



## CPASS Vision for the Future – Site Vision



CPASS envisions a **system** where people with developmental disabilities and their families have **choice, flexibility, and control** over their **personal assistance services**, and are supported to be **safe, successful, and independent**.

### The System

- Planning and development is lead by self-advocates and families.
- Eligibility requirements are clear, easy to understand, and applied equally to everyone.
- Equal access to qualified PA workers.
- Regulations, reporting, and monitoring procedures are not be cumbersome and do not interfere with a normal life.
- System is respectful of individuals and families, recognizing their commitment and expertise.
- System trusts individuals and their supporters to use funds wisely to achieve their goals.

### Choice, Flexibility, and Control

- Choice of workers is in complete control of the individual and their family.
- Individuals have authority to flex services to adapt to life's changes and surprises.
- Workers are controlled by the individual and their family including:
  - Qualifications, Interviewing, Screening, and Hiring
  - Confidentiality, Training, and Scheduling
  - Job description - What they do and when they do it.

### Personal Assistant Services

- Workers listen and support the individual's goals and agenda, and are able to do the job.
- Workers increase the individual's social networks and independence.
- Workers are paid competitive wages with adequate benefits including Workers Compensation Insurance.

### Safe, Successful, and Independent

- Using PA services does not place individuals and families in any danger or legal jeopardy.
- Liability protection is available to individuals and workers.
- Training and support is available for individuals, their families to ensure success, accomplishment of goals, and independence including:
  - Help when and where they want it, matching their goals and lifestyles.
  - Clearly describing their responsibilities and the possible consequences.
  - Self-advocacy training and learning to take charge of your "Plan".
  - Fiscal Intermediary support with business requirements including employer responsibilities, budget, management, employee screening, and legal consultation.
  - Specialized "Community Support Guides" to help individuals clarify their service needs, link with service providers, and accomplish their goals.
  - Consultation for managing day-to-day worker issues, and unusual situations.
- Training and support is available for PA workers to ensure quality, professional service providers, including:
  - Training guided by parent input, instilling good work ethics
  - Safety and Sensitivity training, including CPR & First Aid
  - Best practices and strategies