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“Culture is often the silent killer of change.”

M. Smull

Identity-first language is founded upon the idea of the social model of disability. In a nutshell, the social model says that though our impairments (our diagnostic, medical conditions) may limit us in some ways, it is the inaccessibility of society that actually disables us and renders us unable to function.

Cara Liebowitz

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

9 Pillars of a Person-Centered System

By Michael Smull

Partner at [Support Development Associates](#)
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Through our work at [Support Development Associates](#), we have come to understand that a person-centered system has nine components working in concert. These nine pillars are listed below and then described individually.

1. **A vision, mission, and values** that are routinely used
2. **Advocacy**—external and internal—for the desired outcomes, movement toward the vision and having the efforts be effective and efficient
3. Effective **ways to learn the outcomes** that each person wants
4. Effective **support for those who implement** (paid and not paid)
5. An **organizational and team culture** that supports learning and provides psychological safety
6. Planning, practices, and supports that are **trauma-informed**
7. **Alignment** The external and internal pressures on the system are aligned to **best** support movement toward the vision.
8. A **quality management system** that measures effectiveness and identifies areas for improvement
9. **Leaders** who understand all of the above and engage in sustained and consistent actions for their implementation

1. Vision, mission, and values that are routinely used

In his TED talk, [How Great Leaders Inspire Action](#), Simon Sinek said: “People don’t buy what you do. They buy why you do it.” A key part of leading change is articulating the “why” in a way that creates buy-in. This is the vision, the reason why we are making the effort. The best vision statements are what Rosa Beth Moss Kanter calls “a compelling aspiration” in her article [The Enduring Skills of Change Leaders](#) (1999). It makes you want to be part of the effort. The best, most powerful are developed with those impacted. However, the more people engaged, the more likely the temptation to include everyone’s thoughts. Instead of a compelling aspiration you get a complex, compound, run-on sentence that has no power. Everyone engaged needs to seek a simple, clear statement of the “why.”



This is the first in a series of short pieces authored by Michael Smull for NCAPPS on person-centered systems change. The complete article can be found [here](#). The NCAPPS website is [here](#).

Person-Centered Planning Competencies

July 30, 2021



A broad look across a range of widely endorsed PCP approaches and state and federal practice guidelines; inclusive of lived-experience input. The complete document is [here](#) and the NCAPPS website is [here](#).

 the **body** is not an **apology**

Radical Self-Love for
Everybody and Every Body

I am Disabled: On Identity-First Versus People-First Language

March 20, 2015 by [Cara Liebowitz](#)

In the United States, a linguistic movement has taken hold. People-first language is considered by many to be the most respectful and appropriate way to refer to those who were once called *disabled*, *handicapped*, or even *crippled*. Instead of *disabled person*, we are urged to say *person with a disability*. Instead of *autistic person*, we should say *person with autism*. And so on and so forth. I think you get the picture. The idea is to *See the person first* or *See the person – not the disability!*

I can understand where the impulse to use people-first language comes from. After all, I don't want to be identified *solely* on the basis of my disabilities. If I had to choose between the two, I'd much rather be known as *That loudmouth who never shuts up in class* than *That girl with the walker*. (As an aside, the proper way to say that is *That girl who uses a walker*. It makes it sound much less like my walker is just attached to me and follows me around.) I want people to see me as a whole person, not just a disabled person. (Find the complete article on the web [here](#).)



You are invited to register for remote training!



Person Centered Thinking

Person Centered Thinking: six 3-hour sessions packed with interactive and engaging exercises where the participants acquire basic person centered thinking skills!

About this event

Person Centered Thinking

This training series consists of six 3-hour sessions packed with interactive and engaging exercises where the participants acquire basic person centered thinking skills:

- The importance of being listened to and the effects of having no positive control
- The role of daily rituals and routines
- How to discover what is important to people
- How to sort what is important for people from what is important to them
- How to respectfully address significant issues of health or safety while supporting choice
- Side-by-side decision making
- How to develop descriptions that help people get more of what is important to them while addressing issues of health and safety
- Learning how the Home and Community Based Services Rule intersects with person centered thinking and planning.

This Person Centered Thinking series is approved for 18 credit hours of Person Centered Thinking by The Learning Community for Person Centered Practices, participants must attend all 6 sessions in order to receive a certificate of completion.

The training team includes: Michael Smull, Bob Satler, Tanya Richmond, Sherrie Anderson

This Session:

12 pm-3 pm CST December 1, 2, 8, 9, 15 & 16

[Tickets](#)