

STATE OF CALIFORNIA:

DIRECT SUPPORT PROFESSIONAL TRAINING (DSPT)

End of Year Report
Fiscal Year 2011-12

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

END OF YEAR REPORT FOR THE DIRECT SUPPORT PROFESSIONAL TRAINING (DSPT) PROGRAM FISCAL YEAR (FY) 2011-12

Background:

In January 1999, the Department of Developmental Services (DDS) implemented a mandatory competency-based training program for all direct support staff and administrators who provide direct support care in a licensed community care facility (CCF). Regional centers have over 4,400 licensed community care facilities that serve people with developmental disabilities. Recognizing that direct support staff are key to the provision of quality services, the Direct Support Professional Training (DSPT) is based upon core competencies in skills necessary for satisfactory job performance. 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 already possess the core competencies. The training and challenge test are provided through 31 Regional Occupational Centers and Programs (ROCPs) throughout the state at no cost to the students.

Highlights:

- ♦ On September 1, 2012, the DSPT curriculum revision was implemented across the state. The revisions include:
 - ✓ Content involving the USDA's Food Pyramid has been updated to the new Food Plate materials.
 - ✓ Content relating to laws and regulations now have direct hyperlinks embedded in the electronic version of the curriculum allowing for that content to be accessed immediately.

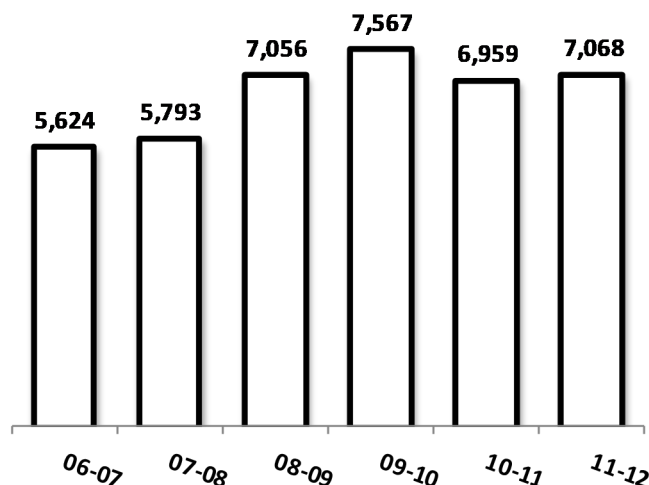
Highlights (Cont'd):

- ♦ The DSPT program meets the Department of Social Services (DSS), 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.

Statistics:

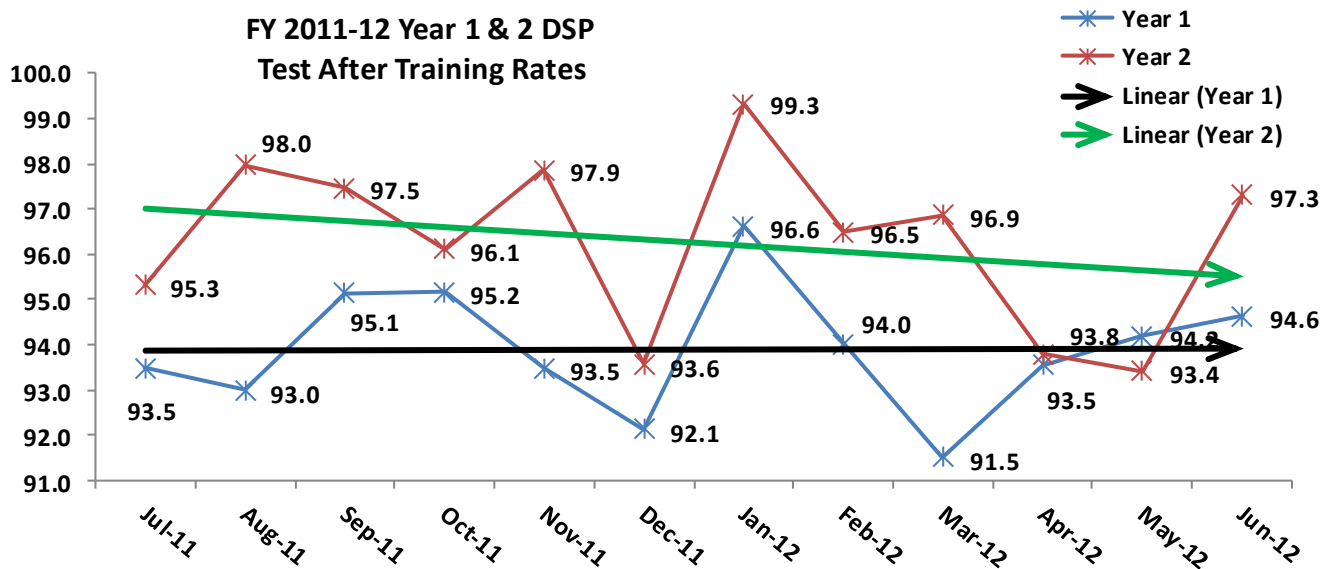
- ♦ Since the program's inception in FY 1998-99, slightly over 96,000 students have met either the Year 1 or Year 2 training requirement.
- ♦ Since FY 2006-07, nearly 41,000 students have met either the Year 1 or Year 2 training requirement.
- ♦ In FY 2011-12, nearly 7,100 students met the Year 1 or Year 2 requirement. This represents an increase of 109 students from the prior year.

**Number of Students That Have Met
Year 1 or Year 2 Training Requirement**

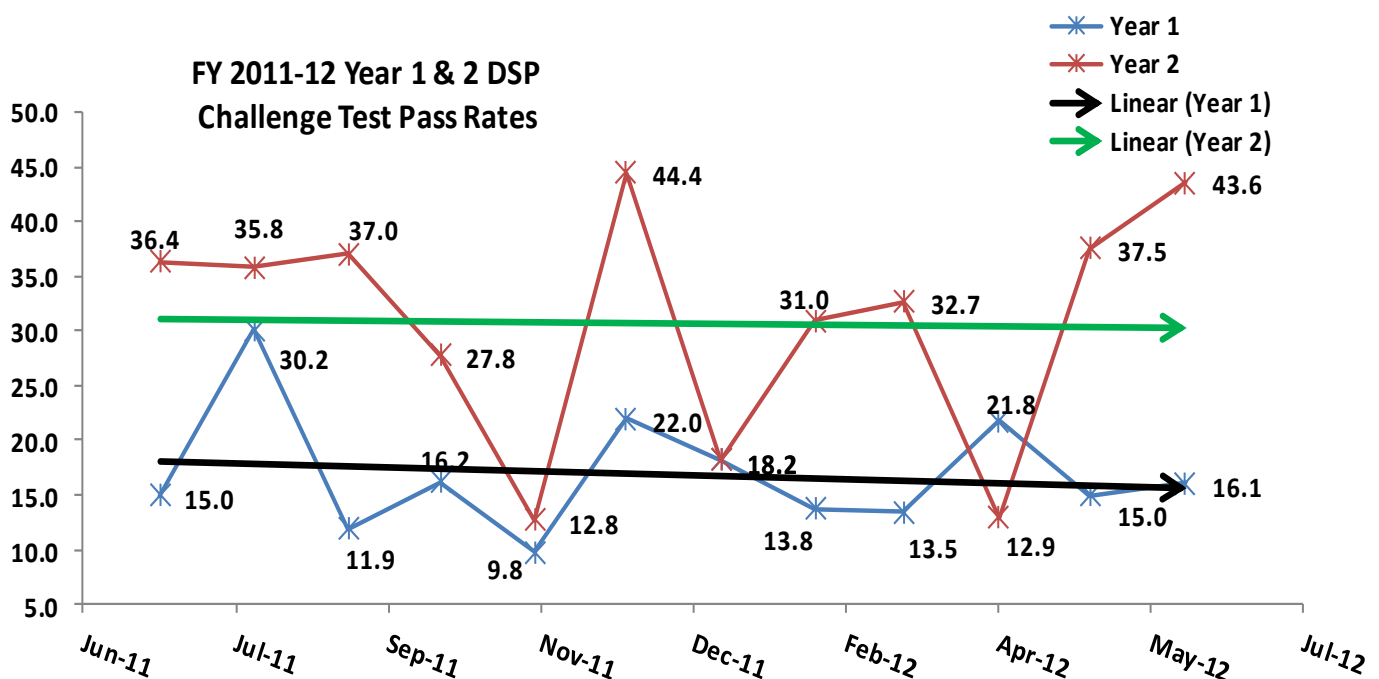


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- In FY 2011-12, 7,215 students took either the Year 1 or Year 2 training. Of those, an average of 95% of all students for each year passed the Test After Training. The graph illustrates that the trend for Year 1 remained stable throughout FY 2011-12. The trend for Year 2 slightly decreased from Aug 2011 through the end of the year.



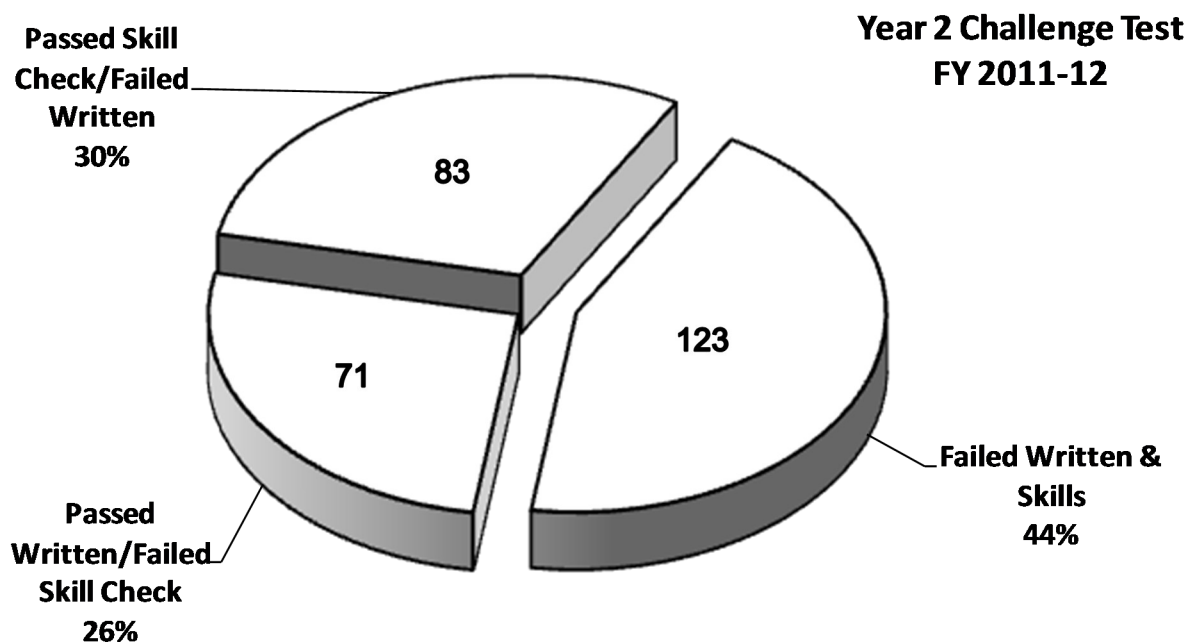
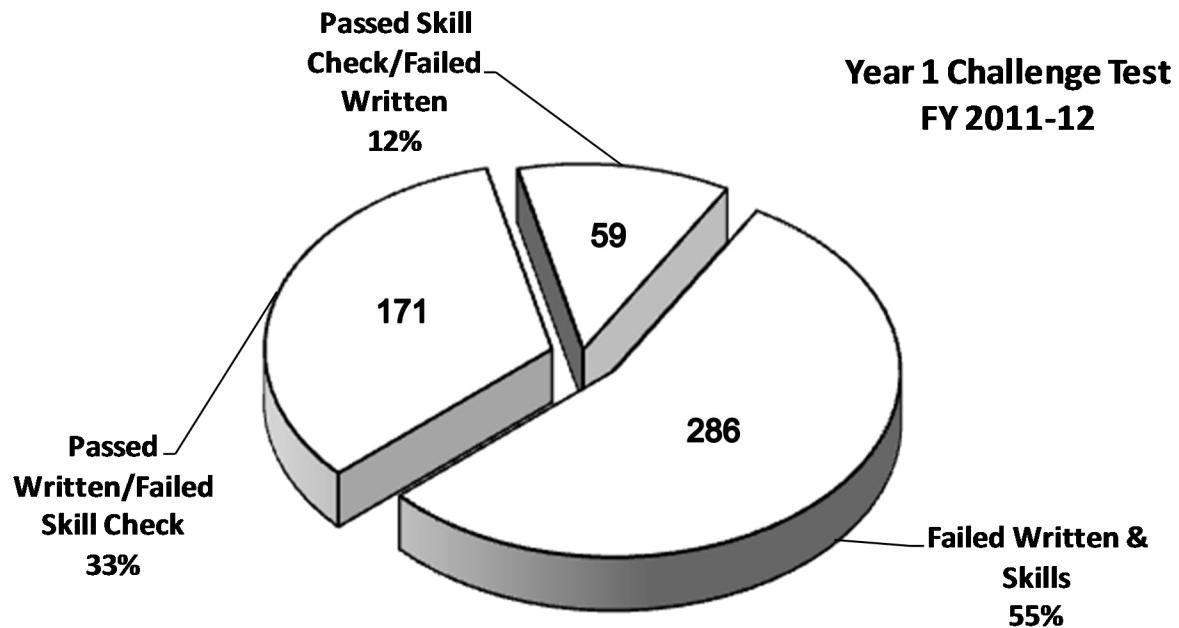
- In FY 2011-12, 1,021 students took either the Year 1 or Year 2 Challenge Test. Of those, the average passing rate for Year 1 was nearly 17% while the average Year 2 passing rate was 31%. The graph shows the trend for both Year 1 and Year 2 remained stable throughout FY 2011-12.



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Statistics Cont'd:

- ♦ For both the Year 1 and Year 2 Challenge Test, the majority of testers failed both the written test and skill check.



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Quality Management System Results:

The continuous Quality Management System (QMS) implemented in FY 2006-07 assesses the effectiveness of the written curriculum, the quality of training and the classroom environment, and overall student satisfaction. The QMS consists of two major components:

1. Classroom Observation Tool:

The tool focuses on assessing training methodologies and their outcomes, including the student's reaction to methodologies and training materials. The classroom observation tool is critical in DDS' annual review of the DSP.

The tool is used to:

- ✓ Gather information on what occurs in DSP training sessions across the state.
- ✓ Identify areas of inconsistency in the use of training materials.
- ✓ Identify areas of training that might benefit from additional materials or explanation.

For FY 2011-12, 31 Regional Occupational Centers and Programs (ROCPs) submitted a total of 84 classroom observations. The classroom observation data showed overall positive outcomes in all curricular areas.

Results are shown in Table 1 and Table 2 for Year 1 and Year 2 training sessions. For each item, observers rated items according to the degree to which particular content was presented:

1 = minimally, 2 = somewhat, 3 = nearly/fully.

**TABLE 1:
Overall Observer Rating Averages for
Year 1: 2011-12
(Training Sessions)**

Risk Management	3.0
Medication Management I	3.0
Medication Management II	2.8
Wellness	3.0
Dental and Oral Health	3.0
Illness and Injury	3.0

**TABLE 2:
Overall Observer Rating Averages for
Year 2: 2011-12
(Training Sessions)**

Preventive Health Care	2.9
Nutrition and Exercise	2.9
Teaching Strategies I	3.0
Teaching Strategies II	3.0
Life Quality	3.0

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2. Student Satisfaction Survey:

7,215 students completed the training test (Year 1 and Year 2) in FY 2010-2011. 96% (6,961) of those students answered at least 1 survey question regarding their overall satisfaction with DSPT.

Table 3 reflects a sample of questions as well as respondents' answers of agree or disagree. For each item, students rated questions based on 4 levels of agreement: **Strongly Agree, Agree, Strongly Disagree, or Disagree**. Based on their responses, the students overwhelmingly believe the training has had a positive influence on their performance and feelings about their career.

**TABLE 3:
Sample Questions & Respondents Answers
Year 1 and Year 2 (2011-12)**

Questions:	Strongly Agree or Agree	Strongly Disagree or Disagree
Helped me to understand and respond to individuals' challenging behaviors.	99%	1%
The teacher did a good job teaching.	99%	1%
The training helped me do my job better.	98%	2%
I plan to get more training.	96%	4%
The training made me feel good to be a DSP.	99%	1%
Showed me how to help individuals take their medication safely.	99%	1%
Helped me to understand and respond to individuals' challenging behaviors.	99%	1%

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Historical Data:

- Since the program's inception in FY 1998-99, nearly 125,000 students have taken part in either Year 1 or Year 2; Challenge Test or Training.
- Since FY 2005-06, 3,642 have passed the Challenge Test (Year 1 or 2).
- Since FY 2005-06, 41,173 have passed the Training Test (Year 1 or 2).
- Since FY 2005-06, 44,815 have passed the Challenge Test or Training Test (Year 1 or 2).
- There was a 1.5% increase from 6,959 in FY 2010-11 to 7,068 in FY 2011-12 of students who met the DSPT requirement through the challenge test or training for Year 1 or Year 2.

**Total Students Passed
(Challenge & Training Test)
for Year 1 & 2**

