

The Individualized Plan of Care

Leading Healthcare Practices and Training: Defining and Delivering Disability-Competent Care

A key component of disability-competent care is **providing person-centered care that is managed by an interdisciplinary care team (IDT)**. Members of an IDT are deliberately and intentionally chosen to meet the needs of the participant. They come from varying disciplines, respect each other's unique knowledge and skill set and maintain a climate of mutual respect and shared values. Members of successful IDTs tend to have defined roles and responsibilities that support the participant in achieving his or her preferred style of living.

The IDT and participant create an **individualized plan of care** that reflects the participant's hopes, strengths, needs and concerns. The plan of care guides the IDT in caring for the participant. It is person-centered, engages and activates the participant and respects his or her dignity of risk. The plan of care is based on assessments and discussions between the IDT and the participant so that it reflects what is **"important to"** and **"important for"** the participant. A successful individualized plan of care is facilitated by openness and trust between IDT and participant.

The individualized plan of care is a dynamic document that is re-evaluated periodically through face-to-face meetings. During these meetings, the team gathers information regarding the participant's:

- Health and safety history
- Social support network
- Preferences on who to include in the IDT
- Insights on what is important to him or her
- Beliefs on how the IDT can help
- Contact preferences
- Preferences on how he or she wishes to work with the IDT
- Goals

The individualized plan of care reinforces **person-centered care planning**. Person-centered care planning prioritizes the participant's goals and desires through shared decision-making and reduces and manages risk within this context. It also recognizes the **dignity of risk**. The concept of dignity of risk is based on an acknowledgement that each participant is competent and independent and in charge of his or her goals. The IDT must respect and support those goals even if they may be detrimental to the participant's health or wellbeing.

Additional Resources

Please visit the *Resources for Integrated Care* website (<https://www.resourcesforintegratedcare.com>) for the "Defining and Delivering Disability-Competent Care" webinar series which served as the basis for this brief and for other Disability-Competent Care-related resources including an interactive self-assessment tool.