



PERSONAL OUTCOME MEASURES®

SESSION 5: GOALS & RESPECT

- 20. People choose personal goals.
- 21. People realize personal goals.
- 7. People are respected.

Decision Making Scenario

- We've been discovering life as it is, today, 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.

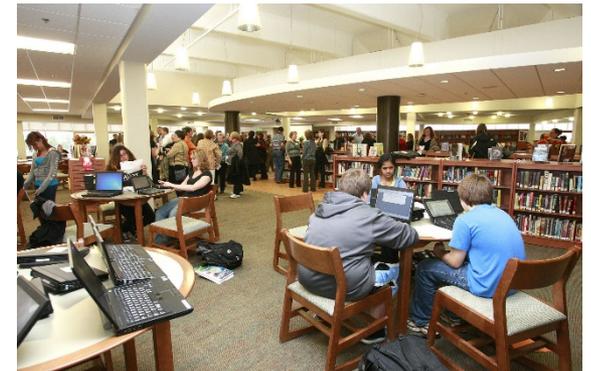
A little bit about Joe

- 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.

Personal
**OUTCOME
MEASURES**



#20. Choose personal goals





People choose personal goals

Joe has identified some things (activities and items) he enjoys, including swimming at the YMCA, being outside when the weather is “fine!” (warm), cruising, female country music and the library.

It is well documented and verified that Joe does not like crowded, noisy environments. Noise is relative to Joe as he does like the volume turned up when listening to country music performed by women artists.

Historically, it has been documented that Joe has been less than enthusiastic about going to the day program, although he enjoys the daytime activities if it is a trip away from the program building.

Joe had his annual meeting last week. He made invitations on his IPAD and sent them by email to the people he wanted to invite. He has his own email address and has signed up for face book.

Although specific personal goals are not known, Joe and his “crew” (his choice for the name), have committed to work on two things this summer.

1st: Attend a country western concert in an outdoor venue. As stated, noise is relevant to Joe’s environment and although he has indicated he does not like crowded areas, it is not necessarily the number of people but rather the proximity to him. He does not like to be jostled or touched in those cases.

Joe’s crew member Tara has committed to help Joe look for a concert that might interest him. They use the computer to look them up and then to listen to some of the music to see if he likes the sound.

2nd: Stop attending day program.

Joe’s crew members Kyle and James are assisting Joe to find alternate activities during the week. At this time, Joe will attend Day Program 4/5 days rather than 5/5 days and has the option to attend any activities the day program might have scheduled.

He uses his IPAD for choices and yes no answers and the additional programs that have been installed have proven to be very positive for Joe in choosing activities. Staff continue to be excited about the process, as does Joe.



Choose Goals

PERSONAL OUTCOME QUESTIONS

20.1. Have the person's priorities regarding goals been solicited?

20.2. Does the person choose personal goals.

20.3. Are these the goals the person is working g toward?

If the answer to **20.1** and **20.2**, and **20.3** are Yes, the outcome is present.

Additional Considerations:

- A formal service planning process is not required for the outcome to be present.



Choose Goals

INDIVIDUALIZED SUPPORT QUESTIONS

20.A. Does the organization know the goals the person has identified for him or herself or are efforts being made to learn about the person's goals?

20.B. Does the organization provide supports and services to assist the person in pursuing personal goals?

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

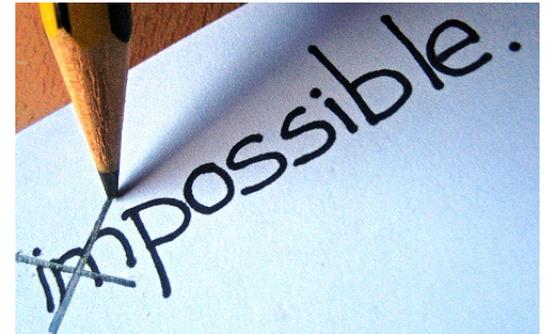
Additional Considerations:

- A formal service planning process is not required for the outcome to be present.

Personal

OUTCOME MEASURES

#21. Realize goals





Realize goals

Accomplishments that have been identified by Joe and his crew.

Joe has contacted Uncle Joseph and Aunt Marie. He received the picture of them, framed it and has it in his bedroom. They have exchanged email addresses and Joe sent a picture of himself to them. Joe's staff have contacted cousin Cynthia; however, she has not shown interest in continuing correspondence at this time.

Joe has a face book account, but not many friends yet.

Joe has an e-mail account.

Joe is attending the Day Program 4 days rather than 5.

Joe is using his iPad for choice of activities.

Joe has had contact with Pastor Frank and attended coffee fellowship after services. It was okay; however, it was in the basement of the church and was uncomfortable for Joe.

Joe and his crew know that his definition of "crowded" areas means: too many; too close.

Joe and his crew know that his definition of "noisy" means too many, too close. Not volume but the kind of noise.

It was not a good fit; however, the church is having an ice cream social in July, which is held outside, and Joe and a weekend crew member are checking it out. People in the congregation donate homemade ice cream and Joe will bring an half gallon if he wants to go.



Realize goals

PERSONAL OUTCOME QUESTIONS

21.1. Has the person accomplished something that is significant to him or her, in the past year or two?

If the answers to #21.1 are Yes, the outcome is present.

Additional Considerations

The person must have accomplished a personal milestone within the past year or two for this outcome to be present.



Realize goals

INDIVIDUALIZED SUPPORT QUESTIONS

21.A. Has the organization identified accomplishments the person sees as significant?

21.B. Does the organization assist the person to celebrate the achievement of personal milestones?

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

Personal

OUTCOME MEASURES

#7. Respect





Respect

Joe's Crew includes: James (1st shift weekday staff), Tara (2nd shift weekday staff), Marcus (overnight weekday staff), Patrice (weekend staff), Jenn (weekend staff), and Kyle (program manager).

These people are Joe's "go to" people. The crew works out schedules to ensure that Joe has contact with at least one of his crew every day. The crew meetings happen every Thursday to make sure supports are in place for the following week. Upcoming schedule changes including vacations are considered by the crew and they work that out amongst themselves.

It is also a time to check with Joe about his goals and any adjustments that might be needed, deleted, or added to supports. The meeting is scheduled for 20 minutes, unless additional time is needed or requested. The plan is working well, and Joe seems to enjoy the meeting.



Respect

PERSONAL OUTCOME QUESTIONS

7.1. Is the person treated with respect by: family members; residential support staff; roommates/housemates; employment support staff; day staff; co-workers; medical professionals; adult education staff; classmates; business community members; therapists/counselors; neighbors; others?

7.2. Do interactions with others reflect concern for the person's opinions, feelings, and preferences.

7.3. Does the person have opportunities to participate in challenging and interesting activities?

If the answers to #7.1, 7.2, and 7.3 are Yes, the outcome is present.

Additional Considerations

- An isolated example of disrespectful interactions or practices does not automatically mean the outcome is not present.
- Services, supports, activities, and interactions must enhance the person's self-image and promote a positive image to others in order for the outcome to be present.



Respect

INDIVIDUALIZED SUPPORT QUESTIONS

- 7.A.** Does the organization know what is important to the person with regard to respect?
- 7.B.** Does the organization act to ensure that interactions with the person are respectful?
- 7.C.** Have supports needed to enhance the person's self-image been identified and implemented?

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

- An isolated example of disrespectful interactions or practices does not automatically mean the outcome is not present.
- Services, supports, activities, and interactions must enhance the person's self-image and promote a positive image to others in order for the outcome to be present.



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Questions, Comments, Thoughts?

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