Person Centered Planning at the Administration for Community Living

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Person Centered Planning

- Policy Development and status
- Training
- Credentialing
- Measuring
HCBS Policy Development

• Since 1981 - Increasing opportunities for people to live in their homes and communities.

• However –
  – we did not define what we mean by “home” and “community.”
  – We were not clear on what is meant by person centered planning and practice

• Result: People experienced institutional lives while living in home and community based settings far to often.
Movement Toward Community Living

• Centers for Independent Living
  – Person Directed Planning

• Department of Justice
  – Olmstead actions

• Substance Abuse and Mental Health Services Administration
  – Recovery

• Centers for Medicare & Medicaid Services
  – HCBS Final Rule

• Administration for Community Living:
  – ACA Section 2402(a)
ACA Section 2402(a): Oversight and Assessment of the Administration of Home and Community Based Services

• The Secretary of Health and Human Services shall promulgate regulations to ensure that HCBS service systems are designed to:
  – Allocate resources in a manner that is responsive to changing beneficiary needs and choices;
  – Provide strategies to maximize independence;
  – Provide support to design individualized, self-directed, community-supported life; and
  – HCBS will be designed with more uniformity across HHS programs.
2402(a) Implementation Team

- HHS Office on Disability (now part of ACL) convened an HHS working group which included:
  - Centers for Medicare & Medicaid Services
  - Substance Abuse and Mental Health Administration
  - Office for Civil Rights
  - Indian Health Services
  - Health Resources and Services Administration
  - Assistant Secretary for Planning and Evaluation
  - Administration on Aging (now ACL)
  - Administration on Intellectual and Developmental Disabilities (now ACL)
How to Define HCBS?

• What does most integrated setting mean? Who gets to decide?

• Discussion was first focused on the number of beds in a facility:
  – How many people with disabilities can live together before the setting becomes institution-like: 4? 6? 10? 16?
  – There is no agreed upon body of evidence that helps us decide what bed number is the upper limit.

• What if we look at the question of institutionalization from the perspective of the person?
  – This led us directly into a discussion about quality of life.
Quality of Life

• Relationship building/maintenance
• Meaningful community participation
• Living arrangement
• Physical Environment
• Employment, personal income and asset building/maintenance
• Transportation
• Health care needs
• Education
• Daily routines/rituals
• Other areas of importance to the person and/or family
CMS Affirmative Statement on Settings

• Home and community-based settings must have all of the following qualities,... as indicated in their person-centered service plan:
  – The setting is integrated in, and supports full access of individuals receiving Medicaid HCBS to the greater community, including opportunities to seek employment and work in competitive integrated settings, engage in community life, control personal resources, and receive services in the community, to the same degree of access as individuals not receiving Medicaid HCBS.
  – Ensures an individual’s right to privacy, dignity and respect, and freedom from coercion and restraint.
  – Optimizes, but does not regiment individual initiative, autonomy, and independence in making life choices, including but not limited to, daily activities, physical environment, and with whom to interact.

Excerpted from: CMS HCBS final rule
Person Centered Planning: Overview

• A process that is directed by the person with long-term support needs
• Identifies the strengths, preferences, service and support needs, and desired outcomes of the person.
Person Centered Planning: Overview (cont)

• The person’s **personally-defined outcomes**, preferred methods for achieving them, training supports, therapies, treatments, and other services needed to achieve those outcomes become part of a written services and support plan.

• The plan must be consistent with the person’s health, (including behavioral health), cultural preferences, housing, family, employment, community integration, and social supports needs (e.g. employment, meaningful relationships).
Person Centered Planning: Overview (cont.)

• **Modifications**: Any effort to restrict the right of the person to realize preferences or goals must be justified by a specific and individualized assessed safety need and documented in the Person Centered Plan.

• Modifications is also included in the “settings” section.
Person Centered Planning and Practice Implementation

✓ Policy
• Training
• Credentialing
• Measuring
Person Centered Planning: Training

– PCP is a set of skills that are mastered over a long period of time
– Training models need to be scalable and applicable to diverse groups.
– There are many versions of training that likely lead to the required skill set.
– ACL is developing a foundational training program that will be a combination of web based and in-person in the context of the No Wrong Door system.
Training Catalogue for Staff Providing Person-Centered Counseling

• Introduction to the No Wrong Door System (web)
• Role of the Person Centered Counselor in the NWD System (web).
• Introduction to Person-Centered Thinking and Practice (web/in-person)
• Person centered plan development and implementation (web)
• Who We Serve: Aging and Disability Populations (web)
• Protection and Advocacy (web)
Training Development

• Lewin Group
  – Research and Training Center on Community Living, University of Minnesota and University of California, San Francisco
  – Support Development Associates
  – University of California San Francisco

• 8 ADRC Grantee States: MD, MA, NH, VT, CT, WI, WA, OR.

• National Council on Independent Living

• Federal Partners – CMS, VA, SAMHSA.

• Courses completed and tested through 2015
Certification/Credentialing

• Goal: Develop a set of national standards for person centered planning that will demonstrate competency and will meet the Person Centered Planning standards.
  – Developing a Technical Expert Panel to advise us on PCC certification/credentialing requirements
  – The panel will include National experts on person-centered planning/thinking/practice and experts in the development of certification standards.
Administrative Structures

• Create administrative structures that support person centered planning facilitators to do their work.
  – Person centered thinking at all levels
  – Financing mechanism
  – Conflict of interest
  – Functional assessments and person centered planning
  – Services and support needs unrelated to agency work (e.g. housing).
Person Centered Planning and Practice: Measuring

– Fidelity process
– Paid and unpaid services and supports are delivered
– Personal goals are ranked by level of importance to the person
– Progress toward achieving the person’s goals, that the plan is reviewed according to the established timeline
– Feedback mechanism for the person to report on progress, issues, and problems – grievance and complaint process.
Quality Measures Activities

• HHS Contract with the National Quality Forum:
  – Develop a conceptual framework and perform an environmental scan to address performance measure gaps in home and community-based services to enhance the quality of community living.
  
  – Next step: Look for call for nominations for a multistakeholder Committee to provide input on performance measurement gaps in HCBS
2402(a) Next Steps

• ACL to form cross HHS work team
  – Develop plan for HHS programs to implement PCP and SD standards
  – Share lessons and best practices
  – Report to the Secretary annually

• ACL is working on a training program for PCP and credentialing standards for practitioners.
Resources

• HHS Standards for Person-Centered Planning and Self-Direction.

• CMS Final HCBS Rule:
  – http://www.medicaid.gov/Medicaid-CHIP-Program-Information/By-Topics/Long-Term-Services-and-Supports/Home-and-Community-Based-Services/Home-and-Community-Based-Services.html
Questions/Comments?