Personal Support Budgets as a Means for Promoting Self-Direction: Balancing Ideology with Fiscal Discipline within a LifeCourse Framework

Applied Self Direction
Self Direction Conference
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What is a Supports Budget?

A supports budget is a targeted amount of money, or allocation that is made known to individual service recipients before service planning to acquire the services they need and prefer.

- The amount is determined by assessing the extent of an individual’s support needs, while accounting for where they live (e.g., community residence, family), and their age (e.g., youth or adult).
- An exceptions review process is also used to assure that extraordinary needs are appropriately addressed.

Benefits

- Increased personal control over resources, encouraging “demand driven” approaches.
- Opportunity to alter service array and rates to match demands.
- Increased fairness among all service recipients.
- Increased allocative efficiency.
- Increased predictability of overall system allocations and spending.
While the specific circumstances of each jurisdiction’s system transformation are unique, the overarching goal of a supports budgeting process is to create a system that is efficient, fair, and person-centered.

### Policy Intentions
- Self-direction
- Community integration
- Expanded resources
- Efficiency
- Fairness

### Assessment & Service Supply
- Support needs
- Support levels
- Service array
- Rate structures

### Personal Support Budget
- Service mixes by support level, residence type and age group
- Support budget

### Service Planning
- Person-centered
- Integrated planning
- Community-based

### Service Delivery
- Choice
- Quality
- Services that are adequate and ample

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### INTENTIONS

**Why?**
- What do you need to solve?
- What is the lift?

### ACTIONS

Financing Strategy & Communication

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### OUTCOMES
What We Believe

“Where imagery leads, policy follows and behavior results.”

Ellen Goodman
We believe that...

All people and their families have the right to live, love, work, play and pursue their life aspirations in their community.

www.theriotrocks.org
Complementing principles

A person-centered, community-oriented approach to deliver services for people with disabilities. The approach emphasizes:

- That people with IDD be in charge of their lives as much as possible.
- That people with IDD have opportunities to use resources in ways that enhance their lives and help them participate in their communities.
- The contribution that people with IDD and their families may make.
- A shared responsibility for the wise use of public dollars.
- That the system be managed in a way that is efficient and fair to everyone.
Transforming Services and Supports

Everyone exists within the context of family and community

Traditional Disability Services

Integrated Services and Supports within context of person, family and community
Trajectory Towards a Good Life

Vision of What I Don’t Want

Trajectory towards Life Outcomes

Friends, family, enough money, job I like, home, faith, vacations, health, choice, freedom

Trajectory towards things unwanted

Friends, family,
Focusing ONLY on Eligibility Supports

Friends, family, enough money, job I like, home, faith, vacations, health, choice, freedom

Poverty, loneliness, segregation, restrictions, lack of choice, boredom, institutions
Relying ONLY on Family & Friends

Friends, family, enough money, job I like, home, faith, vacations, health, choice, freedom

Poverty, loneliness, segregation, restrictions, lack of choice, boredom, institutions
Three Types of Supports

- Discovery & Navigation (Information, direction, Training)
- Connecting & Networking (Talk, peer support, exchange networks, community)
- Goods & Services (Day to day, Medical, Specialized)
LifeCourse Integrated Supports STAR

- **Personal Strengths & Assets**
  - resources, skills, abilities, characteristics

- **Relationships**
  - family, friends, neighbors, co-workers, church members, community members

- **Technology**
  - i-pad/smart phone apps, remote monitoring, cognitive accessibility, adaptive equipment

- **Community Based**
  - school, businesses, church faith based, parks & rec, public transportation

- **Eligibility Specific**
  - IDD services, Special Ed, Medicaid, Voc Rehab, Food Stamps, Section 8
Potential Policy Concerns

- Demand for community integration & self direction
- High spending levels for program enrollees, but years-long waiting lists
- Budget cuts and/or pressure for containing costs
- Too much emphasis on facility based and “services only” approaches to offering support
- Weak relationships between individuals’ needs and the type and amount of services they receive
- A lack of tools to support service planning and service use consistent with the community integration and self-direction
- Unmaintained systems in which nearly everyone is in the highest category of need
- Payment approaches that do not differentiate between individuals’ needs so that there is a ‘one size fits all’ approach
- Rates that do not adequately support community-based services
Potential Policy Intentions

- Seek additional funds while illustrating enhanced allocative management strategies
- Give people greater control over their allocation
- Expand and/or adjust the service array
- Adjust the rate schedule and payment rules
- Reallocate resources to promote efficiency and fairness
- Focus resources more sharply to achieve preferred outcomes tied to principles
- Establish personal allocations based on assessed need
- Apply budgets within a person-centered planning process
- Promote use of resources to complement public services

These goals may be approached in different ways, but underlying issues will not disappear without action.

The “supports budget framework” offers one means for responding.
THE SUPPORTS BUDGETS PROCESS

While the specific circumstances of each jurisdiction’s system transformation are unique, the overarching goal of a supports budgeting process is to create a system that is efficient, fair, and person-centered.

**Why?**

- Self-direction
- Community integration
- Expanded resources
- Efficiency
- Fairness

**Policy Intentions**

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- Support levels
- Service array
- Rate structures

**Assessment & Service Supply**

- Service mixes by support level, residence type and age group
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**Service Planning**

- Choice
- Quality
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**Service Delivery**

**INTENTIONS**

What do you need to solve?
What is the lift?

**ACTIONS**

Financing Strategy & Communication

**OUTCOMES**
Assessment may be used to:

- **Determine eligibility** for long-term services and supports
- **Determine an individual’s needs** for support services
- **Determine a personal support allocation** in advance of service planning
- **Set tiered rate schedules** relates to support levels
- **Inform an individual service plan** to address needs.

Assessment may be used to:

- Assessing support need
- Support Levels
- Expenditures by Support Level
A Few Words about Assessing Support Needs

“Support Need” can be quantified as a variable, low to high with a distribution resembling a normal distribution results.

Medical and behavioral challenges are not easily measured.

- These conditions are present across the distribution.
- These factors must be accounted for as well.
- Exceptions process are needed to ensure that exceptional needs are adequately addressed
In addition, a tool should:

**Not be** overly burdensome

**Have structure and process** that is consistent with contemporary best practice

  - Logically sequenced -- person-centered format
  - supports rather than deficit focused -- person is included -- other informants included
  - allows for later standardization or aggregation

**Have documented** validity and reliability that is maintained with widespread use over time

**Allow for** automation of data entry, aggregation, scoring, and analysis

**Have capacity** to inform supports planning
The Supports Intensity Scale (SIS) has three sections:

**Section 1 Exceptional Medical and Behavioral Needs:** Documents extra support needed to deal with particular medical and behavioral conditions, above and beyond the regular daily supports covered in Section 1. Two sub-sections address these domains:

A. Medical Supports Needed
B. Behavioral Supports Needed

**Section 2 Support Needs Index:** Documents support needs in terms of how often the support is needed, how long it takes to provide the support each time, and what type of assistance is needed. Six sub-sections include:

A. Home Living Activities
B. Community Living Activities
C. Lifelong Learning Activities
D. Employment Activities
E. Health and Safety Activities
F. Social Activities

**Section 3 Supplemental Protection and Advocacy Scale:** Examines the types of activities the individual performs to protect and advocate for him or herself.

See: [http://aaidd.org/sis](http://aaidd.org/sis)
The scale shown is the sum of 3 SIS sub-scales regarding Home Living (A), Community Living (B) and Health & Safety (E).

The combined scale (Sum A-B-E) can range from 8-52, low to high.

Findings
People: 1,780
Mean: 24.73
Median: 25
Range: 8 - 48
Supplemental Questions & Verification

During the SIS assessment two Supplemental Questions are asked. These pertain to medical and behavioral support needs.

Particular responses may indicate that further review of support needs is warranted.

When this is the case, a process known as verification is applied.

Verification is a record-review process where an individual or team with medical and behavioral expertise review case records to get a better understanding of the individual’s needs and determine if the person’s medical or behavioral support needs warrant inclusion in a specialized support level.
A Seven Support Level Framework

Low Support Needs

1. Modest support needs & some behavioral support needs
2. 
3. 
4. 
5. 

High Support Needs

6. Significant Medical support need
7. Significant Behavioral support need

Some jurisdictions use a 5 or 6 level framework
## Seven Support Level Descriptions

<table>
<thead>
<tr>
<th>Level</th>
<th>Support Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Adults in this level have low support need, including some to no support need for medical and behavioral challenges. They can manage many aspects of their lives independently or with little assistance. Individuals in this level need more support than those in Level 1, but their support needs are minimal to modest in a number of life areas. Adults in this level have moderate support needs and little to no support need for medical and behavioral challenges.</td>
</tr>
<tr>
<td>2</td>
<td>Adults in this level have low to moderate support needs as in Levels 1 and 2. They also have an increased, though not extraordinary, support need due to behavioral challenges. Adults in this level have moderate to high support needs. They need help with life activities on a daily basis. They may have behavioral support needs, but these needs are not extraordinary. Adults in this level have high to maximum support needs. They need help with life activities typically requiring hands on support and/or oversight throughout the day. They may have behavioral support needs, but these needs are not extraordinary.</td>
</tr>
<tr>
<td>3</td>
<td>Adults in this level have extraordinary need for medical support. Individuals in this level may have behavioral needs, but these needs are not extraordinary. Adults in this level have extraordinary need for medical support. Individuals in this level may have behavioral needs, but these needs are not extraordinary.</td>
</tr>
<tr>
<td>4</td>
<td>All adults in this level have extraordinary behavioral challenges, regardless of their support need to complete daily activities or for medical conditions. Adults in this level need greatly enhanced supports due to their behavioral challenges.</td>
</tr>
</tbody>
</table>
Level Distribution by Living Setting (n= 1,780)

Overall
Agency Care (Group Homes)  
N = 633
Foster Care (Host Homes)  
N = 305
Independent Living  
N = 311
Parent/Extended Family  
N = 421
Illustrating How Support Levels May Be Contrasted with Expenditures

What follows contrasts support level assignments by residence type and expenditures

Explaining Boxplots
Fiscal Year 2015 Expenditures
633 People in Agency Care (Group Home) by Level

<table>
<thead>
<tr>
<th>Level</th>
<th>25th %</th>
<th>Median</th>
<th>75th %</th>
<th>Min</th>
<th>Max</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 1</td>
<td>$54,049</td>
<td>$69,660</td>
<td>$82,655</td>
<td>$1,632</td>
<td>$286,335</td>
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<tr>
<td>Level 2</td>
<td>$62,638</td>
<td>$75,938</td>
<td>$95,923</td>
<td>$1,280</td>
<td>$222,716</td>
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<tr>
<td>Level 3</td>
<td>$70,576</td>
<td>$99,818</td>
<td>$148,130</td>
<td>$31,715</td>
<td>$420,058</td>
</tr>
<tr>
<td>Level 4</td>
<td>$64,242</td>
<td>$82,873</td>
<td>$109,659</td>
<td>$20,414</td>
<td>$204,845</td>
</tr>
<tr>
<td>Level 5</td>
<td>$63,460</td>
<td>$82,822</td>
<td>$114,610</td>
<td>$37,058</td>
<td>$141,251</td>
</tr>
<tr>
<td>Level 6</td>
<td>$79,774</td>
<td>$113,986</td>
<td>$133,940</td>
<td>$39,595</td>
<td>$195,158</td>
</tr>
<tr>
<td>Level 7</td>
<td>$79,012</td>
<td>$123,035</td>
<td>$194,984</td>
<td>$1,280</td>
<td>$319,506</td>
</tr>
<tr>
<td>Overall</td>
<td>$63,349</td>
<td>$82,873</td>
<td>$121,746</td>
<td>$1,632</td>
<td>$420,058</td>
</tr>
</tbody>
</table>
### Fiscal Year 2015 Expenditures

#### 311 People in Independent Living by Level

<table>
<thead>
<tr>
<th>Level</th>
<th>25th %</th>
<th>Median</th>
<th>75th %</th>
<th>Min</th>
<th>Max</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 1</td>
<td>$4,792</td>
<td>$8,730</td>
<td>$17,043</td>
<td>$1,336</td>
<td>$50,671</td>
</tr>
<tr>
<td>Level 2</td>
<td>$7,119</td>
<td>$11,013</td>
<td>$14,802</td>
<td>$3,456</td>
<td>$37,843</td>
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<td>Level 3</td>
<td>$5,385</td>
<td>$25,739</td>
<td>$37,125</td>
<td>$1,884</td>
<td>$59,342</td>
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<tr>
<td>Level 4</td>
<td>$31,133</td>
<td>$38,998</td>
<td>$63,731</td>
<td>$8,824</td>
<td>$136,645</td>
</tr>
<tr>
<td>Level 5</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Level 6</td>
<td>$9,349</td>
<td>$14,684</td>
<td>$20,379</td>
<td>$3,833</td>
<td>$25,894</td>
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<tr>
<td>Level 7</td>
<td>$8,980</td>
<td>$24,355</td>
<td>$33,225</td>
<td>$2,675</td>
<td>$70,679</td>
</tr>
<tr>
<td>Overall</td>
<td>$5,225</td>
<td>$9,734</td>
<td>$19,968</td>
<td>$1,336</td>
<td>$136,645</td>
</tr>
</tbody>
</table>
Fiscal Year 2015 Expenditures
People Living with Families

<table>
<thead>
<tr>
<th>Level</th>
<th>25th %</th>
<th>Median</th>
<th>75th %</th>
<th>Min</th>
<th>Max</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 1</td>
<td>$3,414</td>
<td>$8,174</td>
<td>$17,549</td>
<td>$160</td>
<td>$53,521</td>
</tr>
<tr>
<td>Level 2</td>
<td>$7,151</td>
<td>$16,429</td>
<td>$36,321</td>
<td>$107</td>
<td>$48,838</td>
</tr>
<tr>
<td>Level 3</td>
<td>$7,081</td>
<td>$22,131</td>
<td>$36,401</td>
<td>$240</td>
<td>$65,025</td>
</tr>
<tr>
<td>Level 4</td>
<td>$11,098</td>
<td>$30,914</td>
<td>$66,078</td>
<td>$435</td>
<td>$66,078</td>
</tr>
<tr>
<td>Level 5</td>
<td>$17,448</td>
<td>$38,529</td>
<td>$49,352</td>
<td>$5,034</td>
<td>$68,505</td>
</tr>
<tr>
<td>Level 6</td>
<td>$19,532</td>
<td>$35,579</td>
<td>$50,879</td>
<td>$1,284</td>
<td>$103,671</td>
</tr>
<tr>
<td>Level 7</td>
<td>$12,653</td>
<td>$38,035</td>
<td>$57,550</td>
<td>$1,679</td>
<td>$102,297</td>
</tr>
<tr>
<td>Overall</td>
<td>$6,719</td>
<td>$15,704</td>
<td>$32,005</td>
<td>$107</td>
<td>$103,671</td>
</tr>
</tbody>
</table>
Service Supply

Services and Supports

- Life domains
- Service array
- Thinking of alternative supports

MISSOURI FAMILY TO FAMILY
UMKC IHD, UCEDD
LIFECOURSETOOLS.COM

Sheil Reynolds
reynolds mc@umkc.edu
Focusing on Quality of Life Domains

- **Daily Life and Employment**: (school/education, employment, volunteering, routines, life skills)
- **Community Living**: (housing, living options, home adaptations and modifications, community access, transportation)
- **Social and Spirituality**: (friends, relationships, leisure activities, personal networks, faith community)
- **Healthy Living**: (medical, behavioral, nutrition, wellness, affordable care)
- **Safety and Security**: (emergencies, well-being, legal rights & issues, guardianship options & alternatives)
- **Citizenship and Advocacy**: (valued roles, making choices, setting goals, responsibility, leadership, peer support)
Overall, service definitions function best when they:

- Have embedded policy intentions. *How* and *why* a service is delivered may be just as important as *what* is delivered.
- Concisely state the behavior expected of service providers delivering the service, including the qualification of those who may deliver the service.
- Indicate the unit by which the service will be delivered. Services vary in the duration by which they are delivered.
- Indicate the rate of reimbursement per unit of service and any limitations on how or how often a service can be accessed.
- Are applied consistently throughout a service system.
Focus on alternative supports

The Way Things Are...

Services are provided to people living in individual households.

Dependency on services

Isolated households

Fail to build culture & capacity to increase opportunity for mutual support & use community resources
Public services work together to use community assets with mutual support.

Rely on multiple sources of support

Kinship

Establish culture & capacity to increase opportunity for mutual support & use community resources

Purchasing alliances
<table>
<thead>
<tr>
<th>Residential</th>
<th>Home with Family</th>
<th>Day Supports</th>
<th>Capacity Building</th>
</tr>
</thead>
<tbody>
<tr>
<td>Host Home</td>
<td>Family Caregiver</td>
<td>Center-Based Employment</td>
<td>Community Guide</td>
</tr>
<tr>
<td>Residential Group Homes</td>
<td>Education and Training</td>
<td>Center-Based Habilitation Services</td>
<td>Peer Support</td>
</tr>
<tr>
<td>Shared Living</td>
<td>Parenting Support (for parents with IDD)</td>
<td>Employment</td>
<td>Peer Support</td>
</tr>
<tr>
<td>Supported Living</td>
<td>Respite</td>
<td>- Discovery</td>
<td>Network Organizing</td>
</tr>
<tr>
<td></td>
<td>- Center-based</td>
<td>- Support</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- In Community</td>
<td>- Follow along</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Home Based</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>In home Support</td>
<td>Community Integration/Volunteer</td>
<td></td>
</tr>
</tbody>
</table>

**Add Ons....**  Therapies, home barrier removal, behavioral support, assistive technology, nursing, special diet, stipends, transportation
Service Supply

Reimbursement Rates
Focus on rate schedule

Policy intentions
Information gathering
  Historical rate schedule
  Provider cost survey
  Department of Labor data
  Relevant considerations (“120 questions”)
Provider stakeholder meetings
Proposed rates, impact analyses, and revisions
Proposed rates and public comment
Revisions and policy makers publish rates

Fair -- Ample -- Consistent with Policy Goals

Typical Points of Contention
- Time increments or units (15, 30 minutes, hourly, weekly...)
- Individual versus group rates
- Market-basket adjustments
- Assumptions regarding staff ratios, skill sets per position, staff training, benefits, productivity factor...
- Vacancy rate
- Administrative and overhead fee
- Tier structures
- Parameters surrounding what service might be billed at a given time
A supports budget is a targeted amount of money, or allocation, that is made known to individual service recipients prior to support planning.

- The budget amount is determined based on the person’s support level, residence type, and age group.
- It is based on a “service mix” associated with these base elements.

<table>
<thead>
<tr>
<th>Support Level</th>
<th>Family Home</th>
<th>Own Home</th>
<th>Group Home</th>
<th>Host Home</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>2</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>3</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>4</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>5</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>6</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>7</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
</tbody>
</table>
Service Mixes

- A Service Mix indicates the type and amount of services a person will typically use, depending on where the person lives, their Support Level, and age group.

- By building a “typical service mix” we can anticipate cost and build a “support budget.”

- Note that:
  - Some services, like group homes, have a preset annual cost and these funds are not available for individuals to control.
  - Other services are used temporarily (many therapies) or just once (home modifications) and are not included in a personal budget.

- Service mixes simply help to build a budget. Individuals can make their own personal service mixes as long as they stay inside the overall budget.

- These mixes offer a “best fit” solution for most people. There will be exceptions that need special attention.
How a supports budget works depends on the type of residence!

Paid Residence
(Group home, host home)

Consider that...
The cost of the residence is annualized. This amount is **not** included in the supports budget.

Family or On One’s Own
(family, apartment)
*Not 24-hour paid support*

Consider that...
The individual needs support at home periodically and needs day services. No amount is annualized and set aside.

Assessment

Support Level

Service Mix by Level

Support Budget

Amount set aside for residence

Control over day service mixes primarily

Support Budget

Control over “in home” and day service mixes
The process for building service mixes:

1. Good discussion and hard decisions around service types and amounts (by level, by residence type)

2. Pre-Implementation Review (PIR) process where people are brought together to review mixes within the context of the lives of real service users and offer feedback

   - Bring together teams of individuals
   - Consider if the proposed service mixes are sufficient by support level and residential type
   - Review a number of case profiles by level and residence type
   - Decide on the sufficiency of the service mixes
   - Revise service mixes, if needed
### Group Home Service Mix Model

<table>
<thead>
<tr>
<th>Services</th>
<th>Levels</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Residential</td>
<td>365</td>
</tr>
<tr>
<td>Personal Care</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td></td>
</tr>
<tr>
<td>Total Day Support</td>
<td>12</td>
</tr>
<tr>
<td>(Hrs/Wk)</td>
<td></td>
</tr>
<tr>
<td>Group Day (In Center)</td>
<td>10</td>
</tr>
<tr>
<td>Community Access (1:1)</td>
<td>0</td>
</tr>
<tr>
<td>Community Engagement</td>
<td>2</td>
</tr>
<tr>
<td>Day Services</td>
<td></td>
</tr>
<tr>
<td>Hours Working/Wk (With or without paid support)</td>
<td>15</td>
</tr>
<tr>
<td>Total Employment Support (Hrs/Wk)</td>
<td>7</td>
</tr>
<tr>
<td>Individual Supported Employment</td>
<td>2</td>
</tr>
<tr>
<td>Group Supported Employment</td>
<td>5 at 1:2-4</td>
</tr>
<tr>
<td>Supported Employment Wraparound</td>
<td>0</td>
</tr>
<tr>
<td>Total (Hrs/Wk)</td>
<td>19</td>
</tr>
</tbody>
</table>
Allocations vary according to levels that group people from least to highest support needs.

Each level represents an amount of money for base services.

In some instances other services can be added on to get a higher personal budget allocation.

Processes are implemented to address exceptional needs.
What about exceptions?

Everyone is unique!

The supports budgeting process may account for most people.

Yet some people will have exceptional needs and must be considered one by one.

An Exceptions Process is designed to ensure that these individuals have their needs met.
While the specific circumstances of each jurisdiction’s system transformation are unique, the overarching goal of a supports budgeting process is to create a system that is efficient, fair, and person-centered.

**Why?**

- Self-direction
- Community integration
- Expanded resources
- Efficiency
- Fairness

**Policy Intentions**

**Assessment & Service Supply**

- Support needs
- Support levels
- Service array
- Rate structures

**Personal Support Budget**

- Service mixes by support level, residence type and age group
- Support budget

**Service Planning**

- Person-centered
- Integrated planning
- Community-based

**Service Delivery**

- Choice
- Quality
- Services that are adequate and ample

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**INTENTIONS**

**ACTIONS**

Financing Strategy & Communication

**OUTCOMES**
Person-Centered Planning

Conversation

Personal Allocation

Person-Centered Plan

*a process directed by the person for whom the plan is for, resulting in a summary of the individual’s dreams, aspirations, goals and support needs as well as a description of the services and supports that will be provided in response*
**Person-Centered Planning**

**Individuals** define their **goals and aspirations**.

**Assessment** results can be used to understand areas of **strength** and areas where the individual needs support.

**Individuals** are made aware of their supports budget before the planning meeting takes place.

**Individuals** have some degree of **authority and flexibility to choose** which services to purchase.

**Individuals** work with their circle of support to decide on the other types of support that they require to achieve the intended outcomes.

**All** paid and non-paid supports work in harmony to help the person achieve their defined goals.
Focusing on Life Experiences and Life Transitions

Making Mistakes
Learning to say “no”

Dating, romance

Summer jobs, babysitting

Chores and allowance

Birthday parties with friends

Sports, clubs, music

Getting New Diagnosis

Transition planning

Leaving Early Childhood/enter school

Turning 18. Leaving school at 18 or 21

Living Adult Life

Parents Turn 65

“Anticipatory Guidance for Life Experiences”

My parents have passed away, what do I do?

Turning 18. Leaving school at 18 or 21

Parents Turn 65

“Anticipatory Guidance for Life Experiences”

Leaving Early Childhood/enter school

Transition planning

Getting New Diagnosis

Sports, clubs, music

Birthday parties with friends

Chores and allowance

Summer jobs, babysitting

Dating, romance

Making Mistakes
Learning to say “no”

My parents have passed away, what do I do?

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Leaving Early Childhood/enter school

Transition planning

Getting New Diagnosis

Sports, clubs, music

Birthday parties with friends

Chores and allowance

Summer jobs, babysitting

Dating, romance

Making Mistakes
Learning to say “no”
Introducing Ben

I pity the fool who doesn’t like

WHAT PEOPLE LIKE AND ADMIRE ABOUT ME

- I like to make other people feel good and be happy
- I have a great smile and a contagious laugh. I frequently "get the giggles!"
- I’m fun, silly and friendly!
- I am a dedicated volunteer in my community
- I am an Eagle Scout and an adult leader in scouting - been involved in service through scouting since first grade.
- I am a man about town!
- My tattoo!!
- My great hugs!!
- I am willing to try new things...
- I remember songs and who sings them
- I am not usually a complainer, even though sometimes I am in pain or uncomfortable

WHAT’S IMPORTANT TO ME

- My family and friends
- Volunteering at the Fire Station, wearing my uniform and badge
- Going to church
- My TV, DVR, and radio/CD player (I like to play them all at once sometimes)
- My iPad
- WWE wrestling – I love when my brother Matt takes me to live shows
- Nascar Racing (Jeff Gordon is my favorite driver)
- Going to country music concerts
- Feeling like I belong
- Being like everybody else, not being treated differently
- Getting a tattoo (already planning my next tattoo)
- Having control over my life as much as possible
- My Excelior Springs Tigers – especially football
- Riding horses at NYRC
- Facebook friends
- Having an occasional beer with friends
- Having a purpose and being productive

HOW BEST TO SUPPORT ME

- I need help remembering things, like what I did or who I saw today.
- I get confused easily so I need help not getting lost or turning around when I am out and about.
- I know what times I am supposed to take my meds, but I need help getting them out and getting refills.
- I get anxious sometimes; need to be reassured that people I care about will be there for me.
- I don’t like to spend time alone, but I am working on it, help me not be so anxious when I am alone for short periods of time.
- I sometimes need someone to steady me if I get off balance.
- I need to rest or extra support if I have to do a lot of walking or standing. If I am shopping, it helps if I am the cart-pusher.
- I need support keeping in touch with friends and family and practicing having good conversations.
- I’m friendly even though I may not look you in the eye at first.
To address a person’s identified needs, many types of supports could be used.

- **Personal strengths & assets** – When a person is on their own without assistance from others.

- **Relationship-based supports** – Provided by family or friends who are not being paid to provide support.

- **Community-based support** – Provided by community serving organizations or businesses, or other public services that are available to all members of a community.

- **Technology-based support** - When the individual is supported by technology instead of staff supports.

- **Paid (Base Budget)** – Home and Community Based Waiver services provided to the individual that make up their base budget.

- **Paid (Add on)** – Provided to the individual through Home and Community Based Waiver Services in addition to the base budget.

[http://supportstofamilies.org/]
Integrated Supports for Problem Solving

- iPad/smart phone apps, remote monitoring, cognitive accessibility, Adaptive equipment
- Family, friends, neighbors, co-workers, church members, community members
- School, businesses, church faith based, parks & recreation, transportation
- Public services, Special Education, Health, Employment support

- Personal Strengths & Assets: resources, skills, abilities characteristics
- Technology: iPad/smart phone apps, remote monitoring, cognitive accessibility, Adaptive equipment
- Relationships: family, friends, neighbors, co-workers, church members, community members
- Eligibility Specific: Public services, Special Education, Health, Employment support
Ben’s Services and Supports

PERSONAL STRENGTHS & ASSETS

TECHNOLOGY:

RELATIONSHIPS:

COMMUNITY BASED:

ELIGIBILITY SPECIFIC

Ben’s Services & Supports

Mom, Dad

Public services and paid staff

Long Term Service and Support Needs

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<tr>
<th>Time</th>
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Parents get Ben out of bed, dress, brush teeth, shower, get him dressed and ready for his day.

Morning Skills Group

Future line assessment support

Mom and Dad provide all support, including meals, transportation and support for activities, etc.

Mom and Dad are overnight staff

[Diagram showing daily schedule and activities with times and descriptions]
Ben’s Services and Supports

**PERSONAL STRENGTHS & ASSETS**
- Able to stay home alone for up to an hour; has & can use iPad

**TECHNOLOGY:**
- iPad when home alone; digital watch

**RELATIONSHIPS:**
- Mom, Dad, Matt, Zac, Ali, Chad, Ericka, Roy, Carol, Nick, Spohn

**COMMUNITY BASED:**
- Firemen at ESFD; coaches & staff at ES high school; Omni bus

**ELIGIBILITY SPECIFIC**
- DDD Self-Directed waiver PCA staff; Medicaid; Special Needs Trust

**Ben’s Services & Supports**

*Firemen at ESFD; coaches & staff at ES high school; Omni bus*
Ben’s Life Activities

**PERSONAL STRENGTHS & ASSETS**
Can stay home alone for up to one hour

**TECHNOLOGY:**
iPad to watch WWE network and music videos; Facebook

**RELATIONSHIPS:**
Mom, Dad, Matt, Zac & Ali; firemen friends; Nick, Spohn, Mike, Ange, Chad, Ericka & twins

**COMMUNITY BASED:**
Fire Station, Wal-Mart, movies, bowling, Sonic, Price Chopper, church, high school, IHD

**ELIGIBILITY SPECIFIC**
Paid staff thru SD waiver help with activities, ADL’s & access community; therapeutic riding

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**Ben’s Life Activities**

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<th>THURS</th>
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<tr>
<td>6:30-7 AM</td>
<td>Breakfast</td>
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<td>Night</td>
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<td>7-7:30 AM</td>
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<td>8:30-9 AM</td>
<td>Fire Station</td>
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<td>Workout</td>
<td>Good Sam</td>
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<td>Fireman @</td>
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<td>11-12 PM</td>
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<td>Watch TV</td>
<td>&amp; chill until Sonic drink</td>
<td>Watch TV</td>
<td>Get ready</td>
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<td>2:30 PM</td>
<td>&amp; chill</td>
<td>Football</td>
<td>Chill time</td>
<td>&amp; chill for game</td>
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<td>3:30 PM</td>
<td>Football</td>
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**HUMAN SERVICES RESEARCH INSTITUTE – PERSONAL SUPPORTS BUDGETS**
THE SUPPORTS BUDGETS PROCESS

While the specific circumstances of each jurisdiction’s system transformation are unique, the overarching goal of a supports budgeting process is to create a system that is efficient, fair, and person-centered.

**Why?**

- Self-direction
- Community integration
- Expanded resources
- Efficiency
- Fairness

**Policy Intentions**

- Support needs
- Support levels
- Service array
- Rate structures

**Assessment & Service Supply**

- Service mixes by support level, residence type and age group
- Support budget

**Personal Support Budget**

- Person-centered
- Integrated planning
- Community-based

**Service Planning**

- Choice
- Quality
- Services that are adequate and ample

**Service Delivery**

**INTENTIONS**

**ACTIONS**

Financing Strategy & Communication

**OUTCOMES**
Discussion

Concern about the well-being of people with developmental disabilities

Chaos & Collapse

Abrupt & Unplanned Change

Disciplined Change

Creative

Gradual Change

Refrench & Little Change

Reactive

Breakthrough to a Decisive New Reality

Sales & Savage
Who wants change?

Who wants to change?

STARECAT.COM