

My Self

CQL Personal Outcome Measures	OPWDD's DSP Core Competencies	NADSP Code of Ethics	HCBS Federal Regulations	Person-Centered Planning	PROMOTE
People are connected to natural support networks	B: Getting to know the person through assessment and discovery; F: Building and Maintaining Relationships	1: Person-Centered Supports—first allegiance is to the person being supported and all functions flow from this.	Supporting full access to the community that any other person not receiving services can enjoy.	Person invites to all planning those whom s/he chooses.	All three aspects of the Green Zone, Connections, Relaxation & Recreation and Self Confidence provide opportunity to support that person in building a richer, fuller life.
People have intimate relationships	F: building and maintaining positive relationships; O: promoting positive behavior and supports H: developing professional relationships	7: Relationships recognizing importance of friends and family, assisting with informed choices in self-expression, separating professional's personal beliefs	Honoring a person's priorities; right to have visitors of one choice; provider ensuring dignity of risk.	Person communicates desired personal relationships and exercises informed decisions/choices.	Connections to others is one of the three building blocks of each person's Green Zone. Improving Connections is defined, demonstrated and practiced.
People are safe	S: supporting safety; R: supporting crisis prevention, intervention and resolution; T: ensuring safety during environmental emergencies	Promoting physical and emotional well-being; encouraging growth, recognizing autonomy; reducing risk from harm.	Protects persons from coercion and restraints; Right to personal space and privacy with the ability to lock one's room and control access; ensures reasonable dignity of risk.	Person has key to lockable front door of residence and bedroom door.	Primary Tools practiced and assessed to assure competency in providing emotional support to develop and use coping strategies. Secondary Tools consistently taught.
People have the best possible health	P: Supporting Health and Wellness	2. Promoting Physical and Emotional Well-Being	Person-centered planning and outcomes; honoring a person's priorities.	Choice in functional, health, clinical supports	Health is one of the Basic Needs essential to staying in the Green Zone

Crosswalk: POMs, Core Comps, Ethics, HCBS, PCP, PROMOTE My Self

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People exercise rights	A. Supporting a person's unique capacities; C: Promoting Advocacy with the Individual; D. Facilitating personal growth and development	5. Justice, Fairness and Equity—helping a person understand & express their rights and responsibilities, making the community available, assuring preferences	Right to personal space and privacy with the ability to lock one's room and control access; Right to retain personal items and decorate one's room.	To the extent possible, person directs his/her planning; right to furnish and decorate personal room according to his/her own tastes.	Person driven supports require that staff practice Stepping Back and allowing the individual to use their coping strategies and experience their emotions with available support and understanding.
People are treated fairly.	J: Showing respect for diversity and inclusion; G: creating meaningful communication. M: Org.Particip.	5. Justice, fairness, and equity; 6. Respect—honoring cultural contexts of individual; protecting privacy; choices	Providers facilitate informed choice and protect rights.	Planning reflects strategies to address conflicts and disagreements.	From "Walking in My Shoes" video on the curriculum emphasizes the need to treat people as you would want to be treated.
People are free from abuse and neglect.	Q: Recognizing, preventing and reporting abuse; I: Exhibiting professional behavior	2. Promoting physical and emotional well-being—promoting health safety, emotional well-being; supporting informed choices that involve risk; finding alternatives to aversive or deprivation techniques.	Protect persons from coercion, restraints; access to food, meals, storage of food; free access to all common areas of home; right to personal space and privacy; ability to control access to room	Plan has measures to minimize risk and address any abridgements of rights either due to one's own or other's behavior.	Focus on empathy and understanding the Vulnerabilities and Irritants that contribute to challenging behavior in all of us, and activities that address stress and burnout will increase sensitivity. The peer support model used will carry over.
People experience continuity and security	I: Exhibiting professional behavior	1. Person-centered supports	Written occupancy agreement; due process; rights to appeal; ensures satisfaction.	Person enjoys the security and right of a residency agreement.	Happiness and a "good life" are the focus of our efforts.
People decide when to share personal information	N: Exhibiting ethical behavior on the job; K: meaningful documentation records	4. Confidentiality—safeguarding an individual's privacy 6. Respect	Right to personal space and privacy	Plan process involves parties chosen by the person.	Treat other's information with the same care and sensitivity as you would want for yours.

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People choose where and with whom to live.	E: Facilitation of supports and services; C: Promoting Advocacy; U: Supporting people to live in a home of their choice	8. Self-determination— assisting person supported to direct the course of their own lives.	Residency / occupancy agreement between individual and provider; choice of living arrangement & choice of roommate.	Residential setting is chosen by the person and has benefit of a residency occupancy agreement.	Self-determination and personal power are key elements of a person's Green Zone.
People choose where they work.	W. Supporting employment, educational and career goal attainment.	8. Self-determination	Honoring a person's priorities; choice of services and those providing the services.	Honor the person's choices regarding productivity.	People have a right to choose, even when we do not agree with the choices that they make.
People use their environments.	U: Supporting people to live in a home of their choice; L: Education, training, and self-development activities	3. Integrity and Responsibility— being aware of one's own values and their effects; modeling positive behavior in all circumstances.	Person-centered service plan; Encourage spontaneity of choice of activities; free access to all areas of the home; access to phone, internet any time;	Rights modifications must be time limited and offer assurances that modifications are agreed upon and will cause no harm.	Many of the role play activities were designed to explore these issues and the difficulties created by limited choice.
People live in integrated environments.	V: Supporting active participation in the community	9. Advocacy— supporting people to speak for themselves; supporting justice, inclusion, community participation; promoting human, legal, civil rights.	Housing must be integrated; setting may come under heightened scrutiny if they are too isolated, large or institutional; persons must be free to choose friends and associates.	Person's setting allows for regular and fully integrated community engagement and contribution.	A healthy Green Zone requires that you are able to choose with whom you spend time, how you spend your time and what role helps you feel better about yourself.

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People interact with other members of the community.	V: supporting active participation in the community; D: Facilitating personal growth and development: I: Exhibiting professional behavior.	7. Relationships; 9. Advocacy	Respect people's observance of cultural, religious, and spiritual preferences; right to choose friends and associates; access to phone and internet at all times.	Planning reflects person's meaningful activity in general community.	Both Connections and Relaxation and Recreation rely on choice. We often evaluate the quality of our lives based on the type and frequency of activities we choose.
People perform different social roles.	A: Supporting a person's unique capabilities, personality, and potential skills; V: supporting active participation in the community.	1. Person-centered supports. 6. Respect 9. Advocacy	Encourage spontaneity of choice of activities; ensure reasonable dignity of risk; respect people's cultural, religious, and spiritual preferences.	Planning reflects the person's preferences expressed through informed decision-making.	Individualized Green Zone planning is practiced. The need to support choices is central to planning.
People choose services.	E: Facilitation of supports and services	8. Self-determination 6. Respect 7. Relationships 3. Integrity and Responsibility	Honor a persons' priorities and choices within them; Providers may need to revise policies regarding occupancy agreements, meals, visitations, etc.	Person makes informed decisions about services, where and with whom to live, and which visitors to welcome.	The individual is the most important member of the team. Green Zones are not interchangeable.

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My Dreams

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People choose personal goals.	B: Getting to know the person through assessment and discovery of skills; D: Facilitating personal growth and development; K: creating meaningful documentation	6. Respect. 1. Person-centered supports 3. Integrity and responsibility	Service plan reflects risks and minimizes it through supports; plan documents inform decisions and allied supports; plan honors personal priorities and ensures satisfaction with supports and addresses dissatisfaction in a timely manner.	Person with assistance, if necessary, communicates preferences, strengths, capacities, needs....	Develops a personal matrix of Vulnerabilities, Irritants, Strengths and Supports. Supporting growth in Strengths, understanding Vulnerabilities, and minimizing Irritants
People realize personal goals.	A. Supporting a person's unique capacities, personality and potentials.	8. Self-determination 6. Respect 1. person-centered supports	Person-centered plans must focus on specific outcomes; plan reflects cultural considerations; facilitating informed choice and protecting rights	Person is satisfied with the supports and services in which s/he is participating	Effort focused on supporting the person to expand and strengthen their Green Zone.
People participate in the life of the community.	V. Supporting active participation in the community.	3. Integrity and responsibility 5. Justice, fairness and equity.	Honor a person's priorities; encourage spontaneous choice of activities; enable people to choose friends and associates; agencies must self-assess, taking policy and practical steps to match HCBS regulations	Plan reflects the person's individual sense of independence and productivity in an environment that is as integrated as possible.	Connections to people, places, groups, as well as access to the relaxation and Recreation opportunities in our communities allows us to develop self confidence that we make a difference in our world.
People have friends. People are respected	F. Building and maintaining relationships. A. Supporting a person's unique capacities	7. Relationships 6. Respect	Planning reflects strengths and preferences; honors cultural uniqueness of the individual; facilitating informed choice and rights.	Express desired personal relationships through informed choices. Plan is in plain language and reflecting one's culture.	Understanding and improving our connections to the people we support, each other and the community are central to all that we do.