

Person Centred Planning Toolkit

PATH (Planning Alternative Tomorrows with Hope)

PATH is a tool that you can use when someone has a specific goal or dream for the future, to work out the actions that need to be taken in order to make that happen. When using PATH, the person can get together with people who support them, and use the PATH template to develop achievable and realistic goals for the future based on 'the dream'. They then implement backwards planning to create a step by step path to achieving that goal. It has a very clear structure and commits people to tasks in a given timescale.

How to use it:

Using a very large sheet of paper with the PATH drawn on it, the group are guided by the facilitator through the process and record the plan in words and pictures.

1. Look first at the person's dreams. No limits or constraints are placed on the dreams or the ideal future that they share, so that a person can indicate what matters most to them. If they have a hard time coming up with this, first explore some of the things that are really important to them, or interests that they have (see Appendix I). Then, on the basis of the person's dreams and ideal future, specific goals that are both positive and possible are identified.
2. Explore possible and positive achievements/goals that could be made over the next 1-2 years that will move them towards their dream. See SMARTS Goals (Appendix II)
3. Compared their dreams and goals to how their life is 'now'.
4. Identify people and resources they can enrol to help them get to their goals, and what they need to do to stay 'strong' and motivated.
5. Identify ways to build strength to accomplish the goals (for example, what skills need to be developed or what relationships maintained).
6. Plan the steps needed to achieve the goals.
7. Identify shorter term goals - First Steps (1-3 months).
8. Identify longer term goals - Next Steps (3-6 months).

A key to this planning process is identifying who will be responsible to do what to help achieve the person's goals. This is a way in which the person, family members, other community members, and service agencies can make specific commitments to take action. This is a voluntary process that our participants can partake in, and is a requirement of our organization to complete for CLBC. If your people choose to not participate, please see final page for notice that states they have reviewed the process with you and choose not to participate. You will still be expected to have goals that you are working towards with them, and will need to report these goals and the individual's progress towards those goals in the annual summary report submitted in March every year.

Appendix I

7 Questions to help with goal making and identifying “the dream”

- What is important to you? *Listen to their words and behaviour. When words and behaviour are in conflict, bring it to their attention and find out why.*
- What is important for you? *This includes only those things that we need to keep in mind regarding: issues of health and safety; family and other relationships; what others see as important to help the person be a valued member of their community.*
- Are the things in important "for" addressed in the context of what is important "to"?
- Is there a good balance between important "for" and important "to"?
- What do you want to learn? What do you need to learn to help you achieve your dream?
- What needs to be maintained, or enhanced?
- What needs to change?

* Template copy sent as an attachment, and available as a hard copy

Appendix II

SMARTS Goals

- **S - Simple and specific** (*What exactly do you want to achieve? Where? How? When? With whom? What are the conditions and limitations? Why exactly do you want to reach this goal? What are possible alternative ways of achieving the same?*)
- **M - Measurable** (*How, specifically, will you know you have achieved your goal?*)
- **A - Attainable** (*Is the goal realistic? i.e. Can you actually become president of the USA?*)
- **R - Relevant** (*Why do you want to achieve this goal? How does the goal fit into what is important to you?*)
- **T - Timely** (*Set a specific time you would like to achieve the goal by. The main goal may take years to complete, can you think of smaller goals/steps you can achieve to mark you progress?*)
- **S - Stated in the positive** (*Say what you want as opposed to what you don't want*)