- Baseline current skill level
- Model
- Assist
- Fade assistance as desired

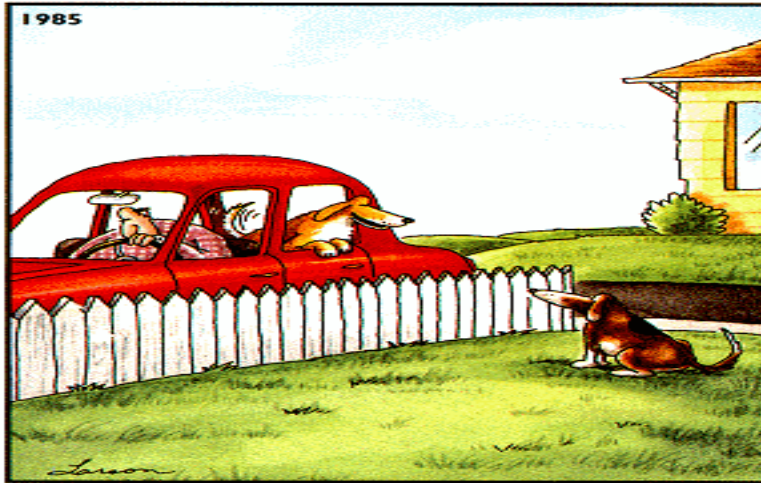
## Can't Understand What the Person Wants ?

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Start with expressive communication skill development -

Consider lack of expressive communication skills to be a basic skill (just as important as learning to self-toilet or to self-dress) - prioritize for immediate skill development -

Behavioral patterns to discern likes/dislikes can be unreliable methods of expressive communication -



"Ha ha ha, Biff. Guess what? After we go to the drugstore and the post office, I'm going to the vet's to get tutored."

## “Meaningful Day”

What's a Meaningful Day ?

I need to feel like the work I'm doing is not necessarily important, but meaningful, at least to me, because otherwise it just becomes a day job. *Alan Ball*

Most adults spend most of their waking hours working, so it's important for people to find meaningful work, and to find meaning in the work they're currently doing. *Dr. Steven Wright*

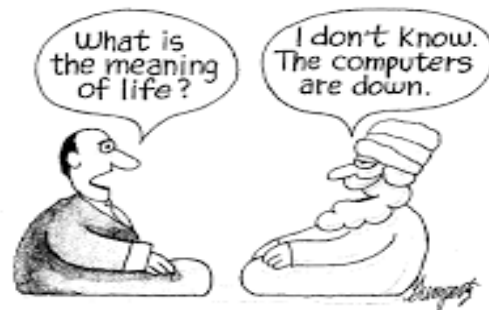
Success is only meaningful and enjoyable if it feels like your own. *First Lady, Michelle Obama*

## Who Decides That a Day is a “Meaningful Day”

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The Person decides

Informed decision making – strive to continuously expand



## Person Centered/Driven Myths

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1. Myth: *People with disabilities, especially intellectual disabilities, can't contribute to their planning session.*

**Busted !** *People with disabilities CAN and DO participate (with your help).*

2. Myth: *People with disabilities are better off living together so professionals can take care of them.*

**Busted !** *Segregation by disability is as wrong as any other form of segregation, especially when speaking of where people live or spend the day. The only exception is when the person has made an informed choice to segregate themselves.*

3. Myth: *It's less expensive to live in a congregate living environment because the costs go down as the # of people go up. Just like in a nursing home.*

**Busted !** *It is NOT less expensive for the PERSON to live in a large congregate living because the same per diem is charged for all who live there- so, if a person needs less services than someone else who also lives there with greater needs, then he/she is paying for services not needed. Being supported to live in the family or person's home with only those in home supports that are needed is not only the most cost effective but also the most preferred living arrangement.*

## How Does Person Centered/Driven Planning Link to Community Based Support Settings ?

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Success of supports (The Link) is strongest when designed by the person (person centered/driven).

Why? Supports most always have a teaching component –

Think about a time when YOU had to learn a skill that YOU didn't care about learning --- it was hard & you've most likely forgotten what you learned because YOU were not interested in learning it !

Now – think about a time when YOU WANTED to learn a new skill – YOU were more interested and most likely have NOT forgotten the skill YOU WANTED TO LEARN.



## How Does Person Centered/Driven Planning Link to Community Based Support Settings ?

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### BOTTOM LINE ON THE LINK

*The quicker the person learns how to be less dependent on others, the greater the success they will experience in a community living or working setting.*

*So, it makes sense to tailor learning supports to what the person is interested in doing.*

*WE, as Case Managers who understand this approach, can structure a planning experience which is of greatest benefit to the person.*

***If Not Us, Who Will ???????***

Questions ?