

What is Personal Autonomy?

- **The right to personal autonomy is a basic right of every human being.** It includes an individual's right to develop their personality, to express hopes and dreams, and make choices and not be unreasonably limited. It means choosing whether or not to act in a certain way or have certain experiences.
- Autonomy is then defined by three conditions:
 - **independence** (not controlled by something besides oneself),
 - **competency** (able to look at and understand the options and consequences, etc.), and
 - **authenticity**: able to evaluate one's own values and priorities.

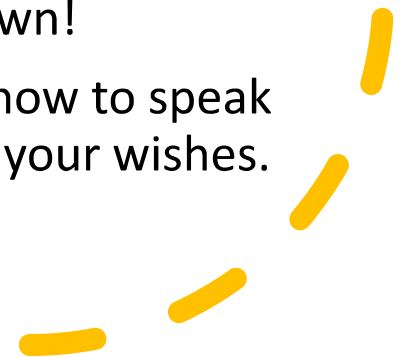
Why is Personal Autonomy Important?

- Aspirations of autonomy are inherent to all of us. People want to be independent, want to direct what happens in their life and be invested in the outcome of the decisions they make.
- Exercising personal autonomy improves life satisfaction, happiness and protects from negative effects




How to Support YOU to Exercise Personal Autonomy

- **Rights Education** – Know your rights!
- **Express hopes and dreams** – discover your hopes, dreams, preferences through person centered planning.
- **Presume competence** – Believe that you can make decisions and make sure others believe in you also!
- **Supported decision making model** – Have others in your life that can help you make decisions in the areas that you need/want support
- **Make decisions!** The more you do, the better you will get at making decisions on your own!
- **Not be unreasonably limited.** Know how to speak up and grieve decisions made against your wishes.




EVERYONE has
RIGHTS,
including *ME.*



NEW YORK
STATE
OFFICE OF
OPPORTUNITY

Office for People With
Developmental Disabilities




It's My Right

I Have The Right To.....

- Manage My Own Money
- Make My Own Schedule
- Decide What To Do With My Day
- Have Privacy In My Home
- Take Part In My Community
- Keep Myself Safe
- Make My Own Friends
- Choose My Own Relationships
- Practice My Religion Or Beliefs
- Vote For My Candidates
- Make My Own Goals
- Exercise My Independence
- Make My Own Choices,
The Same As Anyone Else!

It's MY LIFE!



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What are your Rights?

- DRNY Know Your Rights Document -
https://issuu.com/disabilityrightsny/docs/know_your_rights_booklet_2020.12.04
- We have human rights
<https://hpod.law.harvard.edu/pdf/we-have-human-rights.pdf>
- SANYS resources
<https://sanys.org/what-we-do/resources/rights/>
- Sign up for CFS Rights Education Series

Person Centered Planning

Person-centered planning is a unique, individually-focused approach to planning for persons who are in need of services and supports. It is an important vehicle for empowering individuals to have a voice in the planning process and to actively shape their futures. It is a structured way of organizing planning that focuses on the unique values, strengths, preferences, capacities, needs, and desired outcomes or goals of the individual.

Develop a one-page profile to highlight what is most important to you and for you and the great qualities that you possess.

<http://helensandersonassociates.co.uk/person-centred-practice/person-centred-thinking-tools/decision-making-profile/>

Tips for Presuming Competence

1. Always ask before giving assistance and let the person tell you what you may do to be helpful.
2. Treat adults as adults. Use a typical tone of voice, just as if speaking with a friend or co-worker.
3. In general do not assume a person can't read, but also don't assume they can.
4. Speak to the person directly, not the support person or companion.
5. Don't assume a person who has limited, or no speech cannot understand what is being said. People usually understand more than they can express.
6. Never pretend you understand what is said when you don't! Ask the person to tell you again what was said. Repeat what you understand.
7. Do not try to finish a person's sentence or cut them off. Listen until they have finished talking, even if you think you know what they might say.
8. You might not be able to see someone's disability. There are many disabilities that are hidden within a person.
9. Avoid using stereotypes in your thinking. We all have different personalities and our own ways of doing things. To find out what a person prefers, ask them directly.
10. Offer compliments but avoid giving a lot of praise when people with disabilities do typical things.
11. Most people with disabilities want to help others, as well as be supported, and enjoy making a difference in someone's life.
12. Look for something that indicates a person understands. Respond to any attempt the person makes to communicate.
13. Avoid speaking for others. Encourage a person to speak on their own behalf. If you must restate something, be careful not to change the meaning.
14. Because some people like to please others, it is important to be mindful of your body language, tone of voice, and other gestures that may influence a person's decision.
15. Have your support of the person be low-key, almost "invisible" to others. Don't "oversupport."
16. Let a person make their own decisions. Don't take over and make decisions for them. It can be difficult for some of us to make quick decisions. Be patient and allow the person to take their time.
17. Focus on what a person can do. All people want a chance to live a typical life, just like everyone else.
18. Find ways to include a person in a conversation. Do not talk about the person to others as if they're not there.

"If you want to see competence, it helps if you look for it." –Douglas Biklen

Supported Decision Making Model

We all make decisions and in nearly every decision we rely on some support to make that decision. The SDM approach is that people make their own choices and express personal preferences with the assistance of family members or someone they trust.

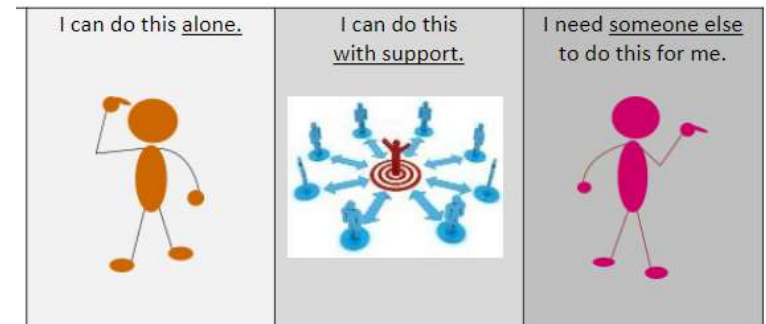
- What is the decision?
- Who are the right people and when is the right time to assist?
- What is the right communication method to explore decisions?
- What is the right information to share, that will help in the decision-making process? (ex benefits, consequences, risks)
- How can we assist the person to evaluate options?
- How do we listen to, and understand the persons decisions? (**PC Tools**, POMS, etc)
- How can we support the person to take action?

<https://vimeo.com/477658828>

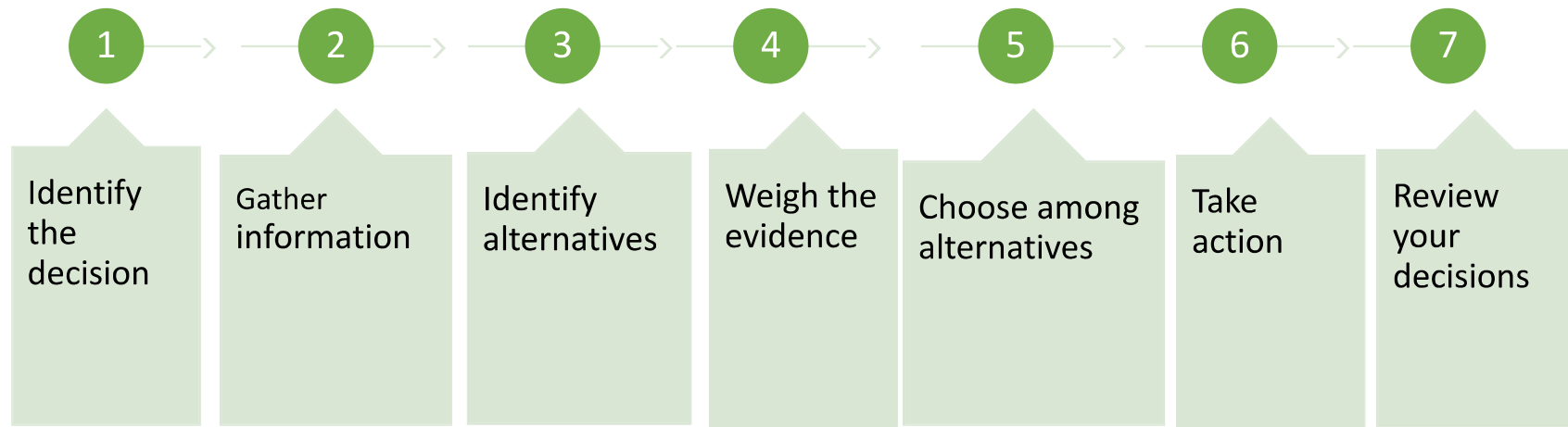
When Do I Want Support Tool?

Identify the areas that you can do alone, need support with or need someone to do for you in the below areas.

- Communication
- Personal Care
- Staying Safe
- Home and Friends
- Health
- Partners
- Travel
- Jobs
- Money
- Being a citizen
- Other



7 Steps to Effective Decision Making



7 Steps to Effective Decision Making

Step 1: Identify the decision You realize that you need to make a decision. Try to clearly define the nature of the decision you must make. This first step is very important.

Step 2: Gather relevant information Collect some pertinent information before you make your decision: what information is needed, the best sources of information, and how to get it. This step involves both internal and external “work.” Some information is internal: you’ll seek it through a process of self-assessment. Other information is external: you’ll find it online, in books, from other people, and from other sources.

Step 3: Identify the alternatives As you collect information, you will probably identify several possible paths of action, or alternatives. You can also use your imagination and additional information to construct new alternatives. In this step, you will list all possible and desirable alternatives.

Step 4: Weigh the evidence Draw on your information and emotions to imagine what it would be like if you carried out each of the alternatives to the end. Evaluate whether the need identified in Step 1 would be met or resolved through the use of each alternative. As you go through this difficult internal process, you’ll begin to favor certain alternatives: those that seem to have a higher potential for reaching your goal. Finally, place the alternatives in a priority order, based upon your own value system.

Step 5: Choose among alternatives Once you have weighed all the evidence, you are ready to select the alternative that seems to be the best one for you. You may even choose a combination of alternatives. Your choice in Step 5 may very likely be the same or similar to the alternative you placed at the top of your list at the end of Step 4.

Step 6: Take action You’re now ready to take some positive action by beginning to implement the alternative you chose in Step 5.

Step 7: Review your decision & its consequences In this final step, consider the results of your decision and evaluate whether or not it has resolved the need you identified in Step 1. If the decision has not met the identified need, you may want to repeat certain steps of the process to make a new decision. For example, you might want to gather more detailed or somewhat different information or explore additional alternatives.

Make Decisions!



- What decisions do you want to make on your own, and what decisions do you want help with?
- Who can provide this help – people you trust – who can help you sort through decisions.
- <http://www.selfadvocacyonline.org/learning/decision-making/>

Not be unreasonably limited – grieving and resolving concerns

At times, individuals may have concerns regarding decisions being made. These concerns are often best addressed through open communication with the planning team.

Care Manager (CM)– If an individual receives Care Management, they can discuss the issue of concern with their Care Manager who can help advocate on behalf of any changes. It is the duty of the Care Manager to act as an independent/non-biased and formal advocate for the individual within the system of support.

Support Broker– If an individual receives Self Direction, they have a Support Broker who they can discuss the issue of concern with. The Support Broker can act as an independent/non-biased and formal advocate for the individual within the system of support.

Managers/Supervisors - All people participating in The Center for Family Support Inc. services have a Manager/Supervisor who provides oversight to services received. The Manager/Supervisor shall bring forth any complaint or grievance to the Assistant Director or Program Director to be addressed.

Life Plan Review Meetings – All individuals who access services have at minimum semi-annual plan review meetings where program staff that provide services and supports are in attendance. Review meetings focus on the individual and their goals. Review meetings are an ideal time for an individual to raise concerns because the parties that support the individual are present and responsive. If a particular staff person is not in attendance the individual and/or the Care Manager will follow up after the meeting to address concerns.

Behavior Intervention Specialist – Individuals who live in certified residential settings have access to a Behavioral Intervention Specialist who they can voice their concerns to as it relates to their Behavior Support Plan.

Innovative Planning Specialist – Individuals who receive services have access to an Innovative Planning Specialist who assist with development of person-centered plans and to ensure they are implemented in a way that honors people's rights.

Human Rights Committee (HRC) – In accordance to 14 NYCRR Part 633.16, HRC is in place to review any restrictive/intrusive interventions and/or limitations on a person's rights. HRC is a committee of a variety of people including community members. HRC often hears complaints/concerns and provides recommendations as it relates to honoring the person's rights.

Assistant Director/Program Director- Program leaders should be contacted for all issues or concerns related to the program. The Program Leadership shall address any issues or concerns presented by the Person Supported or their team of advocates. If an issue cannot be resolved by the Program Leadership, it will be brought to the Director of Services and Quality Assurance/Compliance Department for internal resolution.