

# Self-Determination in Person-Centered Practice



## In Residential Settings



**COLORADO**

Department of Health Care  
Policy & Financing



# Our Mission:

Improving health care equity, access and outcomes for the people we serve while saving Coloradans money on health care and driving value for Colorado.



**COLORADO**

Department of Health Care  
Policy & Financing

# About Us

The Department of Health Care Policy and Financing administers Health First Colorado (Colorado's Medicaid program), Child Health Plan *Plus* (CHP+) and other health care programs for Coloradans who qualify.

# Principles of Person-Centeredness

- Everyone is born with gifts, capacities and purpose.
- Everyone has an equal right to explore, discover and express their gifts and purpose.
- Everyone has a responsibility to share their gifts and purpose for the good of society.
- Everyone has a right to make decisions about their own life.

# What is person-centered practice, thinking and planning?

**Person-centered practices** are present when people have the full benefit of community living and supports are designed to assist people as they work toward their desired life goals.

**Person-centered thinking** focuses language, values, and actions respecting the views of the person and their loved ones. It emphasizes quality of life, well-being, and informed choice.

**Person-centered planning** is directed by the person with helpers they choose. It is a way to learn about the choices and interests that make up a good life and identify the supports (paid and unpaid) needed to achieve it.

**National Center on Advancing Person-Centered Practices and Systems (NCAPPS)**



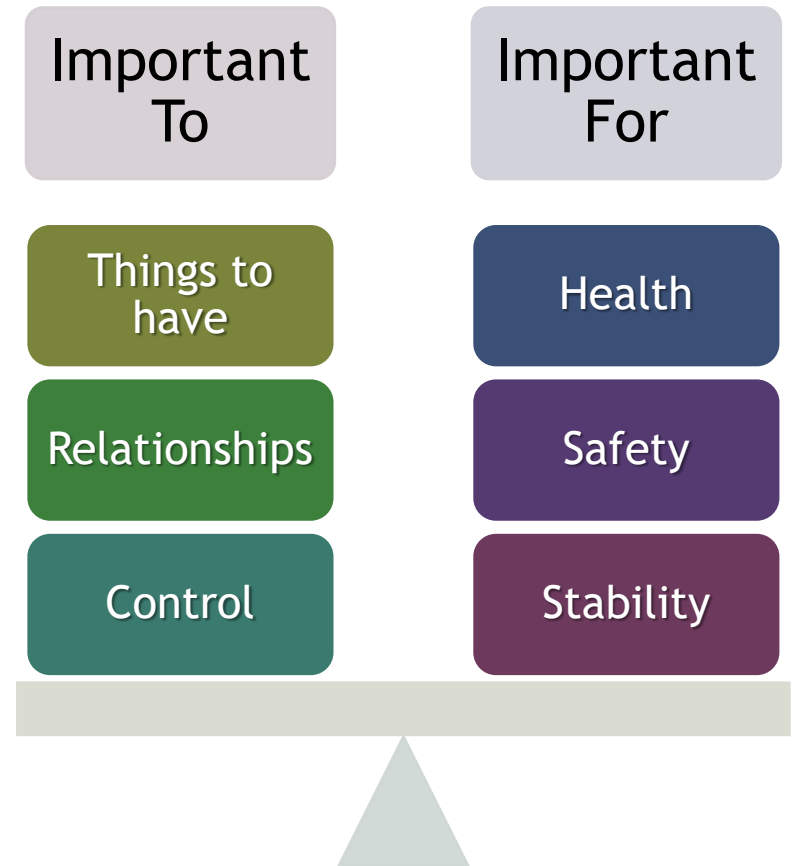
**COLORADO**

Department of Health Care  
Policy & Financing



# Creating a Balance

Important To and Important For is a core foundational concept of person-centered practices.



The concept of "Important To and Important For" comes from the Learning Community for Person-Centered Practices © 2012.

# Important To

What's **important** to a person includes those things in life which help us to be **satisfied, content, comforted, fulfilled, and happy.**

- Includes what matters the most to the person - their own definition of quality of life.
- What is important to a person includes only what people “say”
  - with their words
  - with their behavior



# Important For

What's **important** for a person is what others see as necessary to help the person:

- Be safe
- Be healthy
- Be valued
- Be a contributing member to their community





# Creating an environment for person-centered practice

- Shared appreciation of the gifts and capacities of the person
- Common understanding the person's dreams
- Diverse group with a champion to lead
- Agency representation to support the person



**COLORADO**

Department of Health Care  
Policy & Financing

# Person-Centered Thinking Skills

Reflect and reinforce values that:

- Propel the learning cycle
- Help us support rather than fix
- Work for humans
- Work at every level in the organization
- Build the culture of learning, partnership and accountability
- Affirm our belief that everyone has something valuable to contribute



# Respectful Listening

- Underlies and guides person-centered thinking.
- Supports positive control over life choices.
- Provides opportunities to practice self-determination.
- Recognizes and values individual contributions (current and potential) to their communities.
- Fosters a web of relationships, both natural and paid, within communities.

# Language is Important

“Language is how we activate our values”

- Supports our values
- Builds a culture of mutual respect
- Reinforces what we are trying to convey or undermines the message
- How we think about each other is reflected in how we talk about each other
- How we act is rooted in how we think

# Language Promotes Culture of Mutual Respect

Based on Power With not Power Over

“Power With” requires language that:

- ✓ Refers to people as participants in a process rather than objects of a process
- ✓ Promotes self-determination
- ✓ Encourages positive control
- ✓ Reflects the expectation of asking, listening, and acting on what we hear
- ✓ Recognizes and values contributions



# Quote

"The difference between the right word  
and the almost-right word is the  
difference between lightning and a  
lightning bug."

— Mark Twain



# Self-Determination is a practice based on Person-Centered Thinking



# Self-Determination: Definition

A combination of skills, knowledge, and beliefs that enable people to make decisions about how they want to live their life. People might receive support for problem-solving and learning about taking responsibility for their choices.

Underscores the importance of maximizing an individual's control over their lives but allows for the possibility that some decisions may be out of reach.



# Self-Determination Philosophy

Self-determination is based on the belief that people with disabilities have the right to:

- Help create their person-centered plan
- Participate fully in their communities
- Make their own choices in their day-to-day lives
- Learn and grow from their choices
- Focuses on Real Life Quality Standards

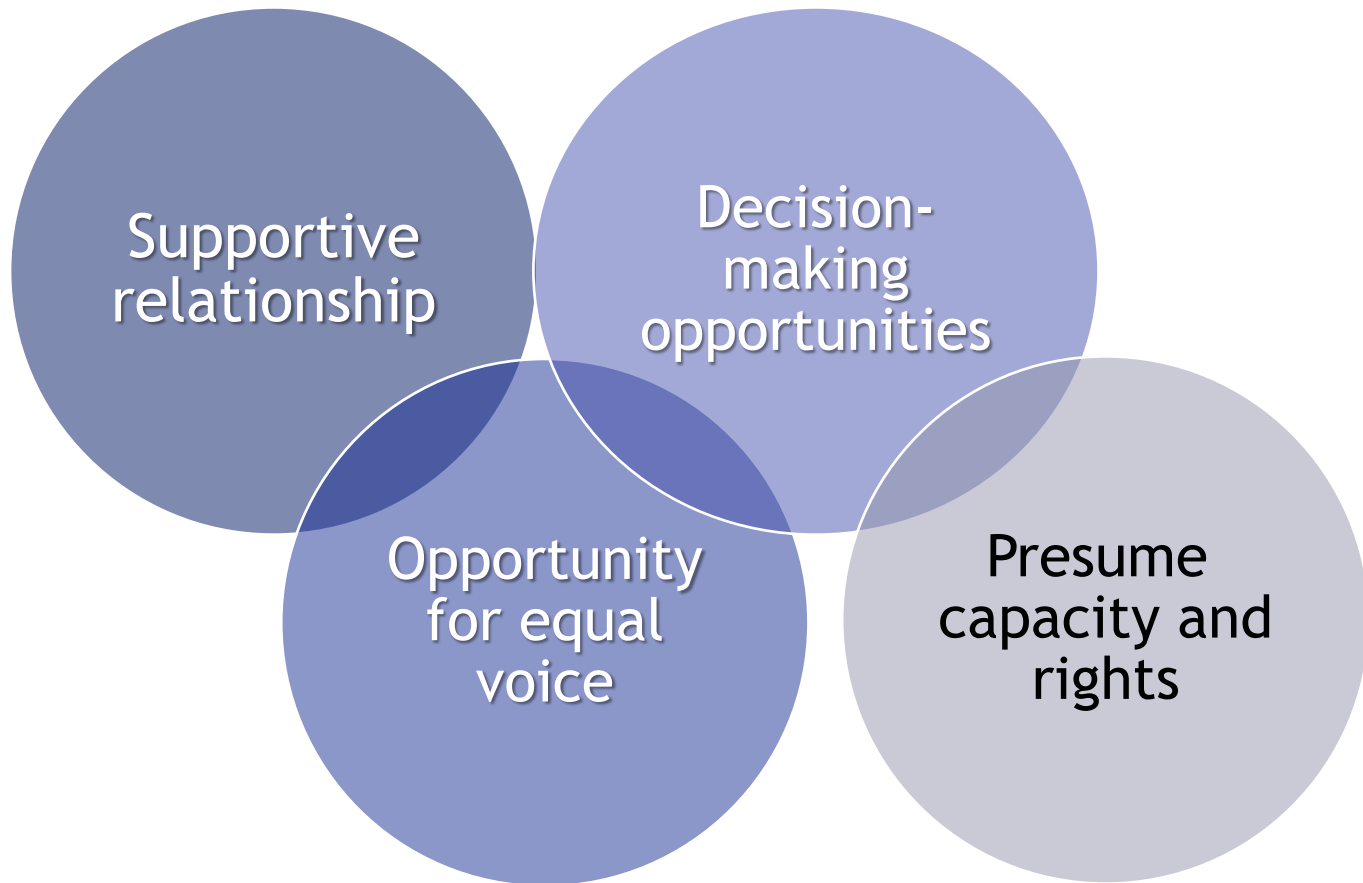


# Defining Features of Self-Determination

- Control
- Hopes and dreams
- Dignity and respect
- Personal responsibility
- Relationships, friends, family and community
- Choices
- Contributions to family and community



# Creating Choice - Promoting Self-Reliance



# Providers have a unique role in supporting self-determination



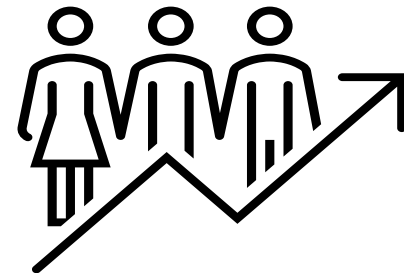


# Self-Determination Practices

- Agencies collaborate with case managers
- Major decisions are made through a collaboration
- People are supported to make decisions
- Provider agency holds people's preferences in the same standing
- Dignity of risk is upheld
- Communication skills are supported
- Active listening is employed

# Requirements of Self-Determination

- Relinquishing power and control
- Supporting not controlling
- Letting go of old ways of doing business
- Leadership
- Rethinking money/funding people, not programs
- Taking risks



# Current vs. Self Determination

Current Process	Self Determination Process
Agency offers a set of services from those it operates	Person and support team choose or build supports from any source
Individualization is the effort to match the person's preferences with the agency services	Individualization is tailoring supports to achieve the person's dreams

# Critical Components of a Self-Determined Based Culture

- Collaboration in creating shared vision
- Self-advocacy
- Person-centered thinking and planning
- Staff development
- Leadership support
- Developing infrastructure to ensure growth and sustainability

# Collaboration with Advocates

- Develop advocacy leadership to increase power among people with disabilities
- Identify and train self-advocates who can inform the agency
- Create peer mentor group
- Create a position for a person with lived experience
- Develop a plan to incorporate participants in the hiring and training of staff
- Ensure documents and information are in formats understood by people receiving supports

# Challenges to Self-Determination

- Limited appreciation of the radical nature of the changes required
- Lack of individual experience with choice-making and control
- Shift in power
- Opposition from some stakeholders
- Parental reservations





# Why Is Self-Determination So Hard?

- Trying to make good choices
- Realizing what funds you have and what things cost
- Being afraid of how others will react to your decisions
- Having the courage to say what you want
- Knowing when to ask for help
- Finding people to help you

From *Self-Determination at a Glance*, Access to Independence, Inc., 1999.



# Benefits to Individuals Receiving Support in a Self-Determination-Based Culture

**To help people have better lives!**

- Individuals able to make decisions that help them have meaningful lives
- Applies to all people
- Maximizes an individual's control over their lives
- It's a win-win situation!



# What Does Self-Determination Mean to Me?

- Having more say about my life
- Having people listen to me and what my needs are
- Learning by acting on my choices
- Being able to do something when I am frustrated
- Making changes in my life when I want to



From Consumer-Direction at a Glance, Access to Independence, 1999



# Person-Centered Planning

The goal of person-centered planning is to create a road map that would optimize the person's self-defined quality of life, choice, and control, and self-determination through meaningful exploration and discovery of unique preferences and needs and wants.

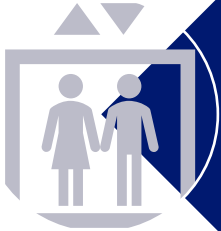


# Person-Centered Planning

- Facilitated, individual-directed, positive approach to the planning and coordination of a person's services and supports.
- Based on individual aspirations, needs, preferences, and values.
- Integrates self-determination.



# Benefits to Agencies to Develop Self-Determination Culture and Practice



Increased interest from members/families



Self-Determination is pragmatic



HCBS Settings Rule - Federal requirement





# Impact of Recruitment and Retention of Staff

- Develops greater sense of mission
- Embraces diversity
- Creates an environment of respect for all staff
- Develops sense of community
- Connects with broader community



# Home and Community-Based (HCBS) Settings Rule

- Issued in 2014 by the federal Centers for Medicare and Medicaid Services (CMS)
- Final compliance by providers extended to March 2023
- Requires HCBS services to be provided in settings that meet certain criteria





# Self-Determination Tools For All Settings

- Incorporate person-centered thinking, skills and planning
- Develop and promote best practices
- Create opportunities for individuals to make decisions
- Support and expand the connections individuals make in their communities
- Enhance opportunities for independence
- Support and facilitate the individual's choices





# Questions?

# Contact Information

**Nora Brahe**

Transitions Administrator

[Nora.Brahe@state.co.us](mailto:Nora.Brahe@state.co.us)



# Thank you!

