

Sudbury Developmental Services POSITION on PERSON-CENTRED THINKING:

SDS believes that people living with developmental disabilities need to have more control over their lives. The development of services and supports needs to incorporate a person-centred approach. People with developmental disabilities will decide where they live, who they live with, where they work or how they spend their day, and how their supports are managed. The following principles will be used to guide the provision of services and the development of new services and supports.

Person-Centred Principles

- All aspects of service planning, funding and service delivery focus on the person.
- Services and supports are tailored to the person's priorities, preferences and how their needs are met, while at the same time ensuring that health, safety and human welfare are maintained.
- Services and supports start with an understanding of the person's priorities, not a focus on the person's needs or deficits.
- Support plans and the resulting allocation of resources are evaluated against the actual results produced in the person's life - simply put, how did we treat you, did we make a positive difference in your life?
- People are supported and encouraged to pursue their dreams and desires.
- People choose where they live and with whom.
- People's right to services is guaranteed in legislation.
- People have the same rights as other citizens. People are supported to exercise their rights.
- If a person's rights are being limited, or rights limitations are being contemplated, adequate due process is utilized.
- A user-friendly and accessible grievance procedure is in place and ensures that the voices of people are heard.
- People who are receiving services participate in the development of the agency's philosophy, vision, mission, beliefs, policies, procedures and daily routines. The vision of the agency should help move people towards participation and inclusion in the community.
- Annual hiring plans include an analysis of supports needed by people and their preferences.
- People are engaged in board activities.
- The primary role of support staff is to assist people to live their lives and to help remove barriers to inclusion. Staff must be educated and supported to recognize each person as an individual and treat them with dignity and respect.
- All stakeholders are committed to working together in developing a truly person-centred approach to services for people.