

A goldfish is captured mid-jump, leaving a trail of water droplets behind it. It is moving from a bowl on the left, which contains several other goldfish, to a second, empty bowl on the right. The background is a gradient of blue.

ch-ch-ch-
Changes!

Cathy Yadamec

Director of Training and Certification



www.c-q-l.org



Personal Outcome Measures®

PERSONAL OUTCOME MEASURES® 2017

Measuring Outcomes
Now and Into the Future





Personal Outcome Measures®

TABLE 1 - FACTOR LOADINGS & COMMUNALITIES

| ITEM | My Human Security | My Community | My Relationships | My Choices | My Goals | Communality (h ²) |
|---|-------------------|--------------|------------------|------------|----------|-------------------------------|
| Are Safe | 0.73 | | | | | 0.45 |
| Free from Abuse and Neglect | 0.64 | | | | | 0.38 |
| Best Possible Health | 0.63 | | | | | 0.40 |
| Treated Fairly | 0.49 | | | | | 0.52 |
| Are Respected | 0.43 | | | | | 0.51 |
| Continuity and Security | 0.42 | | | | | 0.41 |
| Exercise Rights | 0.35 | | | | | 0.55 |
| Interact with Others in Community | | 0.75 | | | | 0.57 |
| Integrated Environments | | 0.70 | | | | 0.57 |
| Participate in Community Life | | 0.66 | | | | 0.63 |
| Use Environments | | 0.63 | | | | 0.48 |
| Intimate Relationships | | | 0.66 | | | 0.53 |
| Have Friends | | | 0.61 | | | 0.54 |
| Natural Supports | | | 0.61 | | | 0.44 |
| Decide When to Share Personal Information | | | 0.40 | | | 0.47 |
| Perform Social Roles | | | 0.33 | | | 0.44 |
| Choose Where and With Whom to Live | | | | 0.84 | | 0.66 |
| Choose Services | | | | 0.78 | | 0.64 |
| Choose Where to Work | | | | 0.48 | | 0.42 |
| Realize Personal Goals | | | | | 0.84 | 0.56 |
| Choose Personal Goals | | | | | 0.70 | 0.49 |



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The Five Factors



MY HUMAN SECURITY



MY COMMUNITY



MY RELATIONSHIPS



MY CHOICES



MY GOALS



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MY HUMAN SECURITY



Non-negotiable
human and civil rights

MY HUMAN SECURITY

- People are safe
- People are free from abuse and neglect
- People have the best possible health
- People experience continuity and security
- People exercise rights
- People are treated fairly
- People are respected





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MY COMMUNITY



Access to be in, interact,
and a part of the community

MY COMMUNITY

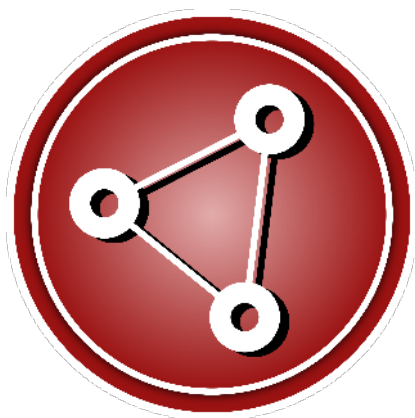
- People use their environments
- People live in integrated environments
- People interact with other members of the community
- People participate in community life





Personal Outcome Measures®

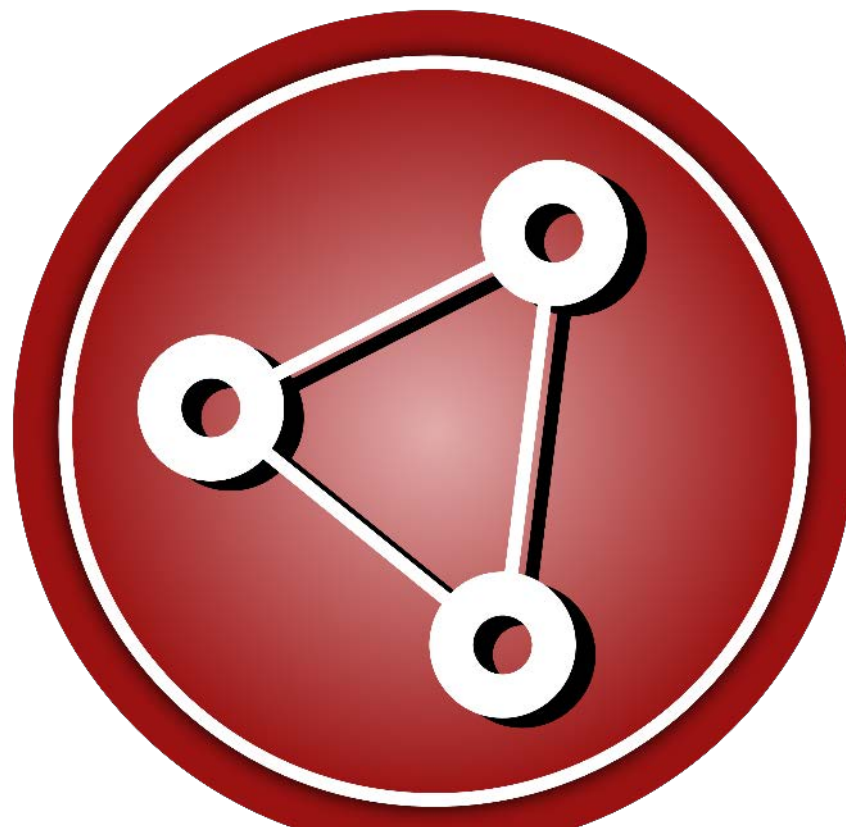
MY RELATIONSHIPS



Social support, familiarity,
intimacy, and belonging

MY RELATIONSHIPS

- People are connected to natural support networks
- People have friends
- People have intimate relationships
- People decide when to share personal information
- People perform different social roles





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MY CHOICES



Decisions about
life and community

MY CHOICES

- People choose where and with whom to live
- People choose where they work
- People choose services



MY GOALS



Aims for now
and the future



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MY GOALS

- People choose personal goals
- People realize personal goals





PERSONAL OUTCOME MEASURES[®] FACTORS & INDICATORS



MY HUMAN SECURITY

Factor 1 Indicators:

- 1 People are safe
- 2 People are free from abuse and neglect
- 3 People have the best possible health
- 4 People experience continuity and security
- 5 People exercise rights
- 6 People are treated fairly
- 7 People are respected



MY COMMUNITY

Factor 2 Indicators:

- 8 People use their environments
- 9 People live in integrated environments
- 10 People interact with other members of the community
- 11 People participate in the life of the community



MY RELATIONSHIPS

Factor 3 Indicators:

- 12 People are connected to natural support networks
- 13 People have friends
- 14 People have intimate relationships
- 15 People decide when to share personal information
- 16 People perform different social roles



MY CHOICES

Factor 4 Indicators:

- 17 People choose where and with whom to live
- 18 People choose where they work
- 19 People choose services



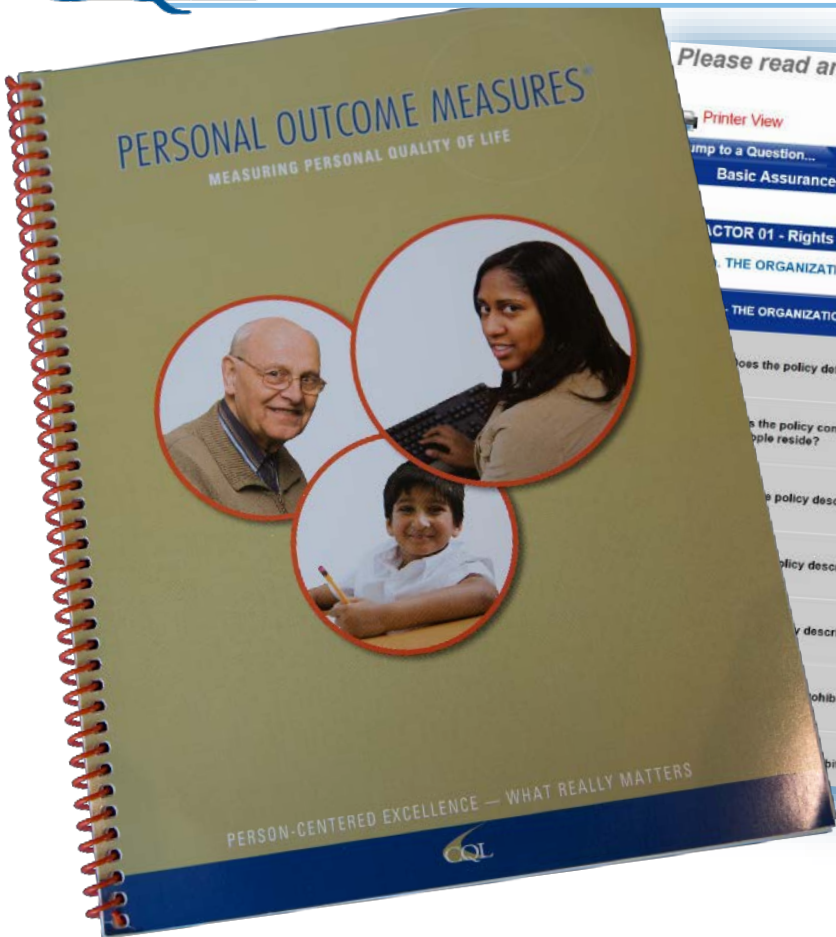
MY GOALS

Factor 5 Indicators:

- 20 People choose personal goals
- 21 People realize personal goals



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Please read and answer the questions below.

Printer View

Jump to a Question...

Basic Assurances - for "TEST1"

SAVE ANSWERS

FACTOR 01 - Rights Protection and Promotion - for "TEST1"

THE ORGANIZATION IMPLEMENTS POLICIES AND PROCEDURES THAT PROMOTE PEOPLE'S RIGHTS. *

THE ORGANIZATION IMPLEMENTS POLICIES AND PROC

Does the policy define the organization's commitment to protect and promote people's rights?

Org Review

Comments Information

Yes
 No

Does the policy contain a listing of rights afforded all citizens as indicated by the United Nation's Declaration of Human Rights and by the constitution and laws of the country in which people reside?

Yes
 No

Does the policy describe the organization's due process procedures?

Yes
 No

Does the policy describe the organization's procedures for individual rights reviews and documentation?

Yes
 No

Does the policy describe procedures for restricting a person's rights?

Yes
 No

Does the policy prohibit use of a restrictive or intrusive medical or behavioral intervention without prior informed consent?

Yes
 No

Does the policy prohibit standing policies and practices that restrict people's rights?

Yes
 No

IN THE
MANUAL



IN THE
DATABASE



Personal Outcome Measures®

There were differences

The Manual

- Open ended questions
- Type and Frequency in same question
- General ... e.g. rights important to the person
- Additional considerations are separate from the decision-making questions
- Simple demographics
- Supports were yes or no

The Database

- Yes/No Questions
- Type and Frequency in 2 different questions
- More specific ... e.g. lists of rights
- Additional considerations were sometimes part of the questions
- More demographics
- Supports were on a scale



Personal Outcome Measures®

Personal Outcome Measures® Manual

CQL Database

NATIONAL DATABASE ON PERSONAL OUTCOME MEASURES® 2016 (N = 1,001)

The CQL national database includes interview data from 1993 on allowing Personal Outcome Measures® trends to be compared over time. This table presents the percentage of outcomes present and supports in place for the Personal Outcome Measures® interviews conducted in 2016.

Percent Of Personal Outcomes And Supports Present (2016)

| | OUTCOMES | SUPPORTS |
|---|----------|----------|
| MY HUMAN SECURITY | | |
| People are safe | 78.5% | 81.9% |
| People are free from abuse and neglect | 61.8% | 68.4% |
| People have the best possible health | 69.7% | 65.2% |
| People are treated fairly | 54.8% | 56.6% |
| People are respected | 54.7% | 60.6% |
| People experience continuity and security | 46.0% | 61.0% |
| People exercise rights | 41.9% | 43.8% |
| MY COMMUNITY | | |
| People interact with other members of the community | 57.0% | 60.0% |
| People live in integrated environments | 39.0% | 42.7% |
| People participate in community life | 49.6% | 58.0% |
| People use their environments | 64.0% | 65.6% |
| MY RELATIONSHIPS | | |
| People have intimate relationships | 45.3% | 46.6% |
| People have friends | 43.9% | 48.3% |
| People remain connected to natural support networks | 46.0% | 64.8% |
| People decide when to share personal information | 51.3% | 53.3% |
| People perform different social roles | 38.6% | 35.5% |
| MY CHOICES | | |
| People choose where and with whom to live | 25.5% | 32.5% |
| People choose services | 29.3% | 31.6% |
| People choose where to work | 34.5% | 36.6% |
| MY GOALS | | |
| People realize personal goals | 56.8% | 50.4% |
| People choose personal goals | 46.1% | 45.2% |

Rank Of Personal Outcomes Present (2016)

| | MOST FREQUENTLY ACHIEVED | LEAST FREQUENTLY ACHIEVED |
|---|--------------------------|---------------------------|
| People are safe | 78.5% | 81.9% |
| People have the best possible health | 69.7% | 65.2% |
| People use their environments | 64.0% | 65.6% |
| People are free from abuse and neglect | 61.8% | 68.4% |
| People are treated fairly | 54.8% | 56.6% |
| People are respected | 54.7% | 60.6% |
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| People participate in community life | 49.6% | 58.0% |
| People use their environments | 64.0% | 65.6% |
| People have intimate relationships | 45.3% | 46.6% |
| People have friends | 43.9% | 48.3% |
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| People perform different social roles | 38.6% | 35.5% |
| People choose where and with whom to live | 25.5% | 32.5% |
| People choose services | 29.3% | 31.6% |
| People choose where to work | 34.5% | 36.6% |
| People realize personal goals | 56.8% | 50.4% |
| People choose personal goals | 46.1% | 45.2% |



Personal Outcome Measures®

What We Did

1. We shifted the order of the 21 Personal Outcome Measures® based on what we learned in the re-validation.
2. We kept the interview process the same.
3. We preserved the intent of the outcomes.
4. Aside from People are connected to natural support networks, the decision-making questions are similar.

Why?

1. Consistency

2. Clarity





Personal Outcome Measures®

What Does This Mean For You?

1. Your current manuals are *dated* but not outdated.
Keep them.
2. You learned about the changes
in re-organization today.
3. You can learn more:
 - **Introducing PORTAL – CQL’s New Data System**
April 24 at 2:00 PM Eastern Time/1:00 PM Central Time
 - **Changes in the Decision-Making Questions**
May 9 at 2:00 PM Eastern Time/1:00 PM Central Time



Personal Outcome Measures®

And What's Next?

- We continue our journey together to improve the quality of life for people!
- The database is new and revised beginning May 1
- The POM Manual will be available soon—we will make portions of it available electronically to agencies who are accredited or who have certified interviewers and/or trainers.
- We are working to revise all of the POM Learning materials and will make changes in the Assessment Workshop and Reliability Assessment soon.

And now for
questions...





Personal Outcome Measures[®] Need More Information?

Learn more online:

- www.c-q-l.org/POM

Contact us:

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