

SUPPORTING INDIVIDUALS: CREATING 5 STAR FUTURES



Derrick Dufresne
Mike Mayer
Senior Partners, CRA
www.craconsulting.net

• 2010 •

- Year Of Community Living
- 20th Anniversary Of The ADA
- 35th Anniversary Of IDEA-PL 94-142
- 40th Anniversary Of Group Homes
- 60th Anniversary Of 1st Sheltered Workshop

- Our current _____ is set up to deliver exactly what we get
- Our thinking supports our systems
- Systems start with _____
- Systems _____ care
- Communities begin with opportunity
- Entirely different outcomes

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What do we know?

- Forced _____ doesn't work.
- Disability based grouping doesn't work.
- Larger doesn't work.
- Control and domination doesn't work.
- Force doesn't work.
- Isolation doesn't work.
- Denying _____ _____ to people with disabilities doesn't work.
- Dependency and learned helplessness is endemic.
- Most mission statements are functionally _____.

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What is Stupid?

Examples:

1. Immediate _____
2. Asking the wrong questions
3. _____

What do we know from the research?

1. _____ kills
2. Friends keep you healthy
3. Friends keep you safe

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The 4 C's of Higher Standards

1. **Capacity**
2. **Competency**
3. **Confidence**
4. _____

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“Five-Star Futures”

- Actively support for people who have disabilities to be full members of generic community organizations
- No artificial limitations placed on the membership or participation in the community settings because of their disability
- Individuals live in homes or apartments that are typical housing (not group)

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“Five-Star Futures”

- Individuals work at a typical community jobs and/or are actively engaged in volunteer positions in the community with “invisible” paid or unpaid supports as needed.
- Supports are provided in generic settings to assist them to function as any other citizen would.

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“Five-Star Futures”

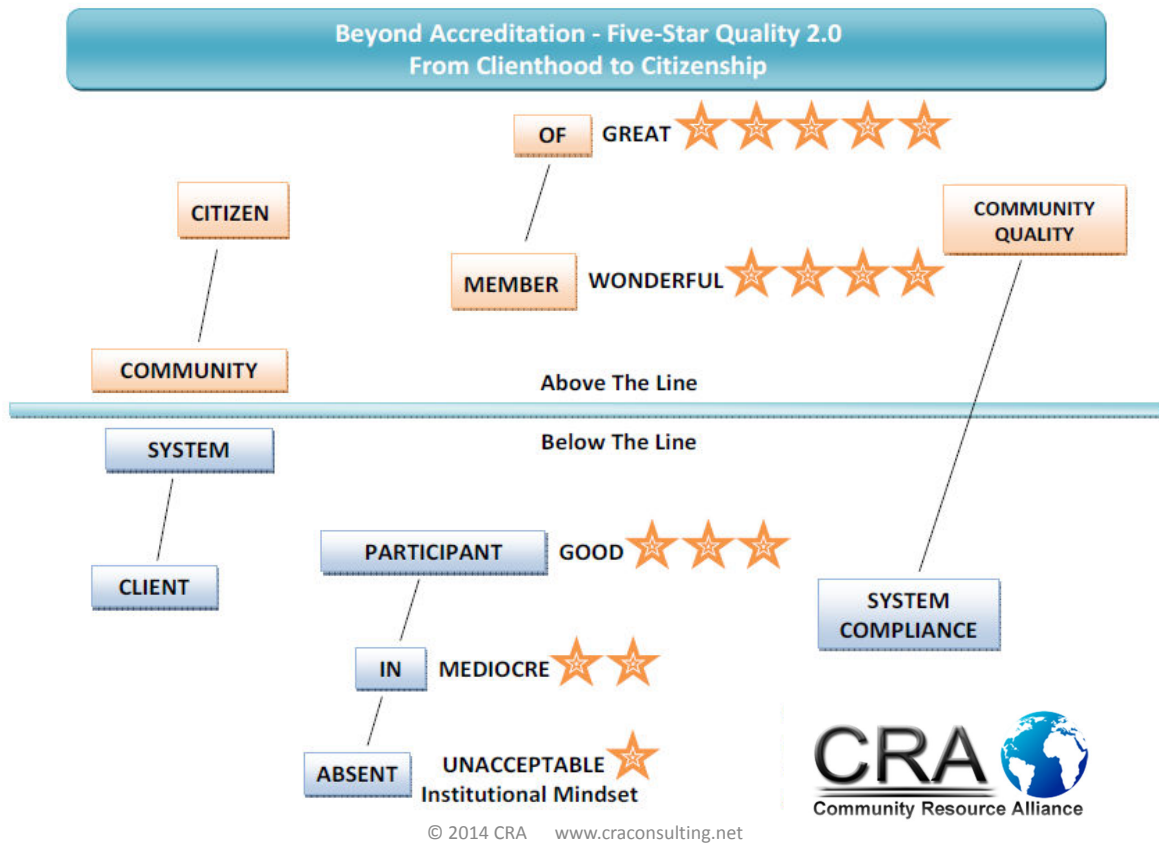
- Activities that the individuals participate in are sponsored by the community and not by the human services/disability organization.
- Invisible supports are provided to the **community** to provide them with the skills and abilities (capacity) necessary to actively involve, invite, include people with disabilities as they would with any other community member.

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- Friends are real – based on shared interest, mutual respect, and affection.

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It's Gotta Work!

- **Changes in organizational support practices**
 - Change the nature of primary support roles/purposes
 - The end the “_____ Complex”
 - Shared Authority/Shared Risk
 - Creating a culture of respect and empowerment
 - Facilitating Self-Advocacy
 - Need Specific Wrap-Around

OUTCOMES FOR PEOPLE:

- People have valued roles in their community.
- People are provided supports, including behavioral, in ways that create a positive image.
- People's plans reflect how they want to live their lives, the supports they want, and how they want them provided (*and services are customized to reflect plans*).
- People have control of their daily lives.

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OUTCOMES FOR AGENCIES:

- Action at all levels of the organization are in response to the goals and aspirations of the people supported.
- The agency initiates and maintains positive working relationships with other organizations within and **outside** the service delivery system.
- The agency empowers staff to meet people's needs.
- The agency regularly evaluates its success in meeting people's needs AND desires.

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I3SP

Intentionally
Invisible
Individual
Support
Plan

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The Goal is for Staff to be Invisible

- Staff's role is to be in the background, *not be part of the activity.*
- Staff sits "two rows back" and is there for support.
- The presence of staff is for support, reassurance and safety.

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Making the “Ask”

The most powerful way to get a community member involved in the life of another person is simply to

ASK

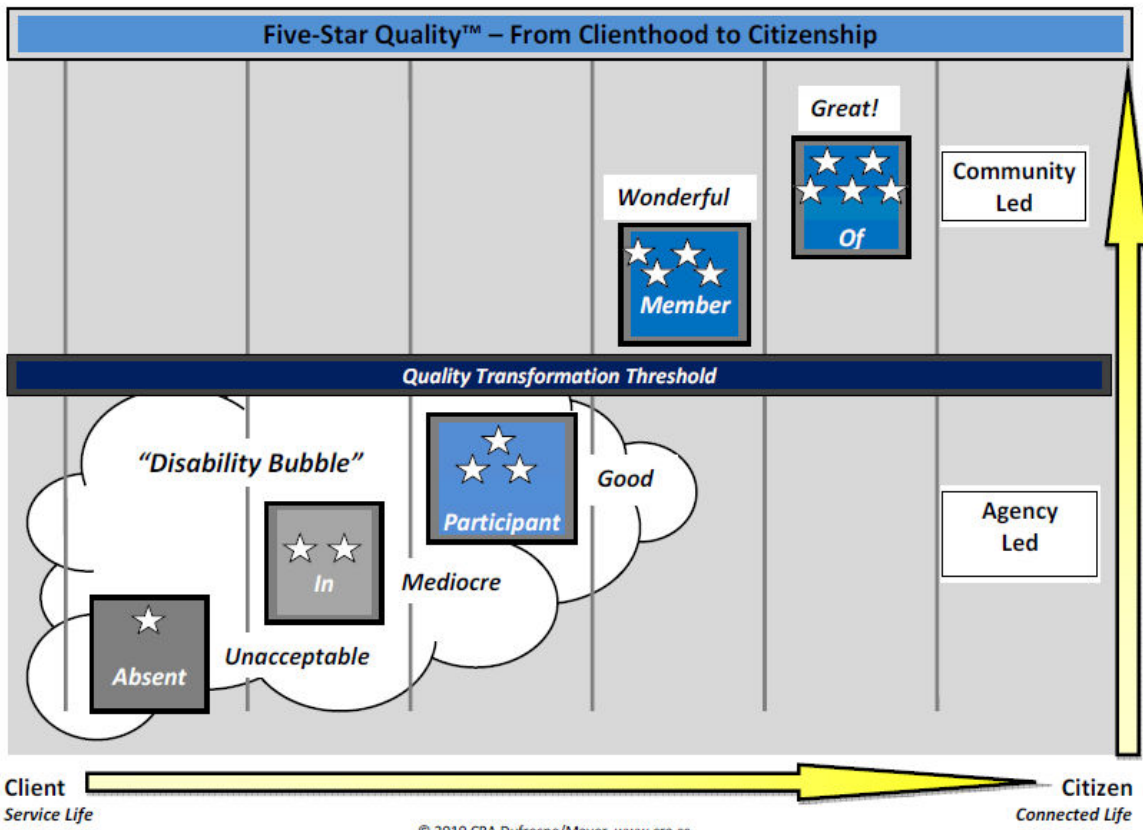
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The “Ask” is Personal

The ask involves a person(usually within the disability bubble) asking a community member to invite a person with a disability to do one thing together.

- **One Person**
- **One Wish**

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Figure 1