SELF DETERMINATION:
MOVING FROM A PROJECT TO A VIABLE SUPPORT PHILOSOPHY - FEBRUARY 1999

BACKGROUND

Minnesota's Self Determination Project is in its final year. The Project has established a foundation for direction and activities applicable to all Minnesota counties. A key element of this year's work is providing recommendations to implement self determination statewide after the "project status" has ended. The following proposal is recommended for transitioning from a Project to a division-wide self determination philosophy that is consistent with CSMD Division's vision and mission, and results in an action plan that implements that vision and mission.

PROPOSAL

• The Self Determination Project becomes "The Self Determination Statewide Initiative"
• The Self Determination Initiative becomes a 3 year concentrated effort to promote self determination statewide
• The Self Determination Initiative is managed from the CSMD Administrative Area

PROPOSAL RATIONALE

The Proposal structure moves self determination beyond a project and

• Strengthens CSMD's mission and vision by focusing self determination as a global division approach and not a single section area
  • Provides consistency for meeting goals and achieving outcomes
  • Supports regional staff efforts to promote self determination and county alliances
  • Advances training plans for MR/RC Waiver implementation and person centered thinking
  • Builds staff self-sufficiencies in self determination philosophy and methodologies
  • Creates a concentrated self determination focus internally and externally
  • Recognizes self determination as a viable philosophy/methodology and standard practice for service delivery
  • Promotes system redesign division-wide using self determination as a core foundation

This Proposal emphasizes the use of self determination philosophies division-wide through methodologies implemented in individual everyday work and not by creating additional tasks or promoting the "add-on effect". It recognizes on-going workloads, the unpredictable nature of a political environment and the need for flexible resources to meet division demands.
FRAMEWORK

Self Determination coordination and consultation is focused across all CSMD operations
• In coordination and consultation with all CSMD sections, the Self Determination Initiative would provide recommendations to address
  > the scope of disabilities as part of promoting self determination
  > feasibility and scope of each target area (below)
  > outcomes of each target area
  > specific activities and time lines
  > staff resources

Self Determination target areas link all CSMD sections
• Target areas would have measurable outcomes and focused activities. Target areas are technical assistance
  > education, training and mentoring
  > incentives to promote self determination
  > quality assurance
  > collaboration (state departments, community connections)
  > system redesign

RESOURCES
• One FTE/Coordinator would
  > coordinate the Self Determination Initiative
  > Implement the framework
  > manage support contracts
  > provide transition from and wrap up with the Robert Wood Johnson Foundation

• Section staff utilize self determination philosophy and methodologies incorporated into their current work

REPORTING
Reporting as determined by the CSMD Division strategic planning decisions.
This may include
  > self assessment and evaluation
  > standard agenda placeholder at division staff meetings and Operations meetings
  > recognition of statewide efforts summarized in newsletters and other mediums
  > semi-annual and annual report available to state departments, stakeholders and interested persons

TIMELINE
Minnesota's Self Determination Project becomes the Self Determination Initiative
- April 1, 1999
Operationalizing Self Determination Proposal - 3/99

There must be a clear understanding and acceptance from supervisors of the SD coordinators function and role:
- Turf issues will surface
- Consultation to supervisors on weaving SD into all phases of work

[SD project has not had active support from supervisors - this would be a change]
  For example: resource center capacity for a single point of entry
  Home care representation on ad hoc workgroups
  Revision of closure agreement checklist to include SD
  TA to HC providers re authorizing. This is a standard nursing practice on how units are approved.
  Speaking points for talking about SD with counties. A county will set up a menu.

Works with all sections - staff meetings, recommendations on practices, reporting to Ops team. There must be a consistent mechanism to address acceptance or non-acceptance of recommendations. There must be a mechanism for follow-through and consistency on addressing action plans.

  Self determination resources come from within the sections
    ie. Self determination as part of work plans
    Methodologies become part of workplans
    Self determination practices becomes a marker for self assessment
    Mentoring work with staff in the counties

Must be a clear process on how decisions are made
  time lines for decisions
  time lines for action plans
  evaluate products/outcomes

Semi annual self determination retreats that link the sections and evaluate the action plans and outcomes. Staff rate their expertise and knowledge gained and challenges.