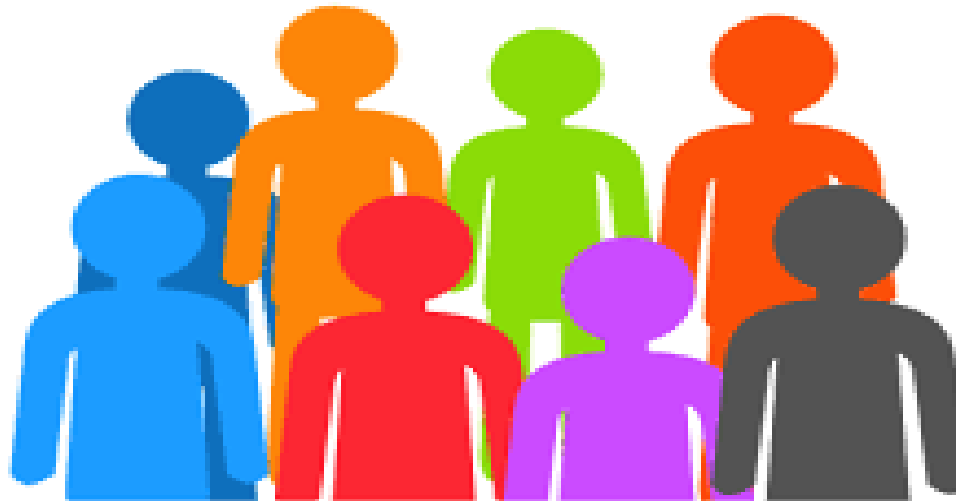# An Intro to Person-Centered Thinking (PCT) & Person-Centered Planning (PCP)

… IT'S GOOD FOR HUMANS!

Words and Acronyms We Use

- **IEP -** Individualized Education Program (school)
- **IPP -** Individual Program Plan (regional center)
- **PCP -** Person-Centered Planning
- **PCT -** Person-Centered Thinking

Using PCT and PCP is an ***approach*** to figuring out, planning for, and working toward your "preferred future". Your preferred future is the stuff you want to do in the future!

Person-Centered Thinking & Planning (PCT & PCP) in Plain Language

In plain language, Person-Centered Thinking is based on the idea that individuals who use supports and services should:

- Tell us how they want to live, in the ways they can
- Look at 'natural resources' (people, places, skills and tools) to have the life they want, or as close to it as possible
- Get the support to make the above happen!

A Person-Centered Plan will say:

- Here is what is important to me
- Here is how I want to live
- Here is how I want to be supported

...A basic, and solid foundation!

Person-Centered Thinking & Planning (PCT & PCP) (2 of 2)

- A Person-Centered *Plan* (PCP) is a product of Person Centered *Thinking,* and the Person-Centered *Planning Process*

- A Person-Centered *Plan* (PCP) can make the IPP or IEP you help create STRONG and SPEAK TO YOUR GOALS and STRENGTHS!

- Person-Centered Thinking skills are the most important to learn and practice-- *A plan means nothing without this*

Person-Centered Thinking & Planning Values (1 of 2)

- YOU have a central role & choose who is involved
- Informed Choice
- Respecting all forms of communication
- Circles of Support
- Teamwork
- Accountability
- Presuming competence
- Respecting cultural & personal values

The start of the PCP process starts with doing the work to discover and detail a person's ***preferred future.***

This starts with finding out about and holding up a person's:

- Life goals (long term)
- Capabilities
- Strengths
- Preferences
- Barriers
- Concerns
- Needs
- **What is important *to them* AND what is important *for them***

The Value

- PCT and a PCP can help identify a person's unmet needs, short term goals, long term goals & what helps them thrive

- PCT and a PCP is helpful in evaluating a person's current situation/environment/activities/circle of support/life path and makes more clear what is valuable and what may need changing

- PCT and a PCP is key in managing risk and can be leaned on in a period of crisis

Person-Centered v. Systems-Centered

Person-Centered Thinking and Person-Centered Planning is the alternative to what tends to be a default: *Systems-Centered Thinking and Systems-Centered Planning*

What are some examples of Systems-Centered Thinking and Planning?

...So, is a PCP the Individual Program Plan (IPP)?

- A Person-Centered Plan is NOT an IPP – however, a Person-Centered Plan is very beneficial in developing or updating an IPP

- Further, the 'IPP team shall utilize a person-centered planning process to develop the IPP...' Welfare & Institutions Code (WIC) Section 4685.8(k)

- Read more about what the Lanterman Act says about PCP: WIC Sections 4646(a) & 4646.5(c)

…So, is There One Right Way to Make a PCP?

NO!

However…

- There are best-practices and well-tested tools
- There is a variety of methods and tools to explore, available to anyone
- They all take TIME and PRACTICE
- It looks different for each person!

Remember… The tools without the thinking (PCT) won't work!

Let's Look at Some Formats and Tools...

Examples of Person-Centered Planning Formats

Common types include:

- **PATH**
- **Community Circles**
- **MAPS**
- **Personal Passport**
- **Essential Lifestyle Planning**
- **Personal Futures Planning**
- *And more!*

Format Examples: Personal Futures Planning

- Identifies "capacities" with help of people who care about the individual (e.g. family and friends, support people, and community members)

- Works to "discover a vision of a desirable future" and make an action plan

- Builds stronger and more effective support by making small, positive changes

- Calls on all team members to have roles and to work creatively together over time as equals

Format Examples: MAPS

(Making Action Plans)

- Focuses on a person's gifts, strengths & talents over their challenges or disabilities

- Asks key questions to spur insight, including, 'What is the dream?' 'What is the nightmare?' 'Who is the person?' 'What are the person's gifts, strengths, and talents?' 'What does the person need now?'

- An action plan is developed, detailing *who will do what & when they will do it*

Format Examples: Essential Lifestyles Planning

- A guided process for learning how an individual wants to live, then developing a plan to make it happen

- Discover what is *important to* a person in everyday life

- Identify what support the person requires to live the life they want, incorporating needs of health and safety (*important for*)

- Describes the results of the guided process in a way that is easily understood by those who will help the person to get what is important to them

Format Examples: Personal Passport

- Starts by focusing on the people who are important to the individual and will help the individual

- Lists hopes and dreams for the future

- Makes a list of things the individual likes to do and what they need to live the life they want

- Lists the things get in one's way / barriers

- Lists the kind of supports they need to achieve their hopes and dreams

Examples of Person-Centered Planning *Tools*

- One-Page Profiles

- 4 + 1 Questions

- The Doughnut

- Perfect Week

- Relationship Circle

- Communication Chart

- Learning Log

- What's Working / Not Working

- Decision Making Profile & Agreement

- Hi-Lo Charting

- **Personal Futures Planning:**

http://www.helensandersonassociates.co.uk/reading-room/how/person-centred-planning/personal-futures-planning.aspx

- **MAPS:**

http://www.helensandersonassociates.co.uk/reading-room/how/person-centred-planning/map.aspx

- **Essential Lifestyle Planning:**

http://www.helensandersonassociates.co.uk/reading-room/how/person-centred-planning/essential-lifestyle-planning-.aspx

- **Autistic Self-Advocacy Network (ASAN) The Right to Make Choices: International Laws and Decision Making by People with Disabilities Toolkit:** http://www.supporteddecisionmaking.org/legal-resource/right-make-choices-international-laws-and-decision-making-people-disabilities

- **Personal Passport:**

http://www.allenshea.com/AllStatesPassport.pdf

- **National Resource Center for Supported Decision-Making**

http://supporteddecisionmaking.org/

- **PCT/PCP Tools from Michael Smull and The Learning Community for Person-Centered Practices:**

http://tlcpcp.com/work/

- **PCT/PCP Tools from Helen Sanderson Associates:**

http://helensandersonassociates.co.uk/person-centred-practice/person-centred-thinking-tools/

Note… Both of these sites have tools for use, and videos!

Be sure to look at their use policies…

- Give yourself plenty of time and several sessions to develop your initial PCP, before your IPP or IEP meeting

- Talk about your plan *before the meeting* with your team members, so that everyone is prepared to support you

- If a team member is less familiar with Person-Centered Planning, send them some resources ahead of time so they can learn more before your meeting!

- Make sure your meeting includes the Person-Centered Planning format or tools you want.

- Take your time in the IPP meeting to talk/walk through your PCP– be proud of this guiding work!

- Take detailed notes yourself, or assign someone to do this for you, using words or pictures that have meaning for YOU!

Helpful Hints...

- Remember that all individuals change over time; a PCP is meant to be reread often, revisited, revised, redone

  - *It's a living, breathing plan!*

- Check in with IPP members from time to time– How is the PCP being utilized? How are other team members / services and support staff utilizing the plan?

- PCP can be helpful in risk assessment when changes occur in a person's life

- Remember that PCT / PCP is especially vital for individuals with limited or nonverbal communication, as well as for individuals that have more specific or escalated emotional or behavioral needs.

- Consider developing or joining a PCT/PCP community of practice, and online forum, or a Meet Up type of group that shares how PCT/PCP is used in their lives or with the people they support and serve– Everyone needs motivation and support to use the philosophies and tools we know make a difference!

What will YOU do to prepare for your / your loved one's next IEP, IPP or ISP meeting using PCT/P?

What would YOU do if your family member had a different idea for your life than what YOU want for your life / if you have a different idea for their life than they have for themselves?

Person-Centered Thinking (PCT) & Person-Centered Planning (PCP)
… It's Good for Humans!

Connect with us! CA State Council on Developmental Disabilities, Bay Area Office
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