

Direct Support Professional Training

End of Year Report
Fiscal Year 14/15

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) vendored under the Alternative Residential Model program. Regional centers have approximately 5,700 licensed CCFs that serve people with intellectual/developmental disabilities. Recognizing that direct support staff is 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 four Service Hubs throughout the state at no cost to students.

DSPT hours meet regional center requirements for continuing education for direct support professionals, as well as 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.

Curriculum Updates

Effective September 1, 2014, the DSPT curriculum included:

- 1) DDS' Zero Tolerance Policy against 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."



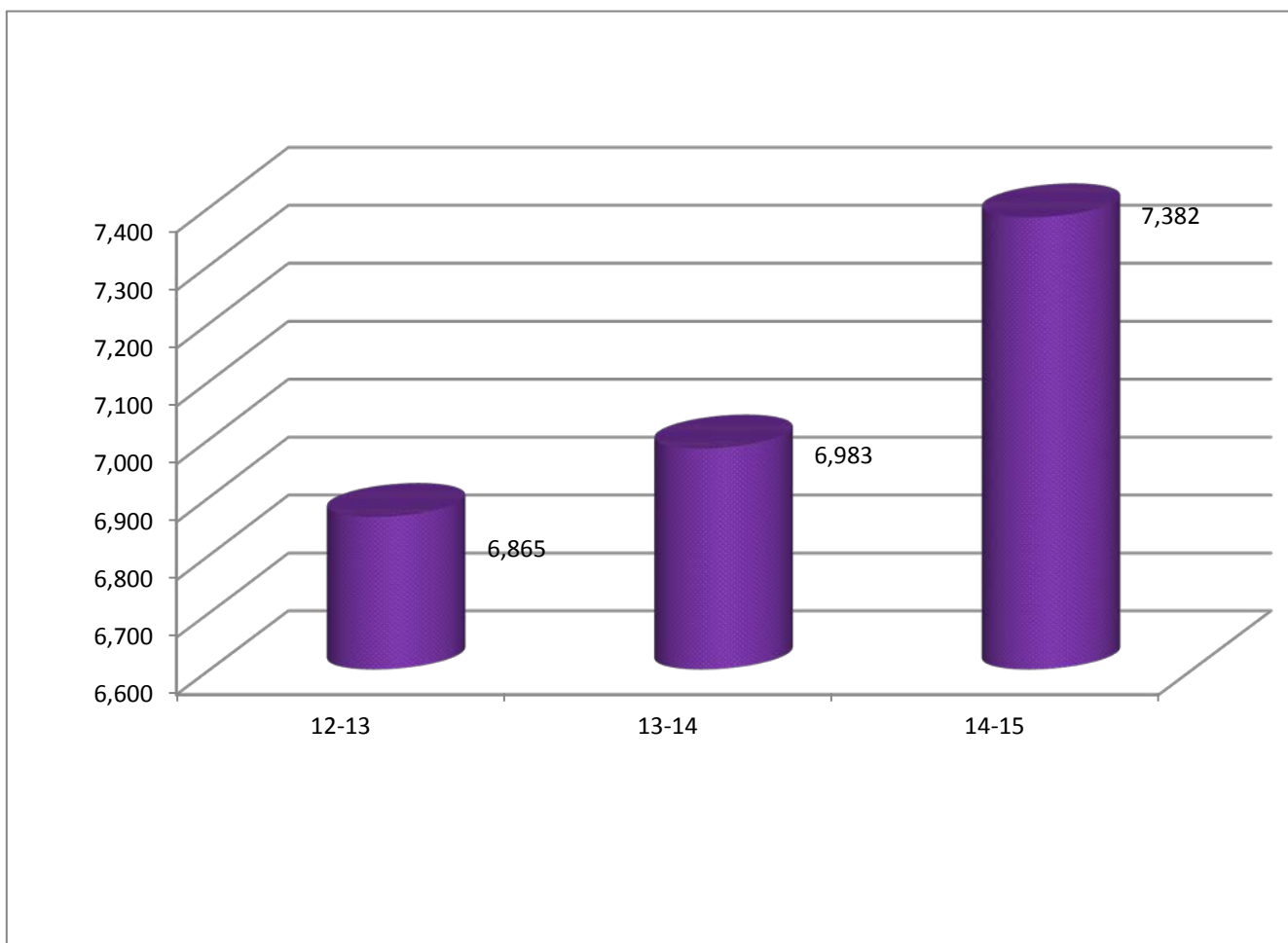
Ensuring Californians with intellectual and developmental disabilities, who reside in licensed community care facilities vendored by one of the 21 California regional centers, get the care they need and deserve.

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Facts & Statistics

- ◆ In the past three years, there has been a steady increase in the number of students who have met the DSPT statutory requirement: from 6,865 students in Fiscal Year (FY) 12/13, to 7,382 students in FY 14/15. This represents an increase of 14.3% over the three year period.



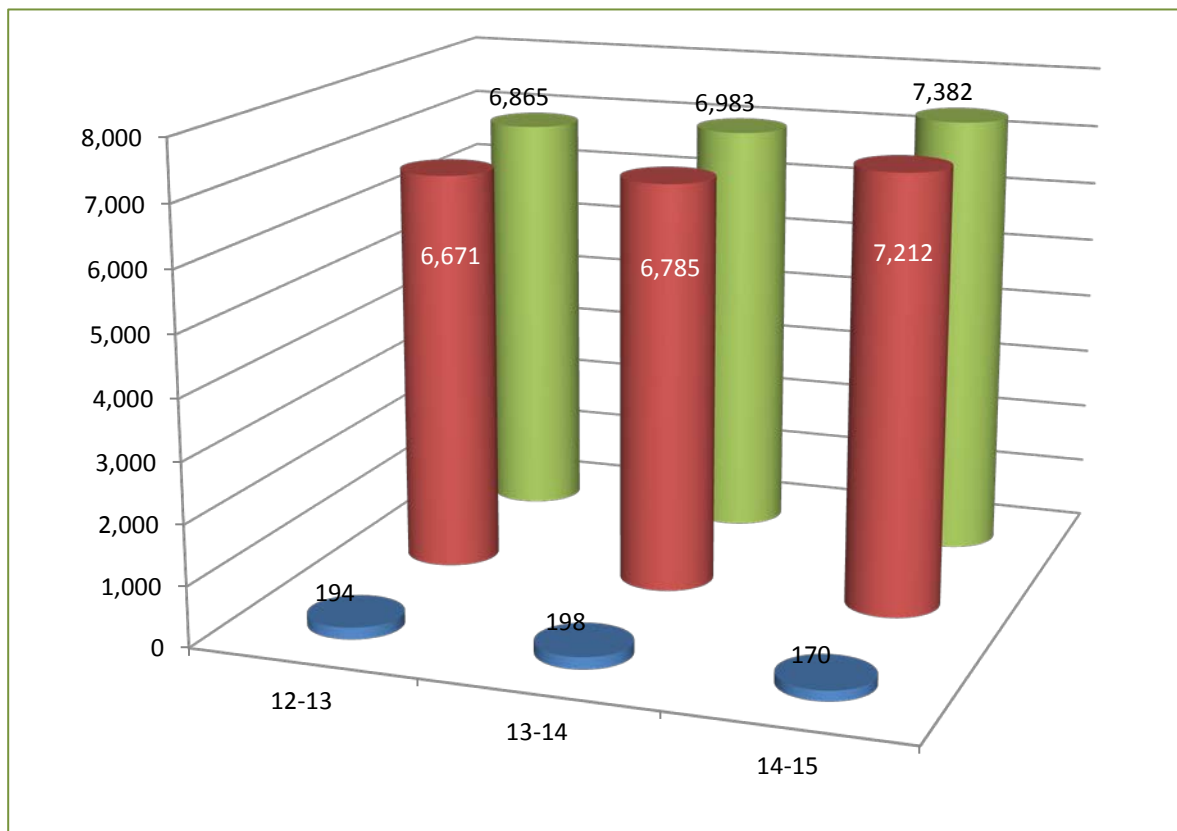
Please note: The total number of students who met the Year 1 requirement and the total number of students who met the Year 2 requirement doesn't represent a discreet number of students, i.e., a student may be counted twice if they met both the Year 1 and the Year 2 requirement in the same fiscal year.

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Historical Data

- Since the program's inception in FY 98/99, just over 150,000 students have taken the Training or Challenge Test for Year 1 or Year 2 (all students either passing or failing). Of those students, slightly over 117,000 have met the statutory requirement by passing the Test After Training or Challenge Test for either the Year 1 or Year 2 Training.
- In keeping with trends over the past three years, more students continue to take and pass the Test After Training (93.7%) than the Challenge Test (20.5%).



Total number of students who met the DSPT statutory requirement through passing the Year 1 or 2 Challenge Test.

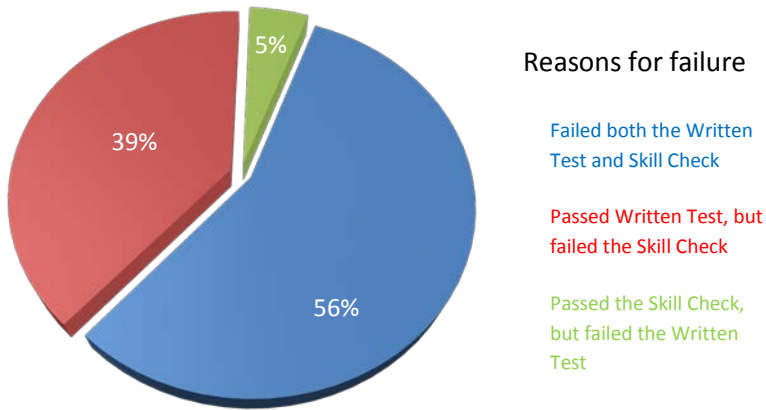
Total number of students who met the DSPT statutory requirement through passing the Year 1 or 2 Training Test.

Total number students who met the DSPT statutory requirement through passing the Challenge Test or the Training Test for Year 1 or Year 2.

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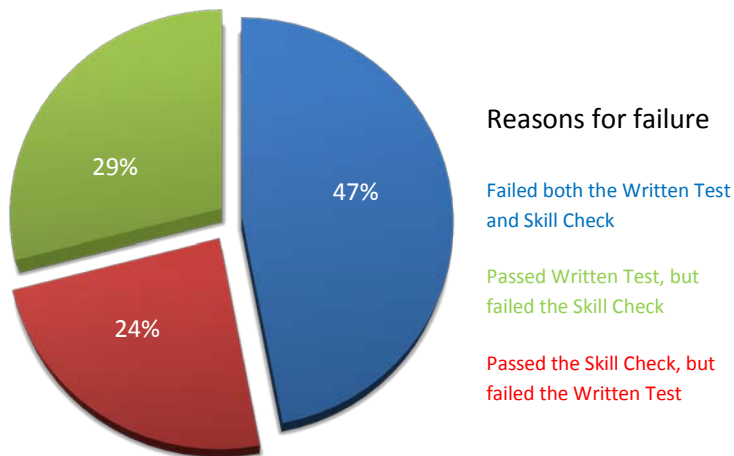
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Year 1 Challenge Test FY 2014-2015



Of the 481 students who took the Year 1 Challenge Test, 70 students passed. Of those who failed, 56% of the students failed both the Written Test and Skill Check, 39% of the students passed the Written Test, but failed the Skill Check, and 5% of the students passed the Skill Check, but failed the Written Test.

Year 2 Challenge Test FY 2014-15



Of the 270 students who took the Year 2 Challenge Test, 100 students passed. Of those who failed, 47% of the students failed both the Written Test and Skill Check, 29% of the students passed the Written Test, but failed the Skill Check, and 24% of the students passed the Skill Check, but failed the Written Test.

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Student Satisfaction Survey

In FY 14/15, 7,212 students completed the Training (Year 1 and Year 2). Approximately 14.5% (1,069) of students completed satisfaction surveys. Of those who took the survey, almost 100% (1,064) answered that they were satisfied overall with the DSPT.

Below is a sample of questions from the survey, as well as respondents' answers. For each item, students rated questions based on four 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.

Questions	Strongly Agree or Agree	Strongly Disagree or Disagree
The teacher did a good job teaching.	99.5%	.5%
The training helped me do my job better.	98.7%	1.3%
I plan to get more training.	96.2%	3.8%
The training made me feel good to be a DSP.	98.1%	1.9%
The training taught me when and how to report injury or harm to individuals.	99.2%	.8%
I feel more competent helping individuals take their medication safely.	99.8%	.2%
The training helped me think about what an individual's challenging behavior is trying to say.	99.7%	.3%
The training showed me ways to give more choices each day.	98.7%	1.3%



For more information about the DSPT, go
to <http://www.dds.ca.gov/dspt/> or
contact DDS at 800-622-8904 or by email
at ccfdsp@dds.ca.gov.