

A Guide To Personal Planning

Building a relationship with a person and supporting them in achieving the aspirations in their personal plan is central to Renaissance's service delivery to support the shift from assessing deficits to establishing the aspirations, cultural identity, and strengths of each individual.

A key feature of personal planning over many years has been the intention to include and mobilise the individual's family and wider social network. We acknowledge that often it is the family members / whanau who knows what is best as they support the person in a way that is different from others with probably a life long involvement in the persons life. Family / whanau bring huge commitment, energy and knowledge to the table.

Disability is hugely diverse and in most instances it will be obvious where responsibilities and authorities are placed. A more personalised approach to planning implies that all aspects of a person's circumstances including their cultural heritage and environmental context should be explicitly factored into this process

Defining a person-directed Plan

A Person-directed plan is a plan developed by an individual and/or families based on their preferences, strengths and aspirations. The personal plan describes what a 'good life' looks like for the individual and is holistic in nature e.g. would include comment related to work, education, living situation and social areas. The purpose of a personal plan is to enable individuals and their families to provide clear direction related to preferences and aspirations and how supports and services may contribute to this.

Notes:

- a) Different formats and communication approaches will be used to ensure relevance
- b) Individuals and their families/whanau may choose to obtain support in the development of the plan
- c) Although different formats may be used and different people may facilitate the development of a 'plan', ALL plans will be developed according to the same principles and will consider the same components
- d) This is about shifting choice and control and so support providers will need to develop ways to *negotiate* with individuals and families regarding *how* they will effectively contribute to people achieving their aspirations

e) Personal plans will change over time and there is experience that some people aim too low due to their limited experiences. It follows that as the system gains more experience at supporting people to achieve a better life, so the aspirations for others will be enhanced

Principles underpinning the development of a person-directed Plan

- Individuals, with their family and other close supports as they choose, determine their plan. They should be actively involved in as full a manner as possible along with the facilitator/coordinator from Renaissance Group who can assist in the design and content of their plan
- Where a person's capacity makes this difficult then their family/whanau/close friends and allies will be supported to form a support network (often known as a circle of support) which will seek to work more formally with the disabled person to form a plan. This process can take time and is reviewed at planning meetings through the duration of supports
- A personal plan will be developed in a way and in a form that is understandable, accessible, and straightforward and has cultural integrity.
- The plan should enable the individual to self assess and self direct his/her own support in line with their capacity. Renaissance supports this process through assisting the person and their family/whanau to understand outcomes they want to achieve through support and how to measure these.
- Individuals awareness and confidence is extended by the personal planning process through opportunities for a better quality of social engagement and developing skills
- Individuals are supported to participate as fully as possible in their community of interest
- A personal plan needs to address the balance between choice and risk

A starting point for discussion about a person's plan

The Renaissance support planning process will be facilitated by a Support Coordinator who will address the following:

- Strengths/likes/aspirations

- Intentions about home arrangements, their employment goals and aspirations, meaningful activities the person would like to engage in and what they would like to do as part of their social life, along with issues concerning their physical health and wellbeing
- Goals
 - From everyday tasks and duties and may be linked to doing different things or having new responsibilities.
 - Higher level ambitions which may well change as supports become more person-centred (or, as suggested, person-directed) opening up new opportunities as the person becomes more confident and experienced
- The support requirements to achieve these goals identifying
 - Where these can be met from 'natural supports' – friends, family/whanau etc.
 - Where these can be met by mainstream facilities e.g. budget advisory services
 - Where these need to be met from paid supports – to cover the costs of community facilities and any support services etc.
- Things the person would like to continue to do
- Things the person would like to do differently
- Things the person would like to try
- Things the person doesn't want to do
- Details of how decisions are made and who will be involved in making and reviewing them. This will include identifying any risks, what can be done to mitigate these and how the plan will be managed safely for all parties

Are we expecting "YOU" to do something different?

No, that is not the intention. This is about supporting people to navigate the disability system in order to live good lives. It is recognised that people don't want to feel forced into written plans just for the system's benefit and so it is important that the system is responsive to individual plans so people see the merit in producing and sharing them

- All citizens have to plan and balance desires and our aspirations, with responsibilities and needs. Most of us negotiate this with others and consider the consequences in terms of our home and work commitments

- All of us need to be clear what we are committed to doing and when we are doing it over quite lengthy periods of time and we usually keep a written record perhaps in the form of a diary and /or set regular personal and professional goals and objectives
- It is considered reasonable to record, maintain and monitor information where public funds are involved
- It is equally appropriate for people to only share personal information as it relates to the need for public funds and for all information to be held in strict confidence
- It is acknowledged that there are different types, levels, extent and purposes of planning and plans in the current system and demonstration sites which will test if a common approach is practicable and, if so, what it would look like
- It is noted that the format of the plans and how they are presented should be based on what works best for the individual

For more Information and resources on Personal Planning, visit:

<http://www.wikihow.com/Set-SMART-Goals>

<http://www.helensandersonassociates.co.uk/reading-room/how/person-centred-planning.aspx>

<http://www.inclusive-solutions.com/pcplanning.asp>

<http://www.mindmapping.com/>

<http://www.inclusion.com/planningtools.html>