




WHAT THE HECK IS HCBS AND HOW DO WE DO IT?

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Work Life . . .



And When You Hate Your Job . . .



So how do we all get through the day?



HCBS

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COMMUNITY PARTICIPATION
ACHIEVEMENT OF OUTCOMES
MEANINGFUL OPPORTUNITIES



Community Participation

- Work in integrated settings.
- Engagement in community life.
- Services are received in the community to the same degree of access as people not enrolled in waivers.



- Was the setting selected by the individual from non-disability specific settings?
- Does the setting ensure the individual's rights of privacy, dignity, respect, and freedom from coercion?
- How does the setting optimize, but not regiment, individual initiative, autonomy, and independence?
- Does the setting facilitate choice regarding services and supports and who provides them?

Achievement of Specific Outcomes

- Based on the experiences and needs of the individual.
- Is the individual happy with their placement and what they're working toward?
- Does the person have a sense of what their next steps are?
- Does the individual feel embarrassed or "other"?



Meaningful opportunities

- How does this activity feel to the person participating?
- Does the individual participating see how this activity is connected to their goals?



What are we looking for?

- Institutional-like setting versus community integration.
- Policies and Practices that assist people to move around their environment, change job positions when they meet their goals, explore alternative providers/placements.
- Full access to the community.
- Access to transportation.
- Participating in meaningful activities that are important TO the individual.
- Activities take place in naturally occurring environments.
- Are relationships being formed between the individual and the broader community?
- Do the individuals have a way to provide feedback?

Common Pitfalls

- Facility will offer structured, inflexible “programs” to individuals, rather than letting person-centered planning guide the process of placement.
- Focus is placed on system goals, rather than personal goals.
- Not all providers are part of the ISP Planning Team.
- Meaningful activities are 1) not offered, 2) are not varied or offered throughout the course of the day, and/or 3) the individuals do not have input into the choice of activities being offered.

There are exciting things happening!

- Staff Training that develops the skills needed to connect with the community, rather than having the focus be exclusively on caregiving.
- Informed Choices.
- Positive Personal Profiles.
- Creating “Dream Teams”.
- New models of service.

QUESTIONS?

