

POM Launch Party!

WELCOME TO YOUR FUTURE

Introducing Team POMs!

- ▶ Bridget Cariello, Program Administrator Day Services
- ▶ Susan Gill, Interviewer and Trainer
- ▶ Helene Ramer, Interviewer
- ▶ Kate Zimmerman, Interviewer



Objectives

- ▶ How the system was and how far we've come.
- ▶ What is a POM -21 outcomes? Why and how does it help?
- ▶ How to use it at work and daily living: data summary and personal primary goals
- ▶ What is your role with POMs?
- ▶ Follow up - connecting with your assigned interviewer.

How the system was...



And how far we've come!

History of Willowbrook

Willowbrook was a hospital people with disabilities were sent to when their families needed help taking care of them. It was terrible!

They used restraints!



People sat around all day with nothing to do!



Willowbrook Exposed

In 1972, Geraldo Rivera found out what was going on at Willowbrook and used his job as a reporter to tell EVERYONE! Thanks to his advocacy, Willowbrook was closed forever.



After Willowbrook

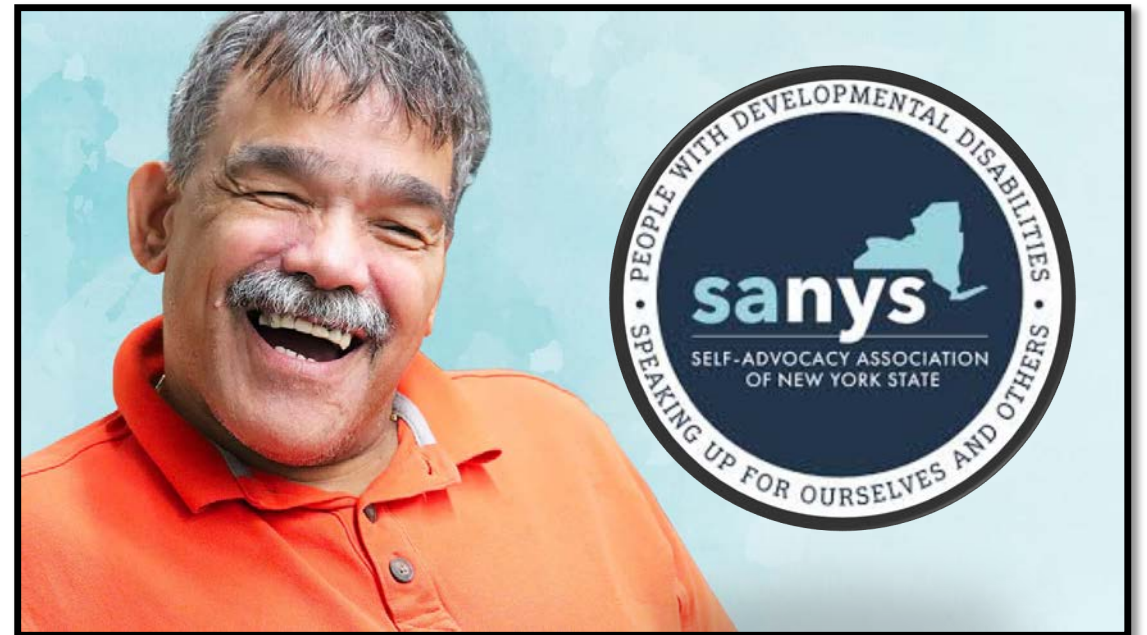
The "Americans with Disabilities Act" became a law. It guarantees people with disabilities the same rights to employment and access to public facilities as other citizens.



My voice, my choice!

- ▶ The Self-Advocacy Association of New York State (SANYS) was founded in 1986 by Bernard Carabello, a former resident of the Willowbrook State School.

MY VOICE!
CHOICE!



We have a voice!

- ▶ In 1991, The Self-Advocacy Association (SANYS) held its first statewide seminar, representing the coming age of growing consumer empowerment movement in New York State.



What is a POM?

(Personal Outcome Measure)



POM: Personal Outcome Measures



Personal:
The persons own view of his/her own life.

Outcome:
What's important to the person.



YES!



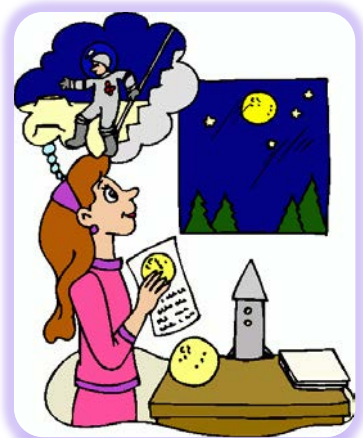
NO!

Measures:
We measure the presence of the outcome (yes or no)

Why are POMs Important?

"The one word I can think of that POM means to me is INDEPENDENCE."

- Michelle Rudoff



"They help people with disabilities stay focused and create dreams."

- Jessica Campbell

"POMS help put me in the drivers seat of my life."

- Coleen Mackin



In the POMs department:

We use CQL's 21 factors to guide conversations with people supported to learn what is important to them.

PERSONAL OUTCOME MEASURES®



MY HUMAN SECURITY

1. People are safe
2. People are free from abuse and neglect
3. People have the best possible health
4. People experience continuity and security
5. People exercise rights
6. People are treated fairly
7. People are respected



MY COMMUNITY

8. People use their environments
9. People live in integrated environments
10. People interact with other members of the community
11. People participate in the life of the community



MY RELATIONSHIPS

12. People are connected to natural support networks
13. People have friends
14. People have intimate relationships
15. People decide when to share personal information
16. People perform different social roles



MY CHOICES

17. People choose where and with whom they live
18. People choose where they work
19. People choose services

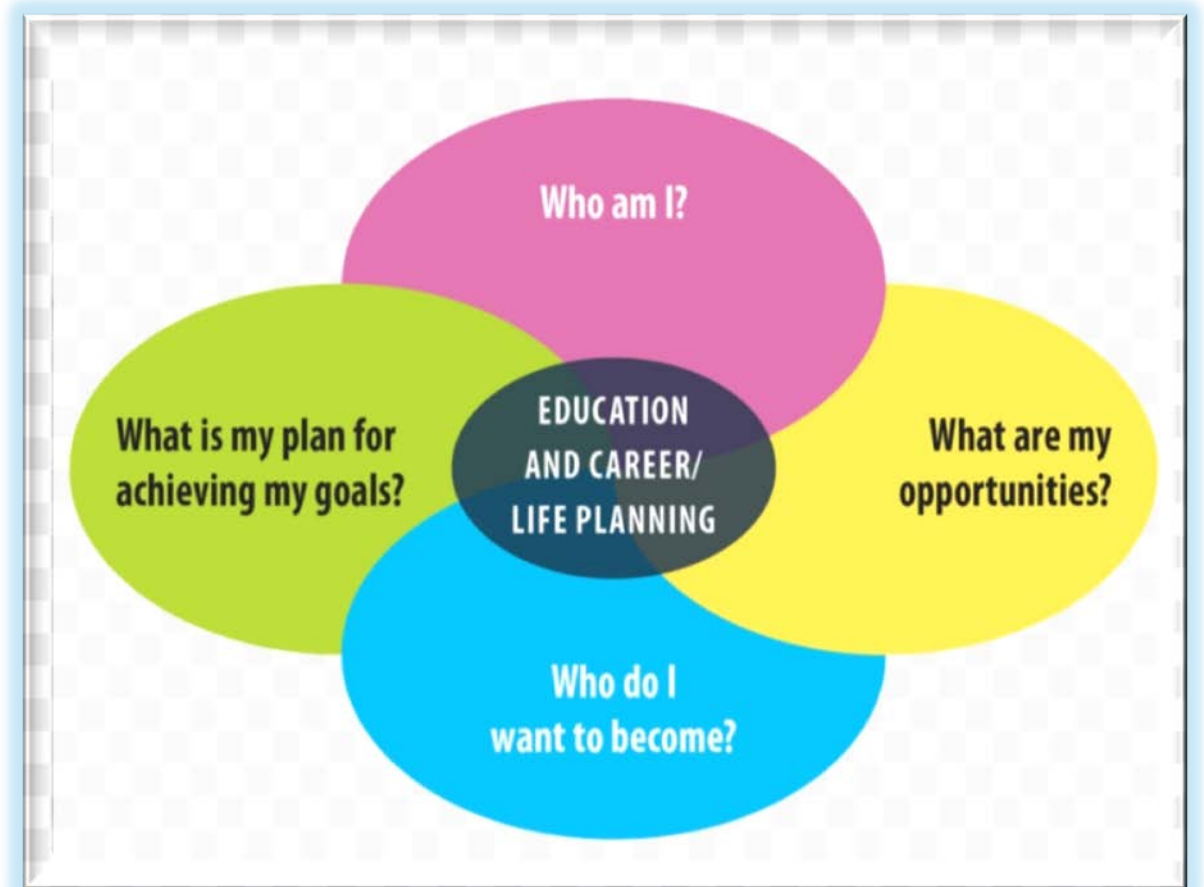


MY GOALS

20. People choose personal goals
21. People realize personal goals

In the POMs department (cont'd)

We talk with the person's support team to ensure that what the person supported wants is at the forefront of their life plan.



In the POMs department (cont'd)

We establish Primary Personal Goals based on the information collected to help guide create a life plan based on what the person supported wants for their life.



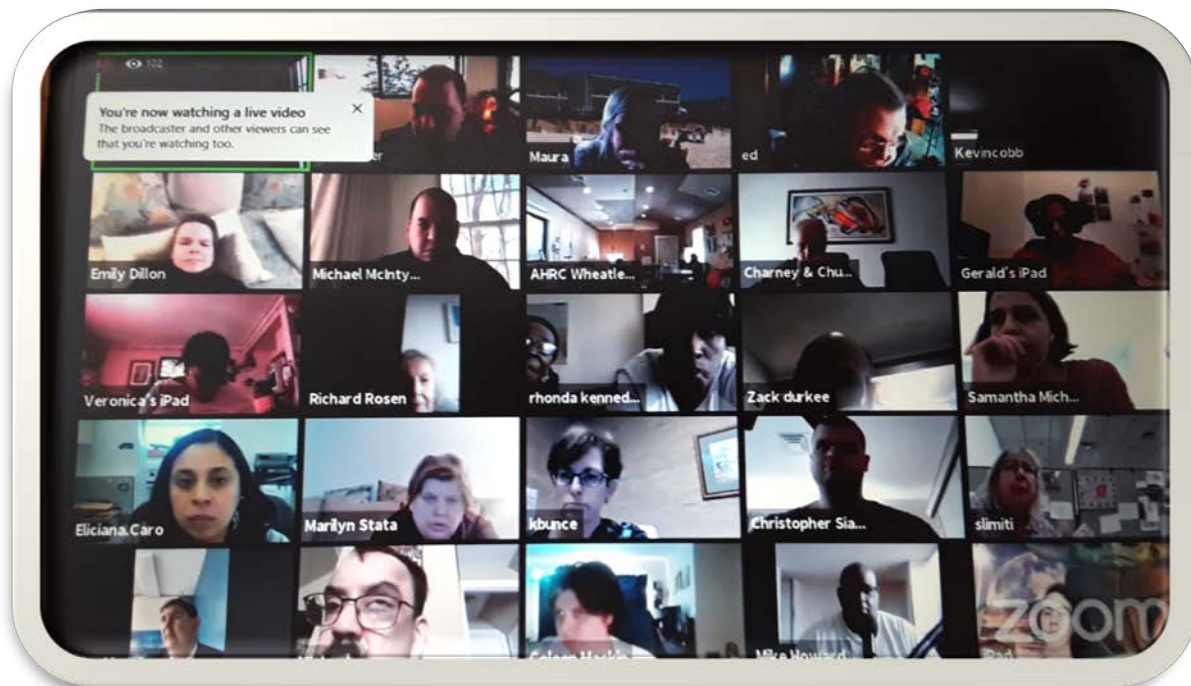
In the POMs department (cont'd)

We write articles for Agency/Compass newsletters that showcase POMs in action!



In the POMs department (cont'd)

We host virtual events (in person when safe) and activities designed to educate people supported to be as active as possible in making life choices.





The POM interview

is the foundation of

EVERYTHING

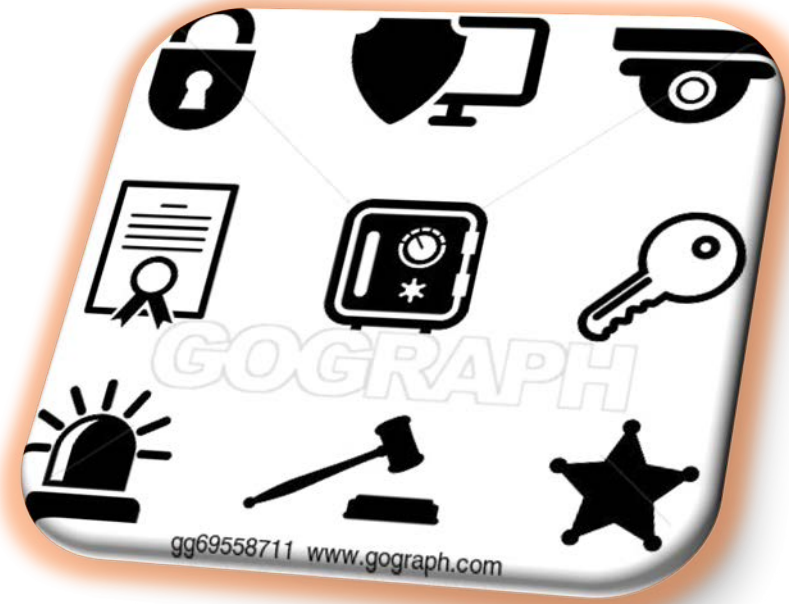
we do.

What do we talk
about during a
POM interview?

CQL'S 21
Factors

My Human Security

- ▶ People are safe.
- ▶ People are safe from abuse and neglect
- ▶ People have the best possible health
- ▶ People experience continuity and security
- ▶ People exercise rights
- ▶ People are treated fairly
- ▶ People are respected



My Community

- ▶ People use their environments
- ▶ People live in integrated environments
- ▶ People interact with other members of the community
- ▶ People participate in the life of the community



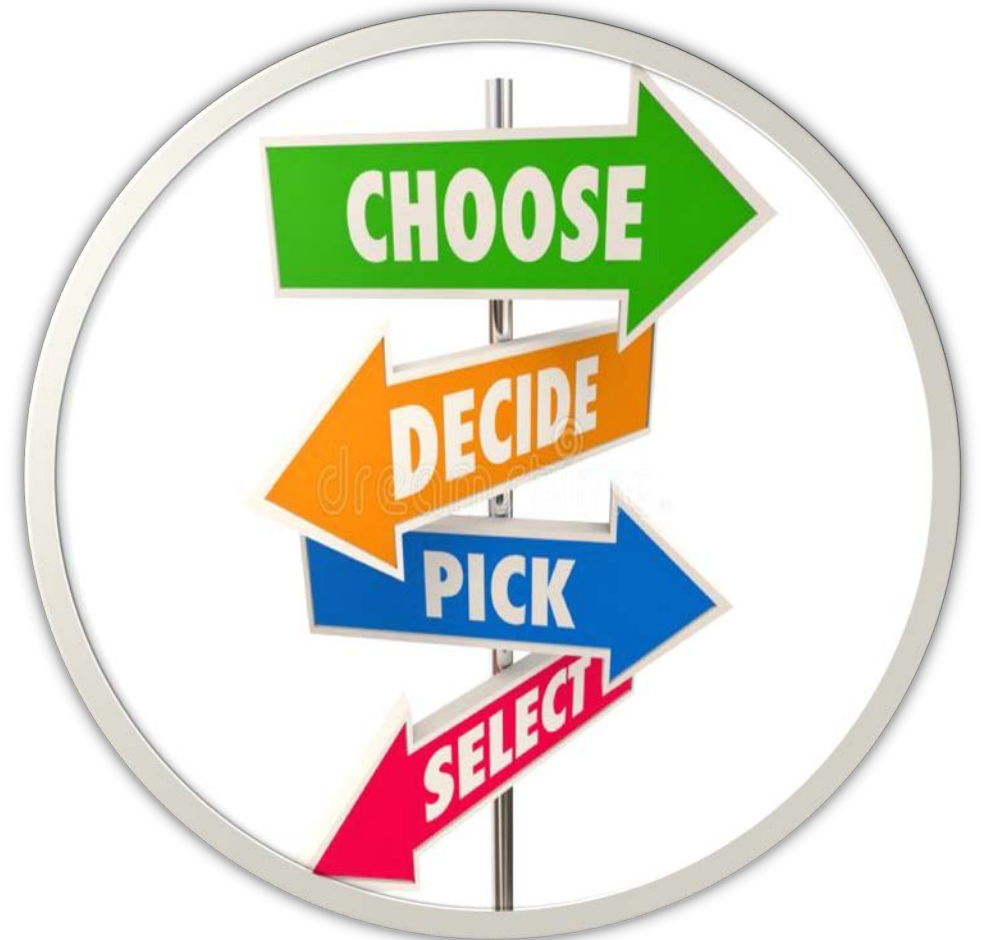
My relationships

- ▶ People are connected to natural support networks
- ▶ People have friends
- ▶ People have intimate relationships
- ▶ People decide when to share personal information
- ▶ People perform different social roles



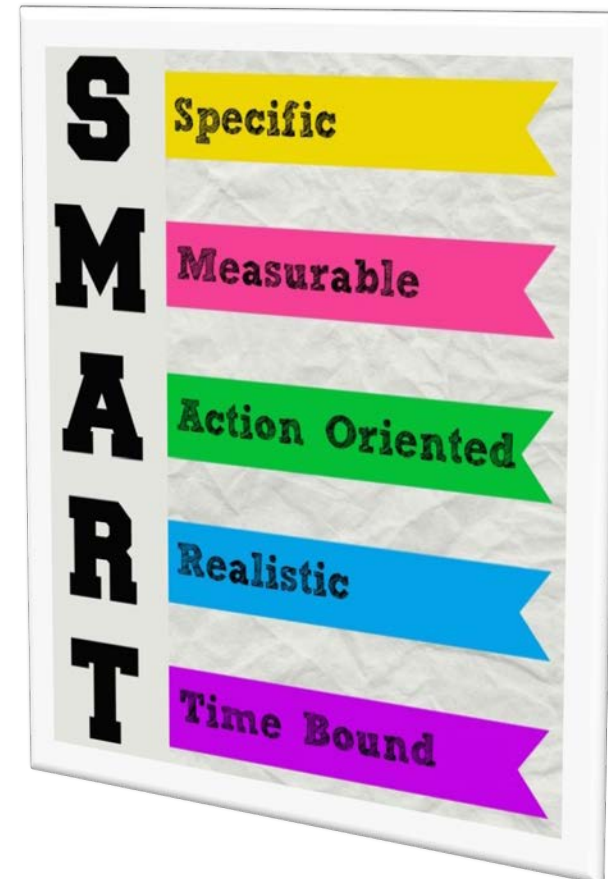
My Choices

- ▶ People choose where and with whom they live
- ▶ People choose where they work
- ▶ People choose their services



My Goals

- ▶ People choose personal goals
- ▶ People realize personal goals



How to use POMs

At work and in daily living

Data summary and personal goals

After talking with you and your staff, we create a summary sheet with everything we've learned from you. We then give it to your team so they can help you do what you want with your life.



Data summary and personal goals (cont'd)

The front page of the summary sheet lets your team know if the outcome is present or not. This tells your team if you are happy with how things are going in that area of your life, or if it's something we need to work on.



Data summary and personal goals (cont'd)

The back page of the summary sheet has your Personal Primary Goals. These are the specific things you said you wanted during your interview (I want to have my own room, learn Spanish, travel to the Bahamas...)

We may also include any information you shared with us that you might be interested in but weren't sure, or something we think your team might want to know to better support you,



What is your role with POMs?

Person supported:

- ▶ Dream, and dream big.
- ▶ Remember, anything is possible, you can do anything you want with your life.
- ▶ Speak up! Your interview is your opportunity to advocate for the support you need to achieve your dreams.



What is your role with POMs? (cont'd)

Support team:

- ▶ Make sure the POMs interviews for the people you support are current. If they are older than two (2) years, contact your assigned interviewer to schedule an interview.
- ▶ Upon receipt, review the data summary sheet. Contact your assigned interviewer with any questions or concerns.
- ▶ Bring data summary sheet to the life plan meeting for the person supported, and make sure the primary Personal goals are implemented in the persons life plan.
- ▶ Breakdown the primary personal goals into the steps the person supported would need to take to achieve the goal. These steps can be used to create the staff action plan for the person supported.
- ▶ Remember, anything is possible. It's about the journey, not the destination. Dreams are limitless, support can be too.

Follow up - connecting with your assigned interviewer

- ▶ If your Assistant Director is Bridget Burlak, your interviewer is:
Susan Gill (sgill@ahrc.org)
- ▶ If your assistant director is Brooke Gillman, your interviewer is:
Kate Zimmerman (kzimmerman@ahrc.org)
- ▶ If your assistant director is Patrick Sherrard, your interviewer is:
Helene Ramer (hramer@ahrc.org)
- ▶ For additional support:
Bridget Cariello (Bcariello@ahrc.org)



Thank you for joining us!