To ask a question during the presentation use the Q&A Panel in WebEx

Select “All Panelists”, type your question, and click Send.
Announcements

Risk: How do we support choices and dreams that involve it?
December SPP LC Webinar

Communities of Practice – DSD.RRS@state.mn.us
Risk: How do we support choices and dreams that involve it?

Jill Slaikeu and Scott Schifsky

With Content Contributions made by: Lauren Foster, Lauren Germscheid, Andrew N. Johnson, and Emily Miller
• Meet Chris
• Introduction to Risk
• Person-Centered Skills to Support Self-Reflection
• Your Role in Ensuring Health and Safety
• What is Balancing Risk?
• Choice and Decision Making
• Resources
Who are we?
Who are you?
Learning Objectives

• Understand how to define risk, and how supporting experiences for those we serve leads to identifying risk and opportunity to make choices

• Understand your role in balancing what is important TO and FOR the people we serve, as well as your role in promoting health and safety with respect to choice
Learning Objectives

- Learn about provider and support planner requirements to support health and safety, choice, risk and opportunity for growth

- Share ideas, resources, person-centered skills and tools to help support people as they balance risk in their lives.
Meet Chris

- Chris attends her local high school and is in her final year.
- Chris is very social and has typical interests of a person her age, including friends, dating, social media.
- Chris lives at home with her parents and one older sibling, a brother.
- Chris would like to have a relationship with someone she would call her “boyfriend”.

Chris

- Chris’ parents are very concerned about her choices, especially about dating and relationships.
- They protect Chris by not allowing her unsupervised time on their family computer or to have her own cell phone.
- Chris knows about their concerns.
- Chris does not like how their concerns impact her image or status at school.
Identify Risk

- In your opinion, what elements of this scenario are “risky?”

- What are the automatic “red flags” for you, according to your role?
Introduction to Risk
What is Risk?

Experiences lead to choices.

Some choices include risk that may, or may not, be able to be supported.
What is Risk?

Guide to encouraging informed choice and discussing risk

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<tbody>
<tr>
<td>Legal authority</td>
<td>Minn. Stat. §256B.0911, subd. 3a, Minn. Stat. §626.557</td>
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<tr>
<td>Background</td>
<td>What contributes to a quality life is different for each person. A support system that values quality of life must be built on and driven by a desire to understand, respect and honor each person's values. Person-centered practices help a person live a quality life by:</td>
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• The Strengths Perspective: recognizing the person’s strengths while acknowledging the challenges the person faces.
Our ability to support the whole person; dreams, goals, risk and all, is influenced by our awareness of our values, biases, and ethics.

Bias is preference. It is value based and shaped by our personal experience.
What you see/hear depends on what you are looking/listening for

Look/Listen

Understand
What is it to be biased?

• **To Be Biased**: Cause to feel or show inclination or prejudice for or against someone or something

• Biases are sometimes developed through your own experience and perspective regarding those experiences. They may also be formed due to group dynamics, and a desire to belong to a particular group.

• Biases can be conscious and unconscious, overt and covert; self-reflection can help to limit their impact on the lives of the people we serve.
Are all biases “bad?”

- Biases are often based on feelings- and feelings aren’t bad! Often, feelings result from a legitimate concern.

- Example: parents wanting their adult child to attend a specific church

- Example: healthy lifestyle choices may be preferred

- Example: a family foster care home where the providers have specific beliefs about sex and sexuality
Perspective and Risk

It’s our role to support experiences that lead to choices.

It’s not our role to support all choices that present certain risks.
Perspective can influence outcomes

There is a balance between honoring the person’s rights and their choice to deny supports.

The agreed upon balance must reasonably ensure a person’s health and safety while promoting choice.
Person-Centered Skills to Support Self-Reflection
Important To and Important For

IMPORTANT TO

AND

IMPORTANT FOR

AND

THE BALANCE BETWEEN THEM
Important to and important for influence each other
No one does anything that is “important for” them (willingly) unless a piece of it is “important to” them

Balance is dynamic (changing) and always involves tradeoffs:
- Among the things that are “important to”;
- Between important to and for
Focus in on a specific issue or area of life

*Helps you dig deeper*

- **Negotiation Skill**
  - All must feel listened to – accurately reflect perspectives
  - Start with common ground
  - Remain unconditionally constructive
  - Done in partnership

- **Bridge to action planning**
  - What needs to be maintained/enhanced?
  - What needs to change?
What’s working/not working

<table>
<thead>
<tr>
<th>Person’s perspective</th>
<th>What’s Working/Making Sense</th>
<th>What’s Not Working/Making Sense</th>
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<td></td>
<td>USE THIS INFORMATION TO BUILD THE AGREND FOR THINGS THAT ARE TO STAY THE SAME</td>
<td>USE THIS INFORMATION TO BUILD THE AGREND FOR THINGS THAT NEED TO CHANGE</td>
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<td>Staff’s perspective</td>
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Disagreements
Our Mantra

Guess: look at what is written and **guess in your head**

Ask: **ask** your partner if your guess is correct, **have a conversation**

Write: **write down what you learn**
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The Donut Sort

Core Responsibilities

Judgment & Creativity

NOT OUR USUAL RESPONSIBILITY
## Case Manager’s Donut: practice

### Core Responsibility
- Immediate Housing
- Authorization of Services
- Planning waiver and community supports
- Coordinating referrals
- Monitoring Health and Safety
- Confidentiality

### Judgement/Creativity
- Housing
- Prioritizing tasks and caseload
- Establishing boundaries to maintain healthy relationships
- Remaining neutral and keeping bias aside
- How to mitigate risk

### Not our Responsibility
- Determining budgets
- A guarantee of keeping people sober or from criminal activity
- To provide direct care
- Give medical or mental health advice

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Questions
Your Role in Supporting Balance
How is your role defined by law/regulation in re: to risk?

MINNESOTA STATUTES

626.557 REPORTING OF MALTREATMENT OF VULNERABLE ADULTS.

256B.0911 LONG-TERM CARE CONSULTATION SERVICES, MNCHOICES ASSESSORS

245D HOME AND COMMUNITY-BASED SERVICES STANDARDS

Includes all applicable state and federal laws, including Human Services Licensing Act (245A), DHS Background Studies Act (245C), Positive Supports Rule (Chapter 9544), and federal waiver plans.
How is your role defined by law/regulation in re: to risk?

FEDERAL WAIVER PLAN REVIEW CRITERIA

Item D-1-e. Risk Assessment and Mitigation:
- How risks are assessed.
- How strategies to mitigate risk are incorporated into the service plan in a manner sensitive to the person’s preferences, including responsibilities and measures for reducing risks.
- The types of backup arrangements that are used.
- How back-up plans are developed and incorporated into the service plan.
What does that mean for you and your job?

- Core responsibilities
  - Protection of rights
  - Legal
  - Job descriptions
- Creativity and judgement
  - Team discussion
- Not responsible
Choice: A Balance Between Risk and Opportunity

245D Licensed Services

Driven by service planning and delivery that are

- Person-centered
- Self-determined
- Integrated and inclusive
Choice and Balance

• As we think about choice, we can see
  ➢ All choice can be irresponsible
  ➢ And dictating lifestyle is unacceptable (alive and miserable)

• Good support means finding the balance
  ➢ Finding the balance can create conflict
  ➢ We all have a right to make choices, even bad choices
Choice has Boundaries for Everyone

- **Imposed by society**
  - Laws, Expectations/values

- **My values**
  - What is and is not OK for me and those I trust

- **Ripple effect - One choice creates boundaries on other choices**
  - My relationships, The work I do, Where I live

- **Resource Driven**
  - Financial – how much time or money I have available
  - Risk involved

The difference is when the boundaries are set for the convenience of the system therefore limiting choices that meet the person’s desires: Operating hours, staff available, policies or procedures.
Decision Making

A Key to Positive Control:

• Choice is not picking between two options (this or that)
• Choice has limitations and impact (understanding them)
• The person must find the options appealing to them
Of course, some risk is just not okay
What is balancing risk?
What balancing risk IS and ISN’T:

What balancing risk IS:

- Promoting health and safety with respect to choice
- People have the right to risk!
- Advocacy
- Harm Reduction

What balancing risk ISN’T:

- It is NOT giving everyone everything that they want.
- Condoning Illegal activities
- Disregard for applicable laws or rules
What balancing risk IS and ISN’T:

What balancing risk IS:

- Opportunities for learning, growth, development
- Opportunities for failure

What balancing risk ISN’T:

- Life transitions that had opportunities for support discussions, but nothing happened
- Ignoring situations that contain neglect and/or maltreatment
Questions
Resources

- Guide to encouraging informed choice and discussing risk

DHS Licensing HCBS Help Desk
651-431-6624

DHS Disability Services Division
dsd.responsecenter@state.mn.us
Like, Learn, Change
Thank You for attending!

Contact info.

Jill Slaikeu  jill.slaikeu@state.mn.us
Scott Schifsky  scott.schifsky@state.mn.us
Where to find help now

- **Person Centered Thinking 2-day Trainings**

- **Person Centered Practices Webpage**

- **Olmstead Plan Webpage**

- **DHS Training Archive page**
  - [http://www.dhs.state.mn.us/main/dhs16_143138](http://www.dhs.state.mn.us/main/dhs16_143138)

- **Bulletins**
  - [http://www.dhs.state.mn.us/main/id_000305](http://www.dhs.state.mn.us/main/id_000305)

- **Lead Agency Review Website**
  - [http://www.minnesotahcbs.info/](http://www.minnesotahcbs.info/)

- **E-List Announcements**
  - [http://www.dhs.state.mn.us/main/id_000677#](http://www.dhs.state.mn.us/main/id_000677#)

- **CBSM Main Page**
  - [http://www.dhs.state.mn.us/main/id_000402](http://www.dhs.state.mn.us/main/id_000402)

- **Disability Hub MN**
  - [http://disabilityhubmn.org/](http://disabilityhubmn.org/)

- **Positive Supports Minnesota**
  - [https://mnpsp.org/](https://mnpsp.org/)
Please take a moment to let us know your thoughts.

- Take our Survey:

  - http://surveys.dhs.state.mn.us/snapwebhost/s.asp?k=154084422006
Audio from today’s session will be available beginning tomorrow morning by dialing:

855-859-2056
Conference ID:
3379239

If you have questions following the session, email to DSD.ResponseCenter@state.mn.us
Thank you for attending!