

Goal Development in a Culture of Gentleness

Sue Gipperich, Support Coordination Supervisor, MORC
Inc.

Deirdre Mercer, Senior Training Consultant, The Center for
Positive Living Supports



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

Companionship

Connectedness

Community



Safe

When you are with me
you are physically and
emotionally safe !



Loved and valued

It is good to allow
others to become close
to you, to care for you,
to care about and to
you love you.



Loving

It is good to be loving
towards others ! We
can learn to be loving
to others.



Engaged

It is good to do things
with and for others.



Companionship and Community



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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



Differences from Traditional Approaches

- ✱ From focusing on the differences between people to
- ✱ Focusing on the similarities
- ✱ From task oriented to
- ✱ Companionship oriented
- ✱ From concentrating on how we see the other to
- ✱ Focusing on how they see us

Differences from Traditional Approaches

- ✿ Decreasing our cold interactions and increasing our warm interactions
- ✿ When the other gets louder, we get softer
- ✿ When the other goes faster, we go slower



Person Centered Planning



Assessment of Emotional Needs



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

UNSAFE

SAFE

Afraid of all others

Accepts one other

Accepts familiar caregivers

family members-visibly relaxes

Reaches out to others
occasionally-tentatively

Actively-joyfully
seeks out others

Unloved/Unloving

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**

Disengaged

Engaged



Will not do anything
with anyone



Will do activity with one
other if prompted



Will do minimal activities
with others if prompted



Eagerly /Routinely
does things with
and for others




Has hobbies or interests that
instill pride in self
Actively seeks to connect with
others

Developing the Plan

❖ Amount

❖ Scope

❖ Duration



Goals and
Objectives

Amount , Scope, and Duration

- ❖ Code of Federal Regulations 42 CFR 440.230
- ❖ “Each service must be sufficient in amount, scope, and duration to reasonably achieve its purpose”
- ❖ “the agency may place appropriate limits on a service based on medical necessity or on utilization control procedures”

Amount

- ❖ Services identifies 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 the service will be provided (e.g., 1 week, 3 months, 1 year)



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

Pictures of engagement here



Meeting Medical Necessity



Authorization of
Services

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

Person Centered Planning



OUR Discipline and Structure



Schedules

Structure begins with schedules

- ✧ *The* tool for organizing staff
- ✧ Provides predictably
- ✧ Provides opportunity for choice
- ✧ Reminds staff to interact frequently
- ✧ Serves as a redirection tool

Schedules

- ✧ Can be written, pictograph, or photographic
- ✧ Can be portable or fixed
- ✧ Should be integrated with other schedules
- ✧ Can be used in conjunction with a calendar system
- ✧ Helps with transitioning from one environment to another
- ✧ May incorporate staff assignments



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



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