

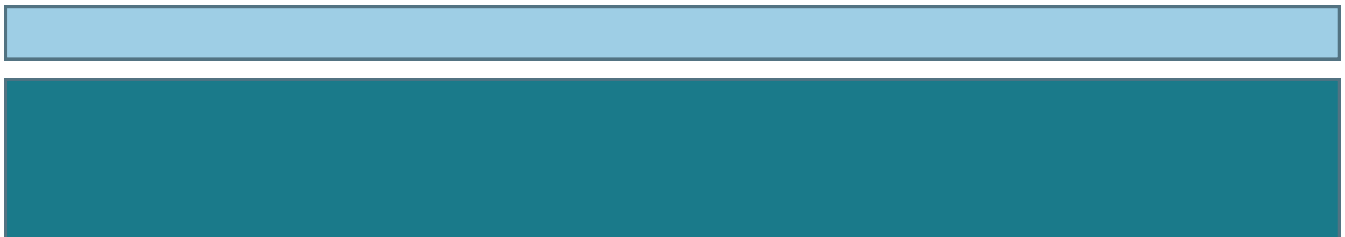
SUSTAINING PERSON CENTERED PRACTICES FY17



SOUTH DAKOTA

**PERSON
CENTERED
PRACTICES**

DISCOVERING WHAT'S POSSIBLE



Division of Developmental Disabilities

Sustaining Person Centered Efforts

(Developed in partnership with SD PCT trainers/facilitators)

Overview: South Dakota has actively and conscientiously taken steps to promote person centered policies and practices since 2007, with a significant amount of resources invested in implementing and sustaining person centered practices put forth from both the Division of Developmental Disabilities and Community Support Providers in South Dakota have invested. Considerable changes have occurred system wide including, but not limited to, annual planning processes, organizational policies and procedures, and Administrative Rule of South Dakota (ARSD) now requirements of at least one person centered thinking tool within the annual planning process.

In January 2014, CMS issued a final rule for Home and Community Based Services (HCBS) Waivers which requires that planning must be developed through the use of person centered processes to be directed by the person receiving supports. As it is in the interest of all stakeholders to endorse continued Person Centered efforts, the SD Person Centered Thinking Trainers group has developed the following training proposal for Fiscal Year 2017 (FY17), which includes training to all self-advocates, family members, Community Support Provider staff, and Community Service Provider staff, individuals, and agencies. Details of the proposal include:

- Person Centered Thinking Trainers, People Planning Together Trainers, and Family Planning Facilitators provide ongoing training and support in person centered practices during FY17.
- Family Support 360 Coordinators receive training to further develop and enhance their skills in Person Centered Practices.
- Person Centered Thinking Trainers, People Planning Together Trainers, and Family Planning Facilitators have opportunities to further develop and enhance their skills in Person Centered Practices.

Evaluation of Outcomes: Training evaluations will be collected to allow the SD Person Centered Thinking Trainers group to analyze data after each training session and adapt trainings as needed. The evaluation data will also be compiled when the Sustaining Person Centered Efforts activities are completed and an overall analysis of the quality of training, demand for future trainings, and overall feedback will be completed. This information will be used to inform future proposals for Person Centered Trainings in SD and will be shared with all CSPs, SDDC, and DDD.

Regional two-day PCT Trainings: This training consists of two days of exercises in which the participants learn how to use seven person centered thinking tools and acquire five basic person centered thinking skills. Participants receive instruction and practice in using the processes and structures to develop plans that support choice while addressing issues of health and safety. Some of the skills discussed during the training are: the importance of being listened to and the effects of having no positive control; the importance of understanding a person’s daily rituals and routines; how to discover what is important to and sort what is important for people and to respectfully address significant issues of health or safety while supporting choice.

	Regional Location*	Location	Date*	Probable Trainers*
1.	Southeast 1	Sioux Falls		Brenda/
2.	Southeast 2	Vermillion?	May 2017	Shannon/Brenda/Pat?
3.	Northeast 1	Watertown		Deanna/Barb/Tonya
4.	Northeast 2	Aberdeen/Brookings?		Deanna/Barb
5.	Central 1	Pierre	January 2017	KD/Julie
6.	Central 2	Mitchell	August 22-23, 2016	Pam/Carrie
7.	West 1	Rapid City	December 2016	Carie/Amanda
8.	West 2	Spearfish	July/August 2016	Amy/April

*Intended Audience: Direct support staff, Case Managers, Supervisors, Behavior Support staff

Regional Coaches Training – one day: This training consists of one day of lecture and exercises where the Person Centered Thinking Coaches gain a clearer understanding of their role and expectations regarding being a PCT Coach.

	Regional Location	Location	Date	Probable trainers
1.	East	Sioux Falls?	March 2017	Pat &
2.	West		May 2017	

*Intended Audience: Any person who has attended the 2 Day PCT Training and has been identified as a PCT Coach within the organization

Beyond Basic PCT trainings

Linking Personal Outcome Measures and Person Centered Thinking

This training is in development with the intention to help supporters and organizations understand the benefits of using person centered practices and concepts in day to day work to assist self-advocates realize the outcomes identified by the Council o Quality and Leadership within the areas of My Self, My World, and My Dreams. The training will include demonstration of how person centered concepts can help us learn whether outcomes are present, while other person centered tools can help teams identify the supports needed to reach or maintain those outcomes.

	Region	Location	Date	Probable Trainers
1.	East			Becky Hansen
2.	West			

*Intended Audience: Any person who has attended the 2 Day PCT Training and is responsible for gathering or monitoring information related to Personal Outcome Measures

PCT 201

This training, provided by Pat Kellar and Deanna Wollman, will include a short review of the tools and processes taught in the 2-day training as well as introduction and practice of additional tools such as the

High/Low chart, Presence to Contribution, and How Places Work. The training will emphasize how tools can be used in conjunction and how information migrates from tools to planning.

	Region	Location	Date	Probable Trainers
1.	Southeast			Pat Kellar/Deanna Wollman
2.	Northeast			Pat Kellar/Deanna Wollman
3.	Central			Pat Kellar/Deanna Wollman
4.	West			Pat Kellar/Deanna Wollman

*Intended Audience: Any person who has previously participated in the 2 Day PCT Training

Positive Approaches Training:

This one day training offered by Ability Building Services PCT trainers, Pat Kellar and Kristi Patton, will focus on using Person Centered Practices to develop plans that will have positive impacts on behaviors, people’s perception of behaviors, and how agencies address behavioral concerns. Training includes: how to include person centered practices and skills in your existing process of developing a positive behavioral support program; implementing plans that focus on maintaining mental wellness; and introducing new tools and skills that should be used when identifying and implementing plans of positive behavioral support to respectfully include balancing important to/important for as defined by the person.

	Region	Location	Date	Probable Trainers
1.	Northeast			Pat Kellar
2.	Southeast			Pat Kellar
3.	Central			Pat Kellar
4.	West			Pat Kellar

*Intended audience: Case Managers, supervisors, and any support staff involved in developing, writing or implementing behavior support plans

It’s About Relationships:

This one day training is offered by Black Hills Works PCT trainers, Amanda Diers and Carie Diro. As Direct Support Professionals we need to be aware of how to successfully support a person who is experiencing disabilities. We must learn to foster relationships, promote independence and when necessary, intervene to support a person whose behavior may cause barriers to successfully living the life they want. It’s About Relationships combines Person Centered Thinking and Positive Behavior Supports to empower staff to think differently while supporting individuals with finding joy in their days.

	Region	Location	Date	Probable Trainers
1.	East			Amanda Diers/Carie Diro
2.	West			Amanda Diers/Carie Diro
3.	Central			Amanda Diers/Carie Diro

*Intended Audience: Case Managers, Behavior Support staff, direct support professionals

Person Centered Employment:

This half day training is offered by DDD PCT Trainers Julie Hand and KD Munson. This training is designed to assist teams in identifying which path to employment a person wants to follow and how to develop supports specific to the identified employment outcomes using a person centered discovery approach. The training includes: review of the Person Centered Employment Guide, Person Centered Transition Assessment, and Life Span resources, and ways to to guide conversation about how to build upon personal strengths and assets and how paid supports can be used in combination with the use of technology, community-based, and relationship-based supports.

	Region	Location	Date	Probable Trainers
1.	Southeast	Sioux Falls		Julie Hand

2.	West	Rapid City		Julie Hand
3.	Central	Pierre		Julie Hand
4.	Northeast	Watertown		Julie Hand

*Intended audience: Case Managers, employment staff and supervisors, vocational rehabilitation counselors

Positive and Productive Meetings (PPM) – Amanda George

This one day positive and productive meetings course instructs attendees how to facilitate an innovative, practical meeting process that ensures that people can listen carefully, think clearly and therefore make effective decisions together. This process can be used to embed person-centered thinking within an organization. This course teaches techniques for developing a clear purpose and outcomes for each meeting, practical ways of ensuring that everyone's voice is heard in the meeting, simple ways to increase the quality of thinking in the meeting, and different tools for problem solving and covering agenda items. One of the desired outcomes is to build trainer capacity within South Dakota.

	Region	Location	Date	Probable Trainers
1.	East	Sioux Falls	November 2016	Amanda George
2.	West	Rapid City	November 2016	

*Intended Audience: Case Managers, administrators, supervisors, anyone who facilitates and/or attends meetings on a regular basis

Plan Facilitation Training – Bob Sattler

Plan Facilitation Training will be provided by Bob Sattler of Support Development Associates. The will focus on the gathering of information and demonstrating respect and partnership to all people involved in the person's life and will incorporate training using the Standardized ISP as developed by the Division of Developmental Disabilities. The training will include instruction in the following areas:

- The rules for person centered practices during information gathering
- How to use discovery tools to gather person centered information for inclusion in the ISP
- Sorting the difference between information about what is IMPORTANT TO the person from what is IMPORTANT FOR the person.
- Adding to plans as we learn new information
- Going from Discovery to Action Plan to meaningful outcomes

The training will also prioritize organizing and synthesizing information so that it becomes useful and contributes to the evolution of the person's service plan.

	Location	Date	Probable Trainers
1.	Pierre	June 15, 2016	Bob Sattler/Julie
2.	Pierre	June 16, 2016	Bob Sattler/Julie
3.	Pierre	September 9	Bob Sattler/Julie
4.	Pierre	December?	Bob Sattler/Julie

*Intended Audience: Case Managers, supervisors, those who attend ISPs or special team meetings

Strengthening and Growing PCT Practices – SD Community of Practice: Person Centered approaches have quickly spread throughout South Dakota. As we grow and expand, we need networking opportunities to share our learning, motivate each other, and deepen our understanding of the PCT skills/tools. In addition, the group will continue to evaluate where we are in order to continue to grow and expand the efforts. In order to accomplish this task, funding is necessary to provide a place for trainers to meet, cover travel expense for those not associated with an organization to ensure diversity of the group, and enhance trainer PCT skills. Through this effort the PCT approach continues to expand and broaden our understanding of the impact it can have. Additionally, the 2-day PCT training curriculum is

periodically updated by The Learning Community (TLC) and these meetings are requested to maintain PCT trainer certification.

Activity	Location	Date
Trainer Skill Development	Oacoma	TBD
Community of Practice (bi-annual face to face with monthly or quarterly meetings)	Oacoma	TBD
SD Gathering Keynote Speaker	Oacoma	September 27-28

*Only certified 2 Day PCT Trainers, People Planning Together Trainers, and Families Planning Together Facilitators

*SD Gathering is open to anyone who wishes to attend

Sustaining PCT efforts with Families and Self-Advocates

Discover – Plan – Act: *New Training option for Self-Advocates is in Development – Kristi, Brenda, and/or Carrie can talk about this further.* This training will provide a 1 page training for self-advocates that moves from discovery to planning to action. Along with the 1 page, they will identify goals that are meaningful for them and what best support would look like. This information will then be used by the self-advocate to share with their team about what they want and need for a Good Life. The tentative roll-out of this training is scheduled to begin with the first training to occur in July 2017.

	Region	Location	Date	Probable Trainers
1.	East			2 PPT trainers with 2 support people
2.	West			2 PPT trainers with 2 support people
3.	Central			2 PPT trainers with 2 support people

*Intended Audience: Self-Advocates and supporters

Living with Family-Life in the Balance (*aka Determining Family and Caregiver Needs*

Assessment)- one day: *Living with Family-Life in the Balance*, will identify how the needs of the family impact a person's life. It will help identify what paid supporters need to know and what informal supports they can provide for the family to live together while balancing the needs of all family members. In addition, paid supporters will learn to balance the preferences of family members, identify their separate needs and assure cultural issues are addressed in developing supports.

	Region	Location	Date	Probable Trainers
1.	East			Brenda Smith/Valorie Ahrendt
2.	West			Brenda Smith/Valorie Ahrendt

*Intended Audience: Case Managers, Family Support 360 Coordinators, direct support staff

Families Planning Together (FPT) – One page training:

This one day workshop is led by families in learning how to develop or help their loved one develop his or her own One Page Profiles which can be helpful in describing what matters most to the person and how to best support them. This workshop also looks at how the One Page Profile can be used to direct what happens with supports and services. In essence, this workshop provides a method that ensures that planning is done in a person directed manner.

Family members and supporters develop real plans that can be used as the foundation of a person's Support Plan, Individual Education Plan or other planning documents used by service providers.

	Region	Location	Date	Probable Trainers
1.	East			FPT facilitators

2.	West		FPT facilitators
----	------	--	------------------

*Intended Audience: Family members

FS 360 Person Centered Skill Building: Through a series of activities and meetings, six Family Support (FS 360) Coordinators will develop and enhance person centered skills/tools and processes in order to assist with developing and maintaining family centered supports statewide. This process will help further infuse PCT within Family Support programs/communities and will bring FS 360 into the SD Learning Community. The Family Support Coordinators will work together to implement person centered practices into the day to day work/processes with supporting families. By using the PCT skills/tools in the work they do, families, educators, and others will be introduced early, which will also assist with future transitions.

Location	Date
Pierre or Oacoma	
Pierre or Oacoma	
Pierre or Oacoma	
Pierre or Oacoma	

*Only Family Support 360 PCT Coaches

Expanding PCT efforts –Paid beyond DDD

2 day PCT for Educators: Person Centered Thinking for Educators offers instruction and practice using skills and tools to help listen, gather information, problem solve and plan in a more meaningful way. The training offers strategies to assist in gathering person centered information specific to a student's interests, abilities, vision for their future and support needs. The information gained by using the skills and tools helps inform the IEP team to identify achievable goals that result in better life outcomes for students. This training has an emphasis on creating on page introductions that help see beyond a special need and to support students to be successful. (funded by DOE SEP through SD Parent Connection)

Two-day PCT Trainings for Employment:

This training consists of two days of exercises in which the participants learn how to use seven person centered thinking tools and acquire five basic person centered thinking skills to assist people to attain their desired employment outcomes. Participants receive instruction and practice in using the processes and structures to develop employment plans that support choice while addressing issues of health and safety. Some of the skills discussed during the training are: the importance of being listened to and the effects of having no positive control; the importance of understanding a person's daily rituals and routines; how to discover what is important to and sort what is important for people regarding employment and to respectfully address significant issues of health or safety while supporting choice to seek and maintain employment.

	Regional Location	Location	Date	Probable trainers	Costs for trainer, travel, and material cost
1.	East	Sioux Falls	August 30-31, 2016	Brenda Smith, Julie Hand	
2.	West	Rapid City	September 13-14, 2016	Brenda Smith, KD Munson	
Room/materials:				Trainer cost:	Total:
Included					Covered by DRS

*Intended Audience: Vocational rehabilitation counselors, employment providers

Person Centered Transition Assessment: Based on the skills and tools taught in the Person Centered Thinking Training. Through collaboration with the student, family, staff, and others, PCTA is a creative way of thinking and planning for a student’s future. This process meets the transition requirements in IDEA-A by addressing the student’s interests and abilities to establish post-secondary goals, ensures self-advocacy, increases parent involvement, determines a results oriented plan of action and develops a summary of performance. (funded by SD Council on Developmental Disabilities through SD Parent Connection)

	Region	Location	Date	Probable Trainers	Costs for trainer, travel, and material cost
1.	East				Partnership with Parent Connection
2.	West				Partnership with Parent Connection
3.	Central				Partnership with Parent Connection
		Room/materials:		Trainer cost:	Total: