

FROM PILOTS TO NAVIGATORS:
A PROFESSIONAL JOURNEY
TO SELF-DETERMINATION

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PILOTS TO NAVIGATORS

I. Changing Role of Professionals

Directors

Teachers

Brokers/Consultants

II. Conflicting Roles of Professionals

Parents

Friend

Teacher

III. Emerging Roles of People with Disabilities

Recipient

Participant

Director

IV. Issues Causing Dissonance

1. We are asking people what they want when we are used to giving people what they need
2. Someone's wants may be expensive, indiscernible, inconsistent, or, in some cases, possibly not in his/her best interest (smoking, obesity, etc.)
3. We are utilizing public money. Our customers do not have the money we are seeking to transfer control. It will not work without transferring money.
4. We expect seamless change. The history of social movements is choppy, contentious, and usually outlives its current advocates.

5. Supported living has often become another program. It is married to Medicaid, wishes it was divorced, but can't afford it financially.
6. We have begun to retrench our choices. It is too expensive for people to live alone, yet we have limited options of roommates.
7. Choice is not consistent across environments. We have people who are living in apartments still getting on yellow buses and making \$.20 per hour.
8. Many people only make good choices by making many choices, some of which are bad. The system is risk averse and that limits choice. Particularly this is an issue when people have mental health challenges and can't represent themselves.
9. Disability is largely becoming a useless word. Advances in technology, learning and experience challenge this assumption.
10. The system builds artificial relationships. People with disabilities live, play, and work together and then we wonder why they are clients not citizens.

IMPORTANT ISSUES IN CHANGE

- Community
 - third place
 - bumping into people
 - work
 - church
 - interests

- “The Money Thing”
 - unlinking Budgets& Services
 - vouchers / Self-Determination
 - earning power

- Expanded Options
 - home ownership
 - relationship building
 - investment pools
 - business opportunities

- Changing of the Guard
 - younger parents
 - educated customers
 - first generation parents passing on
 - first generation professionals retiring
 - future staff?

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This presentation will focus on the changing roles of people with disabilities and their caregivers. As people with disabilities and their families take a more active role in directing services and controlling moneys, professionals will experience significant long lasting changes in their roles as well.

Whereas professionals have been used to being pilots in command of destination, they will now become navigators assisting people with disabilities in their chosen destination. People with disabilities will move from being clients in services to citizens in the community. Increasingly they will become customers who desire ala carte supports which they will purchase with individual iudgets.

The implications of these role changes will be explored and discussed in detail.