

# Self Determination



<b>Freedom</b>	→	Deciding how to live a good life.
<b>Authority</b>	→	Controlling a targeted amount of dollars
<b>Support</b>	→	Organizing resources in ways that are life enhancing and meaningful.
<b>Responsibility</b>		Using public funds wisely
<b>Confirmation</b>		Having a role in redesigning the service system

## I Want To:

- Hire & manage my own employees
- Have more control of my budget
- Directly contract with chosen providers

## With SD I will:

- Manage the funds in budget to meet the goals and needs identified in the IPOS
- Coordinate with the PIHP/CMHSP and Fiscal Management Services Agency (FMS)
- Develop job descriptions for each provider (Direct Hire only)
- Ensure each provider is trained in current Job Description (if applicable) and the IPOS
- Complete all requirements for documentation of Medicaid services in the format agreed to by the individual and CMHSP in the IPOS
- Provide all necessary information for all providers of services and supports, and make sure all required documentation and written agreements are in place
- Assure that each service provider hired meets the provider qualifications
- Provide the FMS with necessary authorization and documentation (such as timesheets and invoices) to verify use of the funds in the budget



## **Direct Employment Model**

- Choose an FMS
- Recruit employees
- Interview prospective employees
- Hire any qualified employee I choose
- Determine payrates, benefits etc. (within individual budget)
- Authorize payment
- Make sure time sheets are accurate and complete
- Supervise and evaluate employees
- Determine schedule
- Fire employees
- Make sure employees are up to date on IPOS and training

## **Agency Supported Self Direction Model**

- No FMS needed (unless non-contracted agency and Purchase of Service Agreement are being used)
- Individual is 'managing employer'
- The 'Agency' serves as employer of record and is responsible for the administrative aspects of employment
- May identify a worker and connect them to the Agency
- May receive assistance from the 'Agency' to hire from a pool of employees

## **Purchase of Service Model**

Utilize when you choose a non-contracted Provider Agency or Professional provider.

- Enter into purchase of Service agreement with the provider
- Ensure service provision
- Set the provider schedule
- Develop the job description
- Review and approve timesheet and Medicaid documents
- choose any qualified provider
- partner with the CMHSP to ensure chosen provider meets all applicable Medicaid and professional requirements.

## **To Learn More About Self-Determination**

- Check out recourses and recorded webinars at the QR Code below; [Person Centered Planning Quality Improvement Project - Michigan \(arcmi.org\)](https://arcmi.org).
- Talk to your Supports Coordinator or Case Manager
- Talk to the Self-Determination Coordinator at you local CMH
- Ask for a peer mentor with Self-Determination experience
- Ask about a broker to help you get started

