



2018 Alliance Summit



Alliance Person Centered Thinking Committee Update

Amazing Alliance Staff: Ellen Jensby


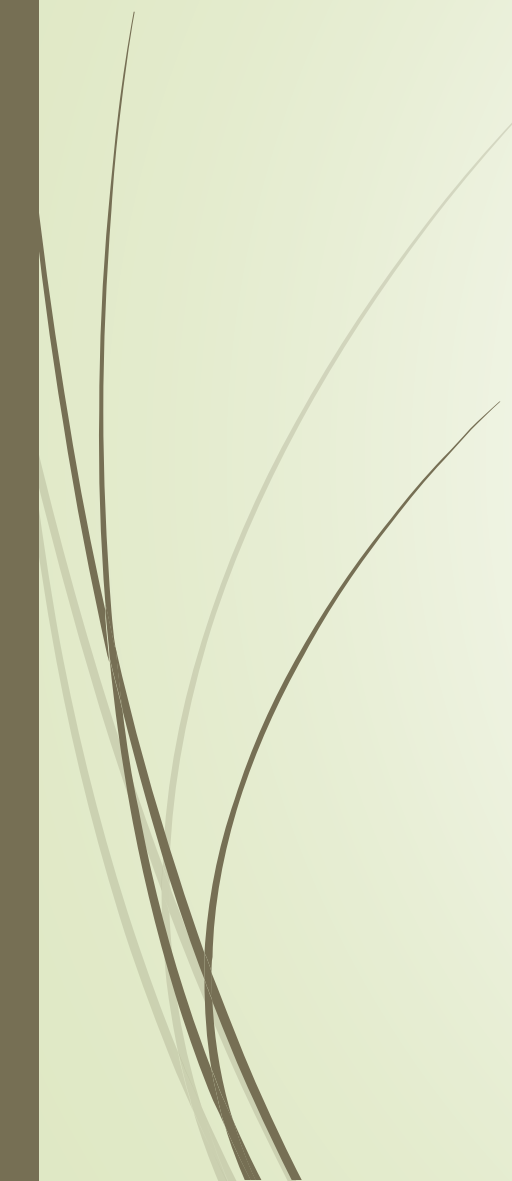
Committee Chair: Marty Kennedy, Envision





PCT Committee formed in 2014
with the charge of improving services
through person-centered practices

The first *task* was to seek out funding for
training to make this goal reality

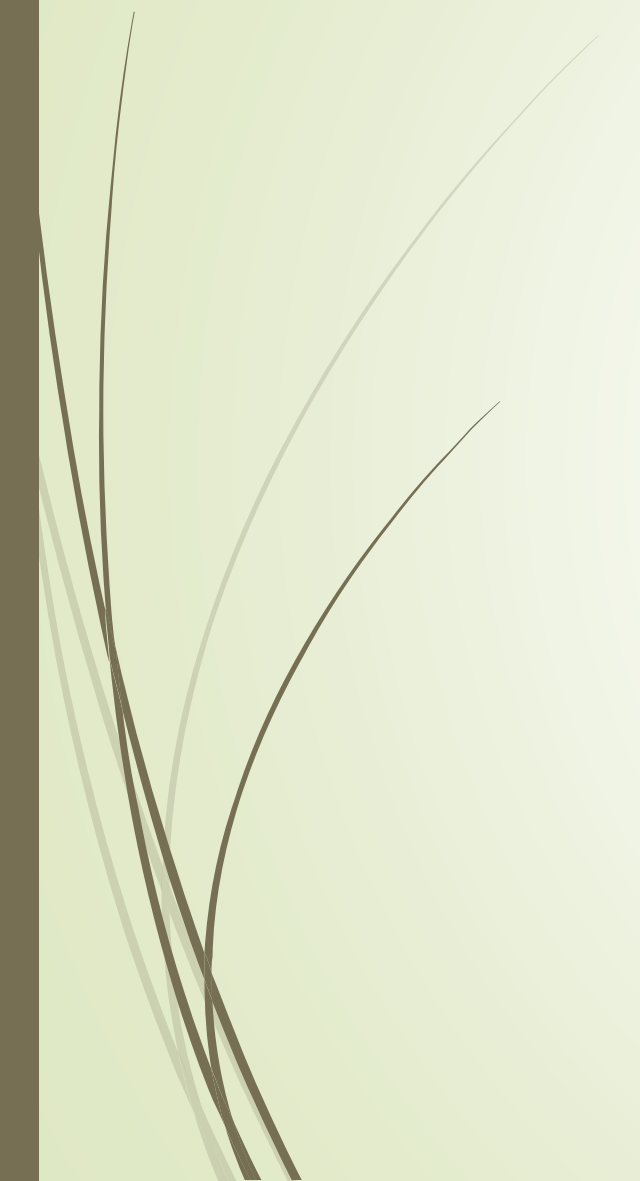
The first *step* was to approach the Daniels
Fund with a carefully developed grant
request idea

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- In 2015 Alliance was awarded a grant in excess of \$83,000 from the Daniels Fund
 - To provide statewide Person Centered Thinking trainings to:
 - people with IDD
 - their families
 - professionals working in the IDD system
 - To provide training to and certification of additional trainers in PC practices, especially in rural areas
 - To track outcomes
 - how many people trained
 - how many newly certified trainers
 - increased job satisfaction
 - increased satisfaction of the quality of services provided to people with IDD and their families as a result of providers completing the trainings

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- *In 2015 the Colorado General Assembly appropriated \$500,000 to the Department of Health Care Policy & Financing (HCPF)*
 - *To conduct statewide Person Centered Thinking trainings*
 - *HCPF selected Support Development Associates (SDA) as its training vendor*
 - *SDA collaborated with the Council on Quality and Leadership (CQL)*
 - *SDA contracted with Alliance to coordinate the trainings*



SUCCESS!!

- *96 trainings were conducted in every area of the state between February and June 2016*
 - *2,527 people attended the trainings*
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Next Phase of Daniels Fund Grant Train and Certify PCT Trainers

- Individuals and agencies were offered an opportunity to apply for funding for committed individuals to become credentialed PCT trainers
- Awarded approximately half of the grant funds to individuals or agencies that applied for funding
- 9 grant awards were made
- All 9 awardees selected training based on the The Learning Community for Person Centered Practices (TLCPCP) curriculum offered by SDA.
- 8 trainers have been certified and 2 more are in the process
- Alliance is in the process of collecting information from awardees
 - how many people they have trained to date
 - their plans for future trainings inside and outside their agencies

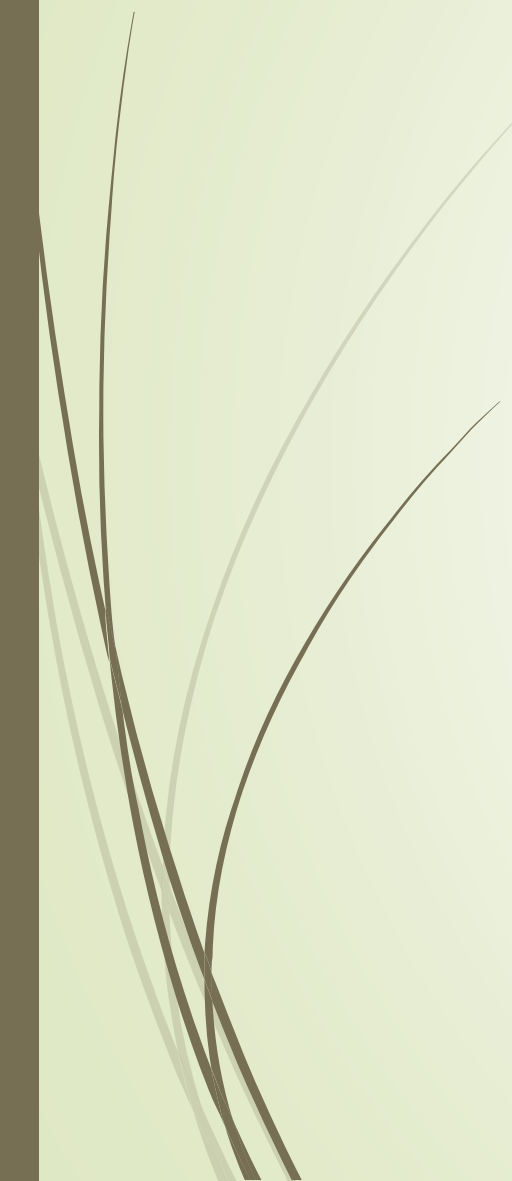


Next Phase of Daniels Fund Grant – Training offered to Individuals and Families

- ▶ Alliance worked with SDA to hold
 - ▶ 3 Families Planning Together classes
 - ▶ 2 People Planning Together classes
 - ▶ which are specifically designed to engage self-advocates and families in the person-centered process
 - ▶ while attendance at these trainings was low, the feedback from those who attended was very positive



Critical observation




We learned that more targeted strategies are needed to engage self-advocates and families in PCT concepts



What we have learned through surveying participants and people supported:

- **Approximately 50% of respondents were Direct Service Providers/Direct Support Professionals**
- **Approximately 83% of respondents reported that they had not previously attended a person-centered training**
- **Respondents reported significant increases in a number of skill areas after the training, including being able to describe person-centered training to someone who has no knowledge about it, understanding how to discover what is important to and what is important for someone, and understanding the difference between supporting and fixing a person**
- **Respondents reported only a 7% increase in job satisfaction or feeling supported in their roles. However, on the post-training evaluation, over 85% of respondents felt that the skills and tools learned in the training would help to increase their feelings of job satisfaction. We believe that this shows that a one-time training doesn't do much to boost job satisfaction among DSPs, but that implementing the tools and practices agency-wide could have a significant impact on DSP job satisfaction, and possibly help to reduce our statewide 39% DSP turnover rates**
- **After the training, individuals served reported significant increases in their satisfaction level with their services and their ability to express preferences to their providers**



The Daniels Fund grant comes to an end on June 30, 2018 and the final report is due in July. "This is the end, my beautiful friend"
Nope...

Our work is far from done,
actually it has just begun



Committee next steps

- Define Person Centered Thinking and Person Centered Planning
- Survey Service Providers and CCBs to assess:
 - Participation in PCT training
 - How are you preparing for Person Centered Plans related to the federal HCBS settings final rule?
 - Barriers to organization-wide implementation of person-centered plans
 - And more....



Sample Survey Question

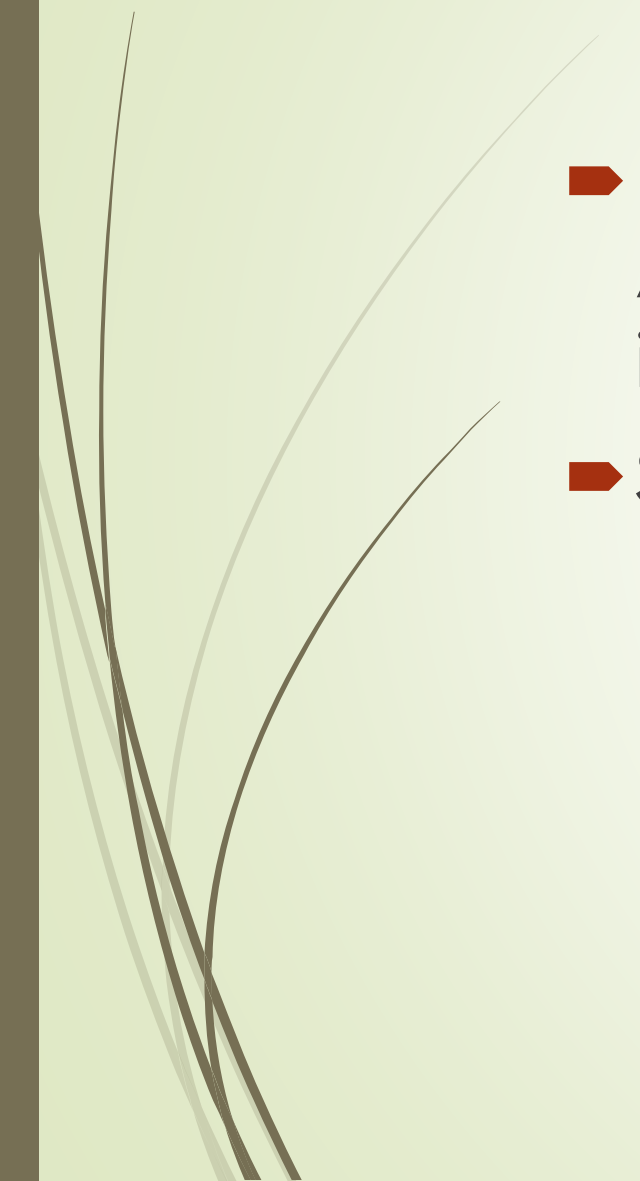
Alliance Person Centered Thinking Committee

How could the Alliance Person Centered Thinking Committee support your organization with person centeredness? Select all that apply:

- Provide State of Colorado updates about person centeredness
 - Provide dates, times, and locations of person centered training in Colorado
 - List certified trainers of person centered thinking for all curriculums
 - Host webinars for members on person-centered thinking/planning
 - Provide information on how to implement person-centered tools in our agency
 - Provide information on how other agencies are implementing person-centered training/planning
 - Provide success stories
 - Other _____
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We are listening..

- ▶ Please participate in the survey so that the Alliance PCT Committee can strategically plan its next steps based on facts not assumption
 - ▶ Share your thoughts with
Ellen Jensby, ejensby@alliancecolorado.org
or
Marty Kennedy, mkenney@envisionco.org
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Thank You