

# Person Centered Planning

---

University of Connecticut Center for Excellence in  
Developmental Disabilities

Families As Partners Training

# What is Person Centered Planning?

---

- A way for a person to plan their future based on what is important to them.
- A process that includes gathering information about the person's wishes, desires, needs, and supports.

# What is Person Centered Planning?

---

A journey that begins with the person, their family, friends, and supporters.



# Examples of Person Centered Planning Tools

---

- MAPS (Forest, O'Brien, & Pearpoint)
- PATH (Forest, O'Brien, & Pearpoint)
- Essential Lifestyle Plans (Smull)
- Whole Life Planning  
(Institute on Community Inclusion)
- C.O.A.C.H. (Giangreco)

# Person Centered Planning Steps:

---

- Complete a profile of the person
- Discover themes in the person's life
- Develop a vision of a positive and possible future
- Create an action plan to achieve the desired outcomes
- Monitor the action plan

“The goal is to have a  
beautiful life, not a  
beautiful plan.”

*Michael Smull*

# Gathering Information

---

Interview the person and those who know the person best

- History
- Important people
- Skills and gifts
- Concerns, fears
- Supports needed

# Discover Themes

---

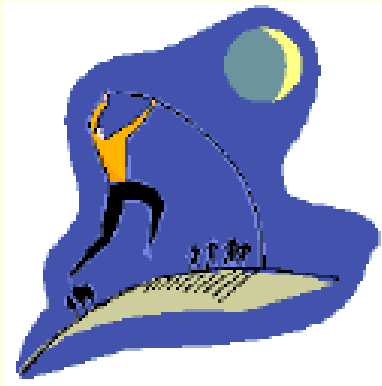
- What stands out in the person's story?
- What dreams have resurfaced throughout the person's life?
- What needs surface again and again?



# Vision of the Future

---

- “What would you accomplish if nothing stood in your way?”
- “What does your ideal future look like?”
- “Where would you live...spend your free time...work...play?”



## Action Plans Include:

---

- The task that will be completed (*What*)
- Timeline for completing the task (*When*)
- Person responsible (*Who*)
- Resources needed

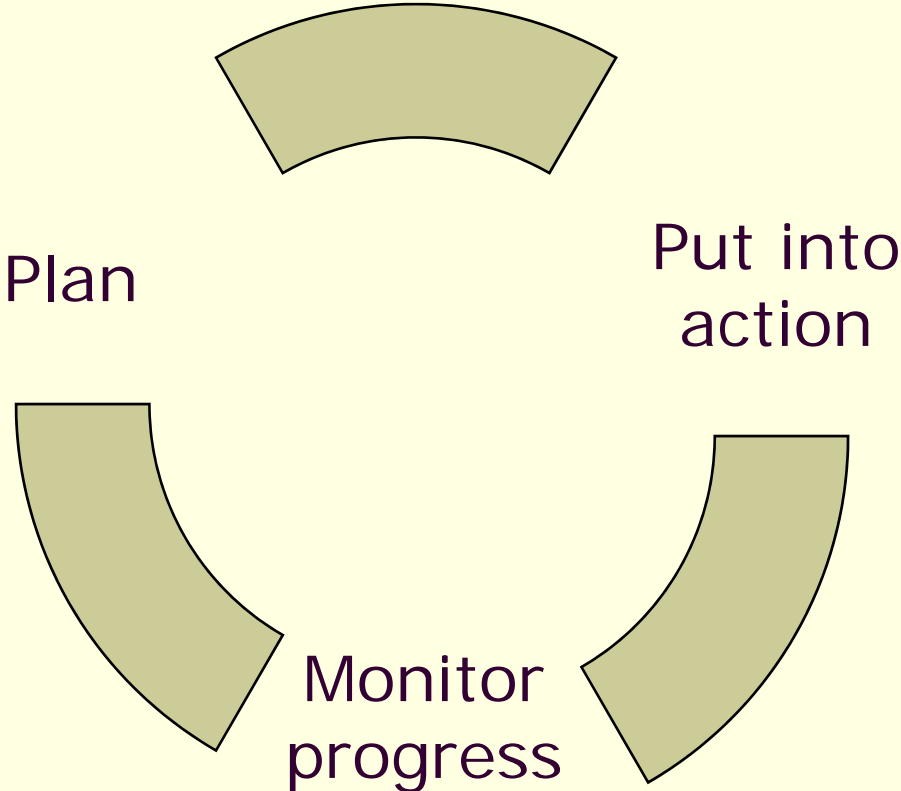
# Monitoring the Action Plan

---

- Are people following through with commitments?
- Are supports being provided?
- Does the plan need to be revised?
- Is the planning group in contact with each other?
- Is the person satisfied ?

# Nuts and Bolts of Person Centered Planning

---



# Before the Planning Meeting

---

Support the person to:

- Gather together a planning group
- Help the individual choose a planning tool
- Choose a comfortable, welcoming meeting space

# Before the Planning Meeting

---

- How will the person communicate their message?
- How will participants be invited to the planning meeting?
- Are there accommodations needed?
- Are there cultural considerations?

# During the Planning Meeting

---

- Choose someone to record
- Set ground rules
- Stay neutral
- Listen, listen, listen

# During the Meeting

---

- Encourage participation from everyone
- Treat each idea with respect
- Keep the group on task
- Be a guide, not a leader



# Developing the Plan

---

- What are the themes in the person's life?
- What does the information gathered say about the person?



# Moving from Themes to Outcomes

---

What patterns emerge?

- Does the person like quiet spaces or lots of activity?
- Is the person a follower or a leader?
- Does the person struggle with transitions or breeze through changes?
- Is the person a night owl or a morning person?

## For Each Outcome...

---

- How does the outcome relate to the person's desired future?
- Are there back up plans?
- How will progress be measured?
- Does the plan allow for changes if needed?

# Building Support Networks

---

- Know the person
- Be persistent
- Focus on the person's community
- Focus on gifts and talents
- Know that building a support network is never "finished"

# System Supports

---

Research services systems often

- Libraries, community centers, universities

Look at generic services first

- Services or agencies that are a good fit to the person's needs

# Keeping the Plan Going

---

- Assign a “keeper” of the plan
- Have strategies for when people get stuck
- Know what people need to stay strong and committed
- Celebrate accomplishments
- Monitor and revise the plan when needed

# How is Quality Measured?

---

Is the person satisfied with:

- The pace of accomplishments?
- The level of support?
- The performance of support staff?
- The level of control he or she has in life?

# Common Challenges and Concerns

---

- Balancing risk with health and safety concerns
- Systems that are slow to change
- Conflicts about the vision
- Conflicts about how to achieve the vision



"The best way to predict the future  
is to invent it."

*-Alan Kay*

