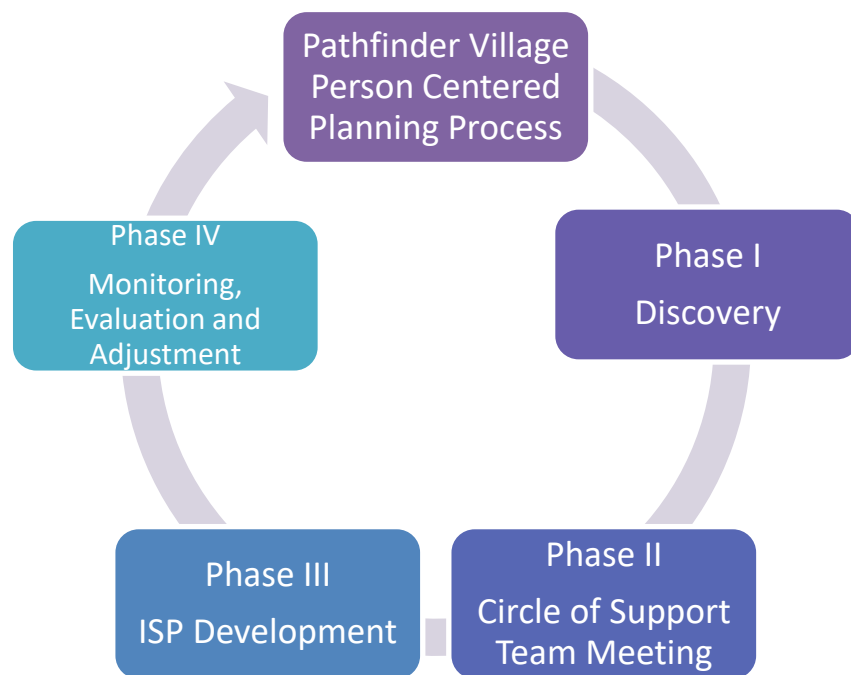


Person-Centered Planning Model at Pathfinder Village, Inc.

Person-centered planning is an evidence based life planning model designed to empower individuals with intellectual disabilities to actively shape their own futures through self-determination. Pathfinder Village, Inc. embraces this model and has comprised a true person-centered system in which individuals, family members and support providers, as part of an individual's Circle of Support team, work in full partnership to assure that each individual's values, experiences and choices drive the creation of an individualized service plan, as well as the delivery of services and supports necessary to achieve their dreams.

Person-centered planning is a life-long process that should continuously reflect an individual's changing desires and needs as he/she reaches important milestones or accomplishes personal goals. As such, Circle of Support teams meet at least yearly or as often as needed as determined by the individual. Working in partnership with Care Managers, Pathfinder Village, Inc. utilizes a four-phase process to help guide individuals and their Circle of Support teams to develop truly individualized plans, which results in a higher level of engagement and meaningful outcomes.



Phase I: Discovery Process

During the discovery process an independent Person-Centered Planning Facilitator conducts a person-centered interview with the individual to learn as much as possible about the individual, identify their unique interests, talents, passions and personal goals. In addition, the facilitator may also interview family members and other Circle of Support members to obtain a comprehensive assessment of supports that are being currently offered to the individual.

Phase II: Circle of Support Team Meeting

The facilitator meets with the individual and their chosen Circle of Support to examine what has been learned and if/how current supports, services, plans should change to better reflect the individual's wishes. Occasionally during this process an individual may ask for things that challenge family members and/or service providers in unexpected ways. We believe this is a positive and necessary part of person-centered planning as this honest dialogue and exploration of the dignity of risk may open up new possibilities for everyone involved. In these cases, the facilitator can employ a variety of methods and tools to help enable this discussion, identify barriers and recommend outcomes that both the individual and their Circle of Support are satisfied with.

Phase III: Development of Individualized Services Plan

The Care Manager (CM), working in collaboration with the individual, is responsible for developing a written Life Plan that reflects the individual's personal preferences, desires and chosen valued outcomes. Typically, this is done in conjunction with an Annual Life Plan Review. In addition to the CM developing a written individualized service plan, all habilitation support providers also create a written Staff Action Plan. Once the Life Plan and Staff Action Plans have been developed, the Life Plan packet is then distributed to the individual and all members of their Circle of Support.

Phase IV: Monitoring and Evaluating the Plan

Monitoring and evaluating plans are critical to the successful application of the person centered planning process. The individual and their Circle of Support review these plans in person at least once annually. In addition, all plans are kept updated as an individual masters skills, attains their goals and/or perhaps shows regression in which specialized intervention is needed. Similarly, an individual may also request a change to their plan and/or to meet with their Circle of Support team at any time when/if they desire a change. This continual process of evaluation ensures the on-going provision of individualized services that are tailored to an individual's unique needs.

Since its inception in 1980, the mission of Pathfinder Village, Inc. has been to promote a healthy, progressive environment that respects the individual, supporting a life of value and independence. The person-centered planning process this reflects this mission and ensures that each person's life may find meaning.