

**A SPIRIT OF GENTLENESS AND
PERSON CENTERED PLANNING
PUTTING THE DREAM INTO
PRACTICE**

**Our central purpose in the lives of those we support is to
teach the experience of...**

Companionship
Connectedness
Community



PERSON CENTERED PLANNING PROCESS

- **Assess**

- **Feelings of safety**-when you are with me you are safe-physically and emotionally
- **Feeling of being loved**
- **Feelings of loving others**- It is good to allow others to become close to you, to care for you, to care about you and to love you
- **Being engaged with others**- It is good to do things with and for others.

When the
pillars are
in place

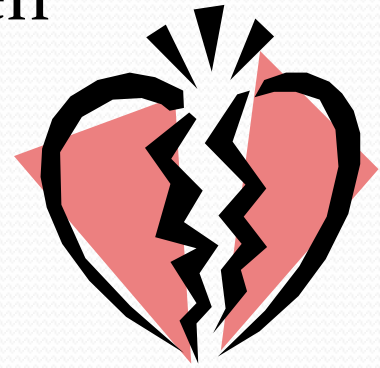


The
choices
we make
have more
meaning

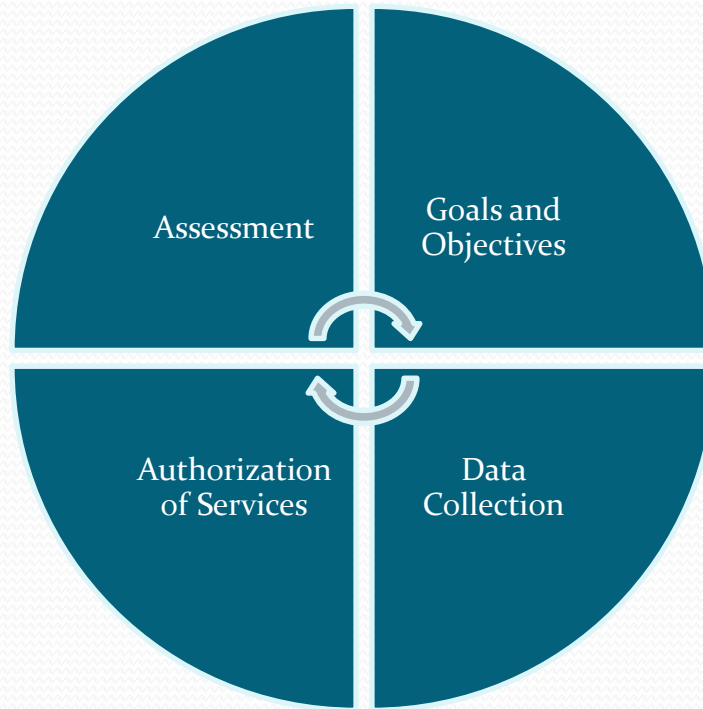


Differences from Traditional Approaches

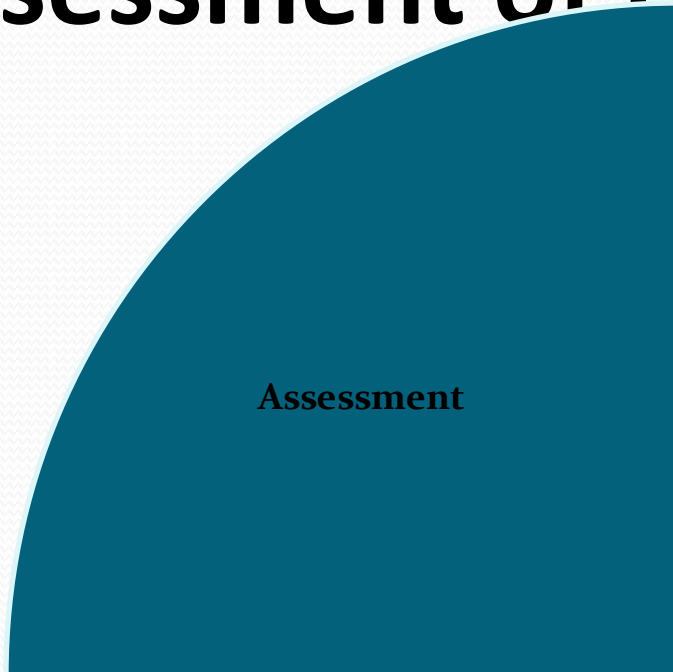
- From fixing behaviors to
- From making the other come into our space to
- Mending broken hearts
- Entering into their space



Person Centered Planning

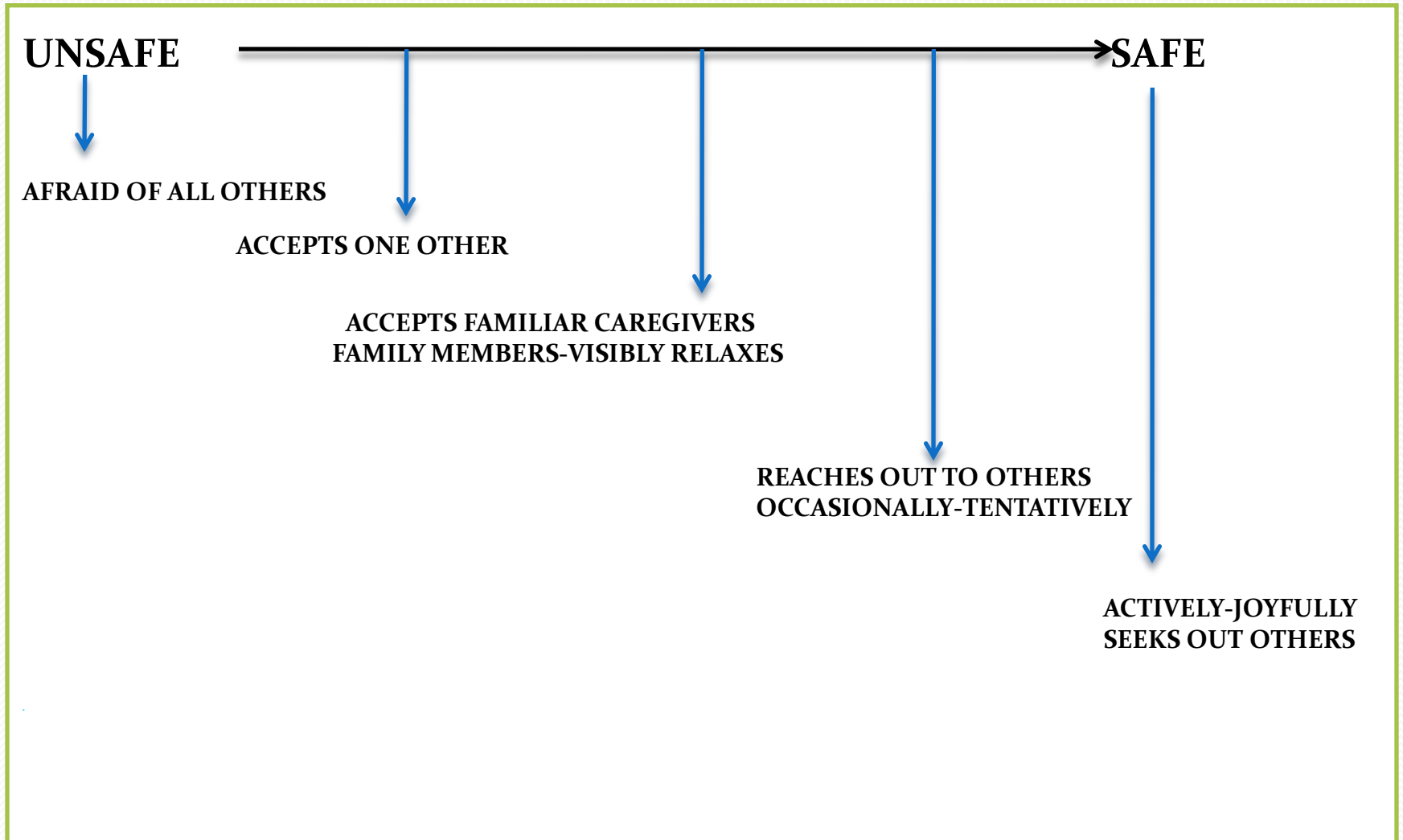


Assessment of Emotional Needs



- ❖ Safe
- ❖ Loved
- ❖ Loving
- ❖ Engaged

SAFETY CONTINUUM



SAFE- Possible Objectives

- **TOLERATES CAREGIVERS PRESENCE**
- **STAYS WITH CAREGIVER**
- **RELAXES IN CAREGIVERS PRESENCE**
- **HEAD UP- EYE CONTACT**
- **MOVES TOWARD CAREGIVER**
- **SEEKS CAREGIVERS PRESENCE—TOUCH**
- **STAYS IN COMMON LIVING AREA**
- **TELLS CAREGIVERS HE/SHE LIKES THEM**
- **SMILES WHEN APPROACHED**
- **WILL DO THINGS WITH AND FOR MANY CAREGIVERS, HOUSEMATES, FRIENDS**

LOVED/LOVING CONTINUUM

UNLOVED → **LOVED/LOVING**

↓
DOES NOT ACCEPT
LOVING ACTS FROM
ANY OTHER-ISOLATES

↓
MAY ACCEPT LOVING ACT
FROM ONE OR LIMITED
OTHER

↓
ACCEPTS/RETURNS LOVING
ACTS FROM/TO FAMILIAR
CAREGIVERS WITH PROMPTING

↓
ACCEPTS AND INITIATES
LOVING ACTS
TO OTHERS FREQUENTLY

What Constitutes a Good Objective?

- ⇒ **Specific**
- ⇒ **Measurable**
- ⇒ **Attainable**
- ⇒ **Relevant**
- ⇒ **Time-bound**



What Constitutes a Good Objective?

- **Specific:** Objectives should describe exactly what should be achieved (known or done)
- **Measurable:** You should be able to measure whether participants are meeting the objectives or not.
- **Achievable:** Are the objectives you set, achievable and attainable for your participants?
- **Relevant:** Is the objective relevant to the defined training need and the audience profile?
- **Time-bound:** When do you want participants to achieve the set objectives?

LOVED/LOVING OTHERS – Possible Objectives

- **SMILES**
- **TOUCHES WARMLY**
- **COMMUNICATES JOYFULLY**
- **HUGS AND COMFORTS OTHERS**
- **APPROACHES OTHERS**
- **STAYS WITH OTHERS**
- **SEEKS OUT OTHERS**
- **SHARES PERSONAL OBJECTS**

ENGAGEMENT CONTINUUM

NOT ENGAGED

ENGAGED

↓
WILL NOT DO ANYTHING
WITH ANYONE

↓
WILL DO ACTIVITY
WITH ONE OTHER
IF PROMPTED

↓
WILL DO THINGS WITH FAMILIAR
OTHERS-MINIMAL PROMPTING

↓
EAGERLY /ROUTINELY
DOES THINGS WITH AND FOR OTHERS

↓
HAS HOBBIES OR INTERESTS THAT
INSTILL PRIDE IN SELF AND
ACTIVELY SEEK TO CONNECT WITH
OTHERS

ENGAGED – Possible Objectives

- **SEEKS OTHERS OUT**
- **ALLOWS CAREGIVER TO DO SOMETHING FOR THEM – HANDS ON**
- **PARTICIPATES IN ACTIVITY WITH CAREGIVER UPON REQUEST**
- **DOES THINGS WITH OTHERS**
- **HELPS OTHERS**
- **FIND JOY IN OTHERS**
- **FINDS JOY IN SELF**
- **ENAGES WITH OTHERS IN THE COMMUNITY**
- **DRAWS OTHERS INTO ACTIVITY**
- **TAKES PRIDE IN SELF--HOBBIES**
- **LIKES SCHOOL OR WORK**

DEAD MANS TEST

- If a dead man can do it, it is not an objective!

Could a dead man do the following?

- To reduce swearing by 90% over a 1 month period.
- To speak calmly to housemates without swearing 90% of the time over 3 consecutive months.
- To reduce incidents of stealing to 1 day or less per month for 6 months.
- With staff verbal prompts, will calmly engage in unfamiliar social events at least 4 times per month for 3 months.

SAMPLE OBJECTIVES

- AMY WILL SMILE UPON BEING TOUCHED GENTLY 90% OF THE TIME FOR 1 MONTH

Developing the Plan

❖ Amount

❖ Scope

❖ Duration



**Goals and
Objectives**

Amount

Services identified in number of units (e.g., 15-minutes, days, hours, encounters)

Scope

- **Who** will be providing the service (e.g., clinician, paraprofessional, aide supervised by a clinician)
- **How** the service will be provided (e.g., face-to-face, telephone, taxi or bus, individual or group)
- **Where** the service will be provided (e.g., home, office, community setting)

Duration

The length of time it is expected that a service will be provided (e.g., 1 week, 3 months, 1 year)

SAMPLE OBJECTIVES

- WHEN HER CAREGIVER HOLDS OUT HER HAND, LISA WILL REACH OUT TO THE CAREGIVER AT LEAST ONCE PER DAY FOR 7 CONSECUTIVE DAYS.

What do we want to see?

- ❖ KISS (keep it simple sweetie)
- ❖ Document what we want to see (smiles, reaching out, connectedness)
- ❖ pictures are truly worth a 1,000 words

Data
Collection

SAMPLE OBJECTIVES

- BERT WILL HUG HIS ROOMMATE AS A GREETING UPON ARRIVAL HOME FROM WORK EACH DAY FOR 5 CONSECUTIVE DAYS.

Meeting Medical Necessity

- ❖ Complete Assessment
- ❖ Measurable goals
- ❖ Accurate documentation

**Authorization of
Services**

SAMPLE OBJECTIVES

- LISA WILL SAY ONE KIND THING ABOUT HER ROOMMATE WHEN ASKED BY CAREGIVERS 80% OF THE TIME.

SAMPLE OBJECTIVES

- MARY WILL FEEL SAFE AND LOVED AS EVIDENCED BY SMILING DURING DAILY TRANSITIONS BETWEEN HER HOME AND DAY PROGRAM 90% OF THE TIME FOR 1 MONTH.

SAMPLE OBJECTIVES

- LUKE WILL MAINTAIN LOVING AND SAFE RELATIONSHIPS WITH FRIENDS BY SMILING AND SHAKING THEIR HANDS UPON GREETING THEM 85% OF THE TIME.

SAMPLE OBJECTIVES

- CHERYL WILL INCREASE ENGAGEMENT WITH CAREGIVERS AND FRIENDS DURING STORY TELLING AND DAILY EVENTS BY SITTING CALMLY AND RELAXED NEXT TO SOMEONE FOR 10 MINUTES FOR 10 CONSECUTIV E TRIALS.

SAMPLE OBJECTIVES

- WITH THE ASSISTANCE OF HIS CAREGIVERS, JEREMY WILL CREATE A MEMORY BOOK AS A VEHICLE FOR CONVERSATION AND RELATIONSHIP BUILDING BY HAVING PICTURES TAKEN DURING AT LEAST 1 SOCIAL EVENT EACH WEEK.

GOALS MADE GENTLE- THE “HAVE TO’S”

- Incorporate the individualized use of tools into the existing methodology
- Diagnosis. Life history and sensory issues can be potential barriers to achieving the goal/dream
- Teach from a stand-point of increasing safety and connectedness first-the more safe someone feels the more likely they can learn the skill

GOALS MADE GENTLE

OLD

GOAL: Shirley will maintain adequate hygiene by showering daily

OBJ: Shirley will not hit, scream or bite caregivers during her bath 90% of the trials recorded for a three month period

METHOD:

Caregiver is to tell Shirley that it is time for her shower.

If Shirley is compliant during her shower offer her praise.

Try to block hits and do not get too close to her mouth to prevent being bitten.

GOALS MADE GENTLE

NEW

GOAL: Shirley will feel safe during her bath

OBJ: Shirley will smile, relax her body, and allow caregivers to bathe her 90% of the trials...

METHOD:

Since Shirley is afraid of showering, she should be offered a bubble bath and a favored caregiver should assist her when possible.

Prior to the bath encourage Shirley by participating in one of her favorite activities, by reading to her or by simply rubbing her back.

The bathroom should be warm and softly lit with all bath supplies gathered before Shirley enters the room-use a sponge rather than a washcloth

Make sure water is warm but not too hot

Tell Shirley it is time to make her pretty and walk with her to the bathroom, rubbing her back and talking softly to her. Give her time if she appears afraid or if she pulls away.

During the bath talk softly to her and tell her how nice and warm the water is.. How pretty she is...
If she shows signs of fear, take a break and give her time.

DO not force her during this process. It is ok for Shirley to miss a bath or have a sponge bath.

GOALS MADE GENTLE

- OLD

- GOAL: Lisa will increase active range of motion in both feet to facilitate better walking;
- OBJ: Lisa will comply with 6 repetitions of active stretching exercises of both feet 90% of the trials for....
- METHOD:
- Lisa is lying on her back in her bed.
- Stand to her right side. Hold her right ankle in your left hand and her right heel in your right hand supporting her whole right foot with your right forearm.
- Start pulling her right ankle slowly upward.
- Stop at the resistance and give a gentle stretch in the same direction for 2-3degrees.
- Hold for 10 seconds and relieve the stretch
- Return to starting position and repeat 5 more times

GOALS MADE GENTLE

- NEW

- GOAL: Lisa will feel comfortable during range of motion
- OBJ: Lisa will maintain a relaxed posture while allowing her caregiver to manipulate her foot during 6 trials per day.
- METHOD:
 - As you are approaching her, talk softly to Lisa telling her what you intend to do. Keep talking to her until you see her visibly relax.
 - When Lisa seems comfortable in your presence let her know that you are going to help her with her ankle
 - It may help to rub her foot gently before rotating it.
 - As you are moving her foot talk to her about how much you enjoy spending time with her, remind her she is safe and that you will not hurt her
 - See detailed instructions on how to rotate her foot.

GOALS MADE GENTLE

- OLD

- GOAL: To reduce maladaptive behaviors.
- OBJ: To reduce incidents of aggression to 2 or less per week.
- METHOD:
- When Mike has a day of no aggression, he will receive 1 token and praise.
- At the end of the week, he can turn in his tokens – see the token menu.
- Whenever Mike is aggressive, tell him in a firm voice “no”.
- As a last resort, implement physical intervention procedures.

GOALS MADE GENTLE

- NEW

- GOAL: To feel safe with others.
- OBJ: Mike will feel safe when engaged with others as evidenced by smiling and reciprocating handshakes and hugs during 90% of recorded sessions for one month.
- METHOD:
- At least once per half hour, caregivers will approach Mike with a smile while holding out their hand. Hopefully, Mike will return the handshake. Give Mike one of the following messages:
 - You are a good man.
 - I am so happy to be here with you
 - You have a good heart
- As an alternative to a handshake, caregivers can also hold out their arms for a hug or simply touch his shoulder or arm gently.
- Whenever Mike looks like his is insecure or unsafe (not looking at caregivers, pacing fast), slowly approach him and tell him in a soft tone of voice that:
 - You are there for him
 - He is safe with you
 - You care about him

BARRIERS AND SOLUTIONS

- INTERNAL BARRIERS ---

DIAGNOSIS

LIFE EXPERIENCES

SENSORY ISSUES


- EXTERNAL BARRIERS---

LIVING SITUATION

TIME AND FINANCIAL CONSTRAINTS

6 CRITICAL ELEMENTS

- **SAFE** – THE BASIS OF ALL INTERACTIONS
- **LOVED** – FORMS TRUST
- **PRAISE** – FREQUENT AND SINCERE
- **DEMAND-** CAREFULLY
- **SCHEDULE-SHIFT, DAY, WEEK, FLEXIBLE**
- **TRANSITIONS-CAREFUL AND PREDICTABLE**

- **FROM HOUSE  TO HOME**

COMMITTMENTS

- FROM CAREGIVERS
- FROM ADMINISTRATORS
- FROM FAMILY MEMBERS
- FROM SUPPORT PERSONS

MONITORING AND FOLLOW UP

- MEASURABLE INDICATORS
- BE CREATIVE—PICTURES DO SAY **1000** WORDS
- WHEN DO WE RE-THINK -- RE EVALUATE?

Important Considerations

- ❖ The best plan will not work without monitoring
- ❖ The best plan will not work without staff training
- ❖ Time spent on a good plan will save countless hours later
- ❖ Often a day, or an activity cannot be saved after it begins to go badly