PERSON CENTERED PLANNING
Person Centered Planning Believes...

- Each person can determine what is right for him or herself
- Each person is able to share that knowledge through his or her chosen means of communication
- Each person with developmental disabilities can and should participate in their communities
Four Key Concepts of Person Centered Planning

- Getting to know someone
- Finding out about individual choices, preferences and life goals
- Making a team plan to support these choices
- Figuring out what supports are needed to reach goals and dreams
A good facilitator is a good leader

- Informed; knowledgeable
- Well-prepared
- Empowers others to speak out
- Works collectively with others
- Accountable, depends on feedback and evaluation from supports
- Adjusts actions based on feedback

Source: Shafik (Ahu-Tahir) Assante
Understanding the focus person

Person Centered Planning is a Technology. This technology is Value-Laden, therefore sufficient time must be spent to learn the person’s core values.

*Share in the stories of the person’s past, dreams of the future, and experience in the present.*

Learn from the person and significant others.
Foundation: Circles of Supports

Build a circle of support for all methods of Person Centered Planning.

This circle of friends provides us with a network of support.
Deficiency vs. Giftedness Perspective:

- Focuses on what people can’t do
- Relies on tests and diagnosis to understand people
- Accentuates differences
- Isolates and...

- Focuses on how people can contribute
- Relies on getting to know people personally
- Looks for commonality
- Enhances reputation
System Centered Vs. Person-Centered

- Support is predetermined
- Design is based on system factors
- Individualized plans based on available options

- “Blank paper” Planning
- Service design is customized based on focus person
- Requires resource development
It’s all about choice....

Understanding and honoring choice goes beyond asking...we must seek to understand the interactive set of circumstances necessary for the person’s happiness.

*Control is shared through collaboration.*
Choice is a balancing act between:

- Freedom of choice and the safety and health of the individual
- Personal liberty and society’s expectations and social norms
- Encouraging individuals while avoiding coercion
- Family/Guardians preferences
Person Centered Planning Characteristics

- Directed by the individual
- Evolves over time
- Choices!
- Adaptable & creative
- Meaningful
- Should be fun!
- Empowers!
- Keeps information confidential
- “User friendly”
- Open to all possibilities
- Creates solutions
Basic Values & Assumptions

- Listening
- Creativity
- Commitment
- Discovery
- Community
Who to Involve & Invite?
When to Meet?
Where to Meet?
The Planning Meeting

- Defining the Vision
- What Happens
- New Roles
  - Facilitator
  - Focus Person Sample Worksheets
- Sample Worksheets
Defining the Vision

- Explicit desirable future
- Describe a life, NOT a “service”
- Think beyond immediate possibilities
- Would others want to live this life?
What Happens

- Focus person “heard”
- Values promoted
- Plain language used (interpreters available if needed)
- Wallpaper & markers used
- Facilitator guides
- Commitment over time
New Roles:
Facilitator

- Advocate for Focus Person
- Generate Vision & Enthusiasm
- Build a Committed & Caring Team
- Record Planning Activities
New Roles: Focus Person

- Higher Expectations about Participation
- Open to Sharing about Self and Preferences
- Sometimes Lack Experience
- Taking New Risks
- Has Veto Power
Sample Planning Worksheets

- People
- Personality
- Cares A Lot About...
- Favorite Places & Activities
- Positive Reputation
- ACTION STEPS
Person Centered Planning Methods

- Personal Futures Planning
- MAPS
- PATH
- Essential Lifestyle Planning
- Good Experiences
- I Have A Dream
- Dream Cards
- The Other Way
Responsibilities of Team Members

- Learn
- Listen without Judgment
- Hear Wants and Needs
- Commitment
- Practice Principles and Values
Phase IV: Monitoring and Follow-up

- Ensure Supports = Personal Choices
- Ensure Supports = Quality of Life
- Ensure Assessment = Continued Growth
Dream Development: Five Guide Questions

- How can we expand and deepen people’s friendships?
- How can we increase the presence of a person in local community life?
- How can we assist people to develop competencies?
- How can we help people have more control and choice in life?
- How can we enhance the reputation people have and increase the number of valued ways people can contribute to community life?
Qualities of successful teams

- Productive meeting strategies
- Use of problem-solving tools and techniques
- Focus on accomplishments
- Fostering of leadership skills
- Respect for and inclusion of all appropriate people
- Development of a greater capacity to solve problems
- Development of organizational effectiveness

Source: “It’s Never to Early, It’s Never too Late”, Beth Mount & Kay Zwernik
“If there is no struggle, there is no progress. Those who profess to favor freedom and yet renounce controversy are people who want crops without plowing the ground.”

Frederick Douglass