

Factsheet - Person Centered Planning

Summary

- Person Centered Planning is a way of assisting people to work out what they want; the support they require and helping them get it.
- Person Centered Planning has the person at the center, is carried out in alliance with friends and family and is focused on getting real lives for people.
- Person Centered planning plays a particularly important role in delivering objectives in the "Valuing People Now" document.

What is Person Centered Planning?

Person Centered planning is a way of enabling people to think about what they want now and in the future. It is about supporting people to plan their lives, work towards their goals and get the right support.



Person Centered Planning is a collection of tools and approaches that can be used to plan with a person- not for them.

Planning should build upon the person's circle of support and involve all the people who are important in that person's life.

Person Centered planning is built upon the values of inclusion and looks at what support a person needs to be included and involved in their community.

Person Centered approaches offer an alternative to traditional types of planning which are based upon the medical model of disability and which are set up to assess need, allocate services and make decisions for people.

Being person Centered or using person Centered approaches means ensuring that everything we do is based upon what is important to a person from their own perspective.

Person Centered planning discovers and acts on what is important to a person.

Person Centered planning helps us do this by discovering and acting on what matters to a person. It gives us a structure to help us continually listen and learn about what is important to a person now and in the future and to act on this in alliance with friends and family. It requires a fundamental shift of thinking from a “power over” relationship to a “power with” relationship.

The Key Five Features of Person Centered Planning:

There are 5 key features that help distinguish person Centered planning from other forms of planning:

1. The person is at the center: person Centered planning is rooted in the principles of rights, independence and choice. It requires careful listening to the person and results in informed choice about how a person wants to live and what supports best suit the individual.
2. Family members and friends are full partners: Person Centered planning puts people in context of their family and communities. The contributions that family and friends can make are recognised and valued and gives a forum for creatively negotiating conflicts about what is safe, possible or desirable to improve a person's life.
3. Person Centered planning reflects upon a persons capacities, what is important to a person (now and for the future) and specifies the support they require to make a valued contribution to their community. Services are delivered in the context of the life a person chooses and not about slotting people into “gaps”.
4. Person Centered planning builds a shared commitment to action that recognises a persons rights. It is an ongoing process of working together to make changes that the person and those close to them agree will improve a person's quality of life.
5. Person Centered planning leads to continual process of listening, learning and action and helps the person get what they want out of life. Learning from planning can not only inform individuals but can affect service delivery as a whole and inform and inspire others to achieve greater things.

Person Centered Planning is not.....

1. The same as assessment and care planning: it is not concerned with eligibility for resources or other predetermined criteria.
2. Only for people who are “easy to work with”: It is applicable and useful for anyone regardless of ability, how they may challenge services or cultural background.
3. An end in itself: Person Centered Planning can be a powerful tool in enabling someone to change their lives; however there are serious risks in focussing on achieving large numbers of plans rather than ensuring that people get the lives they want.
4. A replacement for other necessary forms of planning. For example a service may need to plan in ways that help them ensure services are competent and reliable, how ever it is important that other forms of planning reflect and respond to person Centered planning.

Why is it Important

Person Centered Planning is an ongoing process. If it is to be effective it must result in real change for people with disabilities. The purpose of person Centered planning is to enable people to live the lives they want in their communities.

People who have used person Centered planning are finding that it can:

- Help people work out what they want in their lives and make them feel stronger and more confident.
- Clarify what support people need to pursue aspirations.
- Bring people together to support people in joint problem solving and to energise and motivate people based upon better understanding of and commitment to the person.
- Help direct and shape the contributions made from service agencies, to ensure they are based upon what is important to a person from their perspective.

Who Plans with people

Self- advocates, families, friends and people paid to be in a person's life, use person Centered planning.

When individuals want to plan for them selves there are booklets such as *Listen to Me* and *Listen to Others* that help people do this.

If a person does not want or not able to plan for themselves, a family member, friends or others important to that person may plan together with the person, we call this their Circle of Support.

This is what most of us do when contemplating change in our lives. We use family and friends to support us to help us think and make decisions, we all have a Circle of Support. If a person does not have anyone close to them to help them plan, then they will usually have to rely on someone paid to be in their lives.

The Tools

There are a number of tools for person Centered planning. They all follow the same principles: the person is at the center, family and friends are partners in planning, the plan focuses on what is important, gifts and capacities and looks to the future, planning builds a shared commitment to action, planning is an on-going process. Which tool we use depends upon the person and their life.

PATH

The PATH process was developed by Jack Pearpoint, Marsha Forrest and John O'Brien. It is a tool used to get people unstuck and create short and long term goals.



It is often facilitated in the forum of a meeting, the focus person and other important people meet for 2-3 hours. The meeting is facilitated by two people. The Process Facilitator manages the process, by talking to the focus person and other people in the meeting. The Graphic Facilitator keeps a graphic record of the meeting which is owned by the person.

The process has a number of steps that must be followed:

- The dream
- One year on
- Now
- Enroll
- Growing Stronger
- Actions
- First Steps

PATH is a great tool to use when people feel stuck or have a problem to solve.

MAPS

MAP is a style of planning developed by Marsha Forrester and Jack Pearpoint. It is a tool which builds upon a shared commitment to help the focus person move towards their dream and away from their nightmare (what is not working).



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The process has eight steps which are flexible:

- The story / background
- The dream
- The Nightmare
- Who is the person?
- What are the person's gifts?
- What are the person's needs?
- The action plan

MAP can be used when we want to learn from a person past to help shape their future.

One Page Profiles and Living Descriptions

This tool was developed by Essential Lifestyle Planning Learning Community as a way to start finding out what is important to people in their everyday lives. One page profiles provide a capacity description of a person focusing on what others like and admire about them, what is important to them and what we need to know or do to provide good support. One page profile develops into living descriptions as we learn more about people and record this information.

One page profiles are developed by thinking what we know about what's important to somebody and the support they need. Trained Facilitators can help people think about how to build on a one page profile.

One Page Plans should include:

- What we like and admire
- What's important to a person
- What support someone needs

Living Descriptions could include:

- How to communicate with the person
- Who supports the person best



- Routines and rituals
- Staff roles and responsibilities
- Dreams
- Decision making agreements
- Health Information
- Relationship circle

Essential Life Style Planning

Essential lifestyle planning is a very detailed planning style which focuses on the individual's life now and how that can be improved.

ELP specifies the way that support is to be provided on a day to day basis.

It can also provide a valuable safeguard when someone is moving from one setting to another as it allows for the individual to have consistency.



Person Centered Approaches to Health Action Plans

Health action planning sits nicely in essential lifestyle planning, as it describes what is important to someone and what is important for them to stay healthy and safe.

Using Helen Sanderson approach to Health action Planning provides a health checklist that balances what is important to the person and describes what good support should like to ensure good health. ie: what would good support to the doctors look like.

Being well, both emotionally and physically is crucial to help us achieve our dreams and wishes.

Person Centered approaches

Person Centered approaches are ways organisations who support people use tools from person Centered planning to ensure that they provide a service which focuses on what is important to the individual as well as the support they need.

Person Centered thinking

Person Centered Thinking is a way of working, there are a number of tools which people who provide support can use to help teams work in a more person centered way.

An example of some of those tools are:

- How to sort out what is important to a person from what is important for them.
- How to address issues of health, safety and risk while supporting choice.
- How to identify what are the core responsibilities are for those who provide paid support.
- How to consider what makes sense and what does not make sense about a person's life.
- How to ensure effective support by matching characteristics of support staff to the person's needs.



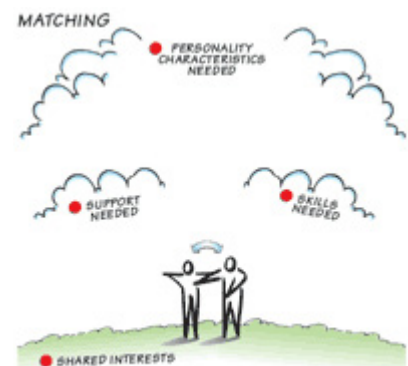
The Person Centered Thinking Tools are fundamental to all other person centered approaches.

Person Centered Reviews

Person Centered reviews are a way of facilitating reviews using person centered thinking tools. The person is involved throughout the whole process from process from start to finish (it's their review), family, friends and professional support the person through out.

Person Centered reviews look at all aspects of the person's life and their relationships. A person centered review should be a positive experience that focuses on the person's strengths, talents and their gifts and develops an action plan that focuses on making things happen.

The information gathered from a review could be used to develop a one page profile.



Person Centered Risk Assessment

A twelve step process to manage risk in a more person Centered way, developed by Helen Sanderson Associates. The process helps professionals involved in assessing risk to address significant issues of health and safety while supporting choice by also taking into account things that re important to people.

Person Centered Teams

Person Centered Teams are not only for people who use services, they can also be useful tools for enabling teams to work together effectively. Person Centered Team Plans help teams to be clear about their purpose, to understand what is important to each member and what support they need to do a good job.