Get into the Community

Putting People First

Home Life

Direct Support Professional Core Competencies

Positive Relationships

Safety

Be a Professional

Health

A Collaborative Approach for Improved Outcomes

# The Changing Roles and Expectations of Direct Support Staff
*Discussion Points*

**The Changing Roles and Expectations of Direct Support Staff**

**What Families Need to Know**

**This 13-minute video was created for families who are concerned about the quality of staff who work with their family member.**

*Hosted by a family member, the video shows the differences between*

*__HOW__ a direct support professional would provide support as compared to a direct care worker and*

*__WHY__ the newer approach benefits the individual with developmental disabilities.*

**Viewers will learn:**

**What's the difference between a direct support professional and a direct care worker?**

*Instead of providing direct care, direct support professionals are learning to provide direct support, which means teaching people how to do things for themselves to the extent they are able, instead of doing tasks for them.*

**What should families expect a direct support professional to be?**

- *Ally*
- *Advocate*
- *Mentor*
- *Facilitator*
- *Listener*
- *Professional*

**Direct support professionals are much more than caretakers, cooks and cleaners.  They work with the people they support to create**

- *Opportunities for growth*
- *Meaningful relationships*
- *Social change*

**Standards for New York's Direct Support Professionals are established by the NYS DSP Core Competencies and the National Alliance for Direct Support Professionals Code of Ethics.**

*The __Core Competencies__ include values-based skill sets in seven goal areas:*

- *Putting People First*
- *Building and Maintaining Positive Relationships*
- *Demonstrating Professionalism*
- *Supporting Good Health*
- *Supporting Safety*
- *Having a Home*
- *Being Active and Productive in Society*

*The __NADSP Code of Ethics__ covers nine broad areas and outlines standards of conduct and professionalism for all direct support professionals. More information is available on the Core Competencies at http://www.opwdd.ny.gov/opwdd_careers_training/training_opportunities/core_competencies and the Code of Ethics at: http://www.opwdd.ny.gov/code-of-ethics/home*

**For questions or feedback on the video**, email any of the contacts at: http://www.workforcetransformation.org/Contact-us.html.