

The California Gatherings

Resource Note

Putting Person Centered
Practices to Work

2020
August



Disability accentuates poverty because the systemic institutional, environmental and attitudinal barriers that people with disabilities encounter in their daily lives result in their entrenched social exclusion and their lack of participation in society.

Nora Groce

Disability and Poverty: the need for a more nuanced understanding of implications for development policy and practice

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August 2020 Webinar: Exploring the Intersectionality of Peer Support and Person-Centered Planning across Disability

**Wednesday, August 19, 2020
2:30-4:00 pm EST**

To register, visit https://zoom.us/webinar/register/WN_9k6DhGmJTiGgMRa3J7BWvA In this webinar, a diverse trio of peer supporters will share their perspectives on person-centered planning in the context of their lived experience. Presenters will discuss opportunities and challenges for blending and strengthening peer support and person-centered planning in diverse communities, and in physical, mental health, and intellectual and developmental disability services. Meet the presenters:

Martha Barbone Martha has worked as the director of CPS training and provided peer support on an inpatient unit, in a peer-run organization and facilitated groups in the VA.

Ebony Flint is a Certified Peer Specialist, a Peer Group Facilitator for Alternatives to Suicide and Hearing Voices Network, and a Wellness Recovery Action Plan Facilitator for adults, young adults, and trauma survivors, working with populations both within the community and in hospital settings.

Sassy Outwater-Wright is the Executive Director of the Massachusetts Association for the Blind and Visually Impaired.

Find the The California Gatherings Archive of all newsletters and resource notes at [here](#).

Core Competencies of Person-Centered Practices

The training curriculum for person centered thinking emphasizes the need for individuals to be good facilitators. However, those skills don't always come naturally. What are the skills and what knowledge is needed to be a good facilitator? Below you'll find a listing of core facilitation competencies. These and many other aspects of facilitation can be found in the [National Quality Forum's Person Centered Planning and Practice](#).

Table 1. Core Competencies for Person-Centered Planning Facilitation

Core Competencies for Person-Centered Planning Facilitation		
Skills		
<p>Skills: Foundational</p> <p><i>Understanding the Person</i></p> <ul style="list-style-type: none"> • Informed decision making • Contextual understanding • Applying effective freedom • Group power dynamics • Understanding disparities <p><i>Empowering the Person</i></p> <ul style="list-style-type: none"> • Advocacy role • Strengths-based thinking • Yielding control • Training the person to lead the process • Creating a culture of high expectations • Supporting empowerment development • Navigating complexity of choice 	<p>Skills: Relational and Communication</p> <p><i>Relational Skills</i></p> <ul style="list-style-type: none"> • Negotiation • Engagement • Dispute resolution • Team building • Plan documentation and distribution <p><i>Communication Skills</i></p> <ul style="list-style-type: none"> • Active and reflective listening • Motivational interviewing • Alternative communication methods • Health literacy • Empathy 	
Knowledge		
<p>Knowledge: Philosophy</p> <p><i>Generating purpose and meaning</i></p> <ul style="list-style-type: none"> • Cultural perspective • Effective freedom • Empowerment • Dignity of risk • Presumption of competence • Supported decision making • Trauma-informed approach <p><i>Contextual Philosophy</i></p> <ul style="list-style-type: none"> • Independent living philosophy • Understanding of living best life • Recovery • Ableism and ageism <p><i>Advocacy</i></p> <ul style="list-style-type: none"> • Self and systems advocacy • Human rights • Model of independent living 	<p>Knowledge: Resources</p> <p><i>System Resources</i></p> <ul style="list-style-type: none"> • LTSS and medical system • Safety net providers • Gaps in services and supports • Service load or service coordination management • Legal issues <p><i>Community Context Resources</i></p> <ul style="list-style-type: none"> • Community assets and resources • Populations and subgroups • Local advocacy groups <p><i>Planning Specific Resources</i></p> <ul style="list-style-type: none"> • Process elements and experts • Content elements and experts • Technological solutions 	<p>Knowledge: Policy and Regulation</p> <p><i>Laws</i></p> <ul style="list-style-type: none"> • Americans with Disabilities Act • Individuals with Disabilities Education Act (IDEA) • Older Americans Act • Age Discrimination Act • 21st Century Cures Act – Division B <p><i>Regulations</i></p> <ul style="list-style-type: none"> • CMS HCBS Settings Final Rule • CMS Interpretive Guidelines 42CFR 482.13a • LTC Ombudsman Final Rule • Requirements for LTC Facilities • PCP for LTC Facilities <p><i>Court Decisions</i></p> <ul style="list-style-type: none"> • Olmstead v. L.C. • Jimmo v. Sebelius

How the person makes decisions

✓ Check one box

1	The person is not involved in or empowered to make significant decisions about their life.
2	We realize that the person has the right to be involved and included in any decisions about their life, we also recognize that this could help people feel more in control. We do not know how to support this yet.
3	We assist the person to become more involved in decision making, both on a day-to-day basis and with more significant decisions. We have introduced different approaches to help the person make decisions if they need additional support (for example, decision making agreements). We involve those who are important in the person's life to support this.
4	The support we provide centers around the right of the person to make decisions about their life. The use of skills to assist this, such as decision-making agreements, is common and we have many written examples of people making decisions about what is important to them. We are struggling to ensure that this is for all people. Staff support people to record their decisions.
5	Staff know the decisions that are important to the person, how to support the person with these decisions, how the final decision is made and who else to involve. This is recorded, for example, in a decision-making agreement. Where needed, we make sure the person gets representation or assistance (for examples, advocacy, interpreters, supported decision-making processes, accessible information, etc.). We assist the person to develop and maintain circles of support. We have supported some people to make decisions that challenged us. We have developed an understanding of how to manage this. The decision-making information we capture links in with our approach to risk.
How I came up with this score and ideas for what to do next:	

An important aspect of moving towards a person centered organization is determining progress in various aspects of the process (e.g., discovery, planning and implementation). **Progress for Providers** is a structured training guide on evaluating agency wide, person centered practices. Here's the [link](#) to that resource. If you're interested in pursuing the training, please contact Mary Beth Lepkowsky [here](#).

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FREE SUMMER ZOOM CONCERT SERIES

Johnny Collier

Aug 18th 1:00pm PST

Recording artist, Johnny Collier, brings something unique to his fans and followers in today's music scene. Digging deep into his Muscle Shoals and Nashville roots, Johnny mixes country music's past and present to create a passionate, soulful music adventure. This isn't the stuff your Daddy stomped his boots to, but it kind of is.

[Register Here](#)

Dirt Road Angels

Aug 28th 1:00 PM PST

If you like catchy country and deliciously layered harmonies sprinkled with a healthy dose of charisma, you will love the Dirt Road Angels! Four time ACMA Group of the Year and Fans Choice nominees, the Dirt Road Angels were honored to kick off a TV Series called "The Moment", airing on Vintage Canada in 2019- 2020.

[Register Here](#)



Paradise Motel

August 13th at 2:00PM PST

[Register Here](#)

Paradise Motel became a true recording act in late 1991 with the recording of our first full studio album. We released our first single "Fire in the hole" in early 1992 and later released a video for that song. It did very well in Canada and the USA. We were invited to play Fan Fair in Nashville and enjoyed some significant successes. These successes allowed us to create a network of contacts that would become our link to performing in the United States regularly.