

Person-Centered Planning and Positive Behavior Support

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Acknowledgements

- Material adapted from D. Kincaid (1996). Person-centered planning. In L.K. Koegel, R.L. Koegel, & G. Dunlap (Eds.), Positive behavioral support: Including people with difficult behavior in the community (pp. 439-465). Baltimore: Paul H. Brookes.
- Material adapted from T. Rislely (1996). Get a Life! Positive behavioral intervention for challenging behavior through life arrangement and life coaching. In L.K. Koegel, R.L. Koegel, & G. Dunlap (Eds.), Positive behavioral support: Including people with difficult behavior in the community (pp.425-437). Baltimore: Paul H. Brookes.

Objectives for this Session

- Provide an overview of person-centered planning as a foundation for positive behavior support
- Describe the concept of "person-centeredness" and offer guidelines and recommendations for enhancing it
- Describe, briefly and in general, approaches to person-centered planning
- Present the Personal Focus Worksheet

What is Person-Centered Planning?

- Planning Process
- Assessment Tool
- Intervention
- Motivational Activity
- Team Building Process



Why is Person-Centered Planning so important to PBS?

- Retains focus on the person
- Supports a team approach
- Broadens the level of analysis
- Changes participants
- Makes the functional assessment better
- Broadens the number of effective interventions
- Creates the best contextual fit

Person-Centered Planning as a Foundation for Positive Behavior Support

- Create a vision as a guide for a collaborative team support process
 - Team members (family & professionals) report that person-centered planning unifies a team, and provides the energy to sustain long term, comprehensive support
 - When in doubt, when in dissension, when in need of a lift - focus back on the vision

Person-Centered Planning as a Foundation for Positive Behavior Support (continued)

- Getting a Life is the first step
 - Risley (1996) suggests to start with life arrangement and life coaching strategies, with a focus on quality of life, and broader life and personal development issues
 - Attend to big aspects of life first
 - Where do live? Who do I live with? What do I do for fun? Do I like my job? Do I want a job? Am I happy?
 - Use traditional behavior support procedures to fine tune the life

Five Valued Accomplishments for a Person's Life

- Being present and participating in community life
- Gaining and maintaining satisfying relationships
- Expressing preferences and making choices in everyday life
- Having opportunities to fulfill respected roles and to live with dignity
- Continuing to develop personal competencies

"Person-Centeredness"

- Person-centered planning processes will vary on how much they truly reflect the wants, needs, and values of a focus person
 - Some processes may lead to higher levels of "person-centeredness" than others
- Some guidelines have been offered regarding the process and outcomes of person-centered planning (Holburn & colleagues, 2000)

Process Factors Associated with Positive Outcomes in Person-centered Planning

- Presence of strategic roles
- Desire for change
- Agency commitment to change
- Commitment to planning and follow-up
 - Accountability – progress on goals is measured
- Personal relationship with the focus person
- Creation of a personalized vision
- Flexible funding and resources
 - Use of natural resources

Strategic Roles

- Focus person
- Skilled facilitator
- "Committed champion" (a person with a personal relationship with the focus person, who is there for the "long haul")
- Community builder – familiar with local community
- People with
 - Connections to the wider community
 - Influence with people in authority
 - A personal relationship with the focus person

Strategic Roles

- The focus person selects the people invited
- At least one participant is not paid to provide services to the focus person

Approaches to Person-Centered Planning

- There are several approaches or tools for person-centered planning
 - Personal Futures Planning; Essential Lifestyle Planning; MAPS (Making Action Plans); PATH (Planning Alternative Tomorrows with Hope)
 - Kincaid chapter describes Personal Profiling and Futures Planning
- Use the approach with which you are comfortable
- The key element is to create a vision to guide comprehensive support efforts as a whole
 - Behavioral support is just one element of a person's life and support needs

Person-Centered Planning Process



- Personal Profile:
 - History of the individual
 - Accomplishments
 - Preferences and desires
- Strategy Planning:
 - Vision for the future
 - Opportunities & obstacles
 - Strategies for achieving the vision
 - Preliminary action steps



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Tips for Facilitating Person-Centered Planning

- Involve the focus person and family as much as possible; involve an advocate if no family attend
 - Participation of a person or people with a personal relationship with the focus person is essential
- Emphasize information from personal knowledge
- Consider & encourage input from everyone within the team
- Get the facts before you look for solutions
- Explore differences of opinion
 - e.g., regarding what's important to the person; what makes sense and what doesn't; living/work options

Tips for Facilitating Person-Centered Planning (continued)

- Deal with values or responses expressed that are inconsistent with person-centered philosophy
 - Open communication within the team is essential
- Redirect attention of focus person or participants to scheduled activities as needed
 - However, allow exploration of issues or deeper analysis where appropriate
- Facilitator must be able to observe team adequately
 - Use one person to draw/record & another to facilitate discussion
- End on a positive note

Personal Focus Worksheet

- Implemented as part of a systems change effort in Oregon to develop more person-focused ISPs for adults in the DD system.
- Based on Michael Smull's Essential Lifestyle Planning
- Completion of 4 panel document is a required part of all ISPs
 - Completed prior to ISP meeting
 - Included as part of the ISP document

Four Fundamental Elements

- What is important to the Person?
- From the Person's perspective, what makes sense and what doesn't make sense?
 - What needs to be maintained? What works? What's going well?
 - What must be different? What isn't working? What needs to change?

Four Fundamental Elements

- What is important to remember for the Person?
- From the perspective of people that care about the person, what makes sense and what doesn't make sense?

Basics of the Personal Focus Worksheet

- Can everyone understand the language used?
- Is the person's perspective clearly heard? How about people who care?
- Are the person's values represented?
- Is there enough detail?

Implications of the Personal Focus Worksheet

- Emphasis is on specific information to be collected prior to ISP development
 - Process for collecting information is "open"
- Information collected must be reflected in the ISP
- What you do to provide support should be affected by the PFW
- The goal is an ISP that is truly "person-focused"
 - Problem solve to make this happen

A Point to Remember

- An ISP and an accompanying behavior support plan are guides for support provider behavior. They tell us what to do to provide the support needed for a person to experience "a life" that fits their desires and needs. If we don't change what we do, the process does not work!

Lifestyle Exercise

- [Personal Focus Worksheet 12-3.pdf](#)
- Plan or begin a process for completing a Personal Focus Worksheet for your focus person

Exercise: Creating a Vision

The primary goal of a support plan is to impact positively the lifestyle of the person with problem behaviors. This exercise is designed to get planning teams thinking about the lifestyle outcomes that they would like to see for their focus person.

1. Identify and describe a current typical "day-in-the-life" for your focus person. Pay attention to the people in his/her life, routines and activities in home and the community, choices made, and preferences experienced.
2. With an effective support plan in place, what should a "typical" day look like? What outcomes would serve as indicators of support plan success?