



Sunday, August 4, 2019

Breakout Session H43 • 4:00-5:00 pm • Grand Ballroom C

## 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.

**Unlocking the Door to an Envable Life:  
Person-Centered Planning Benefits, Strategies, and Case Examples  
Nancy Hartshorne, Ph.D.**

**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:  
Amado, A. N., & McBride, M. (2001). *Increasing Person-Centered Thinking: Improving the Quality of Person-Centered Planning. A Manual for Person-Centered Planning Facilitators*. Minneapolis, MN: University of Minnesota, Institute on Community Integration.