



PERSONAL OUTCOME MEASURES®

SESSION 5: RELATIONSHIPS & CHOICES

16. Social Roles

17. Live

18. Work

19. Choose Services

Decision Making Scenerio

- We've been discovering life as it is for Joe.
- Scenarios are given and polls are taken for decisions for each outcome and support.
- Each Session and Scenario is built upon the previous Sessions and Scenarios.
- Previous and Present Scenarios are available.
- Each Webinar is recorded for you.

A little bit about Joe

- Joe lives with five other men in a licensed home.
- Joe has no guardian, proxy, Power of Attorney, or advocate.
- Joe speaks through his actions, for example, by either pushing away from something/someone or using a high pitched vocal sound to show displeasure.
- Human Rights Committee reviews and agrees to any restrictions, including medication and “house rules”.
- An activity log is in place and attempts are being made to find preferred activities. It is known that does not like crowds.
- Joe has been using an IPAD for communication since late March.

Staff's focused attention and commitment to discovering Joe's likes, dislikes and preferences has been quite successful. A staff guidance has been to offer Joe two options for all activities. i.e. blue or red shirt, orange or apple, etc. At these times, if Joe indicates through a gesture (reaching, pointing, head movement or looking at one of the items) staff immediately presents that item. This is a formal staff support and choice is documented. It appears to staff that he is making more intentional choices and are continuing efforts.

Speech therapy provided additional training to Joe's staff with the IPAD and staff can add items. Pictures of Joe at various places are included. It is used for the two options learning. Currently, staff are sure that Joe does not like crowds, loud or noisy activities.

Joe carries his IPAD with him always. It is important that it be charged, and he has two back up chargers. Staff are sure that Joe likes it, as he will move toward the charging station every morning. Staff are also now sure that Joe likes country music performed by women and "The Voice" on T.V.

Kyle was able to locate a phone number for Uncle Joseph and Aunt Marie. He spoke to Uncle Joseph who seemed pleased to hear that Joe was well. He told Kyle that Joe was named after him. He promised to send pictures and set up a time they could speak with Joe. Kyle spoke to Joe about sending a picture of himself to them and this is in progress.

Personal

OUTCOME MEASURES

#16. Social Roles



4-H is a **community** of **young people** across America who are learning **leadership, citizenship** and **life skills**.





People perform different social roles

The staff have had additional training on the use of the IPAD and can add additional items for choice making to the program for Joe to choose activities. Staff report that Joe seems to be identifying through “yes” and “no” answers some preferences. Answers have not always been consistent; however, staff seem excited about the results.

Currently, staff know that Joe likes the library, swimming at the YMCA, cruising, being outside in warm weather and new situations. He attends church and likes the music in church an country preformed by women.

Staff have added greetings of “hello” and “hi” onto his IPAD and are using it when the opportunity would present itself.

Pictures of Joe’s staff have also been added to the IPAD as well as hanging a calendar in Joe’s room so that he is aware of who is going to be working with him and when.

Joe attends services at the First Baptist Church. Pastor Frank was contacted to set a time for Joe to meet him. They had coffee together and Pastor Frank invited Joe to join the congregation in fellowship following the service this next Sunday. Staff have added a picture of his church and Pastor Frank to his IPAD.



Social Roles

PERSONAL OUTCOME QUESTIONS

16.1. Does the person have social roles?

16.2. Does the person fill a variety of social roles?

16.3. Is the person satisfied with the type of social roles they have?

If the answer to **16.1**, **16.2**, and **16.3** are Yes, the outcome is present.

If the answer to **16.1** and **16.2** is No, is this the result of an informed personal choice?

If due to informed personal choice, the outcome is present.



Social Roles

INDIVIDUALIZED SUPPORT QUESTIONS

- 16.A.** Does the organization know what social roles the person currently fills?
- 16.B.** Has the organization assessed the person's interests in assuming additional roles or expanding current roles and responsibilities?
- 16.C.** Are supports provided to assist the person with performing chosen social roles if needed and requested?

Based on the answers to these questions, are individualized supports in place that facilitate this outcome?

YES - Supports in Place

NO - Developing Plans

NO - Aware, but No Plans

NO - Not in Place

Additional Considerations

Personal
**OUTCOME
MEASURES**

#17. Choose where and whom to live





Live

Joe lives in a house with five other men. He has lived in this house for 2 years. Each man has their own bedroom. Joe's room is decorated with things that staff have identified as important to Joe. He doesn't appear to have any favorite people other than James and staff is sure he does not like one housemate (will call him JR). He moves away from him on a consistent basis and seems to avoid group activities which JR is involved.

The house is company owned and operated and Joe was placed in this home at a time he was at a crisis point of needing a place to live. The home is accessible, and staff think his options are limited because the company has only this single story house with ramps and other modifications. Staff say that Joe appears to have no issues other than JR and seems rather indifferent to everyone but James, but do not know if other options have been explored with Joe.

Staff are sure that he would prefer not to live with JR.

PERSONAL OUTCOME QUESTIONS

- 17.1.** Does the person have options about where and with whom to live?
- 17.2.** If **17.1** is Yes, do the options include generic (non-disability specific) community settings and the possibility of a private room or home?
- 17.3.** Does the person decide where to live?
- 17.4.** Does the person select with whom he or she lives?

If the answers to #17.1, 17.2, and 17.3, and 17.4 are Yes, the outcome is present.

INDIVIDUALIZED SUPPORT QUESTIONS

17.A. Does the organization know where and with whom the person wants to live or are there efforts being made to learn about the persons preferences?

17.B. Does the organization support the person to explore all options so he or she can make informed choices?

17.C. Does the organization provide an array of options that includes generic (non-disability specific) options and a private room or home?

17.D. Does the organization acknowledge the person's preferences and support the person to address any barriers that prevent him or her from choosing where and with whom to live?

17.E. Were the person's preferences and unique characteristics used as the home was selected?

Based on the answers to these questions, are individualized supports in place that facilitate this outcome?

YES - Supports in Place

NO - Developing Plans

NO - Aware, but No Plans

NO - Not in Place

Additional Considerations



Personal OUTCOME MEASURES



#18. Choose where to work





Work

Joe attends a Day Program from 8:30 am until 2:30 pm Monday through Friday. Mornings are difficult for Joe when the van comes to pick him up. He will move toward his bedroom about the time the van arrives to take him. He will vocalize with a high-pitched sound and must be coaxed to leave with the other men. This happens only in the mornings Monday through Friday. At any other time, Joe is ready to go! (Well, except when it is blustery, windy, snowy or just plain cold out!)

The Day Program staff is also documenting choice and programming new pictures, choices and preferences to the IPAD. He is always ready to leave the Day Program building when others are on the go!

PERSONAL OUTCOME QUESTIONS

18.1. What does the person do for work and/or other daytime activities? For each of the options, is the person engaged in the work and/or other daytime activities full or part time?

18.2 Does the person have opportunities to experience different options?

18.3. If #18.2 is Yes, do the options include generic community work/day activities?

18.4. Does the person decide where to work or what to do?

If the answers to #18.1 is for information gathering purposes only.

If the answers to #18.2, 18.3, and 18.4 are Yes, the outcome is present.



Work

INDIVIDUALIZED SUPPORT QUESTIONS

- 18.A.** Does the organization know the person's interests for work, or are efforts being made to learn what the person would like to do?
- 18.B.** Does the organization provide the person with access to varied job experiences and options?
- 18.C.** Do the options include generic non-disability specific community work/day activities?
- 18.D.** Has the organization responded to the person's desires for pursuing specific work or career options with supports?
- 18.E.** Has the organization supported the person to address any identified barriers to achieving this outcome?

Based on the answers to these questions, are individualized supports in place that facilitate this outcome?

YES - Supports in Place

NO - Developing Plans

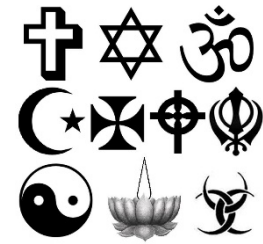
NO - Aware, but No Plans

NO - Not in Place

Additional Considerations



Personal **OUTCOME MEASURES**



#19. Choose Services





Choose Services

The organizational staff assist Joe with decision making. The Human Rights Committee is involved in Joe's life to ensure there are no rights violations.

Joe's IPAD is a work in progress for Joe to begin making his own decisions based on experience and exploration of life.

People choosing services is to be focused on personal goals and desires, promoting choice and presenting options. The organization understands and is committed to expanding Joe's opportunities for supported decision making. The IPAD staff guidance tool is a very positive step and staff and Joe seem to be enjoying the time.

Staff is sure that Joe is "okay" with his Doctors and are also sure that Joe would let them know if he was displeased. The same rings true for most decisions. It is more of a rejection of activities, items, food, people, and places rather than a choice at this time. They are diligent in the process of choice for Joe.

Staff say he goes to the same barber as everyone else, as well as the staff do his banking and shopping.



Choose Services

PERSONAL OUTCOME QUESTIONS

- 19.1.** Does the person select the services and/or supports that they receive?
- 19.2.** Do the services and/or supports focus on the person's goals?
- 19.3.** Does the person have choices about service provider organization?
- 19.4.** Does the person have choices about direct support professionals/staff?

If the answers to #19.1, 19.2, 19.3, and 19.4 are Yes, the outcome is present.



Choose Services

INDIVIDUALIZED SUPPORT QUESTIONS

19.A. Does the organization actively solicit the person's preferences about services, provider organizations, and direct support professionals/staff in: residential/in-home, employment/day, health, case management, other?

19.B. Does the organization provide options to the person about services, provider organizations, and direct support professionals/staff in: residential/in-home, employment/day, health, case management, other?

19.C. Does the organization honor the person's choices about services, provider organizations, and direct support professionals/staff in: residential/in-home, employment/day?

Based on the answers to these questions, are individualized supports in place that facilitate this outcome?

YES - Supports in Place

NO - Developing Plans

NO - Aware, but No Plans

NO - Not in Place

Additional Considerations



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Questions, Comments, Thoughts?

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