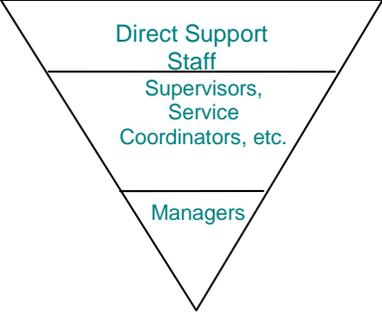


Activities, exercises & tips	PHILOSOPHY AND VALUES	Resources and Links
<p><b>Quote</b>  <i>"If I accept you as you are, I will make you worse; however if I treat you as though you are what you are capable of becoming, I help you become that."</i>  <i>--Johann Wolfgang von Goethe</i></p> <p> <b>TIP</b></p> <p><i>Strive to create an "inverted pyramid management model" where the individual is at the top of the inverted pyramid followed by the broadest base of the pyramid being the most critical role of your agency, your direct support staff. Your role in this model is more one of support, guidance and monitoring.</i></p> <p><b>The Individual</b></p> 	<p>New Mexico is proud to be considered one of the leading states in providing <b>Person Centered Services</b> for individuals with Developmental Disabilities. We strive to involve the individual served in all aspects of the Individualized Service Planning process to the greatest extent possible.</p> <p><b>A historical perspective...</b> In the mid 1990's, New Mexico became one of the first states to de-institutionalize services for individuals and provide funding for these services in community based programs. Individuals who were receiving services in large institutions (Fort Stanton Hospital and Training School and Los Lunas Hospital and Training School) returned to their home communities in settings that allowed for more individualized services. Service delivery changed from being largely a medical model to services identified by the individuals and their teams in unique Individualized Service Plans that promote community connections with informed choice and valued social roles.</p> <p>The <b>Person Centered Planning approach</b> emphasizes the value of belonging in one's community and encouraging individuals to grow and experience new things even though these experiences may involve risks (dignity of risk). An analogy of the evolution of social services might include the concept of parenting small children (often focused on protection and safety) evolving to providing the supports that encourage the rights of adults to choose for themselves the relationships, jobs, and social connections as they define them.</p> <p>One central concept in our service delivery system is <b>advocacy</b>-encouraging and empowering individuals and their team members to clearly voice what the individual desires and needs. This allows for the individualized choices we all enjoy in our lives rather than choices prescribed by others.</p>	<p><i>Continue to the end of this section for more information about the Jackson Lawsuit.</i></p> <p><i>To learn more about the Jackson Class Lawsuit that led to the closing of New Mexico's two state institutions go to:</i>  <a href="http://www.jacksoncommunityreview.org">www.jacksoncommunityreview.org</a></p> <p><i>Self Advocates Becoming Empowered Website:</i>  <a href="http://www.sabeusa.org/">http://www.sabeusa.org/</a></p> <p><i>Link to "Disability is Natural" Website:</i>  <a href="http://www.disabilityisnatural.com/">http://www.disabilityisnatural.com/</a></p>

 <p><b>TIP</b></p> <p><i>These philosophies and values are reviewed in the 2-day Person-Centered Planning class. Even though this is not a required training for supervisors, you should consider signing up for this class through your regional office.</i></p> <p><b>Activity</b></p> <p><i>In your staff meeting, ask staff to share what gives their life meaning. Make the point “most people want these same things.”</i></p> <p><b>Activity</b></p> <p><i>In your staff meeting, facilitate a brain storming session where staff identify different names or labels they have heard used to refer to individuals with DD. Discuss why labels are disrespectful and demeaning.</i></p>	<p><b>Your role as supervisor</b> includes describing, promoting, clarifying, and role-modeling these values and ideals so that all direct support staff (DS) can perform their job duties in alignment with these foundational concepts. By ensuring that your staff have the awareness, knowledge, skills and the needed supports to make appropriate decisions and to deal effectively with the variety of situations they face, and encouraging them to do so, you are demonstrating confidence and trust that they will succeed.</p> <p>A key technique for supervisors would include clarifying for DS their critical role in providing the information about what individuals truly desire in their lives as opposed to professionals prescribing services for them. The more we ask staff questions and incorporate their information, the more they see their role as valuable. This also encourages them to ask the individuals they support, increasing the central concept in Person Centered Planning.</p>	<p><i>Link to People First website:</i></p> <p><a href="http://peoplefirstofnewmexico.blogspot.com/">http://peoplefirstofnewmexico.blogspot.com/</a></p>
 <p><b>TIP</b></p> <p><i>You can prepare for annual Jackson audits by:</i></p> <ul style="list-style-type: none"> <li>✓ <i>knowing the individual’s potential for growth and ongoing learning</i></li> </ul>	<p><b>Jackson Lawsuit</b> - In July 1987, the parents and guardians of twenty-one people with developmental disabilities filed a federal class action lawsuit against the NM Department of Health. The case was filed to correct unconstitutional conditions at the two state institutions (Los Lunas Hospital and Training School training and Fort Stanton Hospital and Training School) for people with developmental disabilities and to remedy violations of the Rehabilitation Act which subjected people with severe disabilities to</p>	<p><i>Check out more information about the Jackson Class Lawsuit at:</i></p> <p><a href="http://www.jacksoncommunityreview.org/">www.jacksoncommunityreview.org/</a></p>

<ul style="list-style-type: none"> <li>✓ <i>assuring you and your staff can explain each individual's health conditions and associated healthcare plan(s)</i></li> <li>✓ <i>participating actively in development of ISP's</i></li> <li>✓ <i>implementing ISP's consistently and documenting progress towards Desired Outcomes</i></li> <li>✓ <i>being able to explain how to report abuse, neglect &amp; exploitation as well as your agency's complaint/grievance process</i></li> </ul>	<p>discrimination and unnecessary segregation. After the trial, the federal court held that the defendants were violating the rights of the plaintiff class (individuals living in the institutions) and discriminating against people with severe disabilities, by unnecessarily segregating them and by subjecting them to institutional conditions which were unconstitutional in eighteen discrete areas. In response to the motion, the defendants decided to close the institutions and transition individuals receiving services to home and community-based supports.</p> <p>DDSD continues to conduct annual audits (Community Practice Review) of services to Jackson Class Members as part of the agreements made under the lawsuit.</p>	<p><i>Go to section 5 to learn about the Jackson monitoring and review tool.</i></p>
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