

Pre

Facilitator Name: \_\_\_\_\_

Name of DSP you support: \_\_\_\_\_

### Facilitator Assessment of DSP Competency: Effective Communication

Rate the DSP you supervise using this scale for each of the following competencies:	Unskilled	Beginner	Competent	Advanced
DSP determines the desired/most effective mode of communication for the individual that he/she supports. (e.g., vocal, sign, gestures, symbol)				
DSP supports people to use their desired/most effective mode of communication (e.g., communication board, interpreter).				
DSP uses person first language.				
DSP protects the privacy of the individual(s) receiving support.				
DSP treats the people receiving support with respect (e.g., ask questions directly to the person, does not interrupt or interject personal opinions/bias, etc.)				
DSP speaks to people in a conversational manner.				
DSP makes sure she understands the person receiving support by summarizing her understanding of what the person is telling her and asks the person to confirm the correctness of the interpretation.				
DSP treats everyone as his/her equal. (e.g., Doesn't "talk down" to the person receiving support)				
DSP communicates clearly with the person receiving support.				
DSP communicates clearly with the family/friends of the person receiving support.				
DSP communicates clearly with his/her supervisor.				

**Facilitator Assessment of DSP Competency: Assessment**

<b>Rate the DSP you supervise using this scale for each of the following competencies:</b>	<b>Unskilled</b>	<b>Beginner</b>	<b>Competent</b>	<b>Advanced</b>
DSP presents options to the person receiving support based upon interviews with them, family members/significant others, support team members, review of relevant documents, and informed opinions (i.e., based on knowledge of the person).				
DSP presents options to the person which are age-, gender- and culturally-appropriate.				
DSP determines how the person communicates his/her preferences/choices. (i.e., unique of choosing or rejecting options)				
DSP determines preferences in a systematic fashion.				
DSP includes access to preferences in the person's everyday life.				
DSP assesses the person's preferences on an ongoing basis.				

**Facilitator Assessment of DSP Competency: Documentation**

<b>Rate the DSP you supervise using this scale for each of the following competencies::</b>	<b>Unskilled</b>	<b>Beginner</b>	<b>Competent</b>	<b>Advanced</b>
DSP documents incidents that affect the health and safety of the person.				
DSP documents what works and does not work for the person.				
DSP attends to the health and emotional well-being of the person and documents any changes.				
DSP attends doctor appointments, ask relevant questions, and documents relevant information in a person centered and respectful manner.				
DSP explains and documents medical information to the person and to other members of the team (as appropriate) in an understandable manner.				
DSP completes progress notes in a person centered manner while respecting the privacy and confidentiality of the individual.				

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Name of DSP you support: \_\_\_\_\_

**Facilitator Assessment of DSP Competency: Self-determination, Choice & Advocacy**

Rate the DSP you supervise using this scale for each of the following competencies:	Unskilled	Beginner	Competent	Advanced
DSP assists the person receiving support to <u>identify potential advocacy issues</u> . (e.g. voting, renting an apartment, etc.)				
DSP assists the person to <u>prioritize advocacy issues</u> .				
DSP assists the person to identify <u>action steps</u> based upon individual abilities and needs.				
DSP assists the person to <u>access community resources</u> .				
DSP assists the person to <u>develop plans or strategies to resolve issues</u> when he/she encounters barriers to services or resources.				
DSP uses <u>individualized supports</u> based on the unique strengths, needs and interests of the person. (e.g., noisy vs. quiet places)				

**Facilitator Assessment of DSP Competency: Person-centered Community-based Life Styles**

Rate the DSP you supervise using this scale for each of the following competencies:	Unskilled	Beginner	Competent	Advanced
DSP <u>makes recommendations to the Team</u> for the development of person-centered goals and objectives based on observation, interview, record review, and personal knowledge of the preferences and desired lifestyle of the person receiving support.				
DSP <u>provides support based upon the person's cultural, ethnic, or religious</u> experiences and/or traditions. (e.g. person attends church that matches their religious background not DSP religious background)				
DSP <u>reviews progress notes and daily logs</u> to identify preferences, support needs, and opportunities to enhance the quality of life of the person.				
DSP supports people to <u>participate in new activities or experiences</u> that will lead to achieving the lifestyle of his/her choice and preference.				
DSP supports people to achieve goals and objectives that reflect consideration of <u>age, gender and preferences</u> .				
DSP <u>promotes self-determination</u> for the person.				
DSP encourages the person to <u>develop and articulate a vision of desired future</u> .				
DSP can name the strengths, gifts, and capacities of the person.				

**Facilitator Assessment of DSP Competency: Skill Enhancement and Development**

Rate the DSP you supervise using this scale for each of the following competencies:	Unskilled	Beginner	Competent	Advanced
DSP <i>identifies skills</i> that the person receiving support needs to practice, improve, and/or learn in order to live the lifestyle of his/her choice.				
DSP uses <i>teaching strategies</i> that match the person’s learning needs (e.g., least prompts, graduated guidance, shaping...).				
DSP makes <i>changes in settings, activities and/or materials</i> (i.e., modifications and/or adaptations) that allow the person to live the lifestyle of his/her choice.				
DSP uses <i>behavioral assessment strategies</i> (e.g., direct observation, discrepancy analysis, task analysis) to identify skills to teach, adapt or support to allow the person support to live the lifestyle of their choice.				

**Facilitator Assessment of DSP Competency: Building Community Connections**

Rate the DSP you supervise using this scale for each of the following competencies:	Unskilled	Beginner	Competent	Advanced
DSP supports people to participate in activities within the community by arranging for, or enlisting, interaction with non-paid persons in those community settings (i.e., <i>provide natural support</i> ).				
DSP supports people to participate in activities in the community by <i>facilitating relationships</i> between the person and others present in those settings.				
DSP supports people to make <i>connections based on their preferences and interests</i> . (e.g. join mall walker club, book club, etc.)				

**Facilitator Assessment of DSP Competency: Positive Behavior Supports**

Rate the DSP you supervise using this scale for each of the following competencies:	Unskilled	Beginner	Competent	Advanced
DSP <u>identifies behaviors of the person that prevent or interfere with participation</u> in a variety of settings and/or activities.				
DSP <u>determines the function</u> (i.e., purpose) of the person's challenging behavior (i.e., behavior that is dangerous, disruptive or draws negative attention to the person).				
DSP <u>identifies alternative or replacement behaviors</u> that the person can use to reduce or replace challenging behaviors.				
DSP <u>identifies antecedents</u> (things that "trigger") to the person's challenging behavior. (i.e., noise, sounds, smells, heat, light, etc.)				
DSP <u>modifies/adapts the environment and/or activity</u> to minimize the person's challenging behavior.				

**Facilitator Assessment of DSP Competency: Professionalism**

Rate the DSP you supervise using this scale for each of the following competencies:	Unskilled	Beginner	Competent	Advanced
DSP actively <u>pursue training opportunities</u> that would improve his/her skills as a DSP.				
DSP <u>participates in a variety of training or continuing education</u> opportunities to improve his/her ability to support people to live the lifestyle of choice.				
DSP makes ethical decisions.				