AADSP

Alaskan Alliance
of Direct Support Professionals

Pittsburgh Highlights

AADSP Alaskan DSP summit

Training -

Communication and Relationships -

Online connections -

We are not alone -

The Changing Expectations of the Direct Support Workforce

Historically….

- **Blindly Follow the Written Plan**

- **Filling shifts**

- **Rely on readily available supervision**

- **Community Outings**

- **System-Centered Identification**

Now and in the Future….

- **Creating meaningful plans *with* People they support**

- **Helping people build meaningful friendships & relationships**

- **A distinct focus on Inclusion – not "community outings"**

- **Advocating WITH – not FOR people with disabilities**

- **Presuming Competence and Focusing on Skills, rather than Needs**

The Emerging Roles of the Direct Support Workforce

Historically....

- **Primarily Seen as Caretaker**

- **Focus on Custodial Care**

- **Providing Companionship**

- **Providing Coverage**

- **Primarily Focused on Health & Safety Issues**

- **Entry-Level & Dead-End Job**

Now and in the Future....

- **Ambassador, Mentor & Coach**

- **Culturally Competent**

- **Close Interactions with Medical Professionals**

- **Supporting Informed Decisions – Assessing RISK**

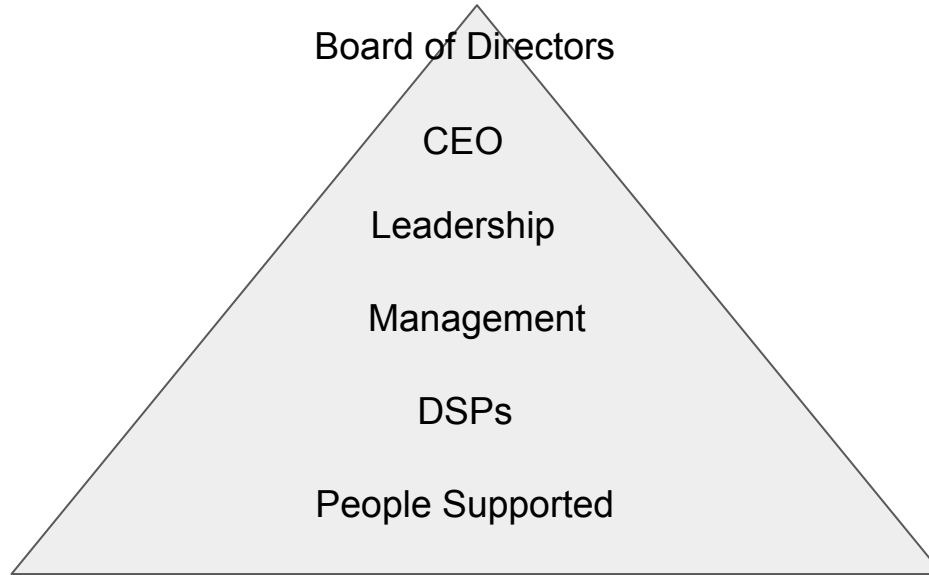- **Using Technology to Support Human Growth & Independence**

THE EVOLUTION OF OUR FIELD
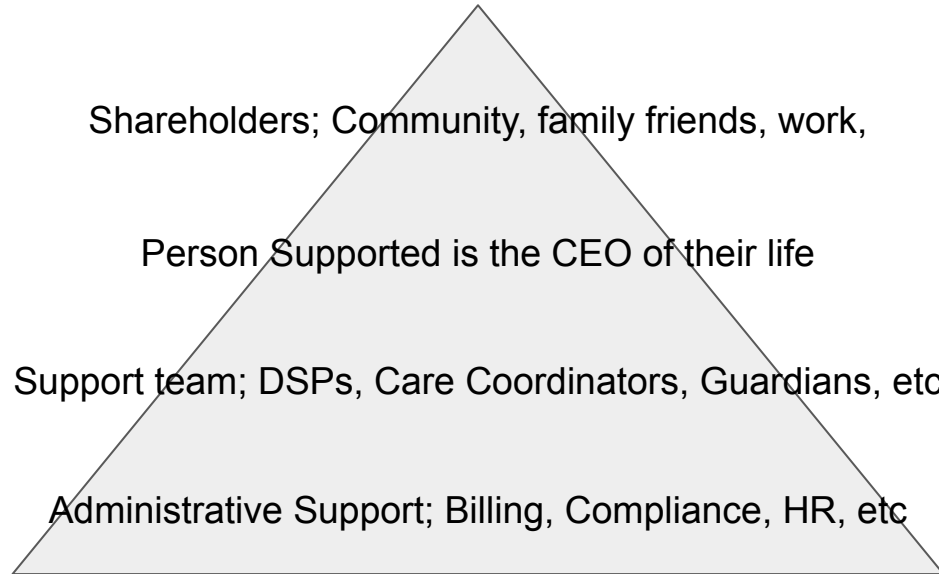## CONTINUOUS QUALITY IMPROVEMENT

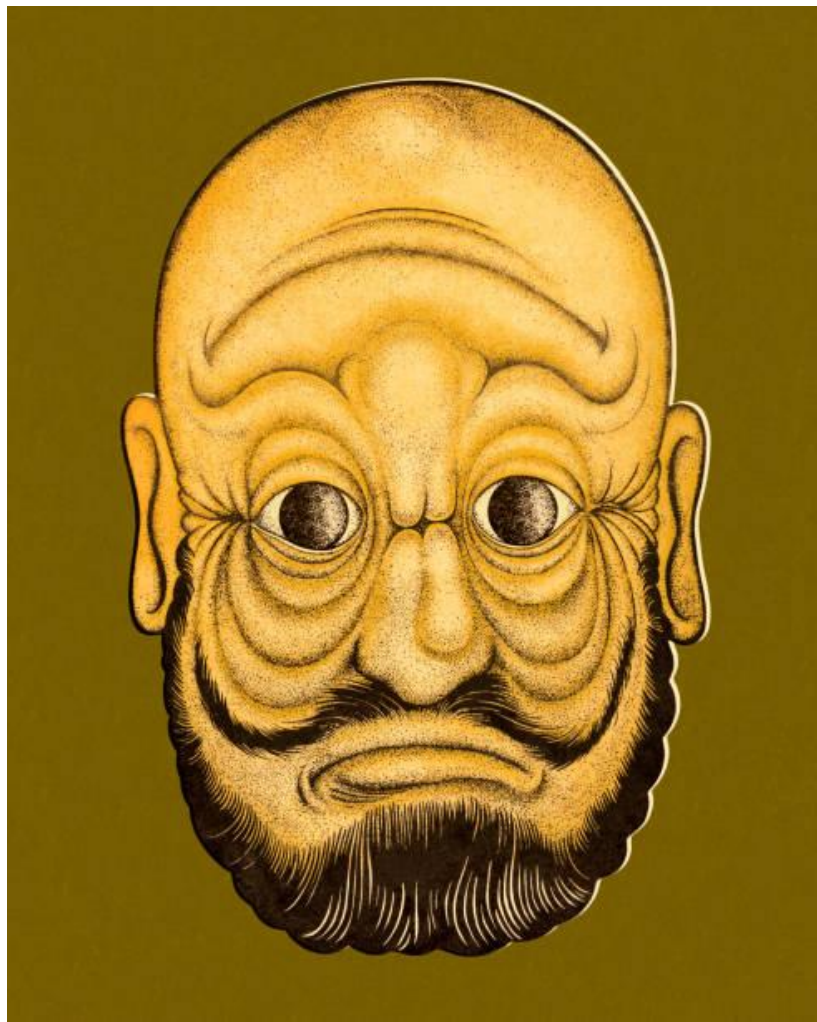| Focal Questions	I. Era of Institutions	II. Era of Deinstitutionalization	III. Era of Membership
Who is the person of concern?	The patient	The client	The citizen
What is the typical setting?	An institution	A group home, workshop, special school or classroom	A person's home, local business, neighborhood, etc.
How are services organized?	In facilities	In a continuum of options	Through a unique array of supports
What is the model?	Custodial/medical	Developmental/behavioral	Individual support
What are the services?	Care	Programs	Supports
How are services planned?	Through a plan of care	Through an individualized habilitation plan	Through a personal future plan
Who controls the planning decision?	A professional (usually MD)	An interdisciplinary team	The individual
What is the planning context?	Standards of professional practice	Team consensus	A circle of support
What has the highest priority?	Basic needs	Skill development, behavior management	Self-determination and relationships
What is the object?	Control or cure	To change behavior	To change environment and attitudes

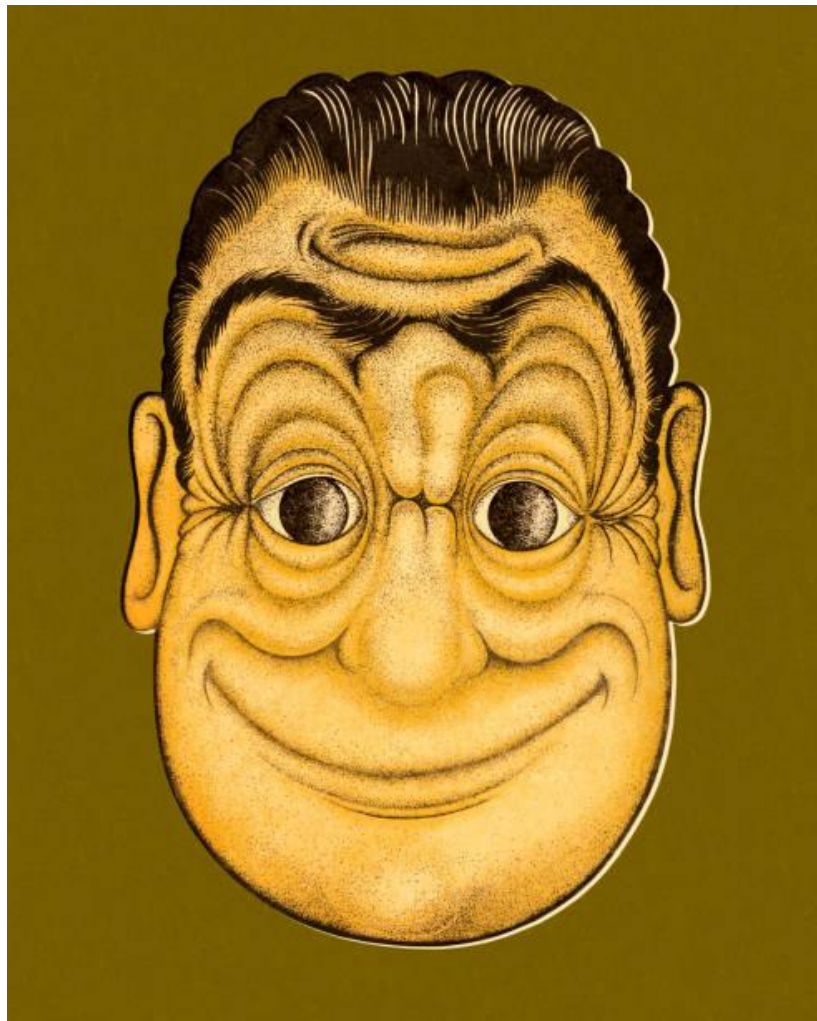**Adapted from "The New Paradigm" (Val Bradley, 1994, HSRI, PCMR Chair)**

Current model

Full person supported model

Shareholders; Community, family friends, work,

Person Supported is the CEO of their life

Support team; DSPs, Care Coordinators, Guardians, etc

Administrative Support; Billing, Compliance, HR, etc

Thanks for dancing with us!

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