



Values-Based Leadership in Supported Living **Stepping Up to the Promise and the Spirit of the** **Home and Community Based Waiver**

Person-Centered Planning –What does this
really mean?

John O'Brien



Real Change

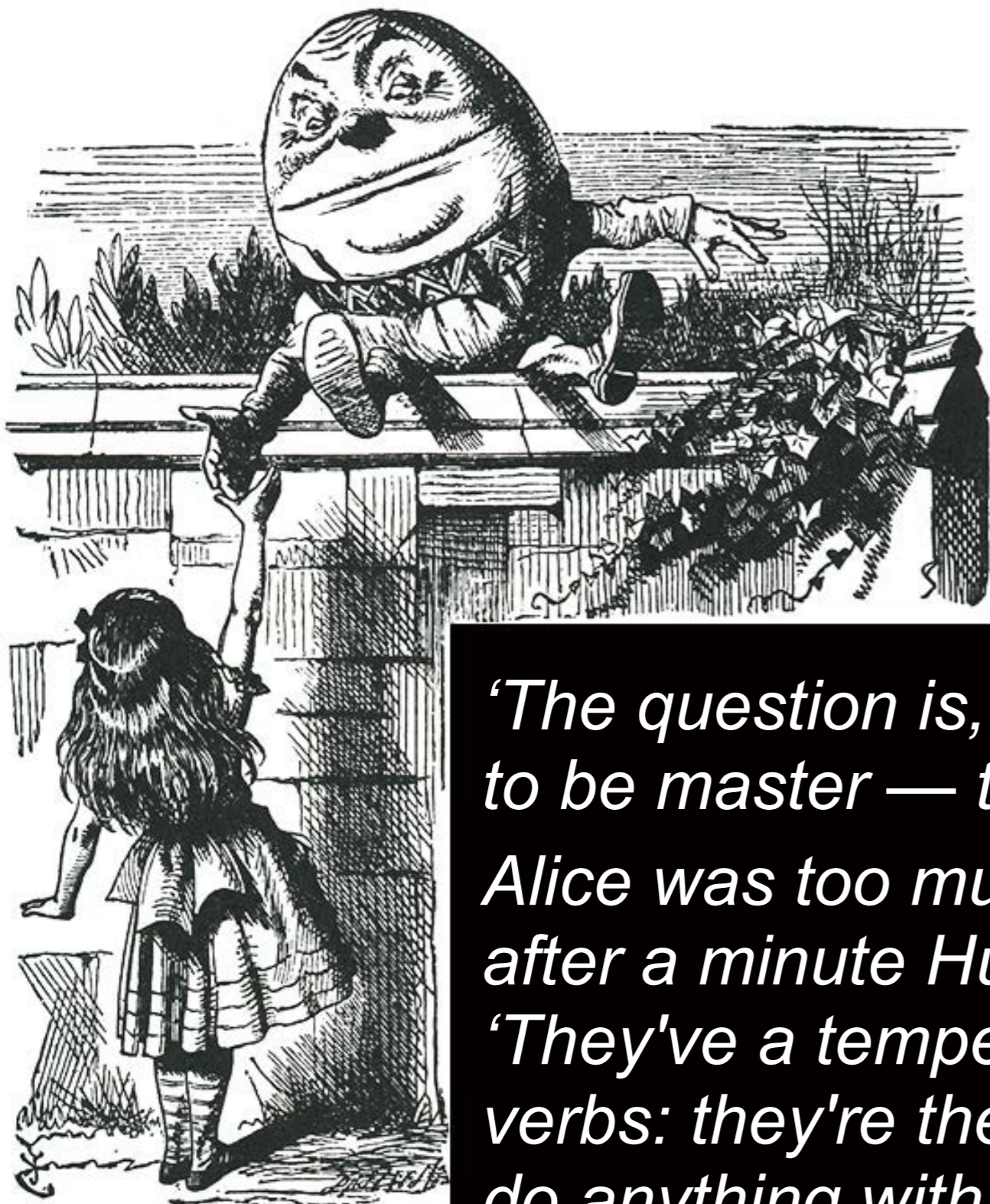
Inclusion of
those most likely
to be excluded on
the basis of
perceived disability



All
living included & in control
my home
my job
contributing roles & a
meaningful life

What improves the odds that Jan '14 CMS Rules will increase capacity to serve these values?

Person-Centered Planning –What does this
really mean?



When I use a word,' Humpty Dumpty said, in rather a scornful tone, 'it means just what I choose it to mean — neither more nor less.'

'The question is,' said Alice, 'whether you can make words mean so many different things.'

'The question is,' said Humpty Dumpty, 'which is to be master — that's all.'

Alice was too much puzzled to say anything; so after a minute Humpty Dumpty began again.

'They've a temper, some of them — particularly verbs: they're the proudest — adjectives you can do anything with, but not verbs...'

Person Centered
Thinking Tools

One Page
Profiles

MAPS

Person Centered
Reviews

PATH

24 Hour
Planning

Life Path
Planning

ELP

Individual
Design

Personal Futures
Planning

Planning
Together

Pathfinders

Wheel
Power



What person-centered planning
really means to me.

All
living with
purpose,
included & in
control

The way that citizens committed to a
person mobilize & guide action that
promotes social inclusion, solidarity &
autonomy by...

...co-sensing possibilities

...committing to common purpose

...co-designing strategies &

...considering what they learn from action

Real Change

Person-Centered Planning

...full access to benefits of community living & the opportunity to receive services in the most integrated setting appropriate

(1) Home and community-based settings must have all of the following qualities, and such other qualities as the Secretary determines to be appropriate, based on the needs of the individual as indicated in their person-centered service plan:



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Part II

Department of Health and Human Services
Centers for Medicare and Medicaid Services
42 CFR Part 430, 431 et al.
Medicaid Program; State Plan Home and Community-Based Services,
5-Year Period for Waivers, Provider Payment Reassignment, and Home
and Community-Based Setting Requirements for Community First Choice
and Home and Community-Based Services (HCBS) Waivers; Final Rule



Real Change

Think strategically, *Setting Requirements* will generate continuing conflict of understanding, interests & loyalties.

Selected from among setting options, including non-disability specific settings.

*Is this setting
(presumed not to be)
Home & Community Based?*

*Modifications must be
justified in the person-centered plan.*

All
living with
purpose,
included & in
control

That which is hateful to you, do not do to your fellow.

–Hillel the Elder

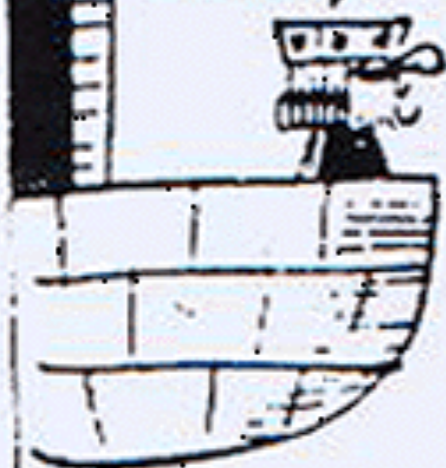
No one truly believes until he wishes for his brother what he wishes for himself.

–Sunnah

Do to others what you would want them to do to you.

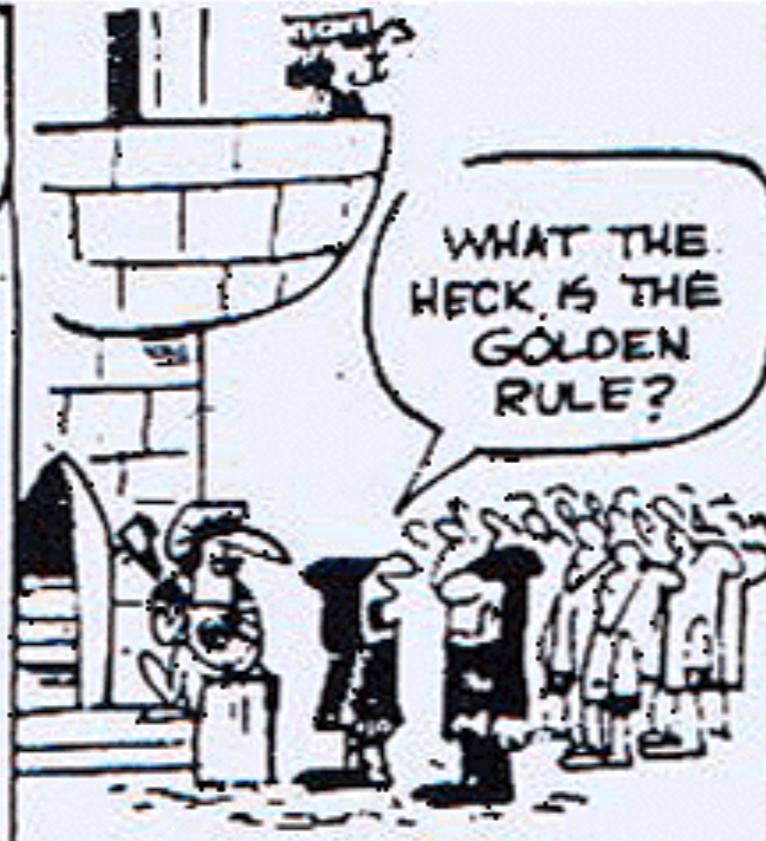
–Luke 6:31

REMEMBER THE GOLDEN
RULE... WE MUST ALL
LIVE BY THE GOLDEN
RULE.



2.9

WHAT THE
HECK IS THE
GOLDEN
RULE?



WHOEVER HAS
THE GOLD
MAKES THE
RULES.



W. C. Sullivan



Real Change

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do not do to your fellow.*

—Hillel the Elder

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—Sunnah

*Do to others what you would
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—Luke 6:31



Remember the hard lessons of history. Don't try to compel adaptive change through compliance.



Real Change

“most integrated
setting appropriate”

Live it. Keep up the work of learning to actively & competently support those most likely to be made into exceptions.

Invest in sharing the learning...

...organizing learning with families

...bridging to opponents

...investment in social invention

...research & dissemination

Real Change

Work from freedom,
outside constraints.





Real Change



All
living included & in control
my home
my job
contributing roles & a
meaningful life



Real Change

Capacity to
individualize
support in
community

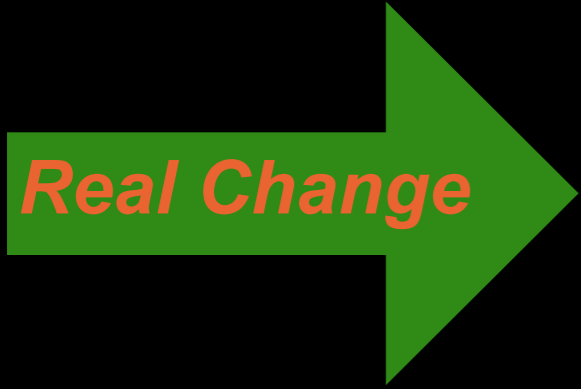
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Real Change

Compliance
to detail
complexity

Capacity to
individualize
support in
community

being included & in control
my home
my job
contributing roles & a
meaningful life



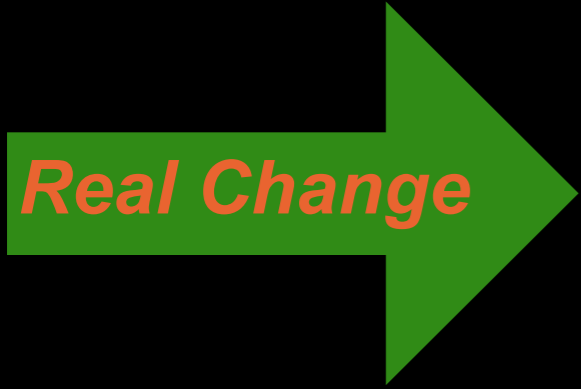
Real Change

Compliance
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complexity

Capacity to
individualize
support in
community

Cost
management
strategies

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Real Change

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meaningfu

Cost
management
strategies

Risk & liability
management



Real Change

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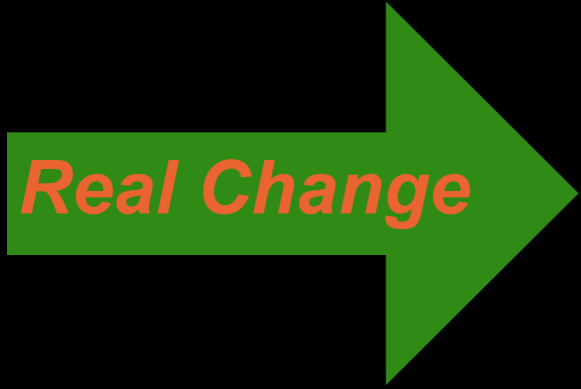
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Real Change

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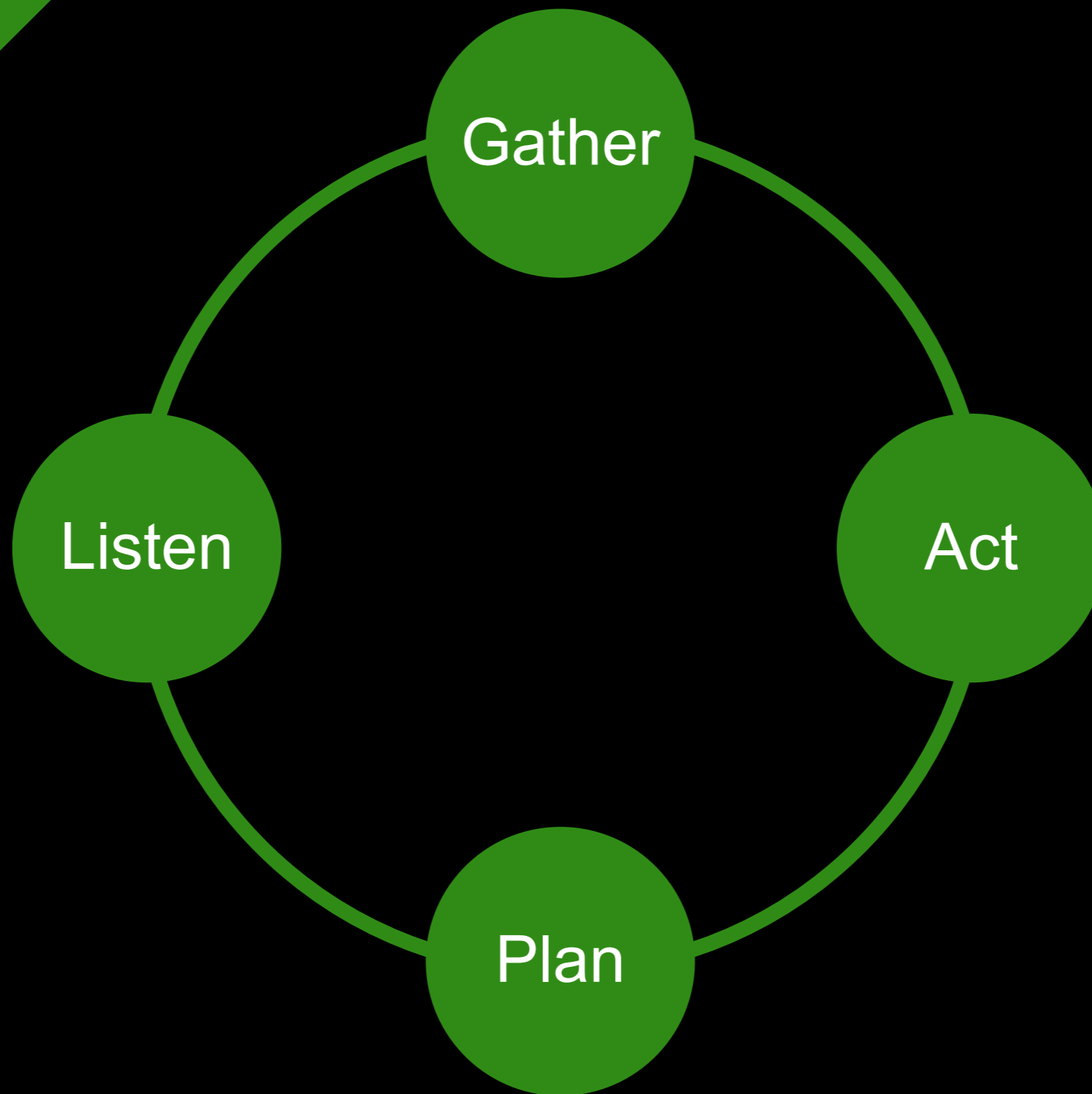
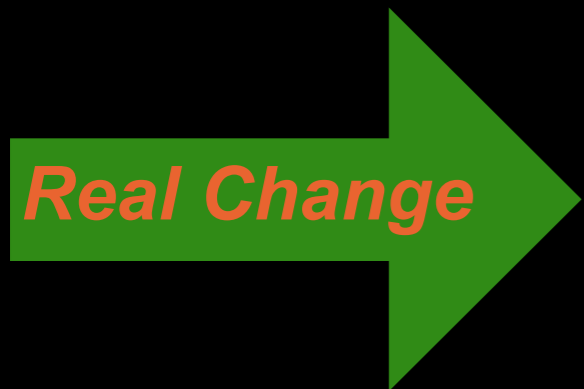
g included & in c
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Capacity to
change

contributing re
meaningful

Risk & liability
management

Capacity to
plan with
people





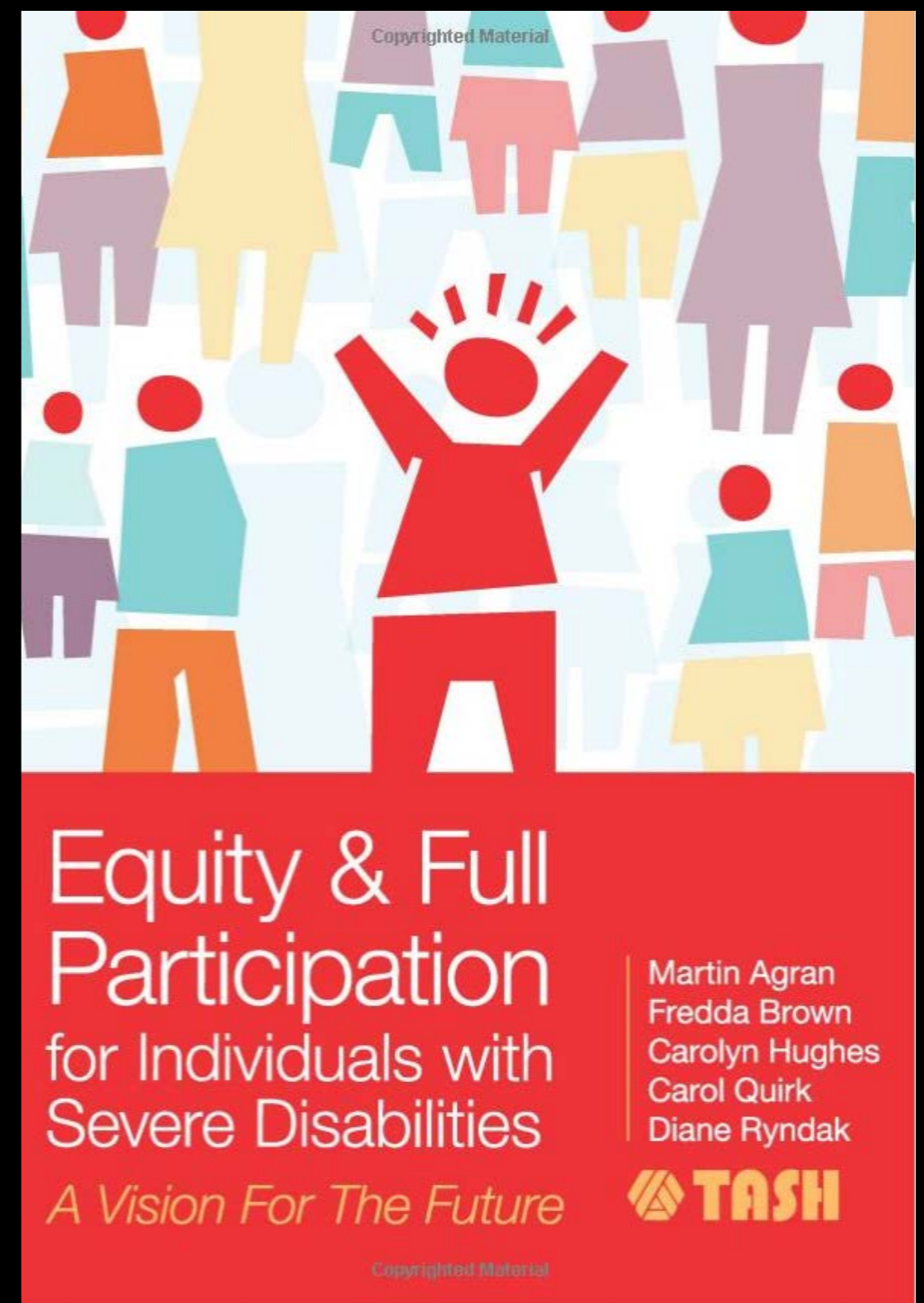
Real Change

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- Live it. Keep up the work of learning to actively & competently support those most likely to be made into exceptions.
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<http://goo.gl/Dx5nMw>



<http://goo.gl/1V0y9i>



Chapter 4 Person Centered Planning & System Change