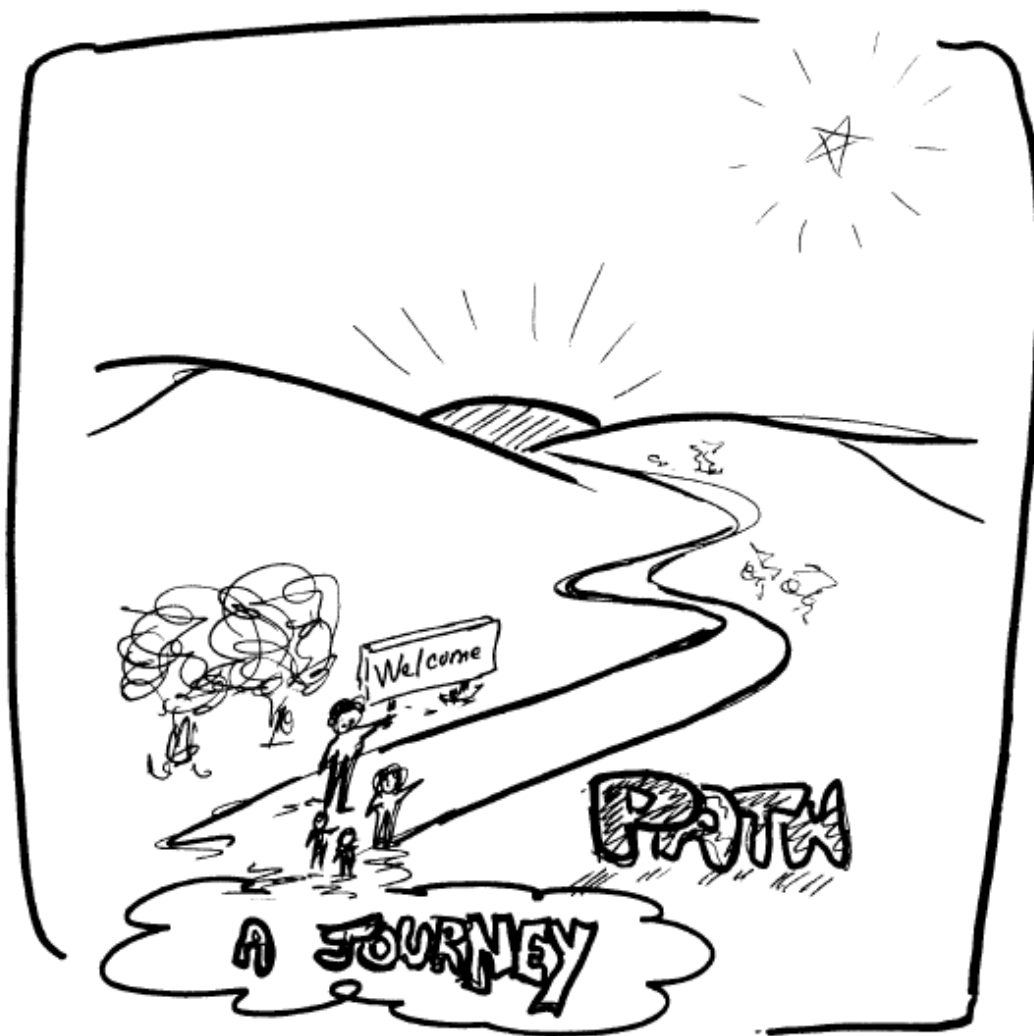


Planning Alternative Tomorrows with Hope (PATH): A Strengths-Based Planning Process in TR/RT

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CEU SESSION #87 – HANDOUT

The powerpoint slides for this session are available at this link:

<http://colfax.cortland.edu/nysirrc/links-articles-interest.html>

Or use this QR code:



Planning Alternative Tomorrows with Hope (PATH): A Strengths-Based Planning Process in TR/RT

Session Description

PATH is a person-centered assessment and planning process that is based upon a person's hopes, dreams and aspirations for their future. Developed by Jack Pearpoint, John O'Brien and Marsha Forest, this dynamic process is designed for individuals with developmental disabilities to tap into their strengths, creatively plan for the future, and gather the resources they need to realize their hopes and aspirations. In this session you will learn about PATH as a TR/RT planning process, complete an abbreviated version of PATH for yourself, and learn ways to apply the process in TR/RT practice.

Learning Objectives

- To identify five strengths-based principles underlying the PATH process
- To identify the eight steps of implementing PATH
- To identify three ways to apply the PATH process in TR/RT practice

What is "person-centered planning"?

"Person-centered planning is a way of helping undervalued people, such as people with intellectual disabilities, get what they need and want in their lives." (Holburn, Gordon, & Vietze, 2007)

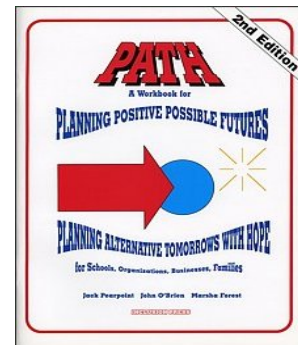
Goals of Person-Centered Planning

1. **Community presence:** lives, works, and plays in typical places
2. **Community participation:** is among one's network of friends and relations
3. **Choice:** is able to make decisions about everyday matters
4. **Respect:** has a valued role in community life
5. **Competence:** is able to do the things that contribute to their success (Holburn, Gordon, & Vietze, 2007)

What is PATH?

- A planning and assessment process
- Designed for individuals with developmental disabilities (and also relevant to those without disabilities)
- For groups and organizations
- Helps people and groups realize their dreams, aspirations, and goals for a life in line with their values

(Pearpoint, O'Brien, & Forest, 2001)



PATH Principles

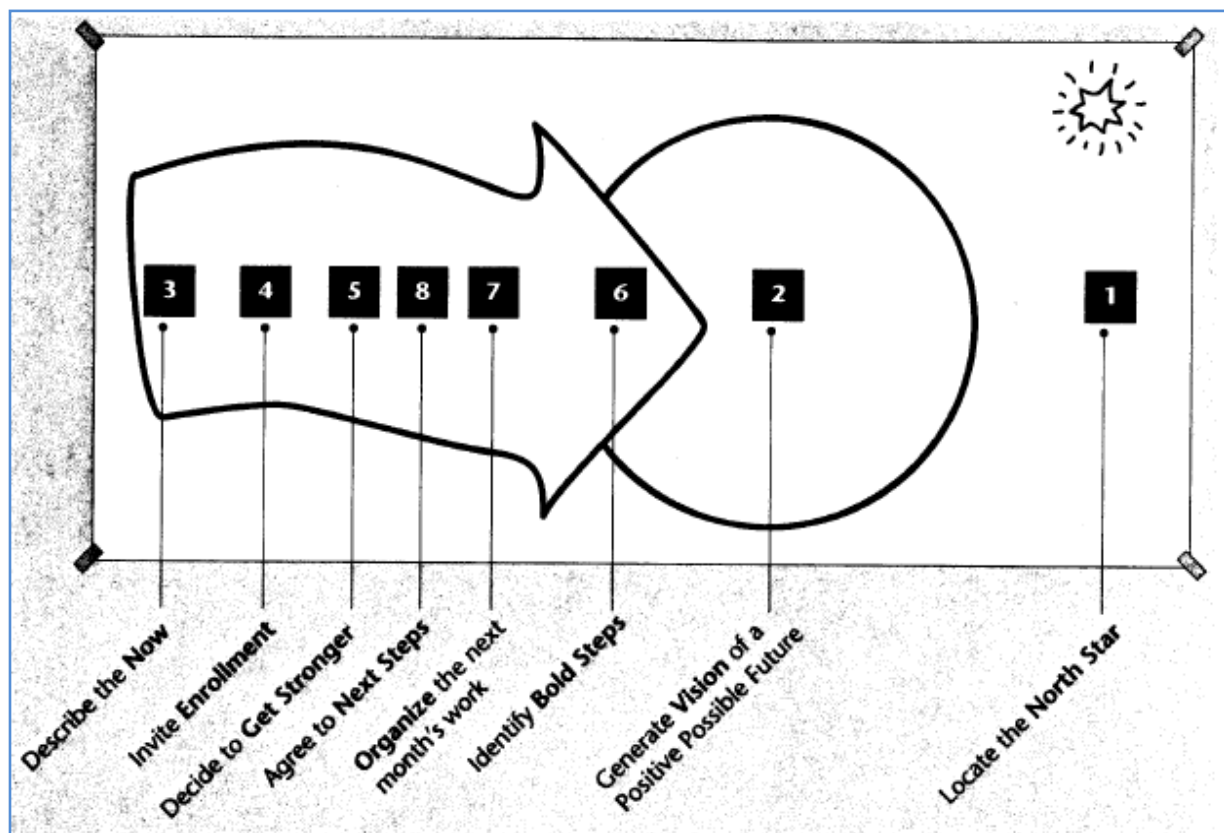
1. People with disabilities should live like people without disabilities
 2. The "pathfinder" is at the center of planning
 3. See the *whole* person
 4. Start where you are; use what you have
 5. PATH is a *team* process
 6. Team members need to make a personal commitment
 7. Organizations and the community need to respond to people's needs; workers must be helpers
- (Holburn, Gordon, & Vietze, 2007; Pearpoint, O'Brien, & Forest, 2001)

PATH: Roles of Group Members

- Pathfinder
- Facilitator
- Graphic recorder
- Other potential group members
 - Family
 - Friends
 - Co-workers or classmates
 - Health and human service providers (teacher, social worker, recreation therapist, residential staff, etc.)



The 8 Steps of PATH



The first thing the graphic recorder does is to draw the above format on a big piece of poster paper about 1 x 3 meters (3 x 10 feet).

- Use a black marker to draw the arrow and circle
- Use bright colored markers to draw the starburst
- Use a pale color, like yellow, to write the numbers

Step 1: Touching the Dream

Locate your North Star

- What key words and images express your dreams?
- What words and images capture your “North Star” direction?
- What values will help you evaluate your choices as you travel on your *Path*?
- What are you passionate about?
- What gives your life meaning?
- What are your strengths and talents?
- What nourishes your soul?
- What ideals do you most want to realize on your *Path*?



Imagine there are no barriers to achieving your dreams!

Notes for your PATH:

*But I being poor, have only my dreams.
I have spread my dreams under your feet;
Tread softly, because you tread on my dreams.
~ William Butler Yeats*

Notes to the facilitator:

- Invite the pathfinder to orient the path to their dream.
- If dreams seem “unrealistic”, try not to block them. Even if it isn’t evident how the dream can be nurtured into a practical outcome, listen deeply for what is behind the words, and give the dream time and space to grow.
- Ask the pathfinder to share the key *feeling words* associated with their North Star.
- Summarize the North Star and ask the pathfinder to confirm the summary is accurate.

Tips for the graphic recorder:

- As people speak, capture their key words and images on the chart.
- Use the pathfinder’s own words (do not paraphrase).
- Record pictures and images, whenever possible; use words to clarify.
- Use bold colors like black, blue, green, and red to record what people say.
- Add the feeling words/images to the record of the North Star.

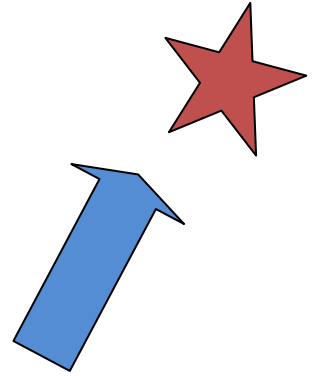
(adapted from Pearpoint, O’Brien, & Forest, 2001)

Step 2: Sensing the Goal

Generate a vision of a positive possible future

- Choose a date by when you want to have important results (about 1 year).
- Imagine the date has arrived: What have you done to get there?
- See, hear, taste, smell, and touch your accomplishments.
- Translate your accomplishments into goal(s) that represent your North Star.
- Create SMART goals:
 - S = Specific
 - M = Measurable
 - A = Achievable
 - R = Relevant
 - T = Time-framed

(Anderson & Heyne, 2012)



Notes for your PATH:

*You see things and you say, "Why?"
But I dream things that never were and I say, "Why not?"*
~ George Bernard Shaw

Notes to the facilitator:

- Invite the pathfinder to travel forward in time to vividly imagine what they want to create.
- Keep asking for details – to add clarity to the pathfinder's vision of their future.
- Ask the pathfinder to share the key *feeling words* associated with the future they are creating.
- Summarize the pathfinder's sense of success.
- Get confirmation from the pathfinder that your summary is accurate.
- Check if anything is missing from the drawings and, if so, add it.

Tip for the graphic recorder:

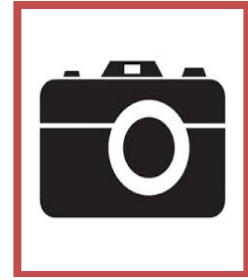
- Add the pathfinder's feeling words/images associated with sensing their goal.

(adapted from Pearpoint, O'Brien, & Forest, 2001)

Step 3: Grounding in the Now

- Provide a “snapshot” of the present.
- Where are you now?
- Describe the current situation as accurately and honestly as possible.
- Be objective and factual.

Notes for your PATH:



*One must have chaos within oneself
in order to give birth to a dancing star.*
~ Nietzsche

Notes to the facilitator:

- Ask the pathfinder to share the key *feeling words* associated with the Now.
- As a final step, ask the pathfinder to quietly review the record of Now.
- Summarizes the Now and check for accuracy.
- Talk about the differences between how the pathfinder feels today and one year from now.
- Watch the clock. The first two to three questions take about half the available time.

Tips for the graphic recorder:

- Continue to add words and images to record the pathfinder’s responses.
- Add the pathfinder’s feeling words/images related to the Now.

(adapted from Pearpoint, O’Brien, & Forest, 2001)

Step 4: Inviting People to Enroll

- Identify/invite people who you want involved in your PATH process:
 - Family
 - Friends
 - Significant other
 - Staff and service providers (teacher, social worker, aide, recreation therapist, etc.)
- Who shares and will strengthen your commitment to your North Star?
- What contribution can each person make to the future you wish to create?
- Highlight the people you feel comfortable approaching.



Notes for your PATH:

Mountain climbers always help each other.

~ Tenzing, Mount Everest climber

Notes to the facilitator:

- Encourage the pathfinder to identify specific people by name who they believe share their commitment.
- Ask the pathfinder to identify the people they feel comfortable approaching.
- If the pathfinder does not have access to a person they have identified, ask other team members if anyone can help make contact with the person.

Tip for the graphic recorder:

- Continue to capture the pathfinder's words, feelings, and images on the record.

(adapted from Pearpoint, O'Brien, & Forest, 2001)

Step 5: Recognizing Ways to Build Strength

- What do you need to get strong and stay strong as you move along your Path?
- What knowledge do you have and what knowledge do you need to reach your North Star?
- What skills do you have and what skills do you need to develop?
- What relationships do you need to maintain or develop?
- What community resources can help you achieve your dreams?
- How can you stay healthy and well as you work toward creating what you want?



Notes for your PATH:

*Independence? That's middle class blasphemy.
We are all dependent on one another, every soul of us on earth.*
~ George Bernard Shaw

Note to the facilitator:

- Continue to summarize the pathfinder's responses and check for accuracy.

(adapted from Pearpoint, O'Brien, & Forest, 2001)

Step 6: Charting Action for the Next Few Months

- Take action (do it) and learn from it (reflect):
 - Review Step 1 (North Star) and Step 2 (goal images) and consider all of their aspects.
 - What are the most important steps to take in the next 3 to 6 months?
 - Identify specific action(s) toward achieving the goal(s).
 - Check if actions are consistent with the dream (North Star).
 - Identify actions that seem most possible to do first.



Notes for your PATH:

Security is mostly a superstition. It does not exist in nature, nor to the children of men as a whole experience it. Avoiding danger is no safer in the long run than outright exposure. Life is either a daring adventure or nothing.

~ Helen Keller

Notes to the facilitator:

- Ask the pathfinder to check that the actions they have chosen are consistent with their North Star.
- Summarize the pathfinder's ideas and check for accuracy.

(adapted from Pearpoint, O'Brien, & Forest, 2001)

Step 7: Planning the next month's work

- Specify who will do what, by when:
 - What needs to be done to accomplish the goal(s)?
 - Who will do it?
 - By what day of the month?
- Summarize the plan and confirm that it is accurate.



Notes for your PATH:

*They started to sing as they tackled
The thing that couldn't be done,
And they did it.
~ Edgar E. Guest*

(adapted from Pearpoint, O'Brien, & Forest, 2001)

Step 8: Committing to the First Step

- Identify the first step(s).
- What is the biggest barrier to taking this step?
- Who, specifically, can support you to take this step?
- How will you enlist their support?
- How would you like them to support you?



Notes for your PATH:

"Change is inevitable; growth is optional."

~ Marsha Forest & Jack Pierpoint

Options for Closing the Session - Notes to the facilitator:

- Facilitator or group member summarizes entire process.
- Pathfinder creates an image that represents the journey.
- Facilitator or group member ceremoniously presents pathfinder with the PATH chart.

(adapted from Pearpoint, O'Brien, & Forest, 2001)

Your Notes



References

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