College of Direct Support

Helping Meet Training Needs

ELSEVIER

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Driven to Discover℠

Today's Presenter

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Today's Agenda

- Brief Intro to the College of Direct Support (CDS)
- CDS and Competency Based Training
- CDS and MN Training Requirements
- CDS – Building a PSR Learning Module

College of Direct Support (CDS)
(College of Frontline Supervision and Management (CFSM))

Training Resource for Anyone Supporting Someone with a Disability

Designed to give direct support professionals the knowledge and skills they need to build rewarding careers – and improve the level of support they provide to individuals with disabilities.

- Developed by the University of MN, Research and Training Center on Community Living

- Partnering with Elsevier

- Launched in 2004

- [View the course catalog](http://directcourseonline.com/directsupport/core-curriculum/)

http://directcourseonline.com/directsupport/core-curriculum/

CDS Current Courses

Autism

Brain injuries

Cerebral Palsy

Civil Rights and Advocacy

Community Inclusion

Cultural Competence

Depression

Diabetes

Direct Support Professionalism

Emergency Preparedness

Employment Supports

Epilepsy

Everyone Can Communicate

Functional Assessment

Home and Community Living

Hiring Great DSP

Implementing Participant Directed Supports

Individual Rights and Choice

Individualizing Personal Care

Introduction to Developmental Disabilities

Introduction to Mental Health & Mental Illness

CDS Current Courses

Introduction to Medication Support

Maltreatment: Prevention and Response

Person-Centered Planning and Supports

Positive Behavior Support

Professional Documentation

Safety

Supporting Healthy Lives

Supporting Jobs and Careers in the Community

Supporting Older Adults

Teaching People with Developmental Disabilities

Universal Precautions & Infection Control

Understanding Transitions Across the Life Span

Working with Families and Support Networks

You've Got a Friend

Film For Thought

Body and Soul

Breaking Shells

CFSM Current Courses

Training and Orientation

Fueling High Performance

Developing a (Workforce) Intervention Plan

Recruitment and Selection

Preparing for the Supervisor's Role in Human Services

Your First Few Weeks and Months as a Supervisor

CDS - Competency Based Training Program

Develop the:

- **Knowledge**

  (what a DSP knows and understands)

- **Skills & Abilities**

  (what a DSP is able to do)

- **Attitudes**

  (the way a DSP thinks and feels about people, the job and how they approach decision making)

Built-in Competency Measures

Pre/Post Tests

– Randomized pool of 3+ questions organized by lesson learning objectives

OJT Assessments

– A set of skill observations and demonstration that managers can use to evaluate integration of learning on the job.

Portfolio Assignments

– Authentic work sample linked to NADSP & NFS competencies and learner objectives

CDS Helps Meet Training Needs

- MN 245D Orientation and Annual Training Plans

- MN Mental Health Certification - Corporate Adult Foster Care Training Plan

- Moving Home Minnesota Training Plan

CDS Helps Meet Training Needs

Modules in Development

- Positive Support Rule (PSR) – 8 Hours Core Training

- PSR Function Specific – +4 Hours

- PSR Training for LH, Owners, Execs. & Mangers - +2 Hours

Positive Supports Rule (PSR)

Chapter 9544 establishes methods, procedures, and standards to be used by providers governed by this chapter for the use of positive support strategies with persons receiving services. The purpose of these rules is to improve the quality of life of persons receiving home and community-based services or other licensed services.

CDS and PSR

CDS can help agencies provide competency-based training to all personnel to help meet some of the PSR Training Requirements.

CDS cannot meet all of training requirements because license holders must provide training on agency specific practices, policies, procedures, and forms, as well as providing information about the individuals being supported and their Positive Support Plans.

Reminder:

License holders are responsible for determining if the training offered to employees meets the specific PSR training requirements. Today's suggested training plan may help you make that determination.

9544.0090 STAFF QUALIFICATIONS AND TRAINING.

Subpart 1. **Core training for staff**. The license holder must ensure that staff responsible to develop, implement, monitor, supervise, or evaluate positive support strategies, a positive support transition plan, or the emergency use of manual restraint complete a minimum of eight hours of training from qualified individuals prior to assuming these responsibilities.

And…

Core training includes requiring staff to demonstrate knowledge of and competency in the following, in the setting in which services are provided:…

CDS's Learning Management System can help track and document knowledge and competency through assessments, tests and checklists..

8 Hours of Core Training

A. De-escalation

B. Person-Centered Supports

C. Positive Support Strategies

D. What is a Restraint

E. Safe and Correct use of EUMR

F. What are prohibited procedures …and why they don't work

G. Staff responsibilities related to restricted and permitted procedures

And…

H. When to call 911

I. Monitoring Procedures and forms

J. Notification procedures and requirements

K. Knowing the person and implementing treatment plans

L. Cultural competence

M. Staff accountability and self-care

Training Plan Development - Crosswalk

1. Review the Rule
2. Review the Training Requirements
3. Identify Required Training Topics (TT)
4. Identify CDS Courses Related to TT
5. Build Crosswalk – Match Content to TT
6. Subject Matter Expert (DHS) Review & Feedback
7. Refine Crosswalk
8. Develop Training Modules from Crosswalk

PSR Topics	DHS - MN PSR Module Content and Suggested Supplemental CDS Content
A. De-escalation	**Positive Behavior Supports** Lesson 4: Preventing Challenging Behavior Lesson 5: Responding to Challenging Behavior **An Introduction to Mental Health and Mental Illness** Lesson 4: Supporting People with Mental Health Conditions in the Community Lesson 5: DSP Support Strategies
B. Person-Centered Supports	**DHS-MN Positive Supports Rule** Lesson 2: Positive Support Strategies and Person-Centered Planning **Person Centered Planning** Lesson 1: Foundations of Person-Centered Planning Lesson 4: Bringing Person-Centered Plans to Life **Community Inclusion** Lesson 1: The DSP Role in Community Inclusion **You've Got a Friend** Lesson 1: The Importance of Relationships Lesson 4: Supporting Family Networks

Suggested CDS PSR Core Training Modules to meet the 8 Hour Requirement

- **LH Practices, Policy, Procedures, and Forms + Individual Plans** (@ 1 hr.)
  - Linked Content, Annotations and Assessment

- **Suggested DHS Content =** (@ 1 hr.)
  - DHS-MN Positive Supports Rule Module
    - Lessons 1 – 5

And…

Suggested CDS Content = (@ 6 hrs.)

- Positive Behavior Supports
  - Lesson 1 (with annotations for screens 40, 44 & 58)
  - Lesson 4 and 5

- Person Centered Planning - Lesson 1
- Cultural Competence – Lesson 7
- Individual Rights and Choice - Lesson 1

PSR Training Plan is a Work in Progress…

- Phase 2 – development of a crosswalk and suggested training plan for +4 hours of Function Specific Training based on staff responsibilities

- Phase 3 - development of a crosswalk and suggested training plan for +2 hours of Training for License holders, executives, managers, and owners in nonclinical roles

DirectCourse: College of Direct Support

Courses that align with PSR Training Requirements:

- Person-Centered Planning and Supports
- Positive Behavior Supports
- Teaching People with Developmental Disabilities
- Functional Assessment
- Direct Support Professionalism
- Cultural Competence
- Individual Rights and Choice & Civil Rights and Advocacy
- Safety & Maltreatment Prevention and Response
- You've Got a Friend
- Working with Family and other Support Networks

DirectCourse: College of Frontline Supervision and Management

. Courses that align with PSR Training Requirements:

- Orientation and Training
- Fueling High Performance
- Developing a (Workforce) Intervention Plan

Questions?

How to contact me

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Live Demo

For more information go to the Direct Course site:
www.directcourseonline.com