



PARTNERING FOR CHANGE

SUPPORTING SELF DIRECTION

Shelly Okure and Emilie Wright

OPWDD



....Self Direction

This morning we heard a lot on OPWDD's System's Transformation Agenda. This workshop will focus on:

- **Increase education and access to self direction**

Our focus will be on some of the specific outcomes we are charged with meeting:

- **Developing and implementing self-directed approaches where individuals and their designated representatives may fully control self-direction opportunities**
- **streamline self-directed models to be inclusive of long term support efforts being developed.**
- **Partner with agencies to ensure that FMS/Agencies with Choice do not just act like traditional service agencies**

System Transformation



Simplify
Access to
Self-
Direction



Streamline
Internal
Processes



OPWDD &
Provider
Partnership
Through
Change



Self Determination and Self Direction

These terms are often used inter-changeably
but they are different.



Self-Determination

- “...refers to the attitudes and abilities required to act as the primary causal agent in one’s life and to make choices regarding one’s actions free from undue external influence or interference” (Wehmeyer, 1992, p. 305).
- “...is just another word for freedom." Freedom to live with whom you want, freedom to live a productive life, freedom to attend school with your friends and brothers and sisters, freedom to get around your community, freedom to love and reject (Center for Self Determination).



WHAT IS SELF DIRECTION?

Self Direction is a service model that offers individuals control over the long-term supports and services they need and the staff and/or organizations who provide them. Supports and services may include waiver and/or state funded supports, as well as natural and generic community supports.

SELF DIRECTION IS ONE APPROACH USED TO SUPPORT SELF DETERMINATION.



Self directed services offer more control, flexibility, and independence to individuals who receive services in their homes and/or communities:

- **Control:** empowers individuals to decide who provides their services, when the services are delivered, and what assistance they need;
- **Flexibility:** allows individuals to purchase the supports and services they really need, when they need them; and
- **Independence:** helps individuals who need daily assistance maintain their independence at home and in their communities.



Through Self Direction:

- Individuals (or representatives on their behalf) may choose to exercise decision making authority over some or all of their individualized supports and services
- The individual also accept responsibility for taking a direct role in managing their supports and services.

OPWDD's HCBS waiver offers self-directed options with varying degrees of both **employer authority** and/or **budget authority**.

These two authorities represent the hallmarks of self direction.

Employer Authority:

- The individual rather than a service provider agency has decision-making authority over workers (staff or organizations) who provide their supports and services.
- The participant must have the authority to conduct the following functions at a minimum: Recruit workers; refer for hire and discharge from providing services (co-employer*); specify staff qualifications; determine staff duties; schedule staff; supervise staff; evaluate staff performance.



BUDGET AUTHORITY

The individual has the authority and accepts the responsibility to:

- manage the dollars included in an approved individualized service budget.
- make decisions about the acquisition of waiver and state paid goods and services that are authorized in their service plan and
- make decisions regarding changes in their services or service providers if these no longer meet their needs (portability of funds).





WHO CAN SELF DIRECT?

An adult who:

- Is capable of making informed choices and
- Is willing to manage their self-directed service or who has selected a family member or other identified adult representative willing to assist in making choices and co-managing supports and services
- May not be capable of making informed choices but has a representative who is available and willing to make informed choices and co-manage services on their behalf

A child/young adult with an identified adult representative who is:

- a parent, a legal guardian, family member or other identified adult available and who is willing to make choices on behalf of the individual and co-manage the individual's supports and services



FUNDAMENTAL ELEMENTS OF SELF DIRECTION

- Self Direction does not mean that individuals and families are doing everything all on their own:
- There are several others available which support self-direction:
 - The Person
 - Service Coordinator
 - Circle of Support
 - Support Brokers
 - Financial Management Services (FMS) agencies (aka Agency with Choice Financial Management Services (AWC/FMS) agency)



What is the role of the AWC/FMS?

Generally, the individual or their representative assumes a primary role as “Managing Employer” and the AWC/FMS functions as the “Employer of Record”. Together, the individual and AWC/FMS co-manage the self-directed plan and individualized, portable budget.





In NYS, many individuals (or their representative) who self direct is supported by an **Agency with Choice/Financial Management Services (AWC/FMS)** agency.

- The AWC/FMS helps to co-manage the responsibilities such as recruiting, supervising and directing support workers .
- The AWC/FMS is responsible for managing and directing the disbursement of funds contained in their approved individual, self-directed budget.



If the person who is self-directing has “Employer Authority” the minimum supports that must be furnished by the FMS are to:

- Assist the participant in verifying support worker citizenship status;
- Collect and process timesheets of support workers; and,
- Process payroll; withholding; filing and payment of applicable Federal, state and local employment-related taxes and insurance.





If the self-directing person has “Budget Authority” the minimum supports that must be furnished by the FMS are to:

- Maintain a separate account for each participant’s budget;
- Track and report disbursements and balances of participant funds;
- Process and pay invoices for goods and services approved in the service plan;
- Provide participant with periodic reports of expenditures and the status of participant directed budget.



Person Centered Planning

- The process used to determine the interests, skills, strengths, and needs of the individual.
- Used to determine where and how the individual wants to live and what needs to be done to help them move toward a life that is meaningful to them.
- Person Centered Planning is crucial to the success of self direction.



Individual & Community Supports (ICS)

Front Door Goals

- Informed choice leading to broader range of options for how supports are developed
- More complete information about the individual's interests, strengths and needs result in authorized supports and services that better match the person's needs and interests



OPWDD Self Directed Service Options

- **Family Reimbursed Respite**
- **Individual Directed Goods and Services???**
- **Self Directed Supported Employment???**
- **Individualized Supports and Services (ISS)**
- **Consolidated Supports and Services**
- **Self Directed/Family Directed Community Habilitation**



Individual & Community Supports (ICS)

Individual accessing services through ICS:

- | | |
|---|--|
| <ol style="list-style-type: none">1. Purchases only agency-provided OPWDD services in noncertified settings &/or in certified settings2. Self-directs some or all services, may also purchase agency services3. Purchases OPWDD provider agency services & choose to access other supports that can't be billed directly by OPWDD provider agency, including generic community supports | <ol style="list-style-type: none">1. No FMS; provider agency bills eMedNY directly2. & 3. Has an FMS; CSS is HCBS waiver service billed to eMedNY; agency purchased services may also be billed to directly to eMedNY depending on type of CSS Plan |
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DOCUMENTING SELF DIRECTION

Under the design of Self Directed/Family Directed Community Habilitation, a tool was developed to help individuals and agencies understand their agreed upon responsibilities that would lead to successful implementation of self direction. This was defined in a Memorandum of Understanding or MOU



Discussion Questions

1. What can you as the provider do to assist in facilitating and implementing these reforms?
2. What has worked for those of you who have been doing this?
3. What specific barriers and solutions do you see?
4. What is the number one thing we must do to make it work?
5. What would success look like to you?