

Self-Determination

February 2014



Learning Objectives



- After completing this course, you should be able to:
 1. Describe the principles of Self-Determination.
 2. Understand the interaction of Person Centered Planning and Self-Determination
 3. Understand the benefits of Self-Determination for individuals who receive services.

Purpose of Training:

- The purpose of this training is to provide an overview of the approaches of Self-Determination.



- Community Mental Health is a large agency that serves a number of populations with diverse needs.
- **As the populations vary, the way that Self-Determination is approached and implemented can look different depending on the program that is implementing the process.**

Common Themes

- Within the health and mental health fields at present, there are many competing philosophies of practice and approach. One of these approaches is the Integrated Care movement.
- Integrated Care and Self-Determination share many common themes and principles in how they approach working with individuals.



Self-Determination at CMHA-CEI

- Currently, Self-Determination is a philosophy that is embraced for adults in our mental health system.
- Each program is at differing levels of exploration and implementation of Self-Determination.





Community Services for the Developmentally Disabled (CSDD)

- Has implemented SD services and supports options.



Adult Mental Health Services (AMHS)

- Is currently exploring the SD approach with the individuals they support.

What is Self-Determination

- Emphasizes participation and the achievement of personal control over funds and services.
- Participation is voluntary.
- Self Determination works with available resources:
 - Natural supports
 - Personal financial resources
 - CMH funding
 - Community connections
 - DHS funding sources
- Participation in SD does NOT create more money for services/supports.



Five Principles of Self-Determination

1. Freedom
2. Authority
3. Support
4. Responsibility
5. Confirmation



Principles of Self-Determination

FREEDOM: To decide how one wants to live his or her life.



- In self-determination, freedom means what it means to everybody: **the right and opportunity to live your life as you determine.**
- When you look at how well the system is supporting an individual, look at and measure how much freedom that person (with their circle of support) has and how much their life looks like other people's in their community.

Principles of Self-Determination

AUTHORITY: The individual has authority over the support and service resources available to them.

- Authority in a self-determination system comes from having control over an amount of money that is allocated by the system for the individual's support.
- Controlling the spending of the dollars means individuals (with their circles of support) can control key decisions, such as who helps them, what they help them do, how dollars are spent for long-term investments in people's stability and security, and other decisions that affect quality of life.



Principles of Self-Determination



SUPPORTS: Organizing a network of support for the individual, family, friends, and those who care.

- Support is also a critical principle because it refers to the most fundamental change in a self-determination based system: the shift from **programs** that take care of people to setting up a personalized and self-determined system of **support** for an individual to live a life like other people in society.
- A system based on support rather than programs starts with the person's determination of what he or she wants to accomplish in life and then figures out how to use the resources available to an individual to support him or her in pursuit of that life.

Principles of Self-Determination

RESPONSIBILITY: Individuals, with support, take responsibility for their decisions and actions to assure the wise use of public dollars.



- Expecting people to be responsible for their lives does not mean that they are abandoned or neglected. It means that, when they get control of decisions, especially those regarding money, they will be expected to be responsible for what they decide.
- Those involved in a self-directed arrangement must engage with each other to gain understanding of what people need to responsibly manage their supports. Teaching the principle of responsibility requires providing people with the information, tools and supports needed to comfortably accept this important role.

Principles of Self-Determination

CONFIRMATION: Honoring the important leadership role individuals who receive public support play in changing their systems of support.

- What this means is that systems need to assure that how they are operating on a daily basis validates the person's right to control decisions about their own lives.
- It also needs to have solid and ongoing ways for people across disability and aging and their families to have key roles in system design, system change, and the everyday operation of this system.



Self-Determination Questions



- Freedom

- What kinds of things in your life are important for you to have freedom about? Important for you to control?

- Authority

- What kinds of things do you have authority over? What are you in charge of making decisions about? What do you have authority or control over in spending your money?

Self-Determination Questions



- Responsibility

- What kinds of things do you have responsibility for in your life? What happens if you don't take responsibility for these things?

- Support

- What kinds of support do you use to live your life? Who helps you? Mark whether the support you get is from paid people or unpaid. How much control do you have over how the person or service supports you?

Self-Determination Questions

- Confirmation

- List the ways that society prevents you from having control of your life. Do these restrictions make your life better or worse? For example, how does it feel when rules are made about how you should live your life without involving you first?



Purpose of Self-Determination

Funding individual lives, not programs.



Purpose of Self-Determination

Public funding comes from tax dollars.

- The purpose of public funding is to assist citizens who need support.
- Self-determination leads us to look closely at what dollars are purchasing in the name of human services.



- The time has come to re-think public money.
 - Self-Determination looks at public funding as investments in the lives of individuals across disability and aging.
 - An investment achieves something and gains something in return.
 - The current traditional system funds services without high expectations. Self-directed systems invest in lives of high quality and great purpose.

Ensuring One's Civil Rights



- Self-Determination, in its truest form, gives people the right to exercise those freedoms found in the U.S Constitution, The Bill of Rights, The Americans with Disabilities Act, and Older Americans Act, guaranteed to all American citizens.

Person & Family Centered Planning & Self-Determination

- Person & Family Centered Planning is a process for planning and supporting the individual receiving services that builds upon the individual's capacity to engage in activities that promote community life and that honors the individual's preferences, choices and abilities.
- The Person & Family Centered Planning process involves families, friends and professionals, as the individual desires or requires.
- Person & Family Centered Planning is an ongoing process, not just a meeting or an annual event.
- The Person & Family Centered plan can be updated or changed as a person's needs or wishes change.
- **Planning alone is not enough; the plan MUST BE IMPLEMENTED!**

How do Self-Determination & Person Centered Planning work together?

- **PCP** is a central element of Self Determination. It is a tool used to define the life people want to live.
- All services/supports provided must be outlined and agreed upon within PCP.



- **SD** states individuals must have the freedom to direct the resources to achieve their desired lifestyle.
- Individual budgets are developed based on services and supports listed in the PCP.

Personalized Individualized Budgets

- The development of an individual personal budget is a first step towards real self-determination.
- Individual budgeting allows for free movement and free association by guaranteeing the promise of freedom made to all Americans at birth.
- Budgets are flexible, current, and appropriate. As the individual's life changes, so too should the person-centered plan and budget.



Direct Hire Support Options

- Any person who works for the individual can be hired and fired by that person.
- **All employees, support providers, and consultants work for the person and that person's social support network.**
- Even if another organization assumes some legal responsibility to become the employer of record, all personnel work for the individual.



Fiscal Management

- Fiscal management agencies are organizations where an individual budget account is set up, funded and maintained.
- The functions carried out by a fiscal management agency include, but are not limited to,
 - check writing for all bills and personnel costs;
 - tax withholding;
 - paying worker's compensation;
 - health insurance;
 - and other taxes and benefits that might be appropriate depending on the individual's budget.
- The fiscal management agency works for the individual and remains accountable for ensuring compliance with all federal and state laws.

Health & Safety



- Successful plans that provide for health and safety include natural and community supports.
- For this reason, questions about the person’s relationships (for those with and even more importantly without family) are included in order to determine if a “reliable ally” is available to understand the person’s communication and/or for whom the person will place enough trust in order to communicate any concerns about medical or safety issues.

A Place of One's Own

- For those who live outside their family homes, there is an expectation under self-determination that they have a place to call home and that place is their own.
- This means that they exert complete control over who comes through the front door, who provides assistance and who, if anyone, they freely choose to live with in this home.
- There is also an assumption that the home is typical housing for the general population and that both the home and the neighborhood are acknowledged as safe.



Community Membership

- Real membership in one's community takes place through active participation in the ongoing life of that community.
- Just as with relationships, being known and understood in one's community adds a measure of safety to the person's life as well as addresses issues of quality that are common to all.
- This means, in practice, that individuals are equal members of any number of civic, recreational, social, religious, or political organizations and clubs.



Relationships

- All good relationships are reciprocal in some ways.
- They form the foundation for much of our social, personal and spiritual lives.
- Individuals across disability and aging who generally remain impoverished often have few close relationships.



- Those without close family are even more likely to remain lonely.
- In self-directed arrangements it is important to gauge the degree to which individuals can and do enter into and/or sustain long term relationships as well as romantic and simple friendship-based associations.

Economic Security

- Assisting people in maintaining a level of income needed to provide for their life needs and desires is an important step towards helping people transition from total dependence on public funding to the public funding supplementing the person's life in a meaningful way that provides for the greatest level of independence.



The Production of Income

- What a person does during the day goes a long way toward increasing self-esteem, which can result in relationships developing and the person becoming an important part of the community.
- Just as important, the production of some private income gives deeper meaning to the notion of freedom that is a cornerstone of self-determination.
- All people deserve the opportunity to produce income. Self-directed arrangements should offer these opportunities.



Control Over Issues of Transportation

- Personal control of transportation represents a critical element in the development of a self-determined life.
- Frequently, the only viable long-term solution for the person who cannot transport themselves independently is to “own” the means of personal transportation.
- However, under self-determination it is also possible to require any support staff to provide transportation as part of their job requirements.
- In some places, public transportation is available, although not always for evening or social events.



Setting up an Emergency and Back-Up Plan

- Emergency and backup plans are an important part of life for all people, but are often the last thing people think of.
- Successful self-directed arrangements include planning ahead so that people are prepared when things go wrong.
- Emergency plans are different from a backup plan.
- Emergency and backup plan information should be readily available to the individual and those who provide supports to the individual.



Setting up an Emergency and Back-Up Plan



- **Emergency Plans:**

- An emergency plan is what to do in case of an emergency.
- For example, if a person has a medical emergency, the emergency plan would provide the person and their support staff instructions about how to get help.

- **Backup Plans:**

- Backup plans address what to do when the person's regularly scheduled supports cannot provide the supports.
- For example, if a support staff calls in sick, a backup plan would address who to contact and who is the backup staff.

Self-Determination Summary

Self-Determination Summary

- The principles of Self-Determination are; **Freedom, Authority, Support, Responsibility, & Confirmation.**
- The purpose of Self-Determination is to **fund the lives of individuals**, not programs.
- Self-Determination **ensures peoples civil rights** and to exercise the freedoms found in the U.S. Constitution.
- **PFCP and SD work together** to support individuals.

Self-Determination Summary

- Self-Determination encompasses many elements including:
 - the ability to directly hire staff,
 - fiscal management,
 - health and safety concerns,
 - community membership,
 - building relationships,
 - the production of income.
- Important to address and develop emergency and back-up plans as needed for individuals to be successful.



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