



## Supports for Community Participation



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This presentation is offered through the CMS HCBS-TA contract with New Editions Consulting, Inc. [www.hcbs-ta.org](http://www.hcbs-ta.org)

**What do people do as part of their daily lives and as participants in typical communities?**

# Today's Webinar Will Cover:

- What is Community Participation
- Interconnectedness of Community Participation and other services
- Review of sample definitions, policies and procedures from states delivering Community Participation Services
- Review of emerging practices to support Community Participation
- Overview of systematic structures to support Community Participation
- Conclusions and Takeaways

# Community Participation is the Outcome and the Service

- The *supports* given to achieve Community Participation may be referred to as:
  - Community Life Engagement
  - Integrated Day
  - Community Integration
  - Community-Based Day
  - Community-Based Non Work

# State Service Definition Names Used in Today's Presentation

- **Customized Community Supports**
- **Community Inclusion**
- **Day Habilitation**
- **Community Development Services**
- **Community-based Day Services**
- **Community Participation Support**
- **Day Services-Adult**
- **Adult Day Service**

# What is Community Participation?

**Community Participation refers to the level of meaningful participation people with disabilities have in their communities outside of employment**

- Emblematic of a truly person-centered approach to service delivery
- Important tool to support ongoing compliance with home and community-based services (HCBS) settings requirements



# What are Community Participation Services?

- Services that assist people with accessing and participating in their communities outside of employment as part of a meaningful day
- Successful Community Participation supports must be designed pursuant to a thoughtful, thorough person-centered planning process
- May include volunteer work; postsecondary, adult, or continuing education; accessing community facilities such as the library, gym, or recreation center; social networking; any activities that people with and without disabilities do in their spare time



# HCBS: Person-Centered Service Plans and Community Participation

## HCBS Regulations and Person-centered planning

- *The person-centered service plan must reflect the services and supports that are **important for** the individual to meet the needs identified through an assessment of functional need, as well as what is **important to** the individual with regard to preferences for the delivery of such services and supports.*
- Includes individually identified goals and preferences related to social inclusion, independent or supported living, community participation, education, employment, income and savings, transportation access, and other social determinants of health and well-being.

CMS training related to person-centered planning is available at:

<https://www.medicaid.gov/medicaid/hcbs/training/index.html>

# Community Participation is Truly a Person-Centered Service Model

- Individualized implementation
- Leads to community membership and contribution
- Fosters independence
- Relates to and can support a person throughout their life through varied goals & activities
- Relies on community partnerships and leverages natural supports
- Goal oriented and regularly monitored
- Well-supported by state definitions, funding, and monitoring

# Four Guideposts for Community Participation

## *Successful Community Participation Services:*

- 1. Individualize supports for each person*
- 2. Promote community membership and contribution*
- 3. Use human and social capital to decrease dependence on paid supports*
- 4. Ensure that supports are outcome-oriented and regularly monitored*

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Source: [https://www.thinkwork.org/sites/thinkwork.org/files/files/CLE\\_3\\_D2\(1\).pdf](https://www.thinkwork.org/sites/thinkwork.org/files/files/CLE_3_D2(1).pdf)

# Community Participation: Interconnectedness to Other Services

# Interconnectedness of Community Participation and Other HCBS

- Community Participation **activities**, by definition, may occur at various times of a person's life
  - Day time, evenings, weekends,
- Community Participation **services and supports** likewise should be provided at various times of a person's life
  - Day time, evenings, weekends

**As a result, Community Participation Supports has strong interconnectivity to other services supporting an individual throughout the day**

# How Does Community Participation Relate to Employment?

- ***Leads to employment*** through career exploration & networking
- ***Wraps around employment*** to fill gaps in time, experience, social connection
- ***Supports people in retirement*** in integrated ways



# Community Participation May Span a Person's Life

- The type and frequency of Community Participation will change over a person's life
- Through the detailed person-centered planning process, individuals should be supported to express and plan for changes in preferences.



# Use of Technology and Natural Supports to Enhance Community Participation

Community Participation is highly reliant on natural support from friends and family

When planning how to support a person in the community there are a number of tools a state can suggest to be used to identify what natural supports a person has.

The use of technology can also enhance and support community connections and reduce the need for paid staff assistance.

# State Approaches to Community Participation

# Sample Service Definitions

Many states have developed or are working to develop strong Community Participation waiver services. Examples featured today include services from:

**NM, OH, DC, MD, TN, MS, HI**

These examples come from HCBS waivers serving a variety of target groups

# New Mexico

## Customized Community Supports

*Customized Community Supports consist of individualized services and supports that enable an individual to acquire, maintain, and improve opportunities for independence, community membership, and integration.*

NM Developmental Disabilities Waiver Program (0173.R06.00)

# Ohio

## **Community Inclusion**

*Community Inclusion includes supports that promote the individual's participation in his/her community. ...The service includes opportunities and experiences that focus on socialization and/or therapeutic recreational activities, as well as personal growth in the home and/or community. Community Inclusion also can include peer support activities and organization of self-advocacy events. It is not meant to cover employment-related services.*

OH Self Empowered Life Funding (SELF) (0877.R01.00)

# Washington DC

## Day Habilitation

*Services are aimed at developing activities and/or skills acquisition to support or further integrate community opportunities outside of an individual's home, to foster independence, autonomy or career exploration and encourage development of a full life in his/her community.*

DC People with Intellectual and Developmental Disabilities (0307.R04.00)



# Maryland

## **Community Development Services**

*Community Development Services provide the participant with development and maintenance of skills related to community membership through engagement in community-based activities with people without disabilities.*

MD Community Pathways (0023.R07.00)



# Tennessee

## Community-based Day Services

*Community-based Day Services shall support each person's full engagement in community life, based on his or her individualized needs and preferences and as reflected in the person-centered ISP, and the acquisition, retention, or improvement of skills in the area of self-care, sensory/motor development, socialization, daily living skills, communication, and social skills in order to pursue and achieve his or her personal employment and/or community living goals. This includes assisting the person to build relationships and natural supports.*

TN Statewide HCBS Waiver (0128.R05.00)

# Mississippi (1 of 3)

## Day Services-Adult

*Day Services-Adult must be physically accessible to the person and must: (a) Be integrated in and supports full access of persons receiving Medicaid HCBS to the greater community, to the same degree of access as individuals not receiving Medicaid HCBS. (b) Be selected by the person from among setting options including non-disability specific settings The setting options are identified and documented in the person-centered service plan and are based on the person's needs, preferences*

MS Intellectual Disabilities/DD (0282.R05.00)

## Mississippi (2 of 3)

*Day Services-Adult must have a community component that is individualized and based upon the choices of each person. Community participation activities must be offered to the same degree of access as someone not receiving ID/DD Waiver services.*

*Services must optimize, not regiment individual initiative, autonomy and independence in making informed life choices including what he/she does during the day and with whom they interact.*

## Mississippi (3 of 3)

*People who may require one-on-one assistance must be offered the opportunity to participate in all activities, including those offered on site and in the community.*

*Transportation must be provided to and from the program and for community participation activities.*

*Day Services-Adult includes assistance for people who cannot manage their personal toileting and hygiene needs during the day.*

*People receiving Day Services-Adult may also receive Prevocational, Supported Employment, or Job Discovery services but not at the same time of the day.*

## Hawaii (1 of 3)

*Adult Day Health (ADH) services generally furnished as specified in the Individualized Service Plan (ISP), in a non-institutional, community-based setting, encompassing both health and social services needed to ensure the optimal functioning of the participant. The desired outcomes include measurable improvements in individual independence, increased participation in the community and other skill building that leads to increased community integration.*



## Hawaii (2 of 3)

*...Progress towards the participant's independence, community integration and skill development goals will be assessed and reviewed regularly to evaluate the measurable gains being made toward the goals. The participant's ISP may include a mix of Adult Day Health, Discovery & Career Planning, and Individual Employment Supports. ...*

## Hawaii (3 of 3)

*Any newly approved ADH providers during this waiver renewal period must be in full compliance with the CMS HCBS Settings Final Rule and be able to demonstrate the provision of services in fully integrated community settings. For settings that were operating prior to March 2014, the setting must be in compliance or working toward compliance as part of the My Choice My Way state transition plan.*

HI HCBS for People w/DD (0013.R07.00)



# Key State Strategies in Service and Payment Design for Community Participation

# Strategy 1: Have Distinct Service Definitions with Associated Rates: Virginia

- Community Engagement Tiers 1 through 4:  
\$14.29 to \$22.61/hour (varied based on individuals needs)
- Community Coaching: \$29.24/ hour
- Group Day Support Tier 1 through 4:  
\$8.60 to \$17.34/ hour (varied based on individuals needs)
- Peer Mentoring (proposed): \$24.47/ hour
- Community Guide (Proposed): \$39.19/ hour

These component parts, while comprising community participation, all have different coverage standards and limitations.

## Strategy 2: Have Clearly Defined, Measurable Outcomes for Service: Missouri (1 of 3)

*Community Integration* assists and/or teaches participation in community activities. Community Integration does not include assistance with activities of daily living, unless it is combined with a community integration activity. These activities and/or skills are needed to be a participating member of a community, which may include, but are not limited to, becoming a member of social events/clubs, recreational activities, volunteering, participating in organized worship or spiritual activities...

## Strategy 2: Have Clearly Defined, Measurable Outcomes for Service: Missouri, (2 of 3)

*...The following are examples of activities of daily living that are not included in community integration: grocery/clothing shopping, haircut, etc. Community Integration expectations are for Individuals to interact with the broader community on a regular basis, including community activities that enable individuals to engage directly, throughout the day, with people who are not paid to provide them with services....*

MO DD Comprehensive (0178.R06.00)

## Strategy 2: Have Clearly Defined, Measurable Outcomes for Service: Missouri, (3 of 3)

*A **community specialist** is used when specialized supports are needed to assist the individual in achieving outcomes in the service plan. Community specialist services includes professional observation and assessment, individualized program design and implementation and consultation with caregivers. ...This service may also, at the choice of the individual or designated representative, include advocating for the individual, and assisting the individual in locating and accessing services and supports within their field of expertise.*



## Strategy 3: Have Clearly Defined Policies for Service

For example, some states have stipulated that:

- Each individual will have an individualized activity schedule based on their preferences, interests, and choices that supports integration in and access to the community.
- A person-centered plan may include a mix of employment and day related waiver services such as Day Habilitation, Transitional Employment Services, Employment Discovery and Customization, and Supported Employment provided at different times.
- Services may be provided in small groups which do not impede integration opportunities of individuals with disabilities. All of the people need to have similar interests and goals as outlined in their person-centered plan.

## Strategy 4: Use an Acuity-Based Tiered System for Determining Staff Ratios

- Using a tiered rate structure to support differing levels of support need, states can expand the availability of Community Participation services to a broader group.
- The tiers included in the Virginia rate structure described in Slide 30 vary by level of support need and geographical considerations, thus using both distinct rates for distinct service components and an acuity-based tiered system.
- CMS information acuity-based tiered rates may be found at:  
<https://www.medicaid.gov/medicaid/hcbs/training/index.html> *“Tiered Rates: Trends in Acuity-Based and Geography-Based Rate Variation”*.



## Strategy 5: Acknowledge the Interconnectedness of Community Participation and Other HCBS

- States with strong Community Participation supports set forth the expectation that these services join with the other services included in the individual's person-centered plan to support the individual toward meeting their goals.
- Community Participation can be an important wrap-around support to many individuals, including those who are gaining and/or maintaining competitive, integrated employment.

# Other Important Strategies

- Use facility-based services for discrete purposes
- Allow for flexibility of appropriate services throughout a person's day
- Support provider capacity development

# Incentivizing Community Participation

States, through the design strategies described -as well as others – can ensure that financing strategies within the state incentivize successful community integration approaches.

Examples may include:

- Pay for performance approaches to pay for desired community participation outcomes aligned with individually tailored goals, including those related to pursuit of interests, attending activities, and fading of paid supports as appropriate.
- Rate structures calibrated to encourage provider innovations to facilitate and support meaningful community participation

# Key Takeaways for States Developing Community Participation Services

# To Prepare for Delivering Community Participation Services, States and their Partner Organizations are Well Positioned if They:

- Develop clear service definitions
- Develop holistic funding structures to support and promote community participation, and fluidity of services within an individual's day while ensuring accountability for individuals' safety
- Consider how to support provider transformation
  - Consider direct care staff training
- Develop and support creative staffing ratios
- Create outcome measures and data collection focused on
  - Life satisfaction
  - Community membership and contribution
  - Decreased dependence on paid supports

# To Prepare for Delivering Community Participation Services, States and their Partner Organizations are Well Positioned if They (Cont.):

- Keep the individuals receiving services at the center of the decision-making
- Develop necessary acumen to meet the data, reporting and quality requirements that are emerging
- Be open to growing new and innovative approaches to meeting people's needs, in the context of their families, friends and communities



# Where to Find Help

- CMS Website:

<https://www.medicaid.gov/medicaid/hcbs/guidance/index.html>

- Engage with the Regional and Central Office staff

- Request TA:

<http://www.hcbs-ta.org/form/request-technical-assistance>

- For additional information:

<http://www.hcbs-ta.org>

- Pay For Performance In A Fee For Service System—Paying For The Outcomes Everyone Wants

<http://www.advancingstates.org/sites/nasuad/files/10-PAY~1.PDF>

# QUESTIONS?

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