

Empowering Goals: How DSPs Can Honor and Support Person- Centered Plans

Training for Direct Support
Professionals (DSPs)

Objectives

- Understand the purpose of a Person-Centered Plan (PCP)
- Recognize the DSP's role in honoring individual goals
- Learn actionable strategies to support achievement of goals
- Emphasize dignity, choice, and independence

What Is a Person-Centered Plan (PCP)?

- A document that reflects the individual's:
 - - Strengths, preferences, and needs
 - - Short- and long-term goals
 - - Desired outcomes and supports required
- Created collaboratively with the person, their team, and supports

Why It Matters

- Ensures the person's voice is the primary driver of support
- Promotes independence, inclusion, and dignity
- Builds trust and connection
- Improves quality of life and satisfaction

The Role of the DSP

- Be a partner in the individual's journey
- Observe, listen, and adapt your approach
- Provide encouragement, feedback, and support
- Document progress and communicate with the team

Honoring the Individual's Goals

- Ask yourself:
 - - Is my support aligned with their vision of success?
 - - Am I respecting their preferences and choices?
 - - Have I asked for their input before doing?

Communication Is Key

- Active Listening: Take time to hear what matters most
- Positive Language: Use encouraging and empowering words
- Team Collaboration: Share observations and ideas with the individual's support team

Promoting Choice & Dignity

- Offer options instead of directives
- Respect decisions, even when different from your own
- Recognize rights: privacy, relationships, lifestyle, and risk-taking

Tracking and Supporting Progress

- Use progress notes to capture:
 - - Steps taken
 - - Challenges encountered
 - - Successes celebrated
- Adjust support as needed, always involving the individual

Barriers and How to Overcome Them

- Barrier: Limited resources — Solution: Get creative, suggest alternatives
- Barrier: Fear of failure — Solution: Encourage risk-taking with support
- Barrier: Staff assumptions — Solution: Reflect, ask questions, stay open-minded

Key Takeaways

- Center the person in everything you do
- Support doesn't mean control—it means empowerment
- Small steps = big progress
- You are essential in making dreams real

Resources and Tools

- [Insert agency-specific tools: goal tracking sheets, communication guides]
- National Resources:
 - - The Learning Community for Person Centered Practices
 - - NADSP Code of Ethics

Thank You!

- You make a difference every day.