



# Direct Support Professional Training (DSPT) Program

End-of-Year Report  
Fiscal Year 2007-2008

Quality Management Section  
Community and Quality Management Branch  
Community Services and Supports Division



## END OF YEAR REPORT FOR THE DIRECT SUPPORT PROFESSIONAL TRAINING (DSPT) PROGRAM FISCAL YEAR 2007-08

### Background:

Since January 1999, a mandatory competency-based training program has been required for all direct support staff and administrators who provide direct support working in licensed community care facilities. This standardized training is divided into two 35-hour segments, to be completed over the course of the first two years of employment. A challenge test is also available for each of the two training years, providing an option for those who wish to take the test without first going through the 35-hour in-class training. Training topics include risk management and incident reporting, maintaining the best possible health, medication management, signs and symptoms of illness and injury, oral health, positive behavior supports, person-centered planning, nutrition, and exercise.

### Highlights:

- Ongoing revisions are made to the DSPT to ensure quality services to individuals with developmental disabilities, with the most recent curriculum revision completed in 2004.
- The current DSPT curriculum revision is in progress, with an implementation date extended to September 2009. Updates include:
  - training videos on hand washing and gloving, and assisting with the self-administration of medications
  - Choice-making curriculum, developed by DDS' Consumer Advisory Committee
  - additional material on mental health conditions and psychotropic medication management
- Starting in September 2007, challenge test participants were required to demonstrate their proficiency in the critical area of assisting with the self-administration of medications through a skill check. This enhancement ensures that DSPs who take the challenge test are required to show they possess the same skill-set in working with medications as those who successfully complete the training.
- A continuous quality management system was implemented in Fiscal Year (FY) 2006-07 that aggregates quantitative quality assurance data. Specifically, the system assesses the effectiveness

of the written curriculum, the quality of training and the classroom environment, and overall student satisfaction.

- The release of FY 2007-08 quality assurance data is pending.

*To read the FY 2006-07 student satisfaction survey analysis, visit:*

[www.dds.ca.gov/DSPT/docs/  
Student\\_Satisf\\_Survey.pdf](http://www.dds.ca.gov/DSPT/docs/Student_Satisf_Survey.pdf)

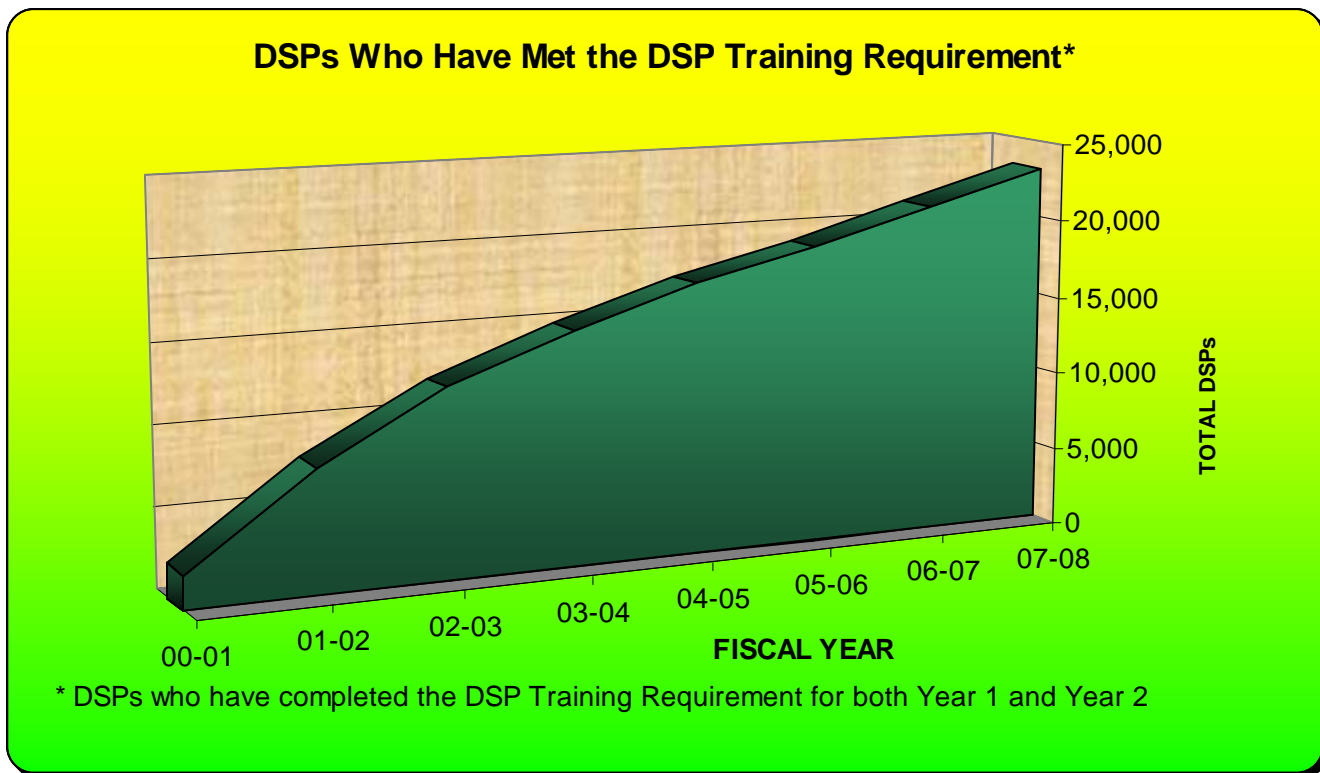
*To read the FY 2006-07 classroom observation analysis, visit:*

[www.dds.ca.gov/DSPT/docs/  
classrmObsRpt\\_Jul07.pdf](http://www.dds.ca.gov/DSPT/docs/classrmObsRpt_Jul07.pdf)

- The DSPT program continues to meet Department of Social Services, Community Care Licensing Division's approval for continuing education requirements for administrator re-certification at CCF Adult Residential Facilities (ARFs) and Residential Care Facilities for the Elderly (RCFEs).
- DSPT hours meet regional center requirements for continuing education for direct support professionals.
- Through the classroom experience, the training offers DSPs hands on, personalized instruction and the opportunity to network with and learn from the experiences of other DSPs.
- Instruction is provided to address all adult learning styles. The curriculum includes written curriculum, PowerPoint graphics, group and individual exercises, role plays, videos, quizzes, and skill checks.
- Procedures are periodically reviewed and revised in order to maintain the security and integrity of testing and training results.
- There continues to be national interest in the DSPT curriculum: officials from South Carolina, New York, and Nebraska, as well as representatives from provider organizations in Alaska, Arizona, and Pennsylvania, have been granted permission to use the DSPT curriculum.

**Statistics:**

- 34 Regional Occupational Centers and Programs (ROCPs) offer the training through CDE. ROCPs employ approximately 100 trainers with backgrounds in education, health care, and direct service.
- Since the inception of this program (FY 1998-99) over 23,000 people have met the two-year training requirement.

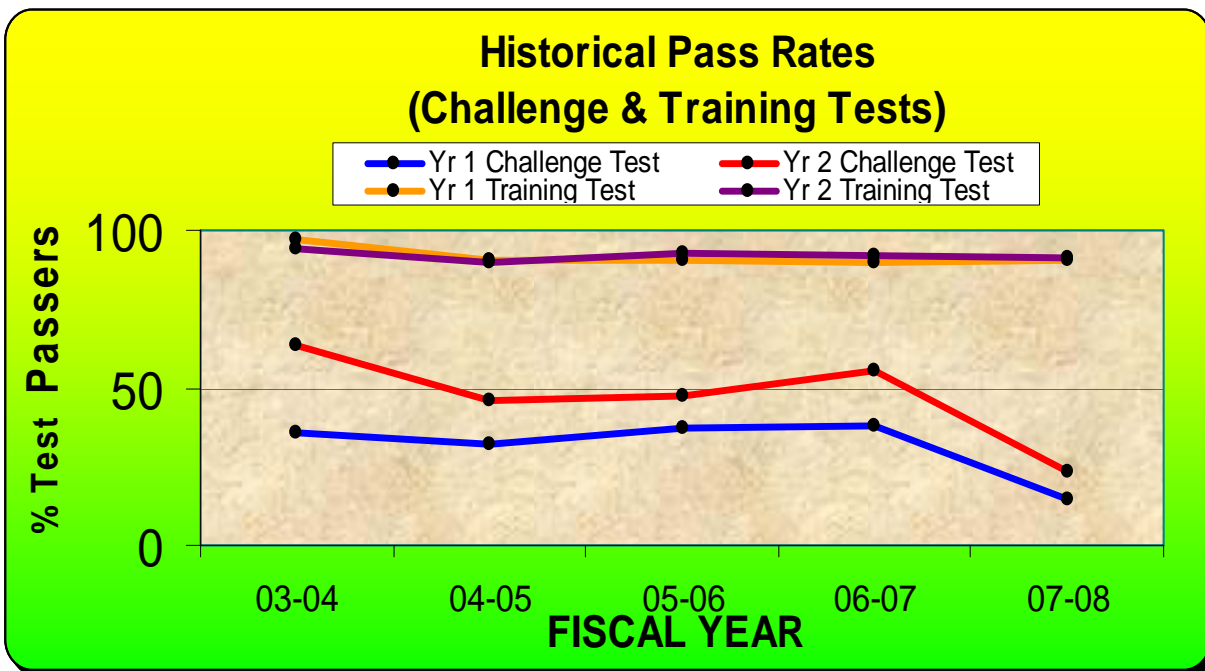


- In FY 2006-07 a total of 5,624 DSPs completed the DSPT requirement for Year 1 or Year 2. For FY 07-08, a total of 5,793 DSPs met the requirement, which represents a 3% increase from the previous year.

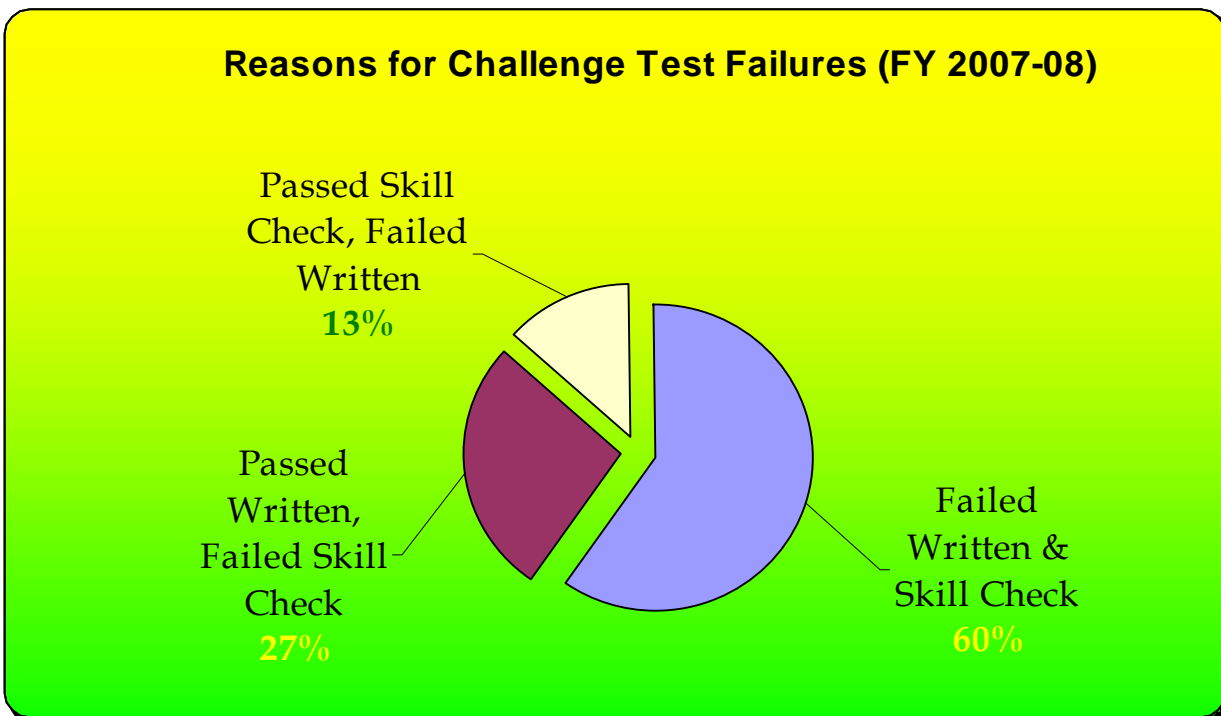
<b>DSPT Testing and Training Data</b>		
<b>Training Year</b>	<b>FY 06-07</b>	<b>FY 07-08</b>
Year 1 Challenge	662	191
Year 2 Challenge	611	171
Year 1 Training	2,821	3,556
Year 2 Training	1,530	1,875
<b>GRAND TOTALS</b>	<b>5,624</b>	<b>+ 5,793 = 11,417</b>

- Though the total number of DSPs who met the requirement remained fairly constant over the last two years, a closer examination shows a significant change in the means by which DSPs met the requirement: those passing the challenge test decreased nearly 72%, whereas DSPs successfully meeting the requirement through the classroom training increased by nearly 25%.

- This trend can be directly attributed to the implementation of the skill check in the challenge test in September 2008, which aligned the challenge test to the classroom training. The following graph shows average pass rates for each type of test, consolidated by fiscal year. The data shows a noticeable drop in challenge test pass rates, whereas results for the test-after-training remain consistently high:



- Preliminary data on those who failed challenge tests (either Year 1 and Year 2) indicate that a majority of testers (60%) are unable to pass either portion of the challenge test, and that 87% of those who failed the challenge test did not demonstrate proficiency in assisting with the self-administration of medication:



- Since FY 2002-03 more DSPs have met the DSPT requirement by taking the Training course than through the challenge test.
- The overall number of DSPs meeting the requirement has remained relatively steady, since FY 2002-03.
- Comparing the DSPT's inaugural year FY 1998-99 to FY 2007-08, the proportion of DSPs meeting the requirement via training versus the challenge test now has been approximately inverted.

