



PHOTO ESSAY

Oklahoma Partnership member, Chris Stice got involved in the Partnership because he wanted to be part of the solution.

Chris's experience and insight to the secret of keeping the same personal care attendant for 12 years were extremely valuable to the CDPASS design.

IF YOU'RE NOT PART OF THE SOLUTION...

The following photo essay captures the people behind the design of Oklahoma's Consumer-Directed Personal Assistant Supports and Services (CDPASS) design.

The Partnership, organized to support Oklahoma's Real Choice System Change and CDPASS grants, was formed around the following principles:

- Effective public policy is born when it is created by a diverse group of stakeholders who are committed to a shared vision by sharing knowledge and being informed and active participants,

- Effective public policy considers and incorporates each stakeholder's experiences, and
- Resources must be targeted to support and facilitate full participation and continual learning.

The Partnership was designed to engage Consumer stakeholders and System stakeholders in an interactive environment. The Partnership consulted on the service delivery infrastructure planning, development, implementation, evaluation and improvements to maximize the individual control of services for persons of any age who have a

**...then you're a part
of the problem.**

disability or long term care need.

The Partnership members consisted of Consumer Consultants and Grant Partners. The Consultants brought their experience and knowledge of personal care services to the planning table while the Grant Partners worked to coordinate long term care systems and support the work of the Partnership.

Critical to the success of the Partnership was the group processes used to facilitate meetings, the meeting structure, and content delivery.

The design of the Partnership required:

- Open Communication
- Meaningful discussion of service system issues
- Participants discovering each other's knowledge and experience
- Understanding of differing perspectives around an issue.



Partnership members Linda Carlan, Julie Tudor and Dora Goins, along with Julie and Linda's PCA's, discuss quality issues in personal care.



Darren Crauthers, Carrie Mason, Chris Stice and Chris's PCA create a list of possible Consumer resources for CDPASS employers of record.

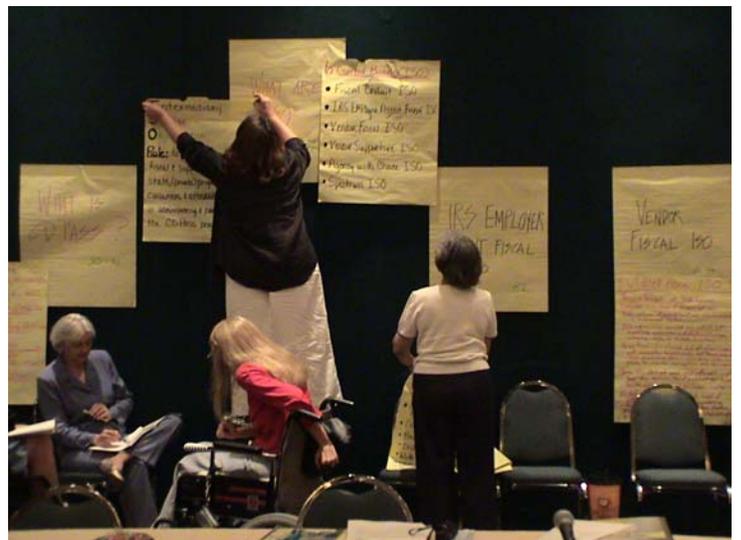
GUIDED DISCOVERY

The meeting structure promotes:

- Use of a facilitator to guide the process,
- An environment that is accessible for all members,
- Utilization of individual PCA's to assist participants who require assistance,
- Accessible materials (large print, audio, Braille, etc.)

Group process requires members to:

- Ask for and provide feedback,
- Understand the group norms and culture, promote equality among members,
- Be committed to the process,
- Take charge of their own learning,
- Share knowledge, and
- Actively participate.



Partnership members prepare to discuss the current Intermediary Service Organization Models.

Meaningful Dialogue

The meeting content is structured to facilitate:

- Team learning,
- Group discussion
- Engaging activities
- Team building activities
- Acquired knowledge needed to understand and write effective policy (long term care, HCBS, State Systems, etc.)
- Systems thinking
- Meaningful dialogue

Additionally, supporting systems are in place to promote:

- Virtual communication among members,
- Individual research of relevant issues,
- Shared knowledge, and
- Full participation



Rick Billings and Genell Stopp discuss their research on state-of-the-art HCBS,



Charles Hoosier presents his definitions of quality.



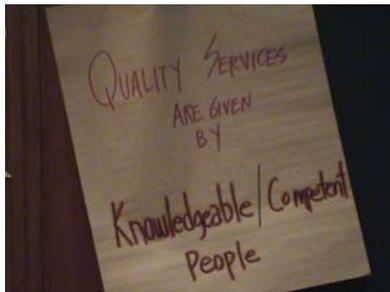
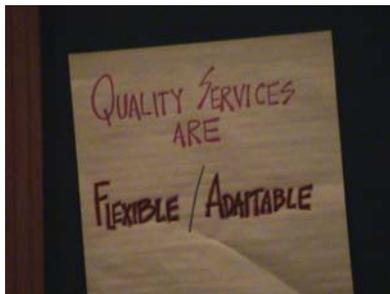
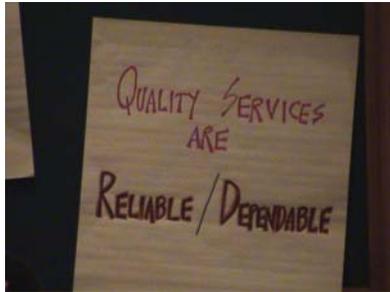
Charles Hoosier, Julie Tudor, Mike Lester, Sue Holloway, Glenda Whitsett and Rick Billings participate in a small group activity to define system quality components.



Genell Stopp shares her personal experience with quality.



Bobby Butler describes his frustrations with unreliable personal care attendants.



Partnership determines five quality components of CDPASS.



Darren Crauthers and Josh Jackson work to define a vision for CDPASS.



Mike Lester emphasizes the complexity of real systems change.



Carrie Mason finishes her small group's definitions of quality in CDPASS.