



## **Proposal to Request Funding to Support the Implementation of the Self-Determination Program**

### **Proposal Summary:**

The Self-Determination Program is an incredible opportunity for individuals served by the Regional Center to take positive control over the lives they envision for themselves. Progressive Employment Concepts strongly believes that all people deserve the opportunity to create their own person-centered plans and to have choice, control, and flexibility when it comes to selecting the services, supports, and goods that will help them reach their goals. It is our desire to provide training to those interested in helping individuals create their own Person-Centered Plans and for those wishing to serve as Independent Facilitators so that participants in Self-Determination have access to the supports they need to be successful.

One of the greatest barriers to individuals selected for and participating in the Self-Determination Program is the lack of trained Independent Facilitators. The Independent Facilitator plays a key role in supporting an individual to develop and implement their person-centered plan, develop and implement their individual budget and spending plan, along with locating, accessing, and coordinating their services and supports. There is a significant need to train community members to serve in this role as more individuals begin to transition into the Self-Determination Program. Individuals looking to join the Self-Determination Program typically have many questions about how to even begin participating in the program and the Independent Facilitator can be there to help answer these questions and guide them through the process.

### **Organization Description and History:**

Established in 1995, Progressive Employment Concepts' mission, in collaboration with the people we serve, is to develop and discover opportunities which promote dignity, respect, inclusion, and meaningful contributions so all our lives and communities are enriched. We provide support in competitive integrated employment, micro enterprise, and community inclusion/access. We have also embraced a leadership role in our community by providing and organizing various trainings for the individuals we serve, their families, and other service providers in the areas of person-centered practices, customized employment, benefits, and inclusion. In January 2020, we started providing services to individuals selected for the Self-Determination Program. We are providing initial person-centered planning services, independent facilitation, and direct support services. In June of 2020, we received funding from Alta's Self-Determination Advisory Committee to provide Person-Centered Thinking Trainings, Independent Facilitation Trainings, and Person-Centered Plan Facilitation Trainings. We delivered those trainings from November 2020-December 2021, training a total of 40 individuals in Person-Centered Thinking, 111 individuals in Independent Facilitation, and 37 individuals in Person-Centered Plan Facilitation. Many of those individuals have gone on to begin offering support as Independent Facilitators, joined the Self-



Determination Program themselves or are parents who supported their own children to join the Self-Determination Program.

**Project Description:**

We propose the following trainings to take place through December 2023. These trainings will be for individuals interested in becoming Independent Facilitators and we will prioritize this training for folks who live and/or work in Alta's catchment area. These trainings will provide participants with the information, skills, and resources needed to successfully support individuals in the Self-Determination Program.

These trainings will be offered virtually as we have learned over the course of the pandemic that virtual trainings are effective and more accessible meaning we can reach a wider audience. Trainings will be delivered in English with interpretation services made available to any individual that requests them. Training participants will have the opportunity to make these requests when they register for the training via Eventbrite.

Additionally, anyone who attends these trainings will meet the DDS requirements for paid Independent Facilitators. We are aware that DDS is in the process of developing additional training requirements for Independent Facilitators so if/when these new requirements are shared, we will update our training to ensure that our training(s) meet the requirements.

**Person-Centered Thinking Training:** We propose holding two of these trainings (maximum of 30 people per training). Each training will consist of 6, 3-hour sessions. This training focuses on empowering individuals receiving supports to have the most positive control over a life that they find meaningful. Participants in this training will learn specific skills that they can apply in their every day work and life to help people get the lives they want. These skills will help participants discover what is *important to* and *important for* a person. This training serves as the foundation for Person-Centered Planning.

**Person-Centered Plan Facilitation Training:** We propose holding two of these trainings (maximum of 30 people per training). Each training will consist of 4, 2-hour sessions. This training will provide an overview of the philosophy behind person-centered planning, planning requirements, the various approaches to planning, and the role of the facilitator. Participants will learn about the pre-planning process, the actual plan facilitation and gathering of information, and outcome and action plan development. Participants will leave this training with knowledge and



understanding of how person-centered practices can be used to support an individual to develop a plan and outcomes/goals that are meaningful to them.

**Independent Facilitation Training:** We propose holding four of these trainings (maximum of 30 people per training). Each training will consist of 4, 2-hour sessions. This training will provide an overview of the role of the Independent Facilitator, led by the team of Independent Facilitators at Progressive Employment Concepts and individuals who are currently participating in Self-Determination. Topics will include the 5 principles of Self-Determination, an overview of the history and law, person-centered planning, individual budget and spending plan, services and supports, resource gathering, advocacy, and facilitation skills.

**Timeline:** We propose that the first trainings begin in the Summer of 2022 and continue through December 2023. Specific dates and times will be identified in collaboration with the Self-Determination Advisory Committee.

**Budget:**

ITEM	COST	TOTAL NUMBER OF TRAININGS	TOTAL ESTIMATED COST
Independent Facilitation Training	\$4,000/training	4	\$16,000
Person-Centered Thinking Training	\$9,000/training	2	\$18,000
Person-Centered Plan Facilitation Training	\$4,000/training	2	\$8,000
TOTAL			\$42,000

*\*At this time, we have not factored in interpretation costs for our trainings and seek the recommendation of Alta's SDAC on how they would like us to move forward. We can apply for additional funding based on need at the time of the training to cover those interpretation costs or seek cost estimates now and include them in our proposal.*

**Staff and organizational information:** Rachael Palmer Teefy, Independent Facilitator and Director of Development, will be the primary project manager and will work closely with Carole Watilo, Executive



Director, to manage funds. Rachael is a trainer in Person-Centered Thinking through the Learning Community for Person Centered Practices. She has been trained in Person-Centered Plan Facilitation with Michael Smull, attended Independent Facilitation training through the SCDD, and is currently supporting individuals transitioning into Self-Determination as well as coaching and mentoring new Independent Facilitators. Rachael will develop, lead, and schedule all trainings in coordination with the Self-Determination Advisory Committee. Rachael will also identify other individuals to assist with the trainings, ranging from self-advocates, family members, other Independent Facilitators, FMS providers etc.

**Intended Outcomes:** It is our goal to train 120 individuals in Independent Facilitation by December 2023. These individuals will leave our trainings with the knowledge, skill, and resources that allow them to successfully support participants in the Self-Determination Program. We will track this by conducting a pre and post training survey to gauge learning. It is also our goal to provide Person-Centered Thinking Training and Person-Centered Plan Facilitation Training to a total of 120 individuals. These trainings will provide participants with concrete skills and tools that they can apply to their work in supporting people to live a meaningful life of their choosing and successfully participate in the Self-Determination Program.