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Driven to Discover

Person-Centered Planning & Positive Behavior Support
Day 2 Webinar & Onsite

Jessica Simacek, PhD
Adele Dimian, PhD
Nichole Meyer, LGSW

m DEPARTMENT OF
HUMAN SERVICES

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Purpose of Today

- Introduction to Person-Centered Planning
- Basic Features of Person-Centered Planning
 - Preparing for a PCP
 - First Meeting
 - Follow-Up Meetings and Evaluation
- How Person-Centered Planning & PBS Are Related

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Implementing More Than One Positive Support Practice Within An Organization

Person-Centered Practices & Planning

Tertiary Stage

- Integrated Plans (PCP, PBS, Trauma-informed Therapy)
- Person-Centered Plans
- Individualized With Positive Supports
- Teams Monitor Progress

Secondary Stage

- More Intensive Supports To Improve QOL
- Simple Interventions Integrated With Other Positive Supports
- Independence And Community Involvement Encouraged
- Mental Health And Wellness Interventions

Universal Stage

- Person-Centered Thinking
- Encourage Self-Expression
- Self-Determination And Choice Making
- Predictable And Proactive Settings
- Meaningful Participation In The Community



Positive Behavior Support

Tertiary Stage

- Individualized PBS Plans
- Integrated With Other Positive Supports (PCP, Trauma-Informed Care, DBT, Etc.)
- Plans Are Evaluated To Ensure Plans Are Implemented With Fidelity
- Outcome Measures
- Teams Monitor Progress Of Each Person

Secondary Stage

- Use Data To Identify Individuals At Risk
- Additional Supports For Key Social Skills
- Group And Individual Interventions
- Function-Based Decisions
- Simple Interventions Integrated With Other Positive Supports
- Mental Health And Wellness Interventions

Universal Stage

- Teach And Encourage Communication
- Encourage And Reinforce Social Skills
- Consensus-Based And Team Focus
- Emphasis On Using Data For Decisions
- Integrated With Other Positive Support Practices (PBS, Trauma-informed Care, Etc.)




Creating A Person-Centered Foundation For Improving Quality Of Life

Person-Centered Practices & Planning

Tertiary Stage


- In-Depth Person-Centered Plans
- Integrated Plans (PCP, PBS, Trauma-informed Therapy)
- Teams Monitor Plan Progress

Secondary Stage

- Monitor PCT Action Plans
- Additional Quality of Life Strategies
- Increase Strategies for Supporting Independence and Community Involvement
- Mental Health and Wellness Interventions

Primary Stage

- Universal Person-Centered Strategies
- Encourage Self-Expression
- Self-Determination and Choice Making
- Meaningful Participation in the Community





Person-Centered Thinking leads to

Person-Centered Practices leads to

Person-Centered Organizations creates

Person-Centered Systems supports

Person Directed Lives!

The Basic Approach

Person Centered Thinking **leads to**

↓

Person Centered Practices **leads to**

↓



Person Centered Organizations **creates**

↓

Person Centered Systems **supports**

↓

Person Directed Lives!

A Core Concept

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

IMPORTANT **TO**
AND
IMPORTANT **FOR**
AND
THE **BALANCE** BETWEEN THEM

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Important TO

What is important to a person includes those things in life which help us to be satisfied, content, comforted, fulfilled, and happy. It includes:

- People to be with/relationships
- Status and control
- Things to do and Places to go
- Rituals or routines
- Rhythm or pace of life
- Things to have

Wikibk pg 5

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Important FOR

Issues of health

- Prevention of illness
- Treatment of illness / medical conditions
- Promotion of wellness (e.g.: diet, exercise)

Issues of safety

- Environment
- Well being ---- physical and emotional
- Free from Fear

And...what others see as necessary to help the person be valued and be a contributing member of their community

Wikibk pg 5

ICI INTEGRATED COMMUNITY INTERVENTIONS with **h**on community living

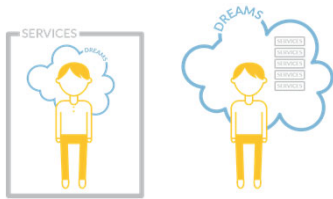
Important To & Important For Are Connected

- They influence each other
- No one does anything that is “important for” them (willingly) unless a piece of it is “important” to them

Balance is dynamic (changing) and always involves tradeoffs:

- Among the things that are “important to”;
- Between important to and for

Don't Box in Dreams






Person Centered Planning: A Tool for Creating Context

Person-Centered Planning:

- Process-oriented approach to empowering people with disability labels.
- Focusing on the people and what they need to live a preferred life with a desirable future, ultimately leading to lives of greater inclusion as valued members of both community and society.
- Can use on a continuum of intensity (planning for simple improvements in quality of life to intensive planning)

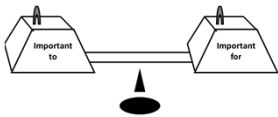
Person-Centered Planning

- A plan is not an outcome, not fixing, not treatment planning
- It is an on-going, continuous, fluid, & responsive **process**
- It is a balance between what is important **to** with what is important **for**
- It is a focus on supporting a preferred lifestyle: not options or choices








Core Concept in Person Centered Thinking & Planning

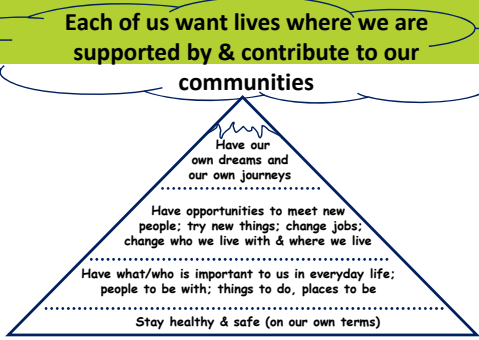
- Important to **and**
- Important for



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Each of us want lives where we are supported by & contribute to our communities






Have our own dreams and our own journeys

 Have opportunities to meet new people; try new things; change jobs; change who we live with & where we live

 Have what/who is important to us in everyday life; people to be with; things to do, places to be

 Stay healthy & safe (on our own terms)

Person-centered Planning (PCP) and Wraparound

Originated in Disability Field
Focus on Empowering Adults
Improving Quality of Life

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Defining Characteristics of PCP

- Meetings Driven by the Person
- Important Goal: Empower Person to Lead and Make Important Decisions
- Team Members Are Chosen by the Person
- Meetings Are Tailored to the Preferences of the Person

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Defining Characteristics of PCP
(Continued...)

- Build Opportunities to Experience Respect and Community Involvement
- Examples of Team Members:
 - Team members
 - Friends
 - Community members
 - Professionals in school and work settings
 - Family and peers
 - Etc.
- Self-determination and the Expression of Choice

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Defining Characteristics of PCP
(Continued...)

- Natural Supports Are Tailored (Avoiding an Over-reliance on Existing Services)
- Goals and Actions Build on the Person's Strengths (Not Their Deficits)
- Long-Term Goals & Short-term Actions Focus on Immediate Optimal Quality of Life Changes
- Develop & Maintain Significant Relationships

Strengths of Person-Centered Planning

- Visual Planning Strategies Reduces Dependence on Verbal and Written Information
- Different Strategies Available
- Helps Focus the Team on the Person as the Lead During Meetings
- Provides Ways for Person to Directly Lead and Participate

Other Types of Person-Centered Planning

- Essential Lifestyle Planning
- Picture of a Life (PoL)
- PATH
- MAPS
- Assertive Community Treatment
- WRAP
- Wraparound Planning

- **Essential Lifestyle Planning (ELP):** principle outcome is giving some power to the person's voice in the present, shifting from power over to power with, and bringing some order to chaos.
- **Picture of a Life:** applies person-centered thinking and planning tools that are focused on helping people envision the life they want in their community, their desired future.

McGill Action Planning System (MAPS): principle outcome is a series of actions to get from here to there.

Planning Alternative Tomorrows with Hope (PATH): principle outcome is a series of steps to get from here to there.

Personal Futures Planning (PFP): principle outcome is a clear, desirable future.



Quality of Life Domains (QOL)

1. **Emotional Wellbeing** -Feeling Empowered and Experiencing Positive Emotions
2. **Interpersonal Relations** - Opportunities for Friendship and Intimacy, Quality of Interactions With Others
3. **Material Well-being** -Ownership of Possessions, Meaningful Employment
4. **Personal Development** -Opportunities for Education and Habilitation
5. **Self-determination** -Setting Personal Goals, Making Decisions About Important Life Choices
6. **Physical Well-being** -Optimal Health Care and Nutrition, Mobility & General Wellness
7. **Social Inclusion** -Natural Support Networks Inclusive and Integrated Environments
8. **Rights** -Experience of Ownership of Key Items and Property, Allowed Due Process, Privacy and Barrier Free Environments are Available.

Wraparound Planning

- Field of Emotional and Behavioral Disorders
- Improve Service Coordination
- Build on Student and Family Strengths
- Improving Life Domains

Defining Characteristics of Wraparound Planning

- Individuals and Their Families Are Empowered to Lead Meetings
- Supports Identified in Meetings Are Provided in Community Settings
- Supports Are Individualized, Strength Based, and Meet the Needs of the Individual and Families
- Planning Processes Are Culturally Competent

Defining Characteristics of Wraparound Planning (Continued...)

- Plans are Designed Within a Team-based Context and Are Coordinated Across Agencies
- Flexible Noncategorical Funding is Available
- Both Informal and Formal Supports Are Included in Plans
- Services Provided to the Individual and Family Are Unconditional in Nature
- Interagency Collaboration Occurs During Meetings and in Implementation of the Plan
- Outcomes Are Measured and Evaluated for Each Service and Intervention

Wraparound/PCP Life Domains

- | | |
|---------------------------|------------------------|
| • Medical/Health | • Spiritual |
| • Recreational • Cultural | • Social/Fun |
| • Education/Vocational | • Safety |
| • Legal | • Emotional/behavioral |
| • Relationships | • Basic Needs |
| • Other | |

Wraparound: Steps Involved

- Step 1: Initial Conversation
- Step 2: Start meeting with Strengths
- Step 3: Develop a mission statement
- Step 4: Identify Needs across Domains
- Step 5: Prioritize Needs
- Step 6: Develop Actions
- Step 7: Assign Task/Solicit Commitments
- Step 8: Document Plan: Evaluate, refine, monitor & transition

Strengths of Wraparound Planning

- Person and Family Driven
- Focus on Improving Quality of Life
- Encourages Tailored Supports
- Focus on Systems Change
 - Systems of Care Meetings
 - Wraparound Planning
- Improves Service Coordination Across People
 - Children and Family Services
 - Mental Health
 - Education
 - Disability Services

Basic Features of Person-Centered Plans

Challenges and Opportunities of Person-Centered Planning

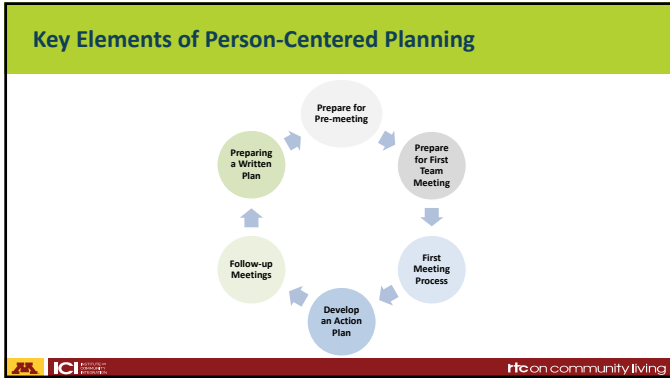
- Choices of People Invited
- Barriers That Occur Due to Disagreements
- Importance of Relationship Building
- Establishing Strategies to Evaluate and Monitor Progress
- Learned Helplessness
 - Funding and Resources
 - People's Viewpoints & Opinions

Focus on Building an Ideal Life Going Beyond Black & White Thinking

- What does are the person's dreams for a better life?**
- Break down the dream to find the important meanings**
- "I want to be an astronaut"
 - "I want to be a movie star"
- Brainstorms ways to understand the core dream**
- Consider the meanings underlying the dream- what context meets the dream the best
 - Team action plan to build this dream and make it real

Adjusting Person-Centered Planning to Each Person



- Length of Meetings & Locations
 - Full Day Meetings Vs. Smaller Consecutive Events
- Young Man Who Has a History of Negative Experiences in Group Meetings
 - First Response – "No Way"
 - Adjust Meeting Process to Avoid Large Groups
 - Series of Smaller Meetings Driven By the Young Man & a Person He Trusts



- ### Preparing for And Modifying Plans
- Experience Person-Centered Planners Integrate Elements Across Methods
 - Preparing for the Process is an Essential Part of Person-Centered Planning
 - Person-Centered Planning is a Process, Not a One-Time Event
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Person Centered and Positive Behavior Support, Integrated Example

Jack's Story

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Why Integrate Person-centered Strategies With PBS?

Person-Centered Planning...

is an important first step for developing positive behavior support (PBS) plan

- Decreases the need for a PBS plan
- Creates a unified vision amongst team members before discussing problem behaviors
- Information can be used as part of the functional behavioral assessment process



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Establishing the Vision

**Person-Centered Planning
Articulates What is
Important To and For a
Person....**



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Contribution to Assessment: Gathering Rich Detail

- Broader Contextual Information
- Details About Family Strengths and Needs
- Communication and Social Skills Assessment
 - Observed during meetings
 - Discussed with the focus person and team
 - Successful routines and settings are discussed
 - Problematic routines may be discussed
 - Ideas for when direct observation should occur



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Integrated Assessment of Quality of Life

- Consider Each Quality of Life Domain
- Assess What Domains Are Addressed From Person-Centered Planning Goals
- Include Domains Included in Positive Behavior Support Interventions
- Address Missing Domains
 - Should Domains Not Addressed Yet be Added to Planning Process?
 - Review Quality of Life Data Regularly

Organization-Wide Strategies for Integration


- Person-Centered Planning Team Includes Other Practices & Recruits Facilitation
 - PBS
 - DBT
 - Trauma Informed Practice
- Create a Team to Monitor Person-Centered Plans & PBS
- Assess Skills Within Organization
 - Person-Centered Facilitator & PBS Facilitator Combined
 - Collaboration Between Two Individuals Who Collaborate

Important *To* & Important *For* Are Connected

- They influence each other
 - No one does anything that is “important for” them (willingly) unless a piece of it is “important to” them
- Goal is to Integrate Planning:
- Use Person-Centered Planning and PBS to make sure planning address both what is important to and important for a person
 - create a plan for what we need to do to change

PBS is Not Used to “Fix” People...It is a Strategy for Changing How We Support Each Other and Encourage Positive Social Interactions


Video Example:
<https://www.youtube.com/watch?v=yQA2OOPJQMl>

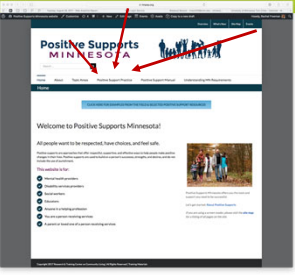


Choice has Boundaries


- There is no “unfettered choice,” for any of us
- The question is always: where should the boundaries be drawn?
- The answer is impacted by many factors
 - Laws
 - Values
 - Resources
 - Ripple Effect (how choices impact others, such as partners, roommates, coworkers, etc.)
 - Personal Safety
 - Public Safety

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Look for Person-Centered Practices on www.mnpsp.org for more examples



Look for Training Materials at the **bottom** of the home page for: Tools, examples and additional resources.

Activity 1

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Arthur's Plan

Activity and Discussion

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Review the Key Elements of Person-Centered Planning

- What's Missing That You Would Add to This Document?
- Create a List of Things You Would Show Someone If They Asked How to Facilitate a Person-Centered Plan

Activity 2

Strategies for Learning

Exploring What is Important To People

- Routines & Rituals
- History
- Hopes and Fears
- Important Places People
- Strengths and Areas to Work On
- Hobbies and Interests
- Health and Wellness
- Social Strengths
- What works/Doesn't Work
- Barriers & Opportunities
- Important To and For

Important Routines

Routine: Morning Waking Up

Pick a Routine That is Important.
Write Down the Steps of the Routine.
Put Each Activity in the Order it Occurs During the Routine.
Consider All Important Routines and Create Page for Each One.

Kincaid, D. (2017). <https://www.pbis.org/resource/346/person-centered-planning-presentation>

History

Born: January 28, 1967

Write Down events That Are Important in the Person's Life
Put a "+" next to any positive events.
Put a "-" next to any negative events.
Use another page if needed.

Today

Kincaid, D. (2017). <https://www.pbis.org/resource/346/person-centered-planning-presentation>

Identify the hopes and fears you have for this person.

Under "Hopes" list what is possible if we do the best we can.

Under "Fears" list what is possible if things do not improve or get worse.

Hopes

Fears

Kincaid, D. (2017). <https://www.pbis.org/resource/346/person-centered-planning-presentation>

Important Places

Indicate activities in which the individual participates in the school or work.

Indicate activities in which the individual participates in the home.

Indicate places in the community that the individual participates on a consistent basis. List only 4-5 primary activities in each setting.

School/Work Home

Community

Kincaid, D. (2017). <https://www.pbis.org/resource/346/person-centered-planning-presentation>

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Important People

List the people who are present in the person's life.

Place their name in the appropriate section of the circle.

Place the name of individuals who are closest to the person in or near the inner circle.

Family Work/Supports

Friends Community

Kincaid, D. (2017). <https://www.pbis.org/resource/346/person-centered-planning-presentation>

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HEALTH

Describe health-related issues by listing any positive characteristics

Identify health problems that have an impact on quality of life

Kincaid, D. (2017). <https://www.pbis.org/resource/346/person-centered-planning-presentation>

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Hobbies

Interests

Kincaid, D. (2017). <https://www.pbis.org/resource/346/person-centered-planning-presentation>

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What strategies work well for the person?

What strategies have not been as successful or cause the challenges in social interactions?

What Works!!!

What Doesn't Work!!!

Kincaid, D. (2017). <https://www.pbis.org/resource/346/person-centered-planning-presentation>

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Social Strengths

Strengths

New Social Interactions

List the social strengths a person has.

List social interaction patterns that would help the person connect with his/her community.

Kincaid, D. (2017). <https://www.pbis.org/resource/346/person-centered-planning-presentation>



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What are some barriers and opportunities for this person and his/her team?

Barriers

Opportunities

Kincaid, D. (2017). <https://www.pbis.org/resource/346/person-centered-planning-presentation>



Important To: what is what brings joy and makes life worth living



Important For: Issues that are important for maintaining health, wellness, and safety

Important To a Person


Important For a Person

Kincaid, D. (2017). <https://www.pbis.org/resource/346/person-centered-planning-presentation>

Hi, I am Tim



What is Most Important to Me:

- Having things
- Going to the Casino
- Fishing
- Getting out in the community
- Being part of the living team to love my staff
- Mean being close
- Having a say in the decisions in my life
- Spending time
- Having staff I can trust
- I like having different things/foods to eat at work
- Having my own place
- Vacations and taking trips with staff
- Expand my business
- Having more staff available

What People Like and Advise Me!

- Coverage to explore new things
- Strong advocate for training staff and asking people how what I want
- Not afraid to share with others what I want
- Advocate for others in achieving their goals
- Inspire others to not give up

How to Best Support Me:

- I like a one activated computer
- Sometimes once a week helps me stay sharper and to grocery list, meal planning and shopping
- I have bookbags, a coffee shop at the commissary for the blind

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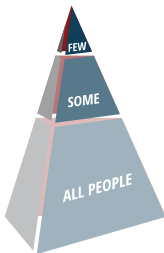
Activity 2

- Work through the handout **Positive Social Strategies for Life Tools**
- Complete each page as best you can for yourself.
- With this information use the **One page profile template** to create a one-page-profile for yourself.
- Look at the examples one page profiles for ideas!

Activity 3

Person-Centered Plans Can Vary by Intensity

Person-Centered Practices & Planning



Tertiary Stage

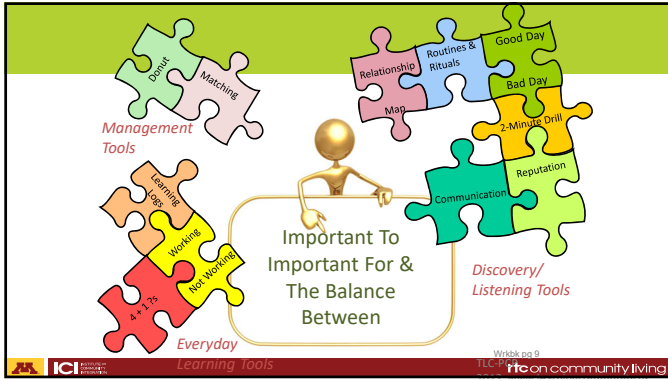
- In Depth Person-Centered Plans
- Integrated Plans (PCT, PSC, Trauma-informed Therapy)
- Teams Monitor Plan Progress

Secondary Stage

- Monitor PCT Action Plans
- Additional Quality of Life Strategies
- Increase Strategies for Supporting Independence and Community Involvement
- Mental Health and Wellness Interventions

Primary Stage

- Universal Person-Centered Strategies
- Encourage Self Expression
- Self-Determination and Choice Making
- Meaningful Participation in the Community



Person-Centered Planning Tools

- Routines and Rituals
- Preferred Schedules and Activities
- Preferred People
 - Staff
 - Friends
 - Other
- Important To and Important For
- Articulate Responsibilities (Donut Exercise)
- Desired Present
- Desirable Future


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Using Person-Centered Planning Based on Needs for Each Person

- Primary Stage
 - Use PCT Tools to Create Simple Action Plan
- Secondary Stage
 - Review Actions and Add Additional Strategies to Ensure Success
- Tertiary Stage
 - More People Involved in Team
 - More Time Spent Creating Strategies
 - Natural Support and Community Collaboration
 - PATH, MAPS, Essential Lifestyle Plan

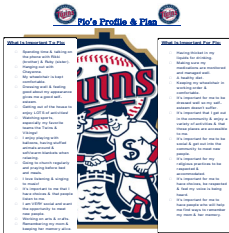

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Flo's Profile and Action Plan



Monitoring Universal Person-Centered Practices


- Personal Descriptions/Profiles with Action Plans in Place for All People Supported
- Monitor Action Plans for Progress Over Time
- List Individual Data That Can Be Used to Monitor Quality of Life

Add Simple Secondary Action Plan to Description

Action Planning Form

| What needs to be done? | How often? | Who is responsible? | By when? |
|---|-----------------------------|---------------------|---------------------------------|
| Jesse will make sure staff are organized and transportation is available on Sundays so Flo can attend church | Available Every Sunday | Jesse | By August 16, 2017 |
| Lacy will work with Flo to create a lunch club and help Flo send out invitations | Weekly Starting on August | Flo and Lacy | First Invites by August 1, 2017 |
| Jesse will help Flo create a simple invitation to lunch that Flo can share with people in the community | July 24, 2017 | Flo and Jesse | By August 16, 2017 |
| Jamain will sit down with Flo on Sunday each week and identify a plan for spending time in the community, and share this with Jesse who will make sure transportation and support are available | August 13, 2017 | Flo and Jamain | July 18, 2017 |
| Bibi and Ruby will work with Flo to create a family collage book during their visit | August to September 5, 2017 | Flo, Bibi, and Ruby | October 2017 |
| Flo will begin looking for a pet by visiting the sanctuary and discussing what kind of animal would be the best fit. Flo and the team will review findings together and take the next step. | August to September | Flo and Jamain | Review October, 2017 |



Monitor Outcomes of Simple Plans

Review of Desired Outcomes - How Well the Team Monitor Progress

Log For

1. Tracking Activities in the Community
2. Number of Friends Attending Lunch Clubs

Community Activities

| Date | Activity |
|---------|-------------------------------|
| 7/26/17 | Sunday Seniors and Branch |
| 7/26/17 | Pat Assembly |
| 7/27/17 | Dinner Out With Walk and Ruby |
| 7/28/17 | Lunch Club Lunch |

July Community Activity Summary #

| Date | Activity |
|--------|-------------------------------|
| 8/1/17 | Lunch Club |
| 8/1/17 | Walk 2 Mile Route |
| 8/1/17 | Lunch Club |
| 8/1/17 | Dinner Out With Walk and Ruby |
| 8/1/17 | Seniors Annual Lun |
| 8/2/17 | Sunday Seniors and Branch |
| 8/2/17 | Dinner Out With Walk and Ruby |
| 8/2/17 | Dinner and Gettogether |
| 8/2/17 | Lunch Club |
| 8/2/17 | Lunch Night with GoFriend |
| 8/2/17 | Lunch Club |
| 8/2/17 | Sunday Seniors and Branch |
| 8/2/17 | Seniors Annual Lun |
| 8/2/17 | Dinner Out With Walk and Ruby |
| 8/2/17 | Lunch Club |

August Community Activity 15

| Month | Number | Friend |
|-----------|--------|---------------|
| July 2017 | 1 | Walk and Ruby |

Number of Friends Who Meet With Us at Least Monthly
Grand Total for the Month (Monthly Grand)

| What needs to be done? | How often? | Who is responsible? | By when? |
|------------------------|------------|---------------------|----------|
| | | | |
| | | | |
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Activity 3

- Use the handout *Action plan template*.
- Write down 3-5 actions that could be done to support yourself and your one page profile.

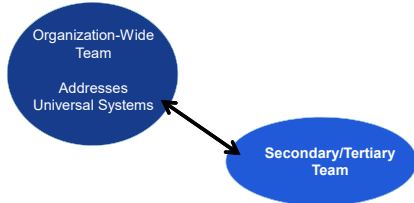
Activity: Discussing Team Strengths and Needs

- Identifying Person-Centered Planning and PBS Strengths in Teams
- Examples From Teams Moving to Secondary Stage
- Group Discussion



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At Secondary Stage Organizations Form Two Teams



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Two Separate Teams

- Organization-Wide Team**
- Administrators
 - Managers
 - Staff Members
 - People Supported
 - Family Members
 - Community
 - Representation From Secondary/Tertiary Team

- Secondary/Tertiary Team**
- Person-Centered Thinking Trainers
 - Person-Centered Plan Facilitators
 - Positive Behavior Support Facilitators
 - Leaders of Organizational Workforce/Training Systems
 - Other Specialists Within Organization
 - Trauma-Informed Therapy
 - Dialectical Behavior Therapy



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Organization-Wide
Secondary/Tertiary Team

Secondary/Tertiary Team
Monitor Plans and Intervene Early to Improve Outcomes for:

- PCT Action Plans
- Person-Centered Plans
- PBS Plans
- Organizational Issues Impacting QOL


Provide Support to Individuals to:

- Assist Person in Finding Job
- Foster and Encourage Relationships
- Problem Solve to Help Person Find Ideal Home
- Supported Decision Making
- Bring in Positive Support Expertise



Universal Person-Centered Practices All Levels

| | Universal Team & Staff | Tier 2/3 Team | Plan Facilitator | Trainer |
|---------------------------------------|------------------------|---------------|------------------|---------|
| Personal Descriptions | X | | | |
| Additional Quality of Life Assessment | X | X | | |
| Person-Centered Plan Facilitation | X | X | X | |
| Trainer in Person-Centered Practices | X | X | X | X |



Like-Learn-Change



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Three Post-it Notes

- What did you LIKE about today ?
- What did you LEARN today?
- What would you CHANGE about today?

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Contact Information

Jessica Simacek, PhD
Email: sima0034@umn.edu

Jessica Simacek, PhD
Institute On
Community Integration
University Of Minnesota
Minneapolis MN 55455

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2019 collaborators FORUM
MINNESOTA POSITIVE BEHAVIOR SUPPORT NETWORK
3rd Annual Collaborators Forum
April 30, 2019



Keynote: Caryn Ward, PhD, HSP-P
Associate Director, National Implementation Research Network

Practical Use of Implementation Science to Meet Your Community's Goals
What strategies and practices are needed to ensure effective use of positive behavior supports? How do we ensure these strategies and practices are relevant and feasible for our different contexts (e.g., rural, urban, clinic, community) and fields (e.g., early childhood, K-12 education, adult education and services) in Minnesota? The keynote session will share how active implementation practices and strategies can be used to answer these questions through the use of case examples and their respective data stories.

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