



What is Person-Centered Planning?



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[Singalong!](#)

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Themes of Person-Centred Work



What is Person-Centered Planning?

<http://helensandersonassociates.co.uk/person-centred-practice/>



YouTube Video: Michael Smull, [What is meant by Person-Centered Planning?](#)

What is Person Centered Planning?

(retrieved from Inclusive Solutions at <https://inclusive-solutions.com/>)

- Person centered planning is a collection of tools and approaches based upon a set of shared values that can be used to **plan *with* a person** - not *for* them . These tools can be used to help the person think about what is important in their lives now and also to think about what would make a good future. Planning should **build the person's circle of support** and involve all the people who are important in that person's life.
- Person Centered Planning was first developed in the 1980's by a small number of people including John O'Brien, Connie Lyle O'Brien, Beth Mount, Jack Pearpoint, Marsha Forest and Michael Smull.
- Person Centered Planning was developed as a way of enabling people - children and adults - to move out of special segregated places schools, hospital and institutions **into mainstream life - schools and communities.**

YouTube Video: [Collages to the Future We Want](#)

What is Person-Centered Planning?

(Amado & McBride, 2001)

- “Person-Centered Planning” (PCP) refers to a family of approaches that share a common foundation of beliefs:
- The focus person, hereafter called “our friend,” is the primary authority on his or her life direction.
 - A path is made by team members who will join our friend’s journey, walk together, and **learn through shared action**.
 - Person-Centered Planning enlists community members in helping our friend to define and move towards a desirable future. YouTube Video: [Introduction to Person-Centred Planning](#)
 - Person-Centered Planning must come from respect for the **dignity and individuality of our friend**.

What is Person Centered Planning?

(retrieved from Inclusive Solutions at www.inclusive-solutions.com)

- Person Centered Planning looks at what **support** a person needs to be included and involved in their community.
- Person centered approaches offer an alternative to traditional types of planning which involve assessing need, allocating services, and making decisions *for* people.
- Person centered planning aims to empower people, who have traditionally been disempowered by specialists or segregated services, by **handing power and control back to them.**

Goals of Person-Centered Planning (P-C P)

(adapted from Michaels & Ferrara, 2005)

Five “**essential accomplishments**,” (J. O’Brien, 1984, 1987) are common among P-C P approaches:

- (a) **community presence** - increasing the number and variety of community places our friend knows and uses;
- (b) **choice** – helping our friend to develop and express autonomy in both everyday and life-defining matters;
- (c) **competence** – supporting and enabling our friend to perform functional, age-appropriate, and meaningful activities;
- (d) **respect** - ensuring that our friend develops valued roles and places in community life;
- (e) **community participation** - creating membership in the social network of community and ensuring the development of personal relationships and friendships.

Goals of Person-Centered Planning

We should be working towards five valued experiences for our friend:

1. **SHARING PLACES:** sharing the ordinary places of community life at the same time and in the same way as others
2. **BELONGING:** developing a wide, diverse range of relationships with people with and without disabilities
3. **BEING SOMEBODY:** being respected by others and seen as a valued person who has positive roles to play
4. **CHOOSING:** making choices, big and small, in all areas of life
5. **CONTRIBUTING:** contributing your gifts, talents, passions, interests, ideas and opinions to others in the community

Goals of Person-Centered Planning

(Holburn et al., 2007)

1. Community presence: Being in an ordinary place, such as a typical neighborhood or an integrated classroom.
2. Community participation: Being among a network of community friends and allies.
3. Choice: Making decisions about everyday matters.
4. Respect: Having a valued role in community life.
5. Competence: Being able to do the things that contribute to respect.

These goals reflect concerns over the deprivations associated with institutional living.

Goals of Person-Centered Planning

The five “essential accomplishments” (O’Brien, 1987, cited in Holburn, Gordon, & Vietze, 2007) of PCP:

1. Community presence membership: Being **known and included** in an ordinary place, such as a typical neighborhood or an integrated classroom.
2. Community participation: Being **Participating within** a network of community friends and allies.
3. Choice: Making decisions about everyday **all or most** matters.
4. Respect: Having a **Performing** valued roles in community life.
5. Competence **Supported Opportunities**: Being **enabled** to do the things that contribute to respect.

These goals reflect concerns over the “**preconceptions**” limiting the **opportunities and expectations for persons with disabilities**.

What Do PCP Teams Plan for & Promote?

John O'Brien & Connie Lyle O'Brien, <https://thechp.syr.edu/resources/>

Jerry's goal for community presence

From:

- Living in a ward with 60 persons labeled “medically fragile” in an institution of 1200.
- Having nurses and aides who bathe, feed, dress, and change him.
- Getting one hour of “music therapy” a week.
- Staying in bed when he had seizures

To:

- Living in a home with at least one similar-age peer and no others with disabilities;
- Experiencing five other environments per week with his peer (i.e., leisure time, basic necessity, watching/helping with real work);
- Recovering as he needs to after seizures.

(Lyle O'Brien, C., O'Brien, J., and Mount, B. (1997). Person-centered planning has arrived... or has it? *Mental Retardation* 35, 480-484.)

What Do PCP Teams Plan for & Promote?

John O'Brien & Connie Lyle O'Brien, http://thechp.syr.edu/PCP_History.pdf

Jerry's goal for rights and personal interests

From:

- Crying, grabbing, grunting, eye pointing and withdrawing;
- Having no decisions honored or fulfilled.

To:

- Using head signals for yes or no;
- Using eye or finger pointing to eight to ten symbols
- Choosing persons, objects, places;
- Making two to five choices for breakfast, lunch and dinner;
- Choosing daily apparel.

(Lyle O'Brien, C., O'Brien, J., and Mount, B. (1997). Person-centered planning has arrived... or has it? *Mental Retardation* 35, 480-484.)

People with disabilities should live like people without disabilities.

Person-centered planning seeks to remove the stigma and get our friend involved with the rest of his community, rather than trapped in a world consisting of only services.

Real friendships are in the community.

P-C P recognizes that all people with disabilities have talents and interests that can form the basis of real friendships

(Holburn et al., 2007).

Report from the 14th Deaf-Blind International World Conference

Clara Berg is an international speaker and parent advocate inspiring people world wide to create real worlds for people with severe disabilities, particularly deaf-blindness.

First comes the appetizer, a process of finding out who a person is and what his or her likes, character, abilities, and preferences are. The appetizer ingredients appear throughout the meal and set the stage for the rest of the meeting.

The second course is the entrée, which adds to the components of the appetizer a circle of support, opportunities, contact people, natural and paid supports, financial possibilities, and community settings. This part of the meal cannot be rushed. It takes time to make a good meal and a good personal plan for the future.

For dessert, the plan is set in motion with responsibilities and due dates, charts to stay on track, and an open chart for new ideas.

We can design the menu we want based on our individual needs. The same appetizers may not lead to the same entrée or dessert choices, and choice is what person-centered planning is all about.

A Portrait

Ken Berg continues to surprise everyone with his growing capacity to be fully included in community life. His life story and his transition from high school to adult life is an Inspiration to all who meet him. He has continually defied the odds, stereotypes and limitations stacked against him.

Ken works fulltime at the Adriance Farm in Queens, New York, where he is responsible for the gathering, washing, drying and packaging of eggs produced by the farm hens. In addition to this morning job, Ken assists with many other jobs that are required on a farm throughout the week.

Why does this ordinary job seem so extraordinary?

This small part-time volunteer job grew over time into his current full-time employment at the farm. The old images of Ken as a deaf-blind, self-abusive, profoundly cognitively and medically impaired boy have turned into powerful experiences of Ken as a farmer, a worker, and a happy, fulfilled, handsome young man. The tears, fears and nightmares of his parents have paled in comparison to their sense of pride, accomplishment and optimism.

Ken and his support worker, Ame Mejia, often travel with Clara, and in doing so, help bring Ken's vision to life.

Beyond Programs: A Parable, By Michael McCarthy

adapted from <http://www.tsbvi.edu/seehear/>

In the beginning, there was *placement*. And placements multiplied and filled the earth.
And then we said, let us make *programs*, which focus on serving clients.
And clients were labeled and assigned to programs based on their label.
As programs multiplied, we said: Let us evaluate these programs to see how good they really are.
And program evaluation, quality assurance, and compliance plans were created.
And in those times, a person arose who was a client, but who was also a prophet, and said:
"I don't want to be a client, I want to be a person. I don't want a label, I want a name.
I don't want services, I want support and help. I don't want a placement, I want a home.
I don't want a day program, I want to do meaningful and productive things.
I want to learn to do things I like, go places I like, have fun, enjoy life, and have friends.
I want the same opportunities as all of you: I want to be happy."
There was a long silence. And lo, everyone realized that they must look beyond their programs.
But they were troubled: "How can we do this? Would not each person need their own unique
program and system of support and his own individual measure of its quality?"
And the prophet replied: "Even as you say, so should it be done -- *Just as you do for
yourselves.*"

Mike McCarthy is a professional who tries to stay grounded in the lives of people with deaf-blindness by serving as an advocate and guardian for Calvin.

What is Person Centered Planning?

- Person Centered Planning is not one defined process. Each of our friends may have a completely different process and outcomes.
- Although person centered planning was developed for persons with disabilities, it can be a tool for everyone.

[What Person-Centered Planning is NOT...]

- A one-shot meeting.
- A form to complete.
- A quick fix solution to all problems.
- A guarantee for success.
- A mandate.

Person-Centered Planning Resources

Amado, A. N. and Mc Bride, M. (2001), *Increasing Person-Centered Thinking: Improving the Quality of Person Centered Planning: A Manual for Person-Centered Planning Facilitators*. Minneapolis, Minnesota: University of Minnesota, Institute on Community Integration.

Also available from <http://rtc.umn.edu/docs/pcpmanual1.pdf>

Holburn, S., Gordon, A., Vietze, P. M. (2007). *Person-centered planning made easy: The PICTURE method*. Baltimore: Brookes.

Person-Centered Planning Resources

From the FOP library:

Pearpoint, J., O'Brien, J., & Forest, M. (2008). PATH: A workbook for planning positive possible futures for schools, organizations, businesses, and families. Toronto, Canada: Inclusion Press.

O'Brien, J., & Pearpoint, J. (2007). Person-centered planning using MAPS & PATH: A workbook for facilitators. Toronto, Canada: Inclusion Press.

Mount, B., & Zwernik, K., Reprinted by Minnesota Governor's Planning Council. (1989). It's never too early, it's never too late: A booklet about personal futures planning.

retrieved from: <https://mn.gov/mnddc/>