

Strategic Pillar Highlight

Planning and Navigating

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Planning and navigating life experiences is an integral part of the four strategic pillars at SEEC that will guide people toward productive community membership in all aspects of their life and achieving their specific life goals. Our vision for honoring each person means taking the time to learn about people and their personal goals.

SEEC currently utilizes the annual Person Centered Plan (PCP), MAPs and PATH (**M**aking **A**ction **P**lans and **P**lanning **A**lternative **T**omorrows with **H**ope) graphic facilitation process and Charting the LifeCourse Framework (CtLC) tools to come to an understanding of a person's needs and desires for the upcoming year or for a specific purpose in their life. However, SEEC will be expanding this planning process so that everyone receiving SEEC services creates a personal vision and plan for directing their life and supports. Expanding the use of these tools and the number of staff proficient in these tools throughout the agency will advance the mission of SEEC to enable persons with developmental disabilities to live and work as contributing members of the community.

In aligning with SEEC's Strategic Planning and Navigating Pillar, the Discoveries team plans to focus on educating staff on how to be coaches and mentors instead of care-takers and care-givers. Our management team recognizes the importance of educating staff, developing a partnership with parents, and supporting people to direct their own lives. This year we have conducted extensive research on mentoring, focusing on the methods and best practices to teach staff.

We are also looking at developing community groups to serve as a platform for learning and developing these new coaching skills at the Direct Support Professional (DSP) level. These groups will also serve as oversight for leadership in mentoring staff and tracking job performance. Each group will have a lead staff working alongside management to develop and teach their peers. The discoveries team believes that as staff are trained in different job skills, they'll be better equipped to assist the person they support to live their personalized journey, and the life they desire.