Pennsylvania’s University Center for Excellence in Developmental Disabilities
Education, Research and Service
Institute on Disabilities at Temple University

Vision
A society where all people are valued and respected, and where all people have the knowledge, opportunity and power to improve their lives and the lives of others.

Mission
The Institute on Disabilities at Temple University learns from and works with people with disabilities and their families in diverse communities across Pennsylvania to create and share knowledge, change systems, and promote self-determined lives so that disability is recognized as a natural part of the human experience.
Values into action
Values into Action

Offers individualized support to people with disabilities and their families, exclusively in their own homes and communities.

Believes that a person’s strengths and aspirations defines who they are and that every human being has the right to self determination.

Demonstrates that the more complex and significant one’s support needs, the more compelling the reason to direct one’s own services, and hence their lifecourse.
The Role of Supports Broker in Creating Inclusive Communities

Jamie Ray-Leonetti, Associate Director of Policy, Institute on Disabilities at Temple University
Marain Frattarola-Sauliono, Executive Director, Values into Action

AAIDD Webinar
October 8, 2019
What is Person-Directed Services (PDS)?

- Home and Community Based Services
- Help people of all ages and across all disabilities to maintain independence and make their own choices
- Sometimes called Consumer-Driven or Self-Directed Services
What is a Supports Broker?

An individual who assists participants or their designated surrogate with employer-related functions in order to be successful in self-directing some or all of their needed services.

An **ally** to people who want to control their own lives and services.
What Can a Supports Broker Do?

- Enhance natural supports
- Provide support with employer-related functions
- Assist to ensure compliance with program rules and planning
The Role of Person-Centered Planning

I have a voice.
How Does Partnership with a Supports Broker Lead to Inclusive Community?

- Documentation and Waiver Compliance
- Support Service Professional Hiring and Training
- Community Mapping
- Circles of Support
- Natural Supports

Results:

- Inclusive Community Living
- Employment
- Futures Planning

Living Your Best Life!
Having your team support you to get the life you want is Person-Centered Planning.

Who should be driving the plan?

Who picks the people on the team?
Your Person-Centered Planning Team

Friends

Person

Supports Broker

Service Provider

Family
The Pennsylvania Person-Directed Services (PDS) Model

- Participant or their surrogate has decided to self-direct and become a common Law Employer (CLE) or Managing Employer (ME)
- Must use a Financial Management Service (FMS)
- The FMS is either Agency with Choice (AWC) or Vendor Fiscal (VF)
Common Law Employer (CLE) v. Managing Employer (ME)

**CLE**

1. Employer of Record
2. Responsible for hiring and firing
3. Responsible for all training
4. Responsible for all record keeping including submitting time sheet to ensure Support Service Professionals (SSPs) get paid
5. Uses the Vendor Fiscal Agent to handle payroll and taxes (PALCO in Pennsylvania)

**ME**

1. Uses the Agency With Choice (AWC) as the Financial Management Service (FMS)
2. AWC is the employer of Record
3. Responsible for the day to day supervision and training of SSPs
4. AWC handles pre-employment verifications and clearances
5. AWC makes hiring and firing decisions based on recommendation of individual or surrogate
Vendor Fiscal /Employer Agent

v.

Agency with Choice

Number of Individuals and Self-Advocates who use PDS by AWC and VF/EA

Source: September 30, 2018 HCSIS includes AWC and VF/EA Services

<table>
<thead>
<tr>
<th></th>
<th>FY 14-15</th>
<th>FY 15-16</th>
<th>FY 16-17</th>
<th>FY 17-18</th>
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<tr>
<td>AWC</td>
<td>3,677</td>
<td>3,784</td>
<td>4,124</td>
<td>4,367</td>
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<tr>
<td>VF/EA</td>
<td>753</td>
<td>758</td>
<td>764</td>
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Supports Broker Certification in Pennsylvania
The PA Supports Broker Network
PA Successes and Challenges
Number of Self-Directed Services per Individual/Self-Advocate; will include support broker.

Source: September 30, 2018 HCSIS

<table>
<thead>
<tr>
<th></th>
<th>FY 14-15</th>
<th>FY 15-16</th>
<th>FY 16-17</th>
<th>FY 17-18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 service</td>
<td>2,821</td>
<td>2,828</td>
<td>3,036</td>
<td>3,255</td>
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<tr>
<td>2 services</td>
<td>1,056</td>
<td>1,108</td>
<td>1,198</td>
<td>1,281</td>
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<tr>
<td>3 or &gt; services</td>
<td>530</td>
<td>587</td>
<td>632</td>
<td>607</td>
</tr>
</tbody>
</table>
PA Successes and Challenges

Percent of Individuals and Self-Advocates who use PDS, including AWC and VF/FA

![Bar chart showing the percent of individuals and self-advocates who use PDS from FY 2014-15 to FY 2017-18:]

- FY 2014-15: 11%
- FY 2015-16: 12%
- FY 2016-17: 12%
- FY 2017-18: 13%
Resources
Help Replicate the Pennsylvania PDS Model

https://disabilities.temple.edu/programs/pds/
ANY QUESTIONS??
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Making inclusion a reality

Jeff Arseneaux
2 phases of life

- Personal
- Professional
What does my life look like

What would I like my personal life to look like
Personal

What do I want vs what I am capable of

What are my options

Please allow me to search for my options
Different phases of personal life

- Personal life (including sexual)
- Friendship
- Family
- Dreams
- Hobbies
What are my options

What do I want my options to be

How am I going to make it
Advocacy

This is my decision

This is how I transformed my life

I can take this where I want
What I make of my life is my decision

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