

Northern California Person Centered Thinking
Gathering
March 2018

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2014-15 Adult Consumer Survey Data
CA data is weighted
CA Sample size: 8,405
NCI Sample: 25,820

Let's Talk about Choice

How do we see it at a state level?

Choice... Some Musings

- Choice and Control get confounded, and they are inseparable but different
- Meaningful choice vs. empty rituals
- Assumes control over the options
- Requires a clear understanding of the edges- the boundaries- the limits
- Assumes knowledge of the implications

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We need to reset the default button

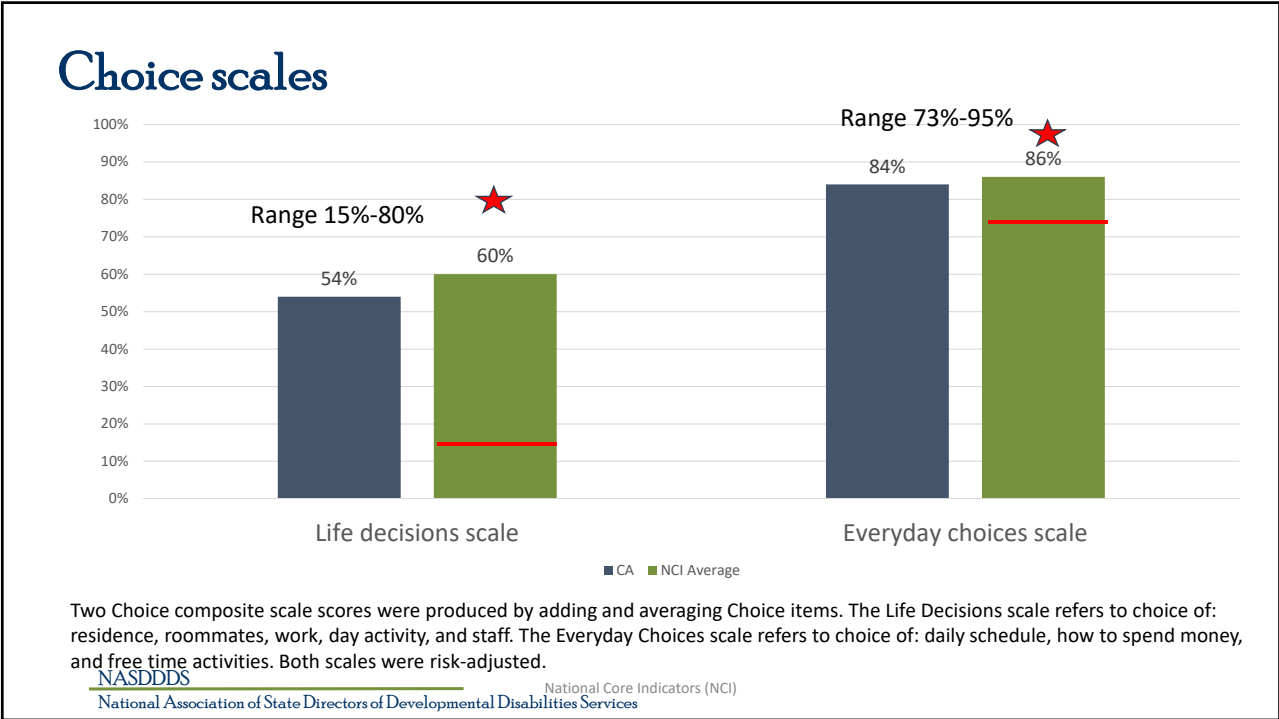
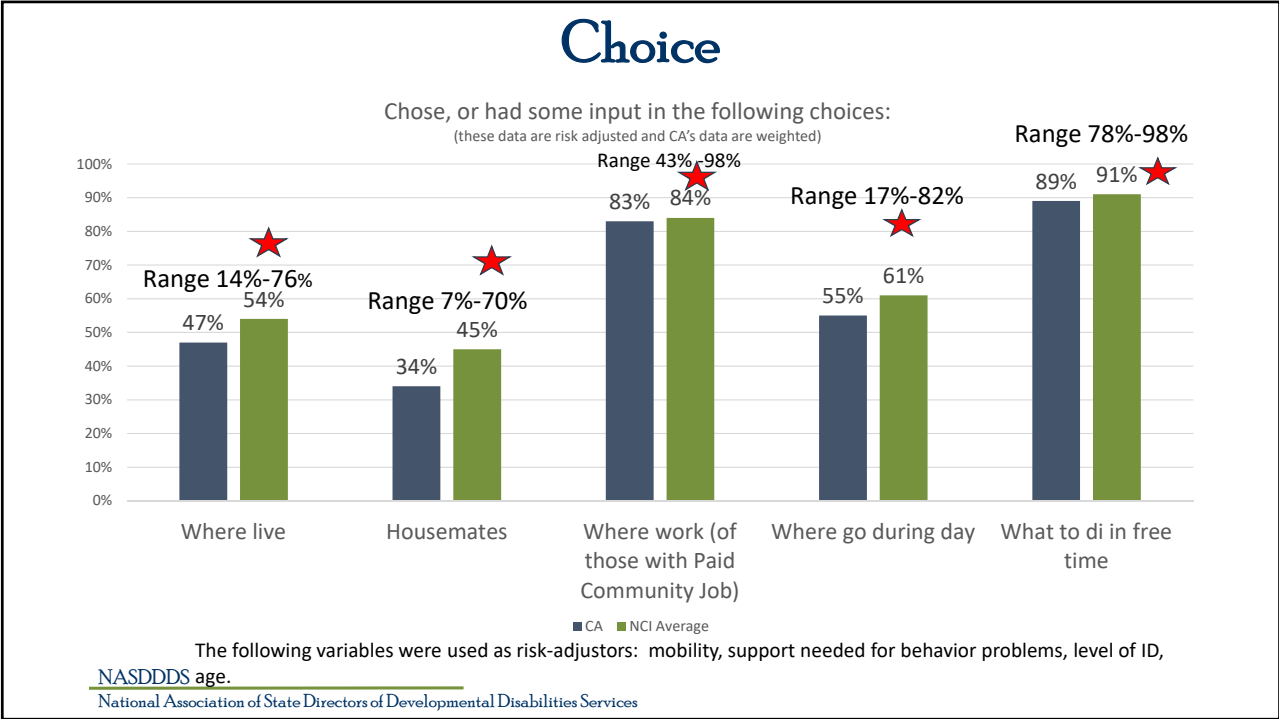
- Two parts to choice-
 - Informs the person's life
 - Informs the system
- Boundaries to choice are many
 - Not limitless
 - Government isn't always the answer
 - Programs operate within rules



ComputerHope.com

What if all choice happened outside of government programs?

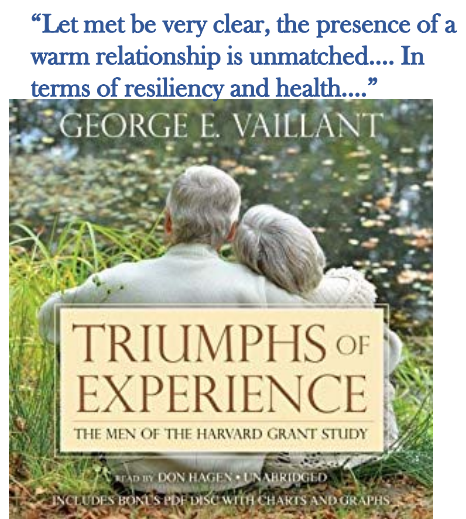
What if choice wasn't a compliance activity?



Work and Friends- changing the discussion (and a little more about control)

What does NCI Tell us?

What Matters Most?



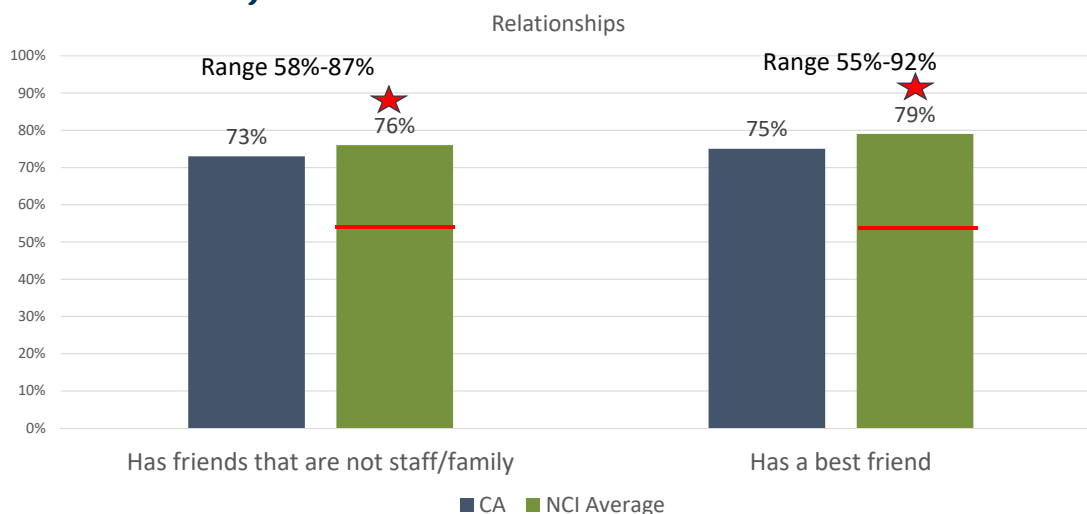
What Matters Most?

- **Relationships**– Warm and real
- Friends and Family cannot be substituted
 - Workforce turnover contributes to low expectations
- Reframe what we “assess” - assume everyone can work and have friends
- Tradeoffs- are personal, and they build relationships naturally
- Control and Choice are inseparable
- Lost expectation for learning and teaching – reciprocity is hard, and safety is a must

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Relationships

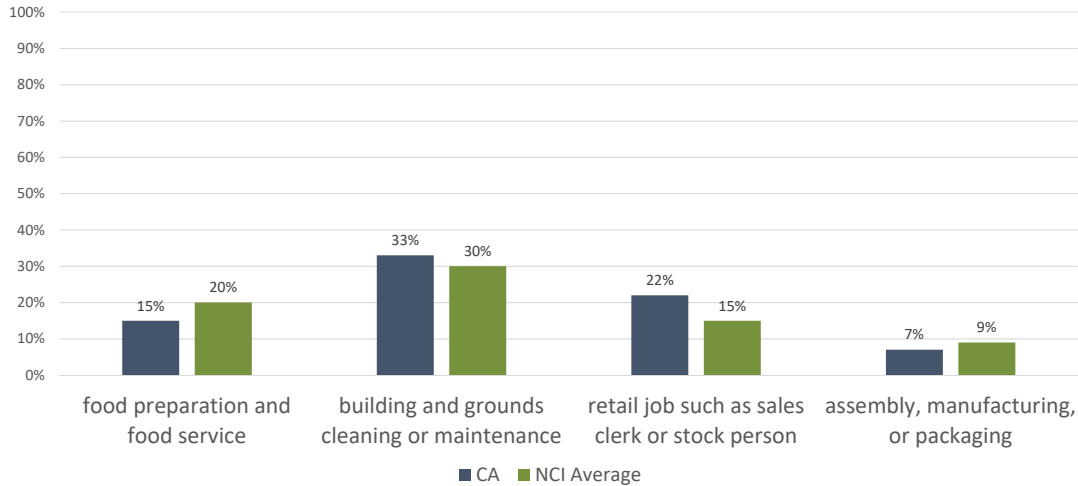


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Employment

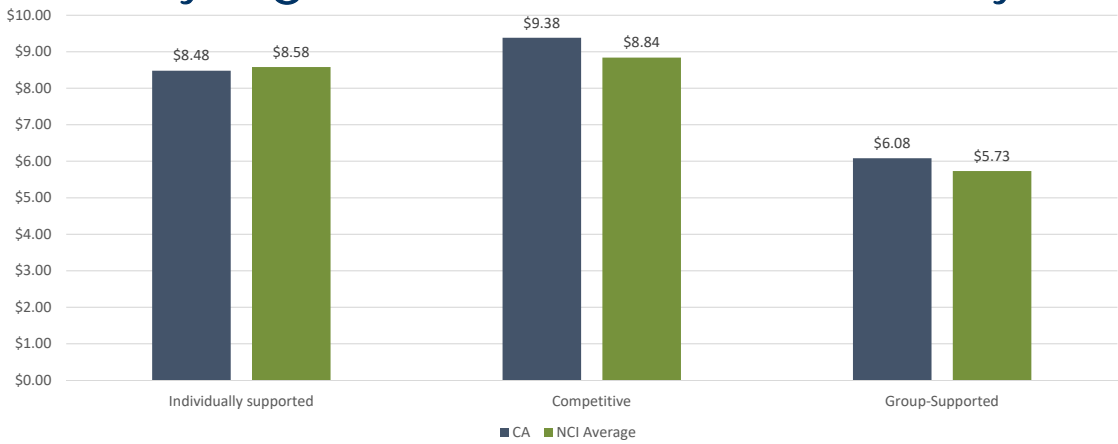
Job industry of those with paid community job



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Hourly wages of those with Paid Community Jobs



(1) competitive—an individual job in which the person *does not receive* state or other funded supports; (2) individually supported—an individual job in which the person *receives* state or other funded supports; or (3) group-supported—a job that takes part in an integrated setting but is done with a group of individuals with disabilities (e.g., work crew).

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The issues isn't employment..... it's poverty

2015-16 data: Wages and Hours of those with paid job in the community

Bi-weekly hours

	Individual Job With Publicly Funded Supports	Individual Job Without Publicly Funded Supports	Group Job With or Without Publicly Funded Supports
NCI Average	25.1	28.5	30

Bi-weekly gross wages

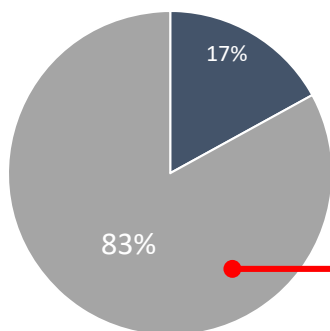
	Individual Job With Publicly Funded Supports	Individual Job Without Publicly Funded Supports	Group Job With or Without Publicly Funded Supports
NCI Average	\$217.55	\$265.01	\$197.99

Average hourly wage

	Individual Job With Publicly Funded Supports	Individual Job Without Publicly Funded Supports	Group Job With or Without Publicly Funded Supports
NCI Average	\$9.03	\$9.10	\$6.85

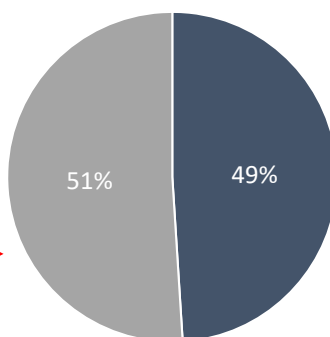
Outcomes in Plans—NCI National 2014

Has a Job



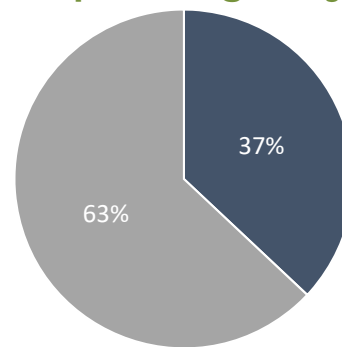
■ Have a Paid Job
■ Do not have a paid job

Would Like a Job



■ Yes ■ No

Has a Goal in the plan to get a job



■ Yes ■ No

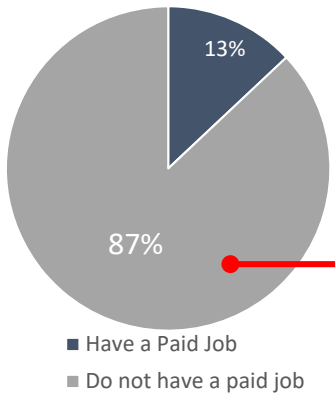
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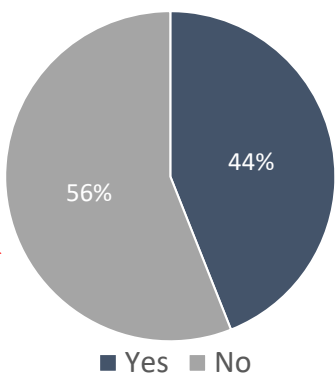
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Outcomes in Plans—CA 2014

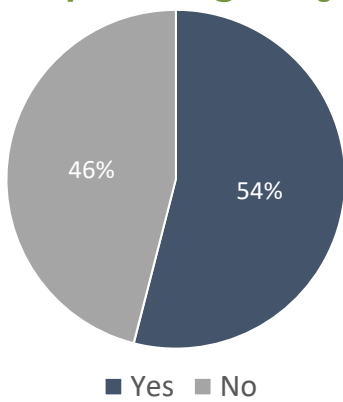
Has a Job



Would Like a Job



Has a Goal in the plan to get a job



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Hit the Reset Button

Help people live outside of poverty

Dedicate our work to assuring everyone has presence of warm caring relationships... frequently

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Measuring how much control people have....

It's not always a direct route

CMS Changes and Measuring Progress

Moving closer to person centered practices.....

Person Centered Supports Pilot Questions

3 states piloting in 2017-18

Background Information – fact based information to set the context of other questions in the data

- Date of person's last Annual Service Planning meeting?
- In this person's service plan, is there a goal to:
 - create, expand, strengthen and/or maintain friendships and relationships?
 - increase this person's participation in activities in the community?
 - increase independence or improve functional skill performance in activities of daily living (ADLs)?

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Person Centered Supports Pilot Questions

- Sometimes people have a hard time remembering the things that are in their service plan. Do you remember what is in your service plan?
- Does your service plan include things that are important to you?
- At your service planning meeting, did you talk about learning new things?
(For example, did you talk about taking a class or a training? Having more time to practice your hobby? Trying something out for the first time?)
- If you want to change something about your services, do you know who to ask

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Person Centered Supports Pilot Questions

Asked directly to the person (no other answers accepted)

- Now we're going to talk about learning new things. Do you get help to learn new things?
- Sometimes people need help with things like getting dressed, taking a shower, brushing your teeth, etc. Do you ever need help with these?
- Do you want to learn to do more of this for yourself? (or on your own?)

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Person Centered Supports Pilot Questions

- Think about how often you went shopping in the past month. Would you like to go shopping (More, less, the same amount as now)
 - This is repeated for community inclusion activities in the survey. Shopping, errands, entertainment, eat out, religious activities.
- Do you want to be a part of more groups in your community?

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Person Centered Supports Pilot Questions

- Do you have enough choice about your daily schedule?
- Do you have enough choice about what to do in your free time?
- When people in your house go somewhere, do you have to go too, or can you stay at home if you want to?

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But, what does CMS say?

Keep in mind compliance is the floor.....

Person Centered Service Planning Process 42CFR 441.301(c)(1)

The Process MUST -

- Be driven by the individual to the extent desired by person
- Include people chosen by the individual
- Provide necessary information and support to the individual to ensure that the individual directs the process to the maximum extent possible
- Be timely and occurs at times/locations of convenience to the individual

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Link to assessment and scope of services

441.301 (c) (2) *The Person-Centered Service Plan.*

- "The person-centered service plan must reflect the services and supports that are important for the individual to meet the needs identified through an assessment of functional need, as well as what is important to the individual with regard to preferences for the delivery of such services and supports.
Commensurate with the level of need of the individual, and the scope of services and supports available under the State's 1915(c) HCBS waiver, the written plan must..."

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Final Rule **42CFR 441.301 (c)(2)**

Person Centered Service Plan Document:

42CFR 441.301 (c)(2)(i-xiii)

The Plan itself must:

- Identify the strengths, preferences, needs (clinical and support), and desired outcomes of the individual
- Include risk factors and plans to minimize them

Written plan must reflect –

- Setting is chosen by the individual and is integrated in, and supports full access to the greater community
- Opportunities to seek employment and work in competitive integrated settings
- Opportunity to engage in community life, control personal resources, and receive services in the community to the same degree of access as individuals not receiving Medicaid HCBS

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Both the plan
and the
process to
develop it
must:

- Assist the person in achieving personally defined outcomes in the most integrated community setting, and it is written to ensure delivery of services in a manner that reflects personal preferences and choices, and –
 - Contributes to the assurance of health and welfare.
 - Reflects cultural considerations
 - Uses plain language
 - Includes strategies for solving disagreement
 - Offers choices to the person regarding services and supports the person receives and from whom
 - Provides a method to request updates

For more information please see: 42CFR 441.301 (c)(1)(i-ix) and 441.301(c)(2)(i-xiii)

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Home and Community Based Choice Requirements also apply:

- Freedom of Choice- within the 1915(c) Waiver refers to the right to be informed of and make the choice between, institutional services and home and community based services.
- Waiver participants must be able to exercise free choice in selecting from among all qualified and willing providers of HCBS waiver services which are included in their service plan, and within the scope of the HCBS Waiver in which they are enrolled.
- When self directed services are included in a waiver, participants must be given the choice to Not participate in self direction
- When living in a setting outside of their own or a family home, choice of roommate must be afforded

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The Power and Challenge of Implementing Change TOMORROW...

- What's it going to take to get back to where we were?

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Hit the Reset Button tomorrow....

- **Understand that language used carries with it values, and conveys a power message**
- **Start with capabilities and assume everyone**
 - Wants warm, close relationships
 - Can earn some jingle- figure out how
 - Is capable of learning about something they find interesting
 - Can benefit from a creative use of technology

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