

POSITION DESCRIPTION**DIRECT SUPPORT PROFESSIONAL I DAY SERVICES**

Meadowcreek Day Services: Group Day Support & Community Engagement
Center for Adult Developmental Services
Region Ten Community Services Board

CLASSIFICATION TITLE: Direct Care Professional I

GENERAL STATEMENT OF RESPONSIBILITIES:

GENERAL STATEMENT OF RESPONSIBILITIES: This is a FLSA non-exempt position in which the incumbent is responsible for assisting with the coordination and implementation of services training programs for adults with developmental disabilities in day services and community settings. The DSP I supports full access and participation of individuals in the community based personal choices and interests. The DSP I must maintain safe conditions for the clients and provide general client care and supervision. The incumbent is responsible for the implementation and documentation of individual training programs. In addition, he/she is responsible for educational activities and supervision of day program activities as scheduled for each client during program hours and documentation of service delivery. Additionally, he/she is expected to attend team meetings, other professional meetings and professionally represent the program to the community as needed.

The incumbent reports to the Program Manager I and position duties require proceeding alone under standard practices seeking guidance from supervisor as needed. Carrying out position duties requires analysis of facts and determining actions using a wide range of procedures but within the limits of standard practice. The incumbent is required to exercise sound judgment and demonstrate initiative; independence, creativity, leadership and cooperativeness when performing assigned duties and responsibilities. The incumbent works closely with Direct Support Professional III and Direct Support Professional II staff to promote the program mission in compliance with state quality assurances standards, Medicaid Waiver regulations, ID/DD regulations, as well as applicable professional ethics and established Region Ten policies. The DSPI is an employee of the Adult Developmental Services Division and may be asked at any time by management to work at any given location as need by various division programs. The incumbent will be required to work across day services in center and non-center based day services.

The HIPAA access level for this position is Level Two

The essential functions of this job are starred below (*) under "Major duties."

MAJOR DUTIES:

1. *Directly implements the individual support plans for clients in center-based and non-center based community services; provide systematic training in social, behavioral, personal care, communication, leisure/recreation, and community living skills; and facilitate social relationships with community members.
2. *Complete daily documentation for service delivery to include training and assistance, interventions; client observations; medication assistance and other documentation as required by licensure regulations and Medicaid Waiver requirements. Accurately and professionally records data on individual performance as required by ISP
3. *Facilitate individuals in integrated settings in the community and support full access and participation including but not limited to a) optimizing autonomy and choice in making life choices b) foster the ability of the individual to acquire, retain or improve skills necessary to build positive social behaviors, interpersonal competence, greater independence necessary to access typical activities and functions of community life such as those chosen by the general population c) build relationships/natural supports within the community d) engage in community life and volunteer work e) opportunities to develop job skills/seek employment f) fostering learning opportunities g) teach skills to manage and use personal resources h) facilitate the development of natural supports i) community engagement must be provided in the least restrictive and most integrated settings according to the individual's person centered plan and choice.
- 4.* Provide direct assistance to persons in brokering community resources. Help develop community relationships and explore resources that help the individual to be an active member in the community. Help individual to identify and pursue interests.
5. *Communicates to all in writing and verbally in a clear, grammatically correct, professional manner.
6. Participates in the development of instructional plans in coordination with DSP II & III.
7. *Assists with the research and development of program curriculum needs; development of training materials. Seeks out additional services/ resources in the community for program participants as needed.

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8. *Attends team meetings to discuss and coordinate client's needs and services, and attends interdisciplinary team meetings to coordinate long and short term goals and services.
9. *Transports clients to planned services, or arrange and train transportation skills, as applicable. This requires travel by foot, car, and public transportation as necessary. Transportation duties require availability of personal car for business use.
10. *Acquires and maintains valid certification in first aid, CPR, medication administration, positive behavior management and crisis intervention in order to ensure the safety of clients to comply with state/federal staffing requirements. Successfully completes Trilogy and College of Direct Support training modules
11. *Ensures the health and safety of residents and program participants and provides planned and emergency services as described:
 - a. counsels and develops skills for individuals to manage behaviors by prevention or de-escalation of aggression.
 - b. provides emergency interventions in community settings.
 - c. conducts and supervises recreation/community integration with clients.
 - d. supervises clients participation community based and daily living activities
 - e. provide skills training for identified needs.
 - f. assists with self-administration and recording of client medications, including insulin, tube feeding and the provision of other medical or physical therapy interventions as trained and identified in person centered plan
 - g. assists, supervises and/or trains all clients in personal care skills (i.e., toileting, showering/bathing tooth brushing, topical medications, menstrual care) as needed.
 - h. performs CPR/First Aid/crisis intervention for medical or behavioral emergencies following training guidelines
 - i. able to perform direct care responsibilities working solo at any designated site.
 - j. Provides physical supports for mobility and to use community resources as needed.
 - k. Performs lifting procedures following specific training guidelines. Uses adaptive equipment to assist with mobility and lifting needs of the individual
 - l.
12. *Reads all client, team, division and agency communication
13. *Is considered essential staff and may be required to work at other program locations during scheduled hours to meet client needs.
14. *Addresses behavior interventions using positive programming; adheres to the agency policies and Human Rights guidelines. Staff interventions will include teaching alternative behaviors, using prevention or de-escalation strategies as outlined by the Region Ten Crisis Intervention/Behavior Management training. Physical restraints will be used as a last resort method to protect the client or others from harm. Staff must use the methods as outlined in Crisis Intervention/Behavior Management training.
15. *Must have the energy, stamina, and mobility to meet the community integration/domestic skills/personal care needs of the clients. Must be able to physically assist individuals to evacuate from a building in the event of an emergency.
16. * Must be able to use a computer effectively to document consumer care in the electronic record; to create word documents and communicate effectively in writing reports, emails and correspondences in concise and grammatically correct manner.
17. *Displays professional behavior; works effectively with individuals and team; communicates professionally and with respect to confidentiality, maintains good interpersonal relationships; acts as role model in community settings; has professional communications with community members and partners; works with teammates to problem-solve; and executes services delivery with attention to safety and quality of care.
18. Is considered an essential staff and may be required to work at other program locations during scheduled hours to meet consumer needs. Must not leave consumers who require 24-hour care unattended at any time.
19. *Other job related duties as assigned by the Program Manager I or Director I

QUALIFICATIONS:

To ensure the safe and efficient operation of the program, a valid Virginia Driver's License plus an acceptable driving record as issued by the Department of Motor Vehicles are required. For business use of a personal car, a certificate of valid personal automobile insurance must be provided. To perform duties in this position the incumbent must have own car available for use each day. The vehicle must be in safe working order and have room for two passengers. Mileage is paid for transporting consumers. The incumbent must be physically able to respond to behavioral and medical emergencies; able to perform all duties including

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physically assisting individuals with lifting and transferring needs; personal care; physically able to respond to and manage aggressive behaviors; go up and down stairs and ambulate quickly at the center and in the community. In addition, the incumbent needs to possess the following knowledge, skills and abilities. High School Diploma or GED required. Two years experience in human services field preferred.

In addition the incumbent needs to possess the following knowledge, skills and abilities.

Knowledge of: characteristics of intellectual disabilities; autism; aging, epilepsy; cerebral palsy; first aid; CPR; medication management; emergency procedures; counseling techniques with verbal and non-verbal persons; teaching techniques, prompting, breaking down information, chaining steps; documentation of different skills; procedures for preventing, diffusing and managing aggression; services available in Charlottesville for resources and back-up for emergencies; standard operating procedures, personal hygiene care, products, physical assistance support techniques, wheelchair transfers; lifting techniques.

Skills in: systematic implementation of a wide range of behavioral programs and instructional formats; counseling verbal and non-verbal persons; recognizing and responding to medical emergencies; written and oral communication of "PRN" information to other staff, and other shifts regarding client needs; accurately describing and recording data and observations; skills in use of non-aversive techniques to manage behavior problems; facilitating community integration; and accessing community resources, using universal precautions; physically assisting adults with personal care needs (toileting, mobility, feeding, menses care); provide instruction and supervision in center-based and community settings; Must have strong communication skills (written and oral). computers and keyboard usage.

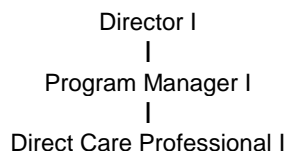
Abilities to: make sound and safe decisions as regards behavior management, health needs, emergencies; perform work assignments under little or no direct supervision; analyze needs of non-verbal consumers and respond appropriately; conduct skills training for personal care, community use and social skills following systems of least prompts, chaining, and a variety of reinforcement schedules; de-escalate and manage aggressive persons; and drive defensively, physically assist including lifting and transfers (wheelchairs, etc.).Ability to meet the physical demands of the job including lifting a consumer who needs assistance and use of assistive devices. Staff should be able to support consumers as needed so that consumers may attain mobility goals. Incumbent must have the energy, stamina, and mobility to meet the community integration /domestic skills/personal care needs of clients. Ability to work as a team player to deliver consistent care to clients.

DIRECT CARE PERFORMANCE EVALUATION STANDARDS:

This position is evaluated according to the Direct Care Performance Evaluation Standards.

POSITION LOCATION: Meadowcreek Center
2000 Michie Drive
Charlottesville, Virginia 22901

POSITION ORGANIZATION CHART



GRADE: 4

SCHEDULE: 40 hours weekly; Monday through Friday, shifts may vary 8:30-4:30p.m.; 8:30 to 4:30 p.m. schedule may vary to include evening and weekend times based on the needs of the program

Position Description Updated: March 6, 2019

I have reviewed this job description and acknowledge the duties as well as the KSA (knowledge, skills, abilities) included in this description. I also understand the performance standards as they apply to this position.

Signature

Name Printed

Date