

My Self

| CQL Personal Outcome Measures (POMs) | OPWDD's DSP Core Competencies | NADSP Code of Ethics | HCBS Federal Regulations | Person-Centered Planning |
|--|--|---|--|--|
| People are connected to natural support networks | B: Getting to know the person through assessment and discovery; F: Building and Maintaining Relationships | 1: Person-Centered Supports—first allegiance is to the person being supported and all other activities and functions flow from this allegiance. | Supporting full access to the greater community that any other person not receiving services can enjoy; access to phone and internet at any time. | Person invites to all planning those whom s/he chooses. |
| People have intimate relationships | F: building and maintaining positive relationships; O: promoting positive behavior and supports H: developing professional relationships | 7: Relationships—recognizing importance of friends and family, assisting with informed choices in self-expression, separating professional's personal beliefs | Honoring a person's priorities; right to have visitors of one's choice; freedom of association without approval by the provider; provider ensuring dignity of risk. | Person communicates desired personal relationships and exercises informed decisions/choices. |
| People are safe | S: supporting safety; R: supporting crisis prevention, intervention and resolution; T: ensuring safety during environmental emergencies | 2. Promoting physical and emotional well-being—encouraging growth, recognizing autonomy, reducing risk from harm. | Protects persons from coercion and restraints; Right to personal space and privacy with the ability to lock one's room and control access; ensures reasonable dignity of risk. | Person has key to lockable front door of residence and bedroom door. |
| People have the best possible health | P: Supporting Health and Wellness | 2. Promoting Physical and Emotional Well-Being | Person-centered planning and outcomes; honoring a person's priorities. | Choice in functional, health, clinical supports |

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| People exercise rights | A. Supporting a person's unique capacities; C: Promoting Advocacy with the Individual; D. Facilitating personal growth and development | 5. Justice, Fairness and Equity—helping a person understand & express their rights & responsibilities, making the community available, assuring individual's interests & preferences everywhere. | Right to personal space and privacy with the ability to lock one's room and control access; Right to retain personal items and decorate one's room. | To the extent possible, person directs his/her planning. S/he has right to furnish and decorate personal room according to his/her own tastes. |
| People are treated fairly. | J: Showing respect for diversity and inclusion; G: creating meaningful communication. M: Organizational participation. | 5. Justice, fairness, and equity; 6. Respect—honoring cultural contexts of individual; protecting privacy; honoring choices | Providers facilitate informed choice and protect rights. | Planning reflects strategies to address conflicts and disagreements. |
| People are free from abuse and neglect. | Q: Recognizing, preventing and reporting abuse; I: Exhibiting professional behavior. | 2. Promoting physical and emotional well-being—promoting health safety, emotional well-being; supporting informed choices that involve risk; finding alternatives to aversive or deprivation techniques. | Protect persons from coercion, restraints; access to food, meals, storage of food; free access to all common areas of home; right to personal space and privacy; ability to control access to room | Plan has measures to minimize risk and address any abridgements of rights either due to one's own or other's behavior. |
| People experience continuity and security | I: Exhibiting professional behavior | 1. Person-centered supports | Written occupancy agreement; due process; rights to appeal; ensures satisfaction. | Person enjoys the security and personal right of a residency agreement. |
| People decide when to share personal information | N: Exhibiting ethical behavior on the job; K: Creating meaningful documentation records. | 4. Confidentiality—safeguarding an individual's privacy 6. Respect | Right to personal space and privacy | Plan process involves parties chosen by the person. |

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| People choose where and with whom to live. | E: Facilitation of supports and services; C: Promoting Advocacy; U: Supporting people to live in a home of their choice | 8. Self-determination—assisting person supported to direct the course of their own lives. | Residency / occupancy agreement between individual and provider; choice of living arrangement & choice of roommate. | Residential setting is chosen by the person and has benefit of a residency occupancy agreement. |
| People choose where they work. | W. Supporting employment, educational and career goal attainment. | 8. Self-determination | Honoring a person's priorities; choice of services and those providing the services. | Honor the person's choices regarding productivity. |
| People use their environments. | U: Supporting people to live in a home of their choice; L: Education, training, and self-development activities | 3. Integrity and Responsibility—being aware of one's own values and their effects; modeling positive behavior in all circumstances. | Person-centered service plan; Encourage spontaneity of choice of activities; free access to all areas of the home; access to phone, internet any time; | Rights modifications must be time limited and offer assurances that modifications are agreed upon and will cause no harm. |
| People live in integrated environments. | V: Supporting active participation in the community | 9. Advocacy—supporting people to speak for themselves; supporting justice, inclusion, community participation; promoting human, legal, civil rights. | Housing must be integrated; setting may come under heightened scrutiny if they are too isolated, large or institutional; persons must be free to choose friends and associates. | Person's setting allows for regular and fully integrated community engagement and contribution. |

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| People interact with other members of the community. | V: supporting active participation in the community; D: Facilitating personal growth and development; I: Exhibiting professional behavior. | 7. Relationships; 9. Advocacy | Respect people's observance of cultural, religious, and spiritual preferences; right to choose friends and associates; access to phone and internet at all times. | Planning reflects person's meaningful activity in general community. |
| People perform different social roles. | A: Supporting a person's unique capabilities, personality, and potential skills; V: supporting active participation in the community. | 1. Person-centered supports. 6. Respect 9. Advocacy | Encourage spontaneity of choice of activities; ensure reasonable dignity of risk; respect people's cultural, religious, and spiritual preferences. | Planning reflects the person's preferences expressed through informed decision-making. |
| People choose services. | E: Facilitation of supports and services | 8. Self-determination 6. Respect 7. Relationships 3. Integrity and Responsibility | Honor a persons' priorities and choices within them; Providers may need to revise policies regarding occupancy agreements, meals, visitations, etc. | Person makes informed decisions about services, where and with whom to live, and which visitors to welcome. |

My Dreams

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| People choose personal goals. | B: Getting to know the person through assessment and discovery of skills; D: Facilitating personal growth and development; K: creating meaningful documentation | 6. Respect. 1. Person-centered supports 3. Integrity and responsibility | Service plan reflects risks and minimizes it through supports; plan documents inform decisions and allied supports; plan honors personal priorities and ensures satisfaction with supports and addresses dissatisfaction in a timely manner. | Person with assistance, if necessary, communicates preferences, strengths, capacities, needs.... |
| People realize personal goals. | A. Supporting a person's unique capacities, personality and potentials. | 8. Self-determination 6. Respect 1. person-centered supports | Person-centered plans must focus on specific outcomes; plan reflects cultural considerations; facilitating informed choice and protecting rights | Person is satisfied with the supports and services in which s/he is participating. |
| People participate in the life of the community. | V. Supporting active participation in the community. | 3. Integrity and responsibility 5. Justice, fairness and equity. | Honor a person's priorities; encourage spontaneous choice of activities; enable people to choose friends and associates; agencies must self-assess, taking policy and practical steps to match HCBS regulations. | Plan reflects the person's individual sense of independence and productivity in an environment that is as integrated as possible. |
| People have friends. People are respected | F. Building and maintaining relationships. | 7. Relationships 6. Respect | Planning reflects individual strengths and preferences; honors cultural uniqueness of the individual; facilitating informed choice and protecting rights. | Person expresses desired personal relationships through informed choices. Plan is in plain language and reflecting culture considerations. |