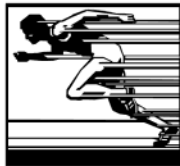


# SYSTEM VALUES & GENERAL PRINCIPLES (March)

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## System Values & General Principles

- ◆ Inclusion in community life
- ◆ Responsible choices
- ◆ Promoting independence
- ◆ Greater control over life circumstances
- ◆ Establish and maintain relationships
- ◆ Develop and exercise competencies and talents
- ◆ Experience personal security and self respect

**NOTE:** THIS SECTION PROVIDES GUIDANCE FOR THE SUPERVISOR AND/OR TRAINER WHO IS TRAINING THE DIRECT CARE STAFF PERSON:

In order to give a new staff person a good understanding of system values and general principles, we recommend highlighting the values and principles listed below and then providing specific *examples* of things in each of these areas so the individual can tie these principles to something they can relate to. This is an opportunity to tie your agency's programs into the overall system values.

### ***Inclusion in community life***

- ◆ Stress community involvement (ex – describe how your agency's day program or community participation activities, supported employment programs, etc. are centered around this concept)
- ◆ Support active participation, even if partial participation is necessary in all aspects of community the individual is interested in
- ◆ Work in the broad sense as an enhancer of quality in a person's life (explore their interests in work, recreation, friendship, social, family, faith, politics, etc.)

### ***Responsible choices***

- ◆ Provide and educate to real choices
- ◆ Personalize the full experience of life with individuals

### ***Promoting independence***

- ◆ Utilize natural supports as much as possible
- ◆ Be conscious of age appropriateness
- ◆ Use non-intrusive, natural interventions, and avoid artificiality

### ***Greater control over life circumstances***

- ◆ Be sensitive to individual rights, privacy, personal decision making, and personal space
- ◆ Maintain natural routines and rhythms
- ◆ Be active in respectful partnership with families

### ***Establish and maintain relationships***

- ◆ Strive to build and support relationships
- ◆ Maintain good health, safety, and medical practices

### ***Develop and exercise competencies and talents***

- ◆ Promote status, competencies, and personal growth
- ◆ Teach functional skills utilizing sound teaching methods

### ***Experience personal security and self respect***

- ◆ Utilize the power of modeling in your own behavior and self presentation
- ◆ Be conscious of subtle images, postures, and language which can devalue persons

### ***Supplemental Material: System Values & General Principles***

- ◆ “Guiding Principles in Supporting Persons with Disabilities” (see subsequent page)
- ◆ Values Training (*also known as “IT” training*) – (STARNET)
- ◆ “Values & Visions” Training Modules (Kansas University Affiliated Program at Parsons (316) 421-6550 ext. 1859)

## ***Guiding Principles In Supporting Persons with Developmental Disabilities***

- ❖ Strive to build and support relationships
- ❖ Utilize natural supports as much as possible
- ❖ Stress community involvement
- ❖ Support active participation, even if partial participation is necessary
- ❖ Use non-intrusive, natural interventions, and avoid artificiality
- ❖ Be sensitive to individual rights, particularly privacy, personal decision making, and personal space
- ❖ Maintain natural routines and rhythms
- ❖ Be conscious of age appropriateness
- ❖ Provide and educate to real choices
- ❖ Personalize the full experience of life with individuals
- ❖ Be active in respectful partnership with families
- ❖ Maintain good health, safety, and medical practices
- ❖ Utilize the power of modeling in your own behavior and self presentation
- ❖ Teach functional skills utilizing sound teaching methods
- ❖ Be conscious of subtle images, postures, and language which can devalue persons
- ❖ Promote status, competencies, and personal growth
- ❖ Work in the broad sense as an enhancer of quality in a person's life

***You have one of the most important positions and opportunities there are – enhancing the quality of life of another individual. Take time to learn the tools and resources that will enable you to do the best job you can!***

