**Let’s Talk About It Community Mental Health Services Inc.**

**Person-Centered Planning**

Let’s Talk About It Community Mental Health Services Inc.’s person-centered philosophy requires that leadership and personnel demonstrate that the philosophy guide service delivery and is communicated to stakeholders in an understandable manner.

The agency encompasses a Person–centered organizational culture that supports:

* Oversight by the Department of Health and Human Services and accreditation by CARF.
* A clearly defined organizational structure is evident and there is a clear and understandable chain of command.
* Personnel are consistently afforded opportunities to contribute to the growth and improvement of the organization.
* All programs are equally valued and represented within the Administrative Team.
* Open, honest, and constructive communication is modeled and encouraged by leadership throughout the organization.
* Input from stakeholders is valued by Administration.

Let’s Talk About It Community Mental Health Services Inc. utilizes the person-centered planning approach and philosophy to treatment and this is modeled by our leadership and personnel. Person-centered planning is rooted in the belief that people with disabilities are entitled to the same rights, opportunities and choices as other members of the community. Person-centered planning is a process of determining real-life outcomes with individuals and their families, as well as developing strategies to achieve those outcomes. The process supports strengths and recovery and applies to everyonesupported and served in the system. This philosophy allows for a treatment provider to understand that all individuals are different and to incorporate an individualized model of treatment for each client that pertains to capitalizing on their strengths and building on their areas of deficit. Person-centered planning assists clients in obtaining what they want out of their lives.

Person-centered planning is not one clearly defined process, but a range of processes sharing a general philosophical background, and aiming at similar outcomes. Person- centered planning utilizes a number of techniques, with the central premise that any methods used must be reflective of the individual's personal communication mechanisms and assist them to outline their needs, wishes and goals.

Person-centered planning is an individualized process designed to respond to the preferences and desires of the individual. The person and (if desired) people important to him/ her are included in planning. Each individual has strengths and the ability to express preferences and make choices. The individual’s choices and preferences shall always be honored and considered. Community supports are utilized when requested and available. Person-centered planning processes maximize independence, create or maintain connections, and work towards achieving the individual’s wants, goals, and desires.  A person’s cultural background shall be recognized and valued in the planning process. The planning process is supportive of the person and their wishes, and the process is collaborative, reoccurring   and involves an ongoing commitment to the whole person.

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| THE KEY VALUES AND PRINCIPLES SERVING AS THE FOUNDATION OF PERSON-CENTERED PLANNING |
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| 1. *Person-centered planning builds on the individual’s /family’s strengths, gifts, skills and contributions.* |
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| *2. Person-centered planning supports personal empowerment, and provides meaningful options for individuals/families to express preferences and to make informed choices in order to identify and achieve their hopes, goals and aspirations.* |
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| *3. Person-centered planning is a framework for providing services, treatment, supports and interventions that meet the individual’s/family’s needs, and that honors goals and aspirations for a lifestyle that promotes dignity, respect, interdependence, mastery and competence.* |
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| *4. Person-centered planning supports a fair and equitable distribution of system resources.* |
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| *5. Person-centered planning processes create community connections. They encourage the use of natural and community supports to assist in ending isolation, disconnection and disenfranchisement by engaging the individual/family in the community.* |
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| *6. Person-centered planning sees individuals/families in the context of their culture, ethnicity, religion and gender. All of the elements that compose a person’s individuality and a family’s uniqueness are acknowledged and valued in the planning process.* |
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| *7. Person-centered planning supports mutually respectful partnerships between individuals/families and providers/professionals, and recognizes the legitimate contributions of all parties involved.* |