

IRIS Self-Directed Personal Care: Gateway to Community and a Self-Determined Life!



Advancing States HCBS Conference December 3rd 12:00-1:00 p.m.



In this Session you Will Learn

- **How self-directed personal care differs from agency-provided personal care.**
- **How employer and budget authority support outcomes.**
- **Flexibility within self-directed personal care empowers people and their caregivers.**
- **Show how self-directing personal care services can break down barriers to independence and can lead to freedom and increased opportunities.**



What is IRIS ? “Include Respect I Self-Direct”

- ✓ **IRIS is a 1915(c) Medicaid waiver program administered by the Wisconsin Department of Health Services since 2008**
- ✓ **IRIS is the stand-alone, fully self-directed long-term services & supports (LTSS) program option.**
- ✓ **The IRIS program waiver is offered in all 72 Wisconsin counties as of 2018.**
- ✓ **Wisconsin is a leader in self-direction, with greater levels of self-direction than other states.**



What Makes IRIS Unique?

Supports three important population groups.

Up to 32 home and community-based services (HCBS) to self-direct.

Full employer and budget authority and budget flexibility.

Participants receive support to self-direct their lives.

Full entitlement and no waiting list.

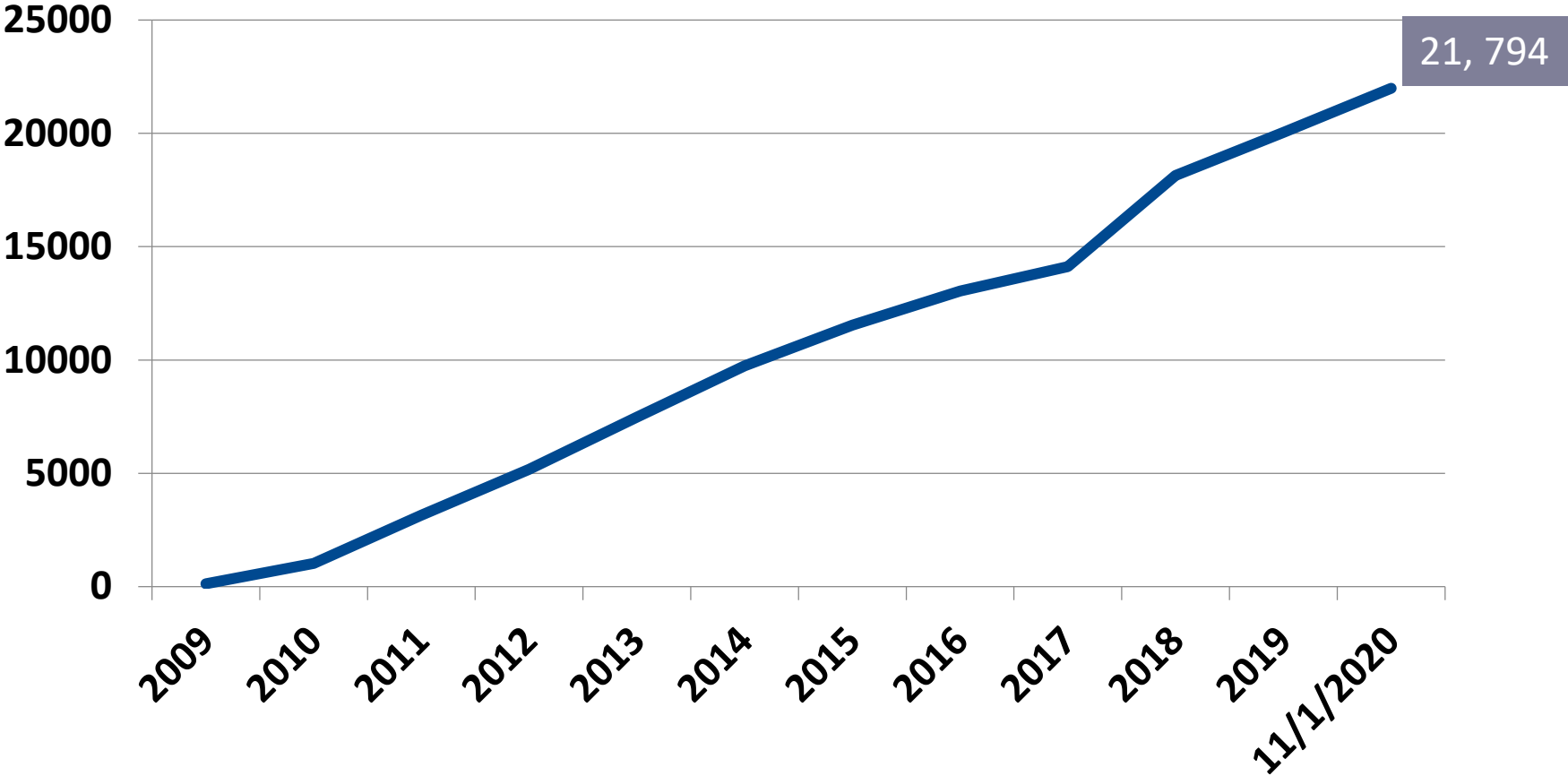


The Benefits of Self-Direction

- ✓ **The model advances the goals of home and community-based services** to reduce institutionalization and supports people to build full lives.
- ✓ **Cost neutral** from a State Medicaid standpoint.
- ✓ **People are incentivized** to make their IRIS funds go as far as possible.
- ✓ Self-direction can help **address the workforce shortage** through non-traditional participant-hired workers.



IRIS Program Enrollment



Adult Long Term Care Enrollment in Wisconsin

October 2020 Enrollment Data

	IRIS	Family Care Partnership	PACE	
DD	38.0%	45.4%	25.2%	10.3%
PD	40.6%	17.7%	33.5%	9.2%
FE	21.3%	37.0%	41.4%	80.6%
Total Enrollment	21,794	51,084	3,712	545



What is Person-Centered Thinking?

- **Seeing the whole person**, and not focusing on “fixing what is wrong.”
- Based on the core belief that **all people have gifts to share**.
- Keeping the **focus on the person** who needs support – not other players.
- A way to **discover, describe and assure the desired life of the person** who is supported.



We Believe

- ✓ Everyone can have a meaningful life.
- ✓ Everyone has a right to full citizenship.
- ✓ Self-determination provides a framework for creating fuller, healthier, more meaningful lives.



Control and Choice

Giving Choice and Control:

- Empowerment
- Self-Confidence
- Accountability



An Agency Can Limit Choice:

- In the name of efficiency
- Due to lack of confidence in the person's ability to choose
- Out of fear of the person making a bad choice

Supporting Choice Takes:

- Patience
- Creativity
- Willingness to let someone struggle



Nothing about me, without me...

Option 1

Wisconsin's Two Personal Care Options in IRIS

Qualified individuals can use their Medicaid card to purchase personal care through an agency that is certified to provide **Medical Assistance Personal Care (MAPC)**.



Option 2

Wisconsin's Two Personal Care Options in IRIS

Wisconsin allows
Self-Directed Personal Care
(SDPC) through a State Plan
Amendment that serves
qualified individuals in the
state's 1915 (c) waiver
IRIS program
(Include Respect,
I Self Direct).



SDPC is available to individuals in IRIS who:

- Would like to hire their own personal care workers.
- Qualify for assistance with personal care (i.e., bathing, dressing, grooming, toileting, mobility, transferring and some medically oriented tasks).
- Are interested in maximizing their choice and control in living the life they want!




Self-Directed Personal Care Option in IRIS

**About 50%
percent of IRIS
participants
choose SDPC**


**Continues to be a
popular choice
with an average of
200 referrals a
month!**




Why Self-Direct Personal Care Services?




Delivered through person-centered planning process.



Employer Authority: The person makes decision to hire, recruit, train and supervise their workers.



Individuals who self-direct have choice and control through decision-making authority.



Budget Authority: The person may also make decisions on how their Medicaid funds/services are used by directing an individualized plan.

Similarities Between Personal Care Options

Medical Assistance Personal Care (MAPC)

The person calls the
MAPC provider agency
of their choosing to be
referred for MAPC
services.

Referrals

Self-Directed Personal Care (SDPC)

For a person requesting
SDPC, their IRIS
Consultant sends a
referral form to the
SDPC Oversight Agency
to review and begin
enrollment.

Similarities Between Personal Care Options

Medical Assistance Personal Care (MAPC)

MAPC RNs use a state certified tool, the Personal Care Screening Tool (PCST), to determine personal care needs. The tool relies on the Long Term Care Functional Screen to show areas where a person may have functional limitations.

Assessment of Needs

Self-Directed Personal Care (SDPC)

SDPC RNs use the same PCST, just like the MAPC agencies, to determine personal care needs and to show areas where a person may have functional limitations.

Similarities Between Personal Care Options

**Medical Assistance
Personal Care
(MAPC)**

MAPC RNs obtain
physician orders and
develop a prior
authorization for
services.

**Authorizing
Services**

**Self-Directed
Personal Care
(SDPC)**

The SDPC Oversight
Agency obtains
physician orders and
develops a prior
authorization for
services.

Similarities Between Personal Care Options

**Medical Assistance
Personal Care
(MAPC)**

Each MAPC agency develops a care plan for the personal care workers to follow.

Care Plan

**Self-Directed
Personal Care
(SDPC)**

The SDPC RN and the person develop a person-centered care plan for personal care called My Cares.



Similarities Between Personal Care Options

Medical Assistance Personal Care (MAPC)

MAPC requires a 50-60 day supervisory visit to oversee the agency's personal care workers.

Oversight

Self-Directed Personal Care (SDPC)

SDPC requires a 60-day oversight visit to determine how the person is doing and to support them in self-directing their personal care services through their hired workers.

Benefits of Self-Directed Personal Care

There are several important differences between the two Personal Care options and key benefits for people wanting more choice and control over their services. Under SDPC, the person has:

Budget authority to purchase equipment to replace “people power” and be more independent.

Opportunity to request a variance/waiver to the 60-day visit requirement.

Employer authority to hire qualified individuals they know, including a spouse, family or friends.


Flexibility for personal cares to be completed out of their home.

Ability to coordinate SDPC with their other waiver services more easily.




Partnering for Success


How do we help people successfully self-direct their personal care? By building a close partnership that involves the following steps:




The person and their nurse develop the person's SDPC plan together.



The person trains their workers with support as needed from the nurse.



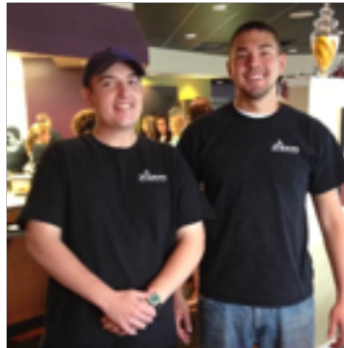
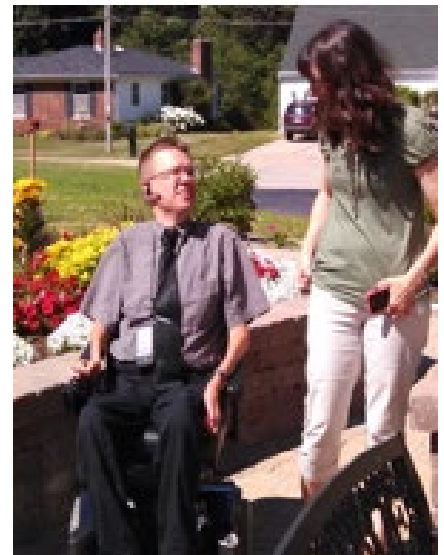
The nurse has ongoing visits with the person to make sure their plan is being followed.



The nurse ensures the person has the tools they need to succeed.



*"My life on
my terms."*



Life With Self-Directed Personal Care

Presenters

- Betsy Genz is the Director of the Bureau of Programs and Policy in the Division of Medicaid Services at the Wisconsin Department of Health Services. She is responsible for the program and policy administration of Wisconsin's long-term services and supports (LTSS) programs, including IRIS, Family Care, Family Care Partnership, and PACE as well as program and policy administration for the Wisconsin's Medicaid Managed programs BadgerCare plus and SSI Managed Care. You can reach Betsy at betsy.genz@wi.gov
- Sue Urban, RN, CDP is the Senior Director of Clinical Services for TMG by Magellan Health. Sue oversees the IRIS Self-Directed Personal Care Program which includes the IRIS Self-Directed Personal Care (SDPC) as well as the IRIS Nurse Consultation Services. You can reach Sue at SUrban@wisconsin-iris.com

