

## Home and Community-Based Services (HCBS) Rules CONCEPT FORM

Vendor name	California Programs for the Autistic, Inc./ Mark J. Hurley & Benton House
Vendor number(s)	H13261, H07043
Primary regional center	NBRC
Service type(s)	Adult Residential Facility
Service code(s)	915
Number of consumers currently serving and current staff to consumer ratio.	12 (6 in each home)
Have you or the organization you work with been a past recipient of HCBS Funding?	Yes
Please provide a brief description of the service/ setting that includes what a typical day consists of and how services are currently provided; include barriers to compliance with the HCBS rules.	CPA was founded in 1978 by parents of six autistic boys whose only concern at that time was to not have their children raised in an institutionalized setting. Fast forward forty years, you would find that CPA has not transitioned in any new individuals since 1985. Thus, magnifying a significant and undeniable disconnectedness to ever-changing new processes and concepts. Due to our lack of forward progression and growth, CPA has determined that it must drastically update and improve our overall person centered planning process. Specifically, directing our focus to individuals who are non-verbal or who have limited communication skills.
Identify which HCBS federal requirements this concept addresses that are currently out of compliance.	Due to our lack of forward progression and growth, CPA has determined that it must drastically update and improve our overall person centered planning process. Specifically, directing our focus to individuals who are non-verbal or who have limited communication skills. This is imperative in order to fully meet federal requirements 1, 2, 3, 4, 5, 6, 7, 8 and 10, which is nearly every requirement.
Narrative/description of the concept; include justification for the funding request and explain how the concept would achieve proposed outcomes.	<ul style="list-style-type: none"> <li>Funding to hire a Program Manager to oversee, execute and maintain agency wide compliance with identified barriers to the standard of CPA's vision of a customized approach. Including but not limited to; implementation of new strategies tools and techniques, providing consistent and continuous training of all staff on person centered practices, directly bridging and linking the management DSP gap, ensuring that all potential employees hired are directly matched alongside</li> </ul>

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	<p>the individuals supported, truly representing the phrase nothing about me without me, or better yet our new philosophy and focused mindset of “what boxes/labels? We don’t see limits here.”</p> <ul style="list-style-type: none"> <li>• A Consultation budget geared towards securing an outside communication/technology consultant such as CTEC or similar agency to provide personalized assessment of each individual.</li> <li>• A budget for the training materials and resources to train all staff on person centered planning.</li> <li>• A software system and new computer hardware to streamline and revamp outdated time consuming processes, with extreme emphasis on restructuring the agency design plan.</li> <li>• A minimum of two ADA wheelchair accessible vehicles is needed for our individuals to have unimpeded access to the community. Something in the line of an SUV type vehicle with wheelchair accessibility rather than actual wheelchair vans. Our reasoning, to potentially lessen the stigma and stereotypes often associated to the individuals with disabilities and promote more community integration and inclusion.</li> </ul> <p>ADA remodel of home adding wheelchair accessible ramps, converting bedroom to non-ambulatory &amp; remodel bathroom to include, roll in shower, grab bars and rails.</p>
<p>Please describe your person-centered approach<sup>1</sup> in the concept development process; how did you involve the individuals for whom you provide services?</p>	<p>The truth is that although CPA has been around for decades it somehow and unintentionally got lost. As with all companies, there are periods of time when paperwork deadlines, staffing shortages and administrative duties seem to take precedence over what we are truly here for. Thus, blurring the lines of delivering and ensuring a quality of life for the individuals we support. It was not until a recent shift in management structure that we began to view things with fresh new eyes and determination to support our individuals to not only move past these invisible and self-imposed limitations, but to live in a world where labels truly do not exist. All of our individuals are non-verbal and/or have very limited verbal skills. After several internal observations and coming to the stark yet humbling realization that the people we support are not truly active</p>

<sup>1</sup> A person-centered approach emphasizes what is important to the individual who receives services and focuses on personal preferences, satisfaction, and choice of supports in accessing the full benefits of community living. For more information regarding person-centered practices, please visit [www.nasdds.org/resource-library/person-centered-practices](http://www.nasdds.org/resource-library/person-centered-practices).

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	<p>participants in directing their lives and rely on the interpretation &amp; understanding of others to determine their preferences and meet their needs. CPA would like to change the paradigm and start meeting our individuals where they currently are without imposing one's personal opinions and fears. The goal will be to provide each individual with a personalized toolkit that will enhance each to not only increase communication of preferences but also empower the ability within to make decisions for themselves. Once these methods have been introduced CPA would need to provide ongoing and consistent training to all support staff which would be an integral piece to this puzzle. CPA has already begun its process of changing by utilizing data collected through observation, direct interaction with each person individually, IPP and Behavior planning meetings and of course speaking with family members. Consistent slow and gradual implementation of new ideas and concepts has proven effective and progress can already be seen in some areas.</p>
<p>Does the concept address unmet service needs or service disparities? If so, how?</p>	<p>Yes, by providing employees with the needed training &amp; understanding what a true person centered environment looks like. Most importantly, encouraging our individuals to actively participate in their lives. This will empower &amp; increase their ability to make decisions in regards to their own unique individual likes, dislikes, needs &amp; wants.</p>
<p>Estimated budget and timeline; identify all major costs and benchmarks — attachments are acceptable.</p>	<ol style="list-style-type: none"> <li>1. \$73,000 hire Program Manager (Salary plus benefit costs)</li> <li>2. \$5000 for 12 individual's communication assessments from outside communication consultants.</li> <li>3. \$35,000- person-centered resources &amp; training materials</li> <li>4. \$40,000-New software &amp; computer systems to revamp &amp; streamline outdated company processes and practices.</li> <li>5. \$130,000- two SUV wheelchair accessible vehicles</li> <li>6. \$80,000 -ADA remodel of bathroom, non-ambulatory room, and add wheelchair accessible ramps.</li> </ol> <p>Timelines are dependent upon availability of contractors.</p>
<p>Total requested amount.</p>	<p>\$ \$363,000</p>
<p>What is your plan for sustaining the benefits, value, and success of your project at the conclusion of 2018-19 HCBS Funding?</p>	<p>The plan is to implement each concept one project at a time until its completion. Our ability and dedication to maintaining agency self-accountability, consistent follow through with ensuring the individuals supported are our sole focus at all times. Our success will be determined by the successes of individuals we support.</p>