



Family Meeting
October 25, 2016

OUR Strategic FOCUS

CHANGE, Inc. partners with and supports individuals with disabilities to achieve community integration and independence through personal choices.

2017-2018 Priorities

- ▶ Person Centered Approaches/Alignment with CMS Final Rule
- ▶ Transportation
- ▶ Team Management and Leadership Development
- ▶ Database Management System
- ▶ Targeted Quality Service Improvements
- ▶ Behavior Management Services

Person
Centered
Plans

Daily Activity
Choices

Employment
Opportunities

**CMS
Final Rule**

Self Advocacy

Community
Integration
Opportunities

CMS Final Rule Timeline

Final Rule
Issued
Jan 2014

State
Transformation
Planning
2014-2019

Final Rule Fully
Implemented
Mar 2019

What does the CMS Final Rule mean to CHANGE?

Implementation of Person Centered Approaches that lead to:



Person-Centered Philosophy

Individuals have the ability to:

- ▶ Express what they want in their everyday lives
- ▶ Take and/or maintain control of their lives
- ▶ Make their own choices
- ▶ Connect and contribute to the community including obtaining community integrated employment
- ▶ Have opportunities to improve their lives and have joy
- ▶ See family and friends as often as they like
- ▶ Manage their own money and other resources

Source: Partnership for People with Disabilities, Virginia Commonwealth University



In Support Services
we promote Dignity
by:
Allowing
people to
make
mistakes!
(with supporting staff)



CHANGE will continue to:

- ▶ Be transparent with families and stakeholders
- ▶ Provide quality care and services
- ▶ Maintain physical program space, while expanding community-based opportunities
- ▶ Provide in-house nursing services
- ▶ Continue to focus on employment opportunities as the first option but not the only option

Future Strategies to Align CHANGE with the CMS Final Rule

- ▶ Train All staff on Person Centered approaches
- ▶ Modify of our organizational structure
- ▶ Enhance our service array
- ▶ Implement a new case management model that will increase daily choice and opportunities for community integration
- ▶ Put into practice “Customized Employment” strategies

... one **person** at a time

Person-Centered Case Management: Balancing Important TO & Important FOR

Important TO an individual

- ▶ Things in life that help someone be satisfied, content, and fulfilled
- ▶ We can learn these things by working to understand each individual's way of communicating

Important FOR an individual

- ▶ Health & Well-Being
- ▶ Safety
- ▶ What others see as important

“Program Areas”

Day Hab. Program	Life Skills Program
Vocational Program	Senior Program
Personal Supports	Respite

Service Array

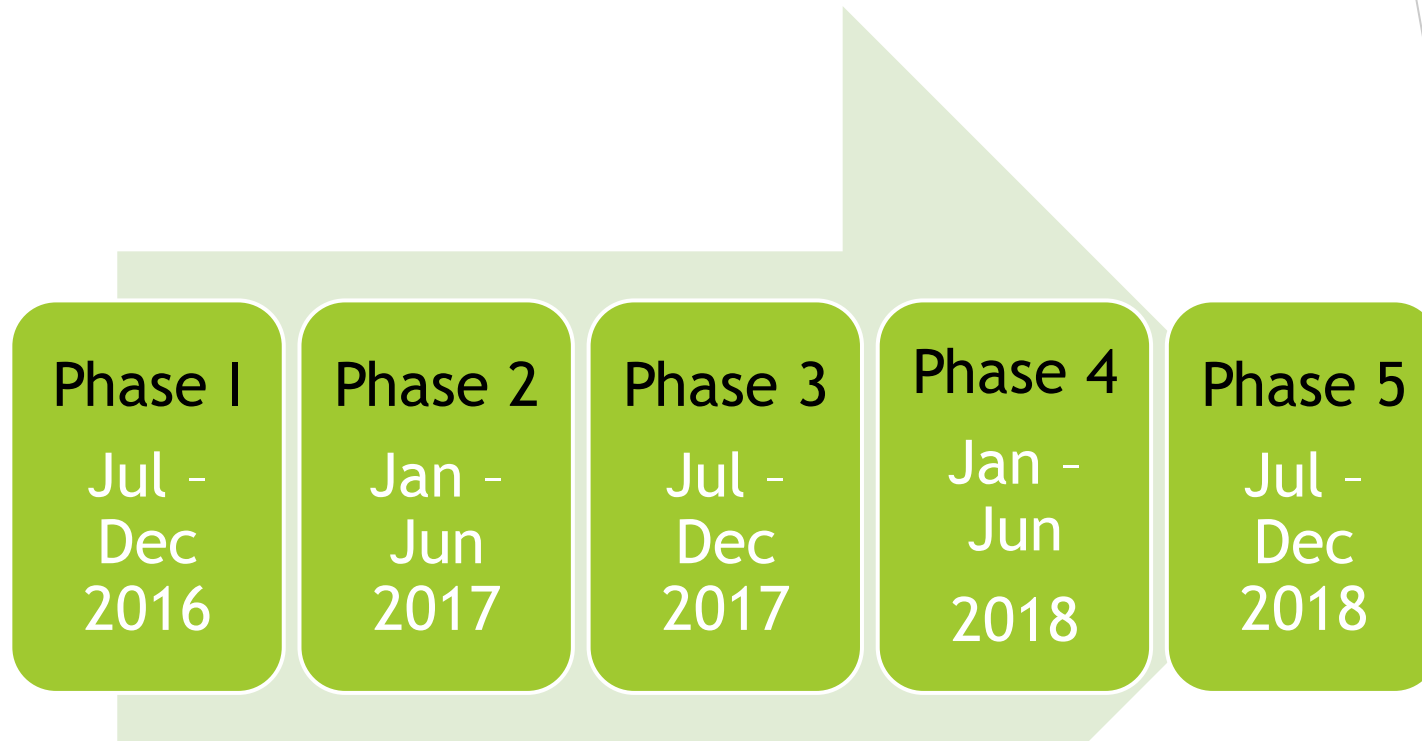


A new approach to employment

The Customized Employment Model enables us to:

- ▶ Discover unique “Personal Genius” one individual at a time
- ▶ Incorporate Home Visits into our planning approach
- ▶ Team with family, friends and community employers
- ▶ Create opportunities for individuals to lead the process
- ▶ Assist individuals in gaining independent, sustainable, community employment

CHANGE Inc.'s Phased Timeline



Further Questions?

- ▶ Mike Shriver -
Michael.Shriver@changeinc.cc
- ▶ Jennifer Mettrick -
Jennifer.Mettrick@changeinc.cc
- ▶ Leah Schryer -
Leah.Schryer@changeinc.cc