

EXPECTATIONS OF THE PERSON-CENTRED WING, TUESDAY, 02/06/2009

- These expectations are being set out to facilitate those with an interest in leading the wing as to the scale of associated performance expectations.

Expectations

1. To develop and sustain **15-20 exemplars** of person-centred practice within the catchment area of South Kildare, Laois, Offaly, Westmeath and Meath over the next two years.

It is not necessarily anticipated that these exemplars will be fully realised versions of person-centred practice. However, the character of the arrangement will be clearly person-centred – will demonstrate high fidelity to the principles of promoting self-determination, nurturing and expanding valued social roles, and demonstrating a wholehearted commitment to working inclusively. (There may be life and lifestyle domains in need of significant additional attention at the end of the two year period.);

2. The exemplars will strive to span a **representative cross-section of the population** who have traditionally looked to the Sisters of Charity of Jesus & Mary for support services. The exemplar-set will include significant representation of persons with higher support need and persons presenting challenging behaviour.

The exemplar-set will span both new referrals and service users who have been involved with the Sisters for many years and who are currently embedded in traditional, group-based arrangements;

3. The person-centred wing will work within an exclusively person-centred paradigm. It will not use or fall back on – even as an at interim expedient – traditional group-based arrangements. (While persons who are currently embedded within group-based programmes are unlikely to “flip” at one decisive moment into entirely person-centred arrangements, any transitional and/or developmental work undertaken with them under the aegis of the person-centred wing will be of a person-centred character).

The person-centred vision will

- a) Espouse and manifest high levels of accountability to service users, families, and HSE both in terms of outcomes and cost-effectiveness;
- b) Exhibit a strong learning orientation. It will forge close links with national and international practitioners, mentors, and thinkers/writers within the broad person-centred school of ideas;
- c) Manifest an openness to evaluation, spanning a healthily self-critical orientation and an openness to external evaluation.

N.B. Participation in international exchange visits may be an important feature of the leadership and co-ordinator roles.

N.B.2 The core responsibility linked to this role is that of making things happen. It is not a consultancy nor an advisory nor a co-ordinating role. It will, of course, involve each of these elements.

Signed: **Brendan Broderick**
 CEO