

What is a Life Area in the individualized support plan (ISP)?

- ✓ **ANSWER:** People lead whole lives made up of specific, connected, and integrated life domains that are important to a good quality of life. Life domains are the different aspects and experiences of life that we all consider as we age and grow. Individuals and families plan for the present and future life outcomes that take into account all life domains and have opportunities for life experiences that build self-determination, social capital, economic sufficiency, and community inclusion.¹

What is an outcome?

- ✓ **ANSWER:** Outcomes represent what is currently important to the person, what needs to be maintained, what needs to change for the person. Outcomes should always be something that is important TO the person. An outcome includes the outcome statement, key steps to get there, and a target date. Outcome statements are considered to be the individual's statement of success based on what is important to them, and positively reflect their personal preferences and what they would like their good life to look like. An outcome is measurable by looking at the progress made in the "steps to get there" and/or looking at the target date. In Part III, an outcome is where the person wants to be, which is supported by provider Part V's that include support activities, which are what we are doing to get there, and support instructions, which is how we are doing it. Outcomes are assigned to Life Areas in the ISP.

What is special about the employment, integrated community involvement, and community living Life Areas in Virginia?

- ✓ **ANSWER:** The Life Areas in the Part III are adapted from the Charting the LifeCourse Framework¹. In Virginia, the first three Life Areas: employment, integrated community involvement, and community living are reserved for specific types of outcomes. Employment should be selected for any outcomes that lead to or support ongoing employment, the new area "integrated community involvement" should be used if an outcome is being supported in at least one setting at a ratio of no more than one DSP to 3 people with DD. The community living Life Area provides space for community involvement outcomes that only occur at a ratio of one DSP to four or more people with DD. Using the first three Life Areas in this manner enables Virginia to understand the extent to which people are pursuing employment and community involvement in more or less integrated ways. The remaining Life Areas provide space for a wide range of outcomes that do not meet the conditions required in completing the first three. Work with the team and use your best judgement in selecting Life Areas but be mindful that those first three meet the established criteria for use.

Please refer to the following page to learn what each Life Area is, the definition and types of outcomes.

1. Charting the LifeCourse, University of Missouri Kansas City, Institute for Human Development, UCEDD

ISP Life Area Cheat Sheet

Life Area	Definition	Types of outcomes
Employment	Individual or Group Supported Employment, or Integrated Employment (work providing a minimum or commensurate wage and related benefits in a typical work setting where the employee with a disability has opportunity to interact with non-disabled co-workers, has an opportunity for career advancement, and is preferably engaged full time.)	Outcomes that lead to employment or support ongoing Employment, to include volunteering or other skill-building activities that lead to employment.
Integrated Community Involvement	The opportunity for someone to be involved in their community and integrated settings	Outcomes that support community involvement in any setting at no more than 1:3 (e.g., community engagement, in-home)
Community Living	Where and how someone lives – housing and living options, community access, transportation, home adaptations and modification.	Outcomes that support community involvement in all settings at 1:4 or larger (e.g., group day support, group home)
Safety & Security	Building friendships and relationships, leisure activities, personal networks, and faith community.	Outcomes that support medical or behavioral issues or issues around being safe like emergencies, well-being, guardianship options, legal rights and issues that are not related to employment or community involvement
Healthy Living	Managing and accessing health care and staying well – medical, mental health, behavioral health, developmental, wellness and nutrition.	Outcomes that support home living or managing and accessing health care and staying well medical, mental health, behavioral health, developmental, wellness and nutrition that are not related to employment or community involvement
Social & Spirituality	Building friendships and relationships, leisure activities, personal networks, faith community	Outcomes that support social connections and spiritual practices that are not related to employment or community involvement
Citizenship & Advocacy	Building valued roles, making choices, setting goals, assuming responsibility and driving how one’s own life is lived.	Outcomes that support building valued roles, making choices, life is lived that are not related to employment or community involvement