

## **Horizons Residential Care Center Disability Support Professional Career Ladder**

*Congratulations on taking positive steps to improve the quality of life of the people you support, while improving upon your own personal development and material well-being. Cheers to being*

*BETTER TOGETHER!*

### **What is a Disability Support Professional?**

*The DSP position includes the thoughtful and responsive delivery of supports (personal care, learning/educating, physical therapy, occupational therapy, speech and language therapy, and desired recreation and leisure experiences), while also ensuring the rights, safety, dignity, physical and emotional well-being of the people served. A respectful, responsive, and reflective DSP is able to coordinate and facilitate the multiple support needs in a manner that is person-centered and grounded in best practices. The goal is to maximize the participation, self-determination and community integration of people with disabilities to foster each individual's highest quality of life. A DSP position includes extensive personal care responsibilities (e.g., mealtime, dressing, toileting, bathing, oral care, etc.) that are essential to physical well-being as well as a positive sense of identity. Collaborative working relationships with people with disabilities, their families, and Horizons team members is essential to the delivery of meaningful support services. A DSP has the power to change lives and break down barriers that marginalize people with disabilities, who desire nothing more than to live a full life. Is this a career for you?*

### **What is a Career Ladder?**

*A Career Ladder is an optional program that support personal and professional growth that will enhance your ability to make a positive difference in the lives of people with disabilities. The trainings are optional, offered at flexible times, and tied to pay incremental pay increases. Speak to your supervisor about formulating your personal growth plan and how to leverage the career ladder to support you.*

### **What are the big changes to the career ladder?**

*We learned that flexibility and self-paced advancement is key. The challenge in being face to face with groups of people during COVID has exacerbated the problem. So, we have partnered with Open Future Learning and the National Alliance for Direct Support Professional, along with your enhanced clinical team to offer additional opportunities for professional growth.*

- *E-Badge Academy to earn acknowledgements for skill implementation – NADSP*
- *Online learning platform – OPEN FUTURE LEARNING*
- *Expanded Clinical Trainings – Physical Therapy, Speech & Language Pathology, Advanced Active Treatment*

*Another big change is that the Career Ladder will recognize 3 levels: DSP I, DSP II, & DSP III as levels of achievement. Career pathways to Unit Lead, Team Lead, and Program Instructor are also described.*

**Description of DSP 1, II, & III**

<b>Disability Support Professional I (formerly entry level)</b>	To earn the DSP-I Certification, you must earn 15 total E-Badges. These E-Badges must include:	
	Requirements	
	50 hours of online education	Open Future Learning Modules
	15 E-badges	<ul style="list-style-type: none"> <li>• Code of Ethics Commitment</li> <li>• Self-Reflection</li> <li>• Completing Documentation</li> <li>• Managing Documentation</li> <li>• Community Safety</li> <li>• Abuse Prevention</li> <li>• Individual Activities</li> <li>• Plan Implementation</li> <li>• Participant Directed</li> <li>• Supported Well-being</li> <li>• Personal Care</li> <li>• Communication Modes</li> <li>• DSP Accredited Education (10 hrs)</li> <li>• DSP Accredited Education (25 hrs)</li> <li>• DSP Accredited Education (50 hrs)</li> </ul>
	1/2 (Operational Skills)	<ul style="list-style-type: none"> <li>• Van Driver</li> <li>• Safe Serve</li> </ul>
1/3 (Medical & Behavioral Skills)	<ul style="list-style-type: none"> <li>• CPR/First Aid</li> <li>• NCI + &amp; Behavior Supports</li> <li>• Medication Technician</li> </ul>	
1/3 (Clinical Skills)	<ul style="list-style-type: none"> <li>• Physical Therapy</li> <li>• Speech and Language</li> <li>• Active Treatment</li> </ul>	
<b>Financial Impact</b>	<ul style="list-style-type: none"> <li>• 50 hrs OFL &amp; 15 E-badges: NA</li> <li>• 1/2 Operational Skills: NA</li> <li>• 1/3 Medical &amp; Behavioral Skills: NA</li> <li>• 1/3 Clinical Skills: NA</li> </ul>	

<b>Disability Support Professional II</b>	To earn the DSP-II Certification, you must obtain/complete:	
	Requirements	

	100 (total) hours of online education	Open Future Learning Modules
	30 (total) E-badges	<ul style="list-style-type: none"> <li>• Person-Centered Thinking</li> <li>• Self-Care</li> <li>• Advocate With</li> <li>• On-going Health Support</li> <li>• Planning Activities</li> <li>• Friendships</li> <li>• Data Collection</li> <li>• Informal Assessment</li> <li>• Respectful Communication</li> <li>• Respecting Confidentiality</li> <li>• Listening and Adapting</li> <li>• Conflict Management</li> <li>• Cultural Support</li> <li>• DSP Accredited Education (75 hrs)</li> <li>• DSP Accredited Education (100 hrs)</li> </ul>
	2/2 (Operational Skills)	<ul style="list-style-type: none"> <li>• Van Driver</li> <li>• Safe Serve</li> </ul>
	2/3 (Medical & Behavioral Skills)	<ul style="list-style-type: none"> <li>• CPR/First Aid</li> <li>• NCI + &amp; Behavior Supports</li> <li>• Medication Technician</li> </ul>
	2/3 (Clinical Skills)	<ul style="list-style-type: none"> <li>• Physical Therapy</li> <li>• Speech and Language</li> <li>• Active Treatment</li> </ul>
<b>Financial Impact</b>	<ul style="list-style-type: none"> <li>• 100 hrs OFL &amp; 30 E-badges: NA</li> <li>• 2/2 Operational Skills: NA</li> <li>• 2/3 Medical &amp; Behavioral Skills: NA</li> <li>• 2/3 Clinical Skills: NA</li> </ul>	

<b>Disability Support Professional III (formerly Coach)</b>	To earn the DSP-III Certification, you must obtain/complete:	
	Requirements	
	50 (total) E-badges	<ul style="list-style-type: none"> <li>• <b>Choose 20</b></li> <li>• Ethics Roadmap</li> <li>• Assessment Follow-up</li> <li>• First Aid</li> <li>• Crisis Intervention</li> <li>• Crisis Documentation</li> <li>• Self-Advocate Ally</li> <li>• Abuse Reporting</li> <li>• Informed Advocate</li> </ul>

		<ul style="list-style-type: none"> <li>• Medication Administration</li> <li>• Community Networking</li> <li>• Technology Proficiency</li> <li>• Building on Strengths</li> <li>• Ensuring Access</li> <li>• Workload Management</li> <li>• Household Management</li> <li>• Meal Prep</li> <li>• Team Approach</li> <li>• Community Inclusion</li> <li>• Community Resources</li> <li>• Representation</li> <li>• Cultural Reflection</li> <li>• Cultural Connections</li> <li>• Translating Terms</li> <li>• Professional Development</li> <li>• Researcher</li> </ul>
	2/2 (Operational Skills)	<ul style="list-style-type: none"> <li>• Van Driver</li> <li>• Safe Serve</li> </ul>
	3/3 (Medical & Behavioral Skills)	<ul style="list-style-type: none"> <li>• CPR/First Aid</li> <li>• NCI + &amp; Behavior Supports</li> <li>• Medication Technician</li> </ul>
	3/3 (Clinical Skills)	<ul style="list-style-type: none"> <li>• Physical Therapy</li> <li>• Speech and Language</li> <li>• Active Treatment</li> </ul>
<b>Financial Impact</b>	<ul style="list-style-type: none"> <li>• 50 E-badges: NA</li> <li>• 3/3 Medical &amp; Behavioral Skills: NA</li> <li>• 3/3 Clinical Skills: NA</li> </ul>	

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**Total Potential Increase:**

- OFL & E-Badges: NA
- Operational Skills: NA
- Medical & Behavioral Skills: NA
- Clinical Skills: NA
- **Total Potential Increases: NA**

**Average Annualized Impact of \$1 per hr. = \$2,080**

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<b>Lead Coach/ Unit Coach</b>	<i>Attainment of DSP I or higher will qualify you for Unit Lead role</i>
<b>Team Lead</b>	<i>Attainment of DSP II or higher will qualify you for Team Lead role</i>



### **Other Educational Considerations for Disability Support Professionals**

Promotion based on educational attainment:

- CNA 1: NA
- CNA 2 (or other deemed-eligible certificate based medical program): NA
- Associates in health or human services program: NA
- Bachelors in health or human services program: NA
- **Total Potential: NA**