Unlocking the door to an enviable life:  
Person-Centered Planning benefits, strategies, and case examples

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Presenter Information
Nancy Salem-Hartshorne, Ph.D. is Associate Professor of Psychology and Psychology Discipline Coordinator at Delta College and a Nationally Certified School Psychologist. She has authored numerous articles and book chapters about developmental outcomes for individuals with CHARGE syndrome and has most recently worked extensively at Perkins School for the Blind to train facilitators to establish a comprehensive framework for regularly scheduled Person-Centered Planning practices for all students. Her son Jacob, 30, has CHARGE syndrome and lives in his own home and is integrated into his home community through individualized supported work and community engagement. Nancy is an advocate for individuals with disabilities, teamwork, thorough planning, and forward thinking for quality life outcomes for all individuals.

Presentation Abstract
Person-centered planning is a powerful and holistic tool that helps people with and without disabilities make and realize life goals, especially during times of transition. It works for children, adolescents, and those moving to adult services, employment, and living arrangements. Individuals and those who love them have the main say in the services and supports they receive, are able to build confidence and strength, and have opportunities to take a major part in planning for and controlling their lives. Person-centered planning can help people to be seen by their strengths rather than being defined by their weaknesses or disabilities. The support team focuses on the individuals with disabilities and their needs by putting them in charge of the direction for their lives, and does not rely on the systems that are set up to serve them. This puts the emphasis on "thinking out of the box." This presentation will highlight the powerful reasons for using person-centered planning, Person-Centered planning tools and how they are used, and some case studies that show how Person-Centered Planning processes have recently changed the lives of individuals who are deafblind, and most especially those with CHARGE syndrome.

Learning Objectives
- Understand the rationale behind the use of a comprehensive and holistic Person-Centered Planning approach when planning for transitions for individuals with CHARGE syndrome.
- Learn the basic components of quality person-centered planning and how and why they work to bring family, service providers, and others together to create concrete and well-thought-out plans and follow-through for an individual’s future.
- Hear case studies and how Person-Centered Planning has changed lives.
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What is Person-Centered Planning?
“a family of approaches to organizing and guiding community change in alliance with people with disabilities and their families and friends.”
Emphasis on changing the community, not the person
Emphasis on alliance with, not planning for
Emphasis on family and friends

https://www.youtube.com/watch?v=y77y7XW8GtE

Common Beliefs in Person-Centered Planning
The person is the focus. The person and those who love the person are primary authorities on the person’s life direction.
Learning through shared action. Although documentation happens, it’s the action of people walking together that makes the path.
Tends to change things in a community like segregation, devaluing, and denial of opportunity. Stimulates hospitality. Gathers community members to help people work toward a desirable future.
Can only happen if it stems from respect for the dignity and completeness of the person.

Historically, a person with a disability was seen many ways:
Sub-human
Menace
Object of ridicule
Sick
Burden of charity
Eternal child
Holy innocent
These views encouraged all kinds of nasty practices.
In 1969, Wolf Wolfensberger noted that in order to see each person individually as a person of value, we’d need to change our thinking societally to emphasize personhood, citizenship, and developmental potential
https://www.youtube.com/watch?v=o3mqgrmKz7s

Rationale: Why do this?
Experiences, needs, desires, and contributions of individuals with disabilities have been traditionally defined by segregated settings and limiting stereotypes.
All individuals have strengths, talents and skills that can be shared and utilized in their community.
We need to break the cycle of isolation in order for individuals to become participating members in their communities.
Having meaningful relationships is essential for one’s well-being. (Adapted from Blue and Lewis)
**Principles and Values of Person-Centered Planning**

Every person has strengths, gifts, and contributions to offer.

Every person has hopes, dreams and desires

Each person is the primary authority on his or her life, along with those who love them.

Every person has the ability to express preferences and to make choices.

A person’s preferences and choices must always be considered.

**What do we believe about Community?**

Then

- The community is rejecting
- We must protect individuals with disabilities
- We must simulate safety in secluded settings

Now

- Community can be welcoming
- Negotiate acceptance by building relationships
- Find association, settings, and people who facilitate new experiences

**What is self-determination?**

Who controls or determines these short-term decisions for you?

- What to wear
- What to eat
- What time to go to bed

Who controls these long-term decisions for you?

- Where and with whom to live
- Where to work
- What type of work to do
- What to do with leisure time

**GOALS OF PERSON CENTERED PLANNING**

Encourage Friendships

- How did you meet your best friend or spouse?

Encourage or strengthen associational life

- What sorts of groups do you belong to?

Build school, work, and homemaker roles

- Job opportunities related to specific interest; opportunities for home ownership/homemaking; involvement in school functions

Encourage Neighborhood Connections

- Opportunities for daily interaction/acts of neighborliness; becoming a valued customer or “regular” at local places

There are several types of planning processes.

Our focus today will be MAPs
Who would you want at your meeting?

What is this person’s HISTORY?
- What people and events have shaped this person’s life?
- What have been the highlights?
- How have others present been a part of this history?

DREAMS
- May be open ended
- Dreams do not have to be “realistic”
- No dream is too big or too small
- Dreams can be short-term and long-term
- Dreams give hope and a possible direction

Questions to guide dreaming (Mount, B. 1997)
- How can we expand and deepen people’s friendships?
- How can we increase the presence of a person in local community life?
- How can we help people have more control and choice in life?
- How can we enhance the reputation people have and increase the number of valued ways people can contribute in community life?
- How can we assist people to develop competencies?

FEARS / NIGHTMARES
- Barriers to realizing dreams
- May be uncomfortable or revealing
- May be emotionally charged
- How can fears and nightmares be avoided?

WHO IS …?
- Strengths
- Skills
- Likes and dislikes
- Personal qualities
- Favorite activities
- Friends

STRENGTHS Example (21-year-old)
- Memory
- Vocabulary
- Writing!
- Eager to learn
- Motivated by new things
- Uses many educational tools to do his activities
- Curious!
Socially interested
Communicates with others back and forth through sign
Focused
Strong
Some formal expression of emotions
Fine and visual motor skills
Hard-worker: determined
Persistent!
Goal directed
Drawing
Loves the structure of work routines
Creative
Flexible/Adaptable in jobs and variety in job exploration

NEEDS
Hopes, strengths, interests
Activities, opportunities, supports
The focus is positive
Use brainstorming
What is needed to realize the dreams and avoid the nightmares?

ACTION PLAN
Move toward the dream while avoiding the nightmares
What would a perfect day be like for this person?
Who is willing and able to support?
What, Who, and By When
Make sure there is a clear plan for follow-up
Use available agency supports AND natural supports.

Person-Centered Planning is a Celebration of Life!

How to make this happen
Need a quality facilitator!
Local ARC
Community Mental Health Agency---look carefully at options
Perkins Class: Get trained yourself!!!

References
Some of the materials for this presentation come from: