

## HOW DO I CHOOSE PEOPLE TO HIRE?

You may already know some people you would like to hire for your support staff. Maybe it is a friend or former/current care provider. You cannot hire your guardian or a responsible relative.

You may prefer to hire someone you do not already know. Interviewing applicants will help you select the right person. Some people choose to contract with a provider agency.

You can receive assistance from your case manager, clinician, or from the Provider Network. The most important thing is to hire individuals you can trust.

### ***What if the person I hire does not do a good job?***

You can end employment with anyone that does not do a good job providing service to you.

It is never acceptable for a worker to be abusive, call you names, hit you, touch you inappropriately, or neglect you.

Customer Service 800.317.0708 or  
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## SELF-DETERMINATION

Self-determination means that you decide what you want to do in your life—such as where you live, how you spend your time, who you spend your time with, and how you earn money—and you control the support you need to get that life.

Your support may help you with things like: getting out in the community, working or getting ready for your day.



**Community  
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## WHAT IS SELF-DETERMINATION?

Self-determination is a value that promotes authority over your life. It involves making choices and taking responsibility. It is a right that allows you to take control of your life.

Self-determination is based on four principles. These are:

**FREEDOM:** The ability for individuals, with chosen family and/or friends, to plan a life with necessary supports, rather than purchase a program;

**AUTHORITY:** The ability for a person with a disability to control a certain sum of dollars in order to purchase these supports, with the backing of a social network or circle of friends, if needed;

**SUPPORT:** The arranging of resources and personnel – both formal and informal – so to assist a person with a disability to live a life in the community, rich in community associations and contributions, and;

**RESPONSIBILITY:** The acceptance of a valued role in a person's community through employment, affiliations, spiritual development, and general caring for others, as well as accountability for spending public dollars in ways that are life-enhancing.

## HOW DO I USE SELF-DETERMINATION IN MY LIFE?

Self-determination involves direct control over the supports and services you need. Through this arrangement, you will hire and manage your own support staff.

Are you interested in choosing the supports and services you need? Are you interested in choosing the people to provide these supports and services? If you answered yes, then the arrangements that support self-determination may be right for you!

### Medicaid rules still apply under self-determination. That means:

- Services must be medically necessary.
- The type, amount, and length of service must be supported by your condition.
- Services must be carried out as specified in the Individual Plan of Service.
- All other natural and community supports must be used before Medicaid will pay for a service.
- Services must be supported by documentation.

## HOW DOES SELF-DETERMINATION WORK?

To set up a self-determination arrangement, talk to your case manager or clinician.

You and your team will talk about your goals and preferences to develop your Person-Centered Plan (PCP). You will also talk about the supports and services you may receive. You may also talk about where those supports and services will come from.



The PCP plan you and your team develops is the basis for your individual budget. The total for your budget comes from the support that is medically necessary to help you reach your goals. You and your clinician must agree on your budget. It is your responsibility to control and manage your budget.

After you and your team create your budget, a fiscal intermediary will help you manage employee payroll and stay within your budget.