Becoming Person-Centered
FOR FAMILIES

It's our duty to *STEWARD THE HUMANITY* of those we love.

Here's how.

Our biggest crisis

WHAT ARE WE TAKING CARE OF?

- BRICK & MORTAR
- SERVICES
- TRANSPORTATION
- MEDICAL CARE
- GUARDIANSHIP
- TRUSTS
- SSI & OTHER BENEFITS

- WHAT ARE WE FORGETTING?

Circles of Support

It's about THEM, not us

We all have them!

Circles of Support

Circles Exercise –

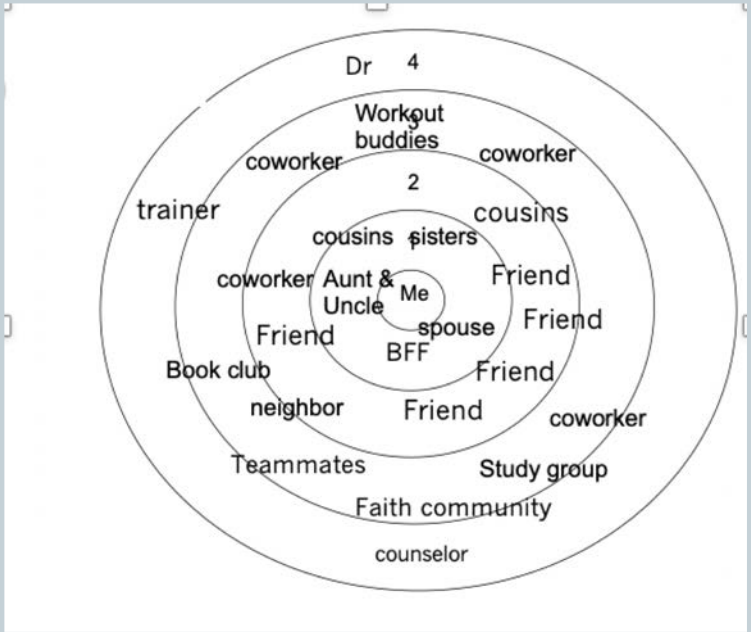
let's map our own Circles

Imagine your Circle disappearing.

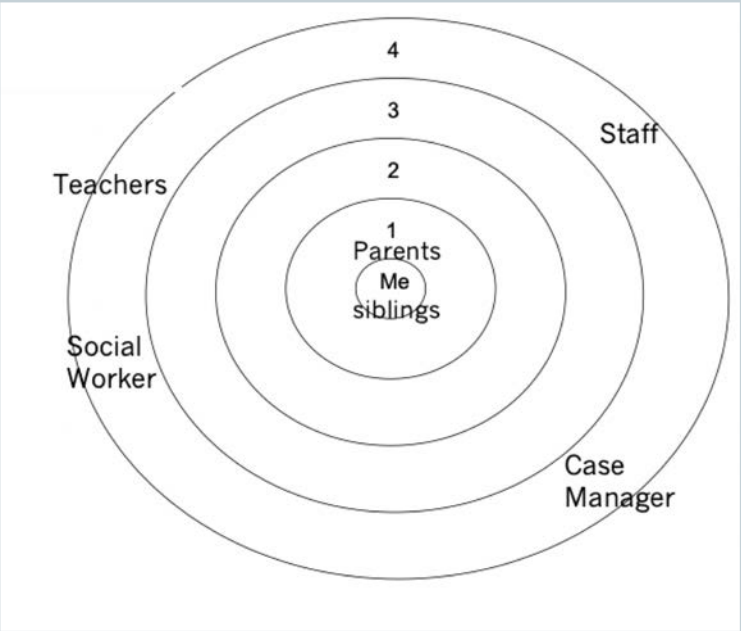
How do you think it might impact you?

Circles of Support – the reality

You and I



People with Disabilities



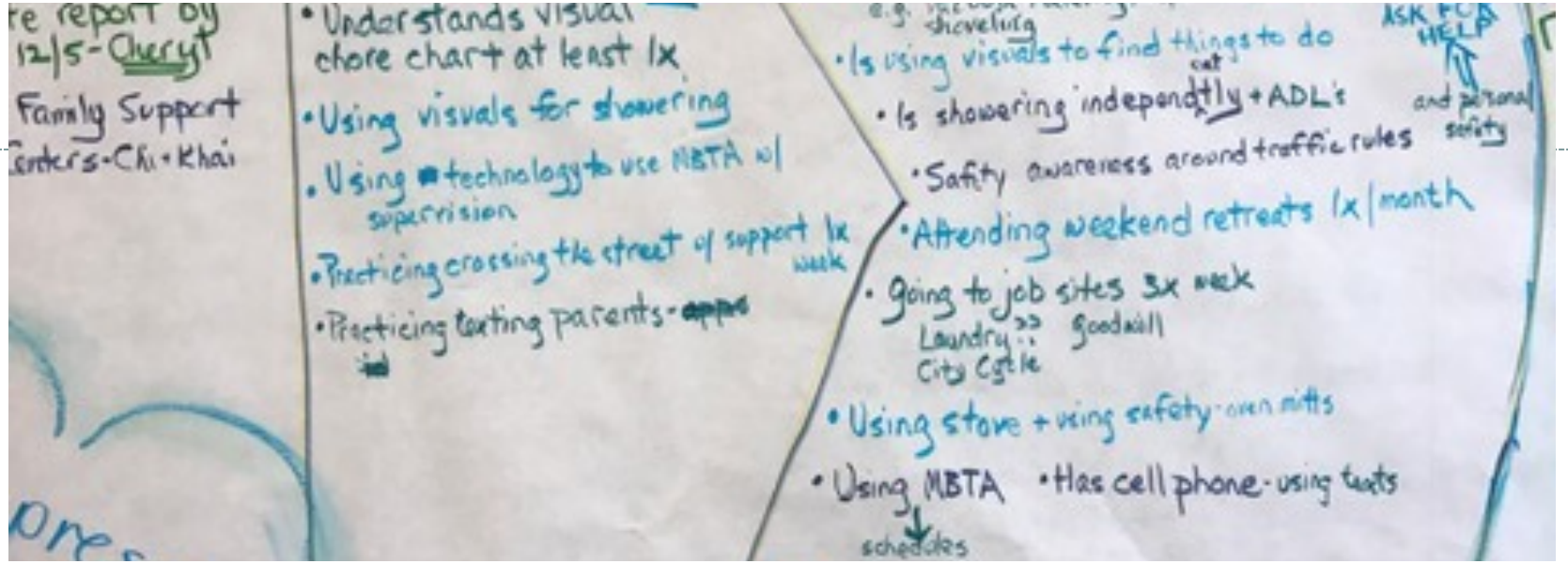
Circles of Support – addressing the barriers

The internal struggles for families:	*The external struggles for communities:*	*Societal presumptions:*
"I don't want to bother people" "I'm embarrassed to ask for help" "I should be able to do this alone" "What will they think of me?" "If I ask them to help, they might not want to"	"We want to help, but don't know how" "We might sound politically incorrect" "We can't afford to take this on" "We don't have the skills or knowledge" "I don't know who to ask"	"Since they're disabled, they don't really have anything of value to contribute. They just need care." "They must have family and friends who love them." "Systems are doing a good job of taking care of their needs and quality of life."

Circles of Support – what do we need to do?

- *Chart the Circle*
- *Invite the Circle to gather*
- *Create an agenda of positivity and possibility*
- *Present the person's dream*
- *Ask for stories*
- *Describe the needs*
- *Ask for people to think about how they can help*
- *Be vulnerable*

- **Develop a person-centered plan**



What it means to be "person-centered"

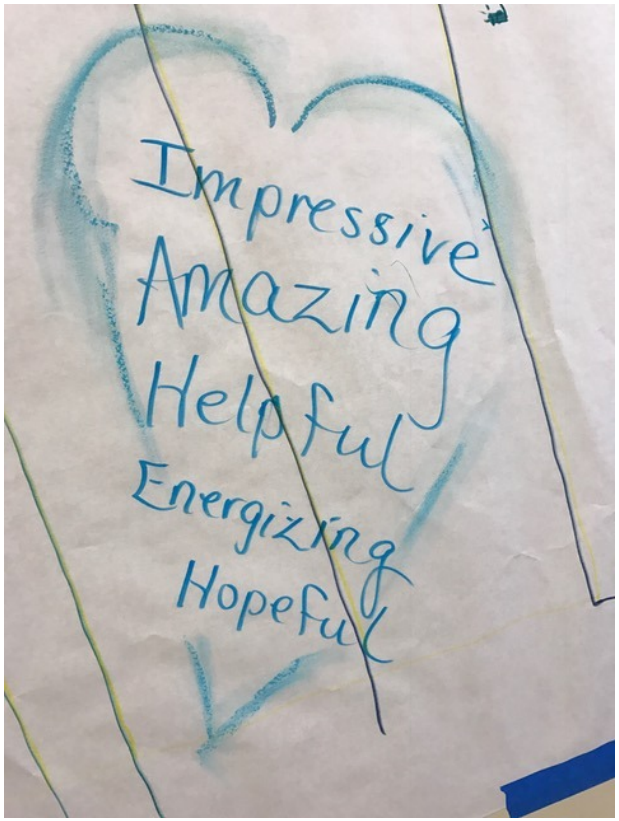
Changing the way we speak

Shifts our own way of thinking and models the person-centered approach to others.

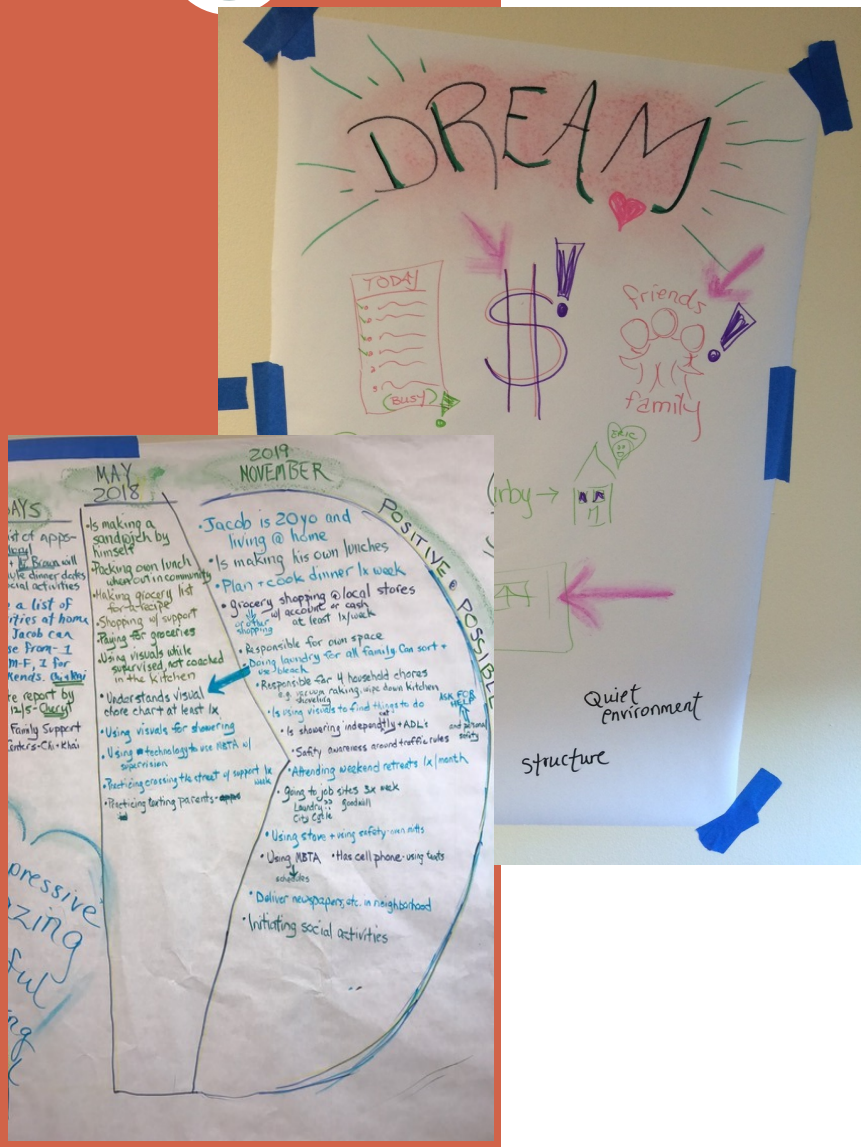
DON'T	DO
Jargon	People!
Impersonal references	Gifts!
System-speak	Dreams & Desires!
Problem-focused	Happiness!
	Important TO!

Changing our perspective

	Rehabilitation View	Independent Living View
Terms for defining the problem	Impairment/skill deficiency	Dependence on professionals, relatives and others who take over control of your life.
Where is the problem located?	In the person	In the environment & the way services do their work
What's the solution?	Professional intervention	Removal of barriers, advocacy, consumer control, & self-advocacy
Who is the person?	Patient/client	Person/citizen
Who's in charge?	Professional	Citizen
What defines results?	Maximum possible individual functioning as judged by professionals	Living independently (being in control of your life regardless of how much assistance you need to do so)



Essential Elements of a person-centered plan



- The Dream & The Gifts
- The Nightmare
- Positive & Possible Goals
- Grounding in the Now
- People to Enroll
- Building Strength
  - Important To & For
- Action Items

Who needs a person-centered plan?

- Expecting a transition in the future (2-5 years).
- Examples: transitioning out of school or supported environments (group home, mental health units/psychiatric care) changing home or employment situations, marriage/divorce, aging into supported living.

- No specific transition, but seeking a new way to introduce themselves and communicate what's important to and important for them.

Everyone, really…

How do people with disabilities participate?

Any way they would like.

Every single human has desires, talents, dreams, challenges…

And the right to pursue a dignified, meaningful life, with the support they need PROVIDED, not DICTATED.

Being person-centered means creating a space that works for the person, while everyone else has to adapt.

How a plan meeting looks
The physical space
Ground rules
The concept of a level playing field

Norm Kunc talks about the RIGHT TO BE DISABLED
https://youtu.be/QM6epVgyPFo

Applying a person-centered plan to a systems plan

Applying a person-centered plan to a systems plan

Presenting the plan report to the team in advance, allows the team to come prepared to consider ways that what is discovered through the plan can inform goals and benchmarks.

Because a PCP creates a vision based on the future that is either anticipated or desired, the ACTUAL future environment is identified and therefore goals are more reflective of the real future, as opposed to off-the-shelf transition curriculum that are too generic.

The dream piece of the plan can become the parent vision, and be presented in the voice of the focus person. This drives home to the readers that the vision is based on the person's own voice.

- Individuals and families are bringing their plans to the table, and using them to inform IEP and ISP goals to
  - reflect their plan's positive and possible goals
  - work toward skill building and resource acquisitions that are true to the "real" future they anticipate.
- School team are participating and finding the plans very helpful in their decision-making process. By having clearer pictures of the person's identity (visa vie the gifts), goals, natural supports and life outside of school hours, they can make more informed decisions and strengthen outcomes that apply to all environments.
- DDS and other systems folks are participating. After a recent plan was complete, the DDS representative said "I don't understand why this isn't being done right now for every student in transition!"

Being Person-Centered
with Cheryl Ryan Chan

I WAS AMAZED AT HOW WELL HE RESPONDED TO YOU AND HOW MUCH HE PARTICIPATED – HE IS RARELY SO ENGAGED WITH/AROUND UNFAMILIAR PEOPLE.

N, MOM TO W, A YOUNG MAN WITH AUTISM

www.personcenteredplanning.com