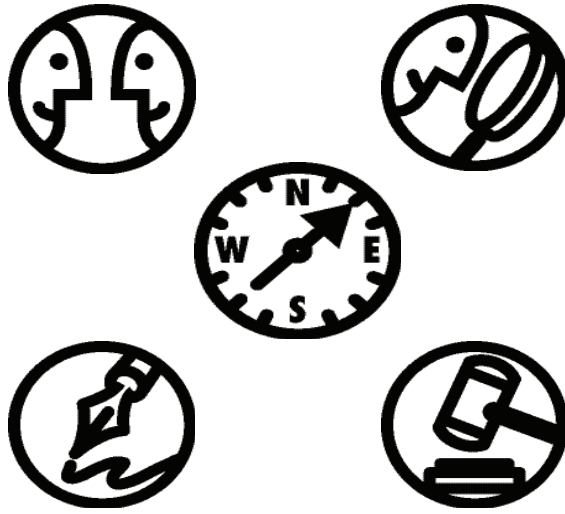


*California Department of Developmental Services*

*ETHICS \* COMMUNICATION \* JUDGEMENT \* OBSERVATION \* DOCUMENTATION*



STATE OF CALIFORNIA

**DIRECT  
SUPPORT  
PROFESSIONAL  
TRAINING**

End of Year Report  
Fiscal Year 2013/14

Quality Management Section  
Programs & Policy Branch  
Office of Community Operations  
Community Services Division

# END OF YEAR REPORT FOR THE DIRECT SUPPORT PROFESSIONAL TRAINING PROGRAM FISCAL YEAR 2013/14

## **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 just under 5,200 licensed CCFs that serve people with intellectual and developmental disabilities. Recognizing that direct support staff are key to the provision of quality services, the Direct Support Professional Training (DSPT) program 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 to forego the training for those who already possess the core competencies. The training and challenge tests are provided through 27 Regional Occupational Centers and Programs throughout the state at no cost to the students.

## **Highlights:**

- ◆ Effective September 1, 2014, the DSPT curriculum includes:
  - 1) DDS' Zero Tolerance Policy against abuse and neglect.
  - 2) Welfare and Institutions Code, Section 5610.67 "Mandated Reporting Law," that was amended to include more stringent reporting in cases of "serious bodily injury."
- ◆ DSPT hours meet regional center requirements for continuing education for direct support professionals.

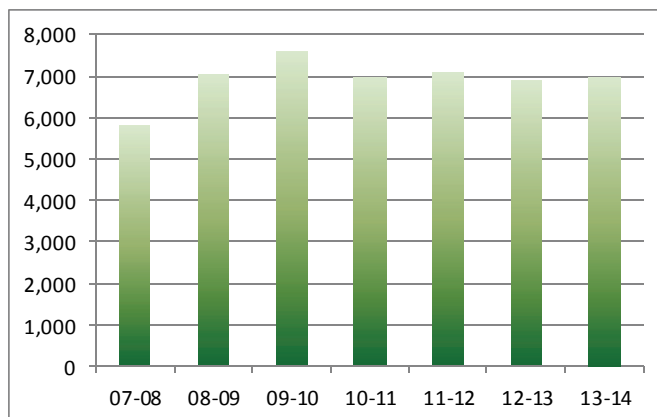
## **Highlights (cont.):**

- ◆ The DSPT program meets the Department of Social Services, Community Care Licensing Division's approval for continuing education requirements for administrator re-certification at Adult Residential Facilities and Residential Care Facilities for the Elderly.

## **Statistics:**

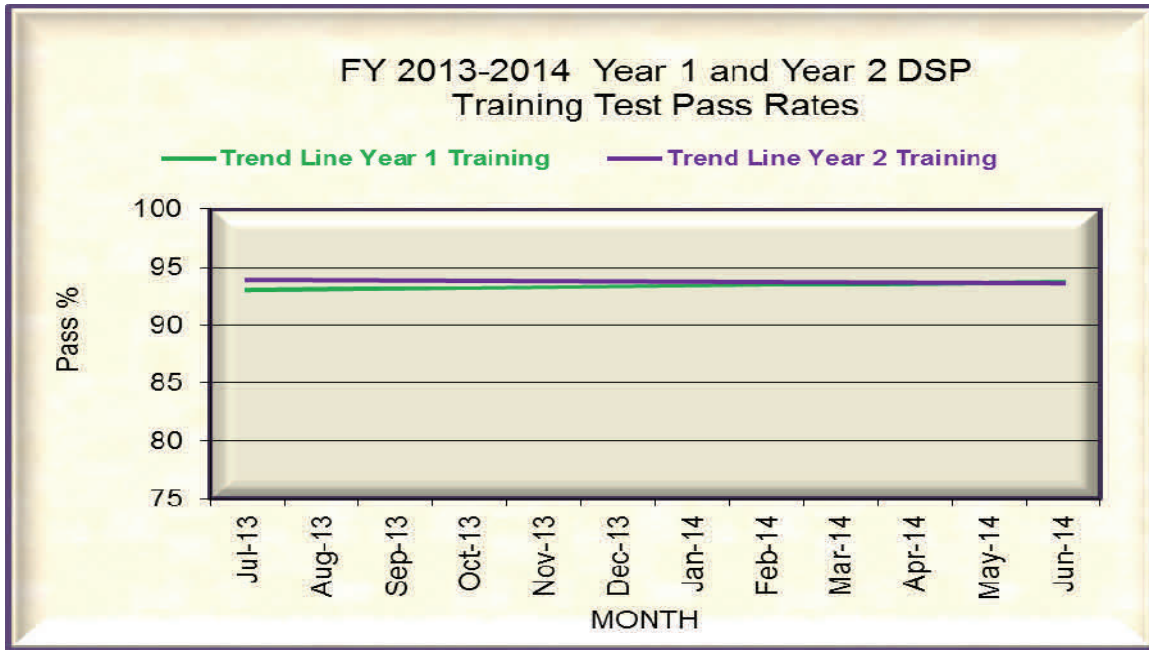
- ◆ Since the program's inception in FY 1998/99, slightly under 110,000 students have met the statutory requirement by passing the test after the Training or Challenge Test for either the Year 1 or Year 2 training.
- ◆ Since FY 2007/08, just over 48,200 students have met the statutory requirement by passing the test after the Training or Challenge Test for either the Year 1 or Year 2 training.
- ◆ In FY 2013/14, nearly 7,000 students met the statutory requirement by passing the test after the Training or Challenge Test for either the Year 1 or Year 2 training. This represents an increase of 100 students from the prior year.

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

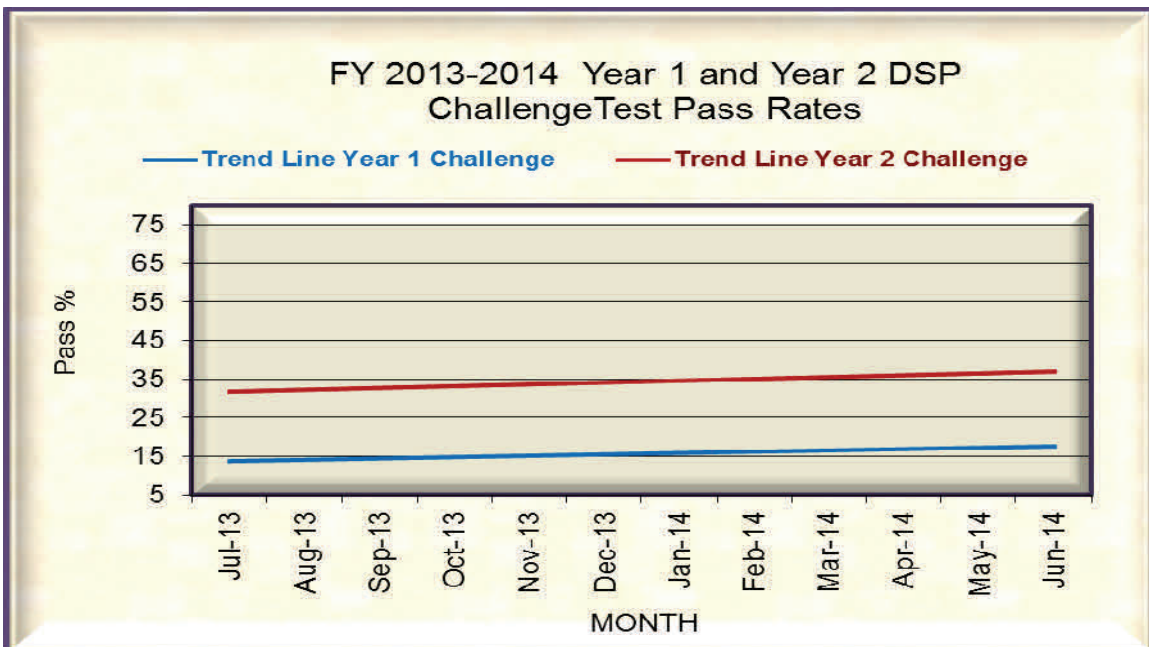


## END OF YEAR REPORT FOR THE DIRECT SUPPORT PROFESSIONAL TRAINING PROGRAM FISCAL YEAR 2013/14

In FY 2013/14, 7,244 students took either the Year 1 or Year 2 Training. Of those, the average passing rate for Year 1 was 93.4% while the average passing rate for Year 2 was 94.0%. The graph illustrates that the trend for Year 1 remained stable and Year 2 slightly decreased throughout FY 2013/14.



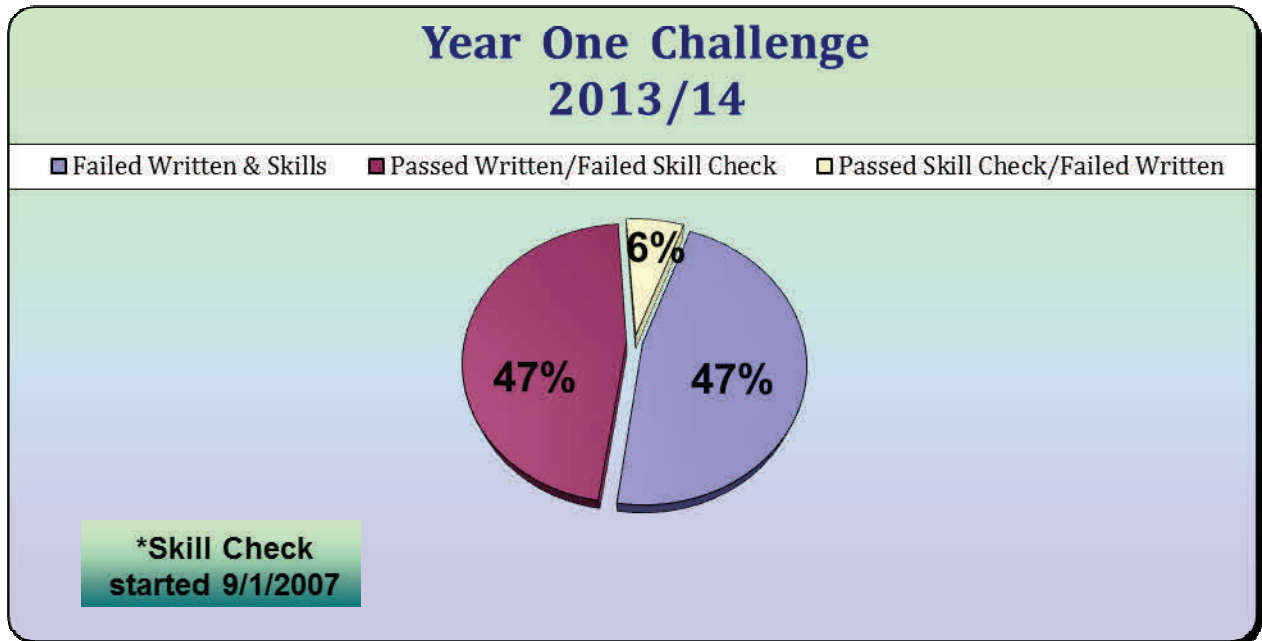
In FY 2013/14, 844 students took either the Year 1 or Year 2 Challenge Test. Of those, the average passing rate for Year 1 was 15.7% while the average passing rate for Year 2 was 33.5%. The graph illustrates that the trend for both Year 1 and Year 2 slightly increased throughout FY 2013/14.



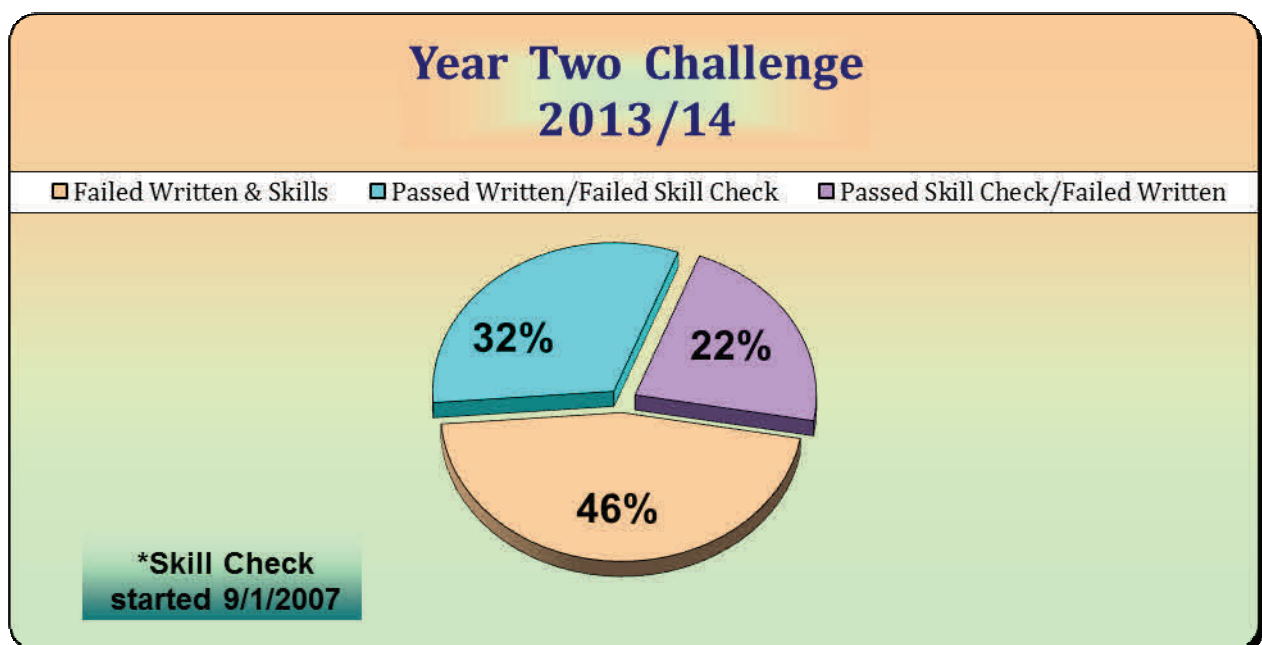
**END OF YEAR REPORT FOR THE  
DIRECT SUPPORT PROFESSIONAL TRAINING PROGRAM  
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**Statistics (cont.):**

- ♦ For Year 1 Challenge Test, 47% of the testers failed both the written test and skill check, 47% passed the written test, but failed the skill check, and 6% passed the skill check, but failed the written test.



- ♦ For Year 2 Challenge Test, 46% of the testers failed both the written test and skill check, 32% passed the written test, but failed the skill check, and 22% passed the skill check, but failed the written test.



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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, the classroom environment, and overall student satisfaction.

**Student Satisfaction Survey:**

6,941 students completed the Training Test (Year 1 and Year 2) in FY 2013/14. Almost 12% (823) of the students who took the training completed surveys. Of those who took the survey almost 100% (820) answered that they were satisfied overall with their DSP training.

Table 3 reflects a sample of questions as well as respondents' answers as to whether they 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.

<b>TABLE 3: Sample Questions &amp; Respondents Answers Year 1 and Year 2 (2013/14)</b>		
<b>Questions:</b>	<b>Strongly Agree or Agree</b>	<b>Strongly Disagree or Disagree</b>
<b>The teacher did a good job teaching.</b>	<b>99.1%</b>	<b>.9%</b>
<b>The training helped me do my job better.</b>	<b>98.7%</b>	<b>1.3%</b>
<b>I plan to get more training.</b>	<b>95.8%</b>	<b>4.2%</b>
<b>The training made me feel good to be a DSP.</b>	<b>98.7%</b>	<b>1.3%</b>
<b>Taught me when and how to report injury or harm to individuals.</b>	<b>99%</b>	<b>1%</b>
<b>Showed me how to help individuals take their medication safely.</b>	<b>99.7%</b>	<b>.3%</b>
<b>Helped me to understand and respond to individuals' challenging behaviors.</b>	<b>99%</b>	<b>1%</b>
<b>Showed me ways to give more choice each day.</b>	<b>99.3%</b>	<b>.7%</b>

## END OF YEAR REPORT FOR THE DIRECT SUPPORT PROFESSIONAL TRAINING PROGRAM FISCAL YEAR 2013/14

### Historical Data:

- Since the program's inception in FY 1998/99, just over 142,000 students have taken the Training or Challenge Test for Year 1 or Year 2 (all students either passing or failing).
- Since FY 2007/08, 1,769 have passed the Challenge Test (Year 1 or 2).
- Since FY 2007/08, 46,517 have passed the Training Test (Year 1 or 2).
- Since FY 2007/08, 48,286 have passed the Challenge Test or Training Test (Year 1 or 2).
- Of students who met the DSPT statutory requirement through the Challenge Test or Training Test for Year 1 or Year 2, there was a slight increase (1%) from 6,864 in FY 2012/13 to 6,979 in FY 2013/14.

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

