

AMERICA RUNS ON BEHAVIOR...

AND VALUES, CHOICES, EMPATHY, AND SKILL DEVELOPMENT



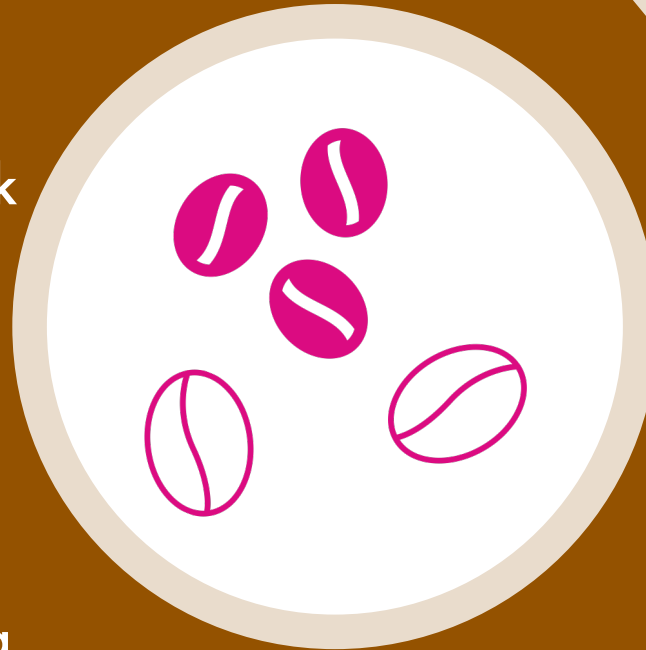
BX

USING PERSON-CENTERED THINKING TO DEVELOP A BEHAVIOR PLAN

AMIE BURKE AND ANNA VVANTI

OVERVIEW

- ☞ What does Person-Centered mean?
- ☞ What do current behavioral supports look like?
- ☞ What do Person-Centered behavioral supports look like?
- ☞ 10 principals of Person-Centered Planning





**WHO
ARE
WE?**



MEET THE PRESENTERS



**Illinois Crisis
Prevention Network**

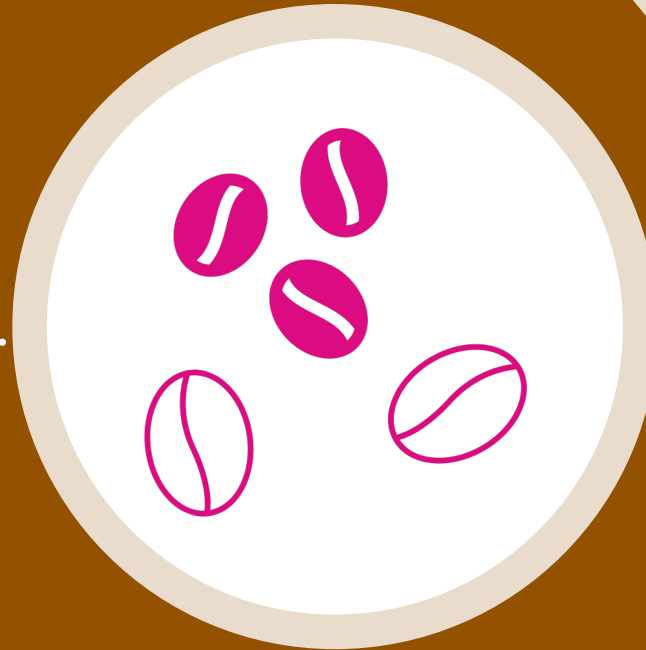
Building a community of support that enables people with disabilities to flourish

WHAT IS ICPN/SST?

The Support Services Team (SST) is a specialized interdisciplinary treatment team that provides assistance and trainings for people diagnosed with a developmental or intellectual disability that are currently in a behavioral or medical situation that challenges their ability to thrive successfully in the community. This may be exhibited through either a medical or behavioral barrier. Six offices are strategically placed throughout the state of Illinois.

WHY DUNKIN'?

- ☪ Core Values: Honesty, Transparency
Humility and Integrity.
- ☪ Withstand many challenges because
of the strength of the culture it showcases.
- ☪ It is not just about coffee; it is about a
meaningful exchange with each cup of
coffee served.





POSITIVE PSYCHOLOGY

P- Positive Emotion

E- Engagement

R- Relationships

M- Meaning

A- Accomplishments

H- Health and Vitality

WHAT DOES PERSON-CENTERED REALLY MEAN?

- ⦿ Must be driven by the person
- ⦿ Ensure services are delivered in a manner that reflects personal preferences and choices
- ⦿ Must include evidence that setting is chosen by the individual
- ⦿ Assist to achieve personally defined outcomes in the most integrated setting
- ⦿ Contributes to the assurance of health and welfare of the person receiving services
- ⦿ Must include opportunities to seek employment and work in competitive integrated settings
- ⦿ Must include opportunities to engage in community life, control personal resources, and receive services in the community to same degree of access as those not receiving Medicaid Home and Community Based Services
- ⦿ Includes risk factors and measures to minimize risk
- ⦿ Should be written in plain language that can be understood by the person who receives services and their guardian
- ⦿ Reflects cultural considerations
- ⦿ Include strategies for solving disagreements



**PERFECT
WEEKEND...**

LIMITATIONS & DEFICITS TO PERSON-CENTERED PLANNING



Limitations come from family members who are out of touch with relatives



Some service providers struggle to provide adequate assistance



Some people are more challenging to provide services to



Length of time that it takes for things to happen and to observe results



Limited choices because funds are tied to the program rather than the individual



High caseloads



Lack of advocacy training for individuals and families.



WHAT IF...

Person-Centered planning is not so much of a formal process as it is a way of thinking about and relating to a person based on their values, goals, and interests.

**WHAT DO CURRENT
BEHAVIOR SUPPORT
PLANS LOOK LIKE?**

BEHAVIORAL PERSPECTIVE



IDENTIFY – Identify the problem



COLLECT – Collect data using multiple assessments



ANALYZE – Analyze the data



DETERMINE – Make determinations & hypotheses



DEVELOP & IMPLEMENT – Develop and implement a behavior plan



EVALUATE – Evaluate & follow up as necessary

COMPONENTS OF A BEHAVIOR SUPPORT PLAN

- Snapshot – Information about the person supported.
- Program Rationale – Explanation of why supports are put into place.
- Target Behaviors – Defines what we are looking for – reduction.
- Assessments – Determining the why/functions. An educated guess behind the target behavior.
- Adaptive Programming – What can we teach/increase into skill base or repertoire?
- Documentation – What are we going to document to measure effectiveness of interventions?
- Strategies – What are we going to do proactively, at low levels to deescalate, and in a crisis?
- Med Reduction – What goals do we have in place before making a medication change?

MAKING TRADITIONAL COMPONENTS MORE PERSON-CENTERED

Incorporate the *10 Principles of Person-Centered Thinking and Planning* into our plans
(Dykstra & Dykstra, 38, 2020)

- ☉ People want to experience their best possible life to flourish.
- ☉ People want to be in control of their lives to experience autonomy.
- ☉ Choice is an important expression of personal freedom.
- ☉ Being in a community is a vital aspect of a good life.
- ☉ Contributing, producing, sharing one's life is essential to being fulfilled.
- ☉ Being an active citizen brings a sense of belonging & acceptance.
- ☉ Meaningful relationship and social connections are essential.
- ☉ Planning with others starts with deep, genuine listening.
- ☉ Plans that are written down and valued help people achieve their goals.
- ☉ Person-directed plans are only as good as their implementation.

INCORPORATING THESE PRINCIPLES INTO BEHAVIOR PLANS

PEOPLE WANT TO EXPERIENCE THEIR BEST POSSIBLE LIFE- TO FLOURISH

- Stop and really look at each person's life and ask yourself if we are helping move them towards this.
- Remember this will vary from person to person.
- Help the people we support focus on the here and now.

HOW TO INCORPORATE

Happiness Assessment by Karyn Harvey

Engagement

Positive Relationships

Achievement

Meaning

Pleasure



PEOPLE WANT TO BE IN CONTROL OF THEIR LIVES- TO EXPERIENCE AUTONOMY

- Think about “The Perfect Day” exercise
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- Teach staff the importance of avoiding power struggles
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- Control makes us feel safe, have a direction, feel empowered, have a purpose
- Most importantly, having a say in our lives helps lead to greater self-satisfaction and more positive living



HOW TO INCORPORATE

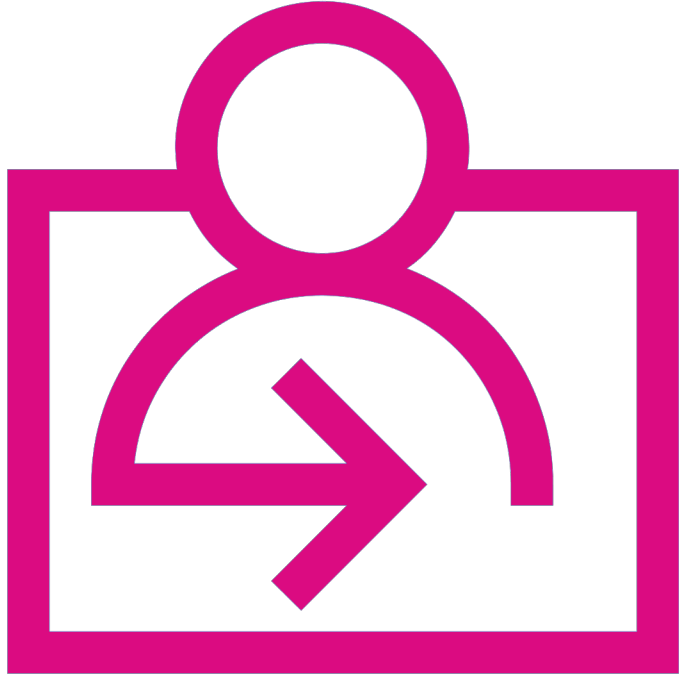
Activity – Perfect Day

Start with Your Perfect Day Exercise. This will give you insight into what sorts of things they would like control over/being able to do/who to do it with/etc.

CHOICE IS AN IMPORTANT EXPRESSION OF PERSONAL FREEDOM

- We overlook choice A LOT.
- Some of the people we support are not accustomed to choose and will have to be taught and given learning opportunities.
- We can find a balance between choice and safety. There are hundreds of choices we take for granted each day.
- Choice allows us to experience meaning in our lives. The life we want, and not what other people want.





HOW TO INCORPORATE

- Take time for each person you provide support to and assess how many choices they are provided in that time period.
- Assess ability level to make choices to see where to start and build upon. This will vary from person to person.
- Is choice built into their Bx Plan as a proactive strategy?
- Have you completed a preference assessment
- Have you trained staff on how to provide choice? Make a priority.



BEING IN THE COMMUNITY IS A VITAL ASPECT OF A GOOD LIFE

- What does this mean to you all?
- Have we worked to integrate the people we support into the community?

What part of the community and how are they integrated?

- Being in a community means experiencing meaningful relationships with a group of people that care about each other.
- Real communities provide a sense of belonging and trust.

HOW TO INCORPORATE

Are there barriers to integrating in the community?

Do they engage in target behaviors? Are our plans addressing this in a way that we are adaptively teaching skills to promote community integration?

Do we need to teach them prosocial behaviors, healthy boundaries, positive interaction skills, hygiene skills?



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CONTRIBUTING, PRODUCING, SHARING ONE'S LIFE IS ESSENTIAL TO BEING FULFILLED.

- Have you ever thought, is the person being supported making a difference in someone else's life?
- Does the person feel fulfilled?
- What are their values?
- Importance of giving
 - Giving during holidays
 - Volunteering time
 - Sending cards to family and loved ones
 - Are they involved in church



HOW TO INCORPORATE

- Values identification – be creative in ways to assess what the person supported values are (Family, friends, feeling safe, creativity, honesty, choice). Use clinical skills to discuss at a level they understand and can relate to.

EXERCISING RIGHTS AND RESPONSIBILITIES - BEING AN ACTIVE CITIZEN BRINGS A SENSE OF BELONGING & ACCEPTANCE.

Being an active citizen means that you care about the community you live in and are willing to make it better





HOW TO INCORPORATE

- What are things that we can do to have the individuals involved in their community?
- Community can be different things to different people.

MEANINGFUL RELATIONSHIP AND SOCIAL CONNECTIONS ARE ESSENTIAL.



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- Other people are the best antidote to the downs of life in the single most reliable up

HOW TO INCORPORATE



Identity Circle of Support This will give you a visual of what supports they have and what supports need to be build upon



Think about a few people you provide services to... do they have meaningful connection or just staff that are in and out of their lives



What about the people without any active family? Who do they connect with?



Do they have someone they can depend on and have a real connection with?



We go home at the end of our shift to our family, but they just have a change in staff..



Do the people we support have friends?

**PLANNING WITH OTHERS
STARTS WITH DEEP,
GENUINE LISTENING.**

Not being able to speak is not the same as not having anything to say.



HOW TO INCORPORATE

- COMMON MISTAKES
 - DAYDREAMING OR THINKING OF SOMETHING ELSE (THINKING ABOUT OR MAKING UP YOUR LIST OF GROCERIES TO BE PURCHASED) FOR EXAMPLE WHILE ANOTHER PERSON IS SPEAKING
 - THINKING OF WHAT TO SAY NEXT
 - JUDGING WHAT THE OTHER PERSON IS SAYING
 - LISTENING WITH A SPECIFIC GOAL/OUTCOME IN MIND.



PLANS THAT ARE WRITTEN DOWN AND VALUED HELP PEOPLE ACHIEVE THEIR GOALS

- Research shows that planning and writing down goals pays off in our lives
- People with written plans fail less and accomplish more.



HOW TO INCORPORATE

- GROW MODEL

G- SETTING THE GOAL

R- DOING A REALITY CHECK

O- CONSIDERING POSSIBLE OPTIONS

W- ASSESSING WHAT ACTIONS TO TAKE
THAT WILL ACTUALLY ACHIEVE THE GOAL

PERSON-DIRECTED PLANS ARE ONLY AS GOOD AS THEIR IMPLEMENTATION



Implementation means to carry out an intended action



Person center plans are of no value if no action is taken to achieve the goals and sustain them



The worst thing that can happen is helping somebody develop a plan that is energizing for them and then not assist them in carrying it out

HOW TO INCORPORATE



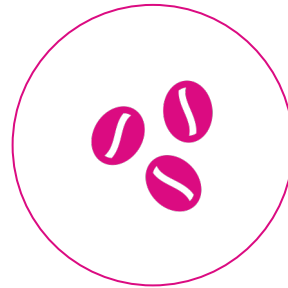
POSITIVE PLANNING



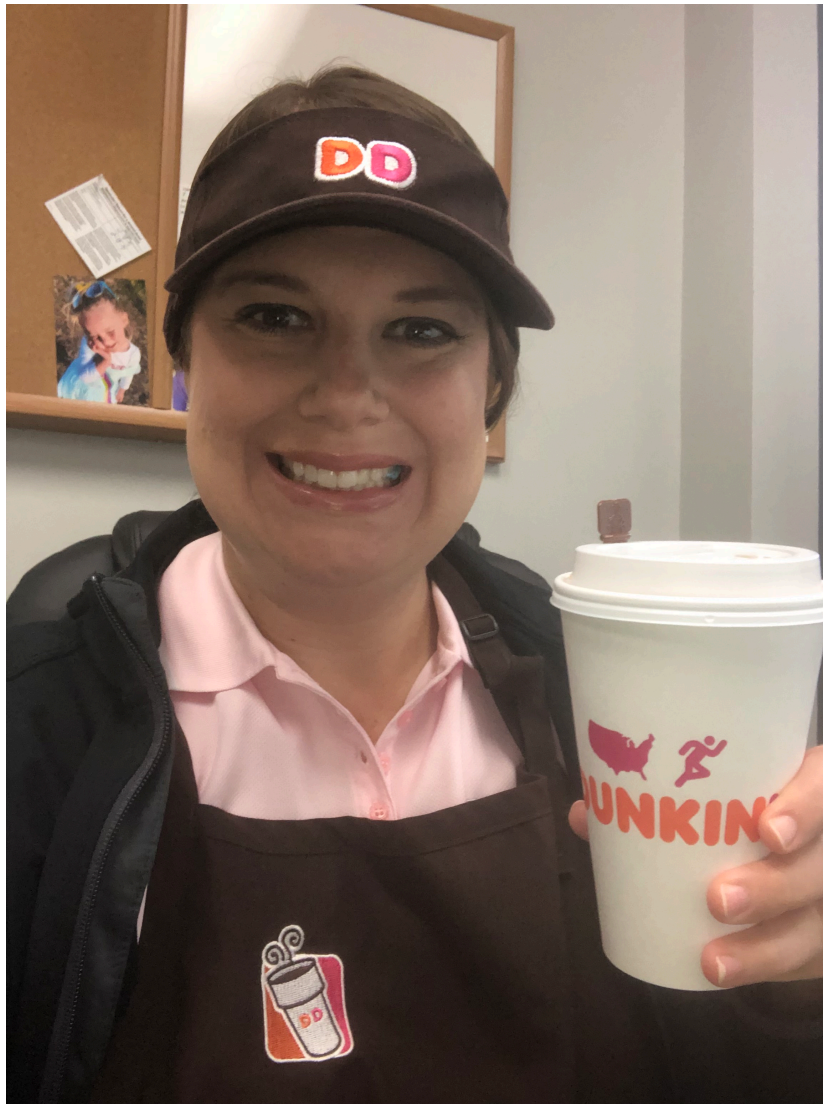
POSITIVE SUPPORTS



POSITIVE ACTION



POSITIVE PROGRESS



PUTTING IT ALL TOGETHER

Thank you.

REFERENCES

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