APPENDIX B: DSP COMPETENCY STATEMENTS – DETAILED ANALYSIS

Competency Area 1: Household Management - Importance for DSPs

Ntl. Rank	Competency Statement	Overall Percent: Critical	Important	Useful	N/A	Mean: Total	FLS	DSP	F	Sig.	% Not or Minimally Relevant	Area	Item
1	Assist Individuals in household Routines	80.6	19.4	0.0	0.0	2.81	2.87	2.75	0.65		0.00	1	8
2	Provide Safe Agency Transportation	83.9	9.7	6.5	0.0	2.77	2.87	2.69	0.76		6.45	1	13
3	Help Individuals Maintain Personal Space	71.0	29.0	0.0	0.0	2.71	2.80	2.63	1.12		0.00	1	9
4	Assist in Meal Prep	71.0	25.8	3.2	0.0	2.68	2.73	2.63	0.30		3.23	1	4
5	Purchase Groceries and Household Supplies	58.1	38.7	3.2	0.0	2.55	2.60	2.50	0.23		3.23	1	3
6	Assist in Planning and Coordinating Personal Shopping	51.6	45.2	3.2	0.0	2.48	2.53	2.44	0.21		3.23	1	1
7	Assist in Meal Planning	51.6	45.2	3.2	0.0	2.48	2.47	2.50	0.03		3.23	1	2
8	Assist in Arranging Transportation	48.4	41.9	9.7	0.0	2.39	2.53	2.25	1.42		9.68	1	12
9	Perform household Financial Planning	61.3	22.6	6.5	9.7	2.35	2.60	2.13	1.85		16.13	1	7
10	Complete Audits of Consumer Funds	58.1	22.6	9.7	9.7	2.29	2.60	2.00	2.93		19.35	1	6
11	Assist in Financial Planning and Management	45.2	38.7	12.9	3.2	2.26	2.53	2.00	3.60		16.13	1	5
12	Schedule Maintenance as Needed	32.3	38.7	25.8	3.2	2.00	1.93	2.06	0.17		29.03	1	11
13	Complete household Maintenance as Needed	29.0	45.2	12.9	12.9	1.90	1.93	1.88	0.03		25.81	1	10

* p<.05, ** p<.01, NS = Not significant
3 = Critical, 2 = Important, 1 = Useful, 0=Not Applicable

Competency Area 1: Household Management - When need to do skill well

Ntl. Rank	Competency Statement	Overall Percent: At Hire	90 days	1st year	After 1 yr	N/A	Mean: Total	FLS	DSP	F	Sig.	% Need Skill w/in 90 days	Area	Item
1	Provide Safe Agency Transportation	64.5	32.3	3.2	0.0	0.0	1.39	1.40	1.38	0.015		96.8	1	13
2	Assist Individuals in household Routines	67.7	25.8	6.5	0.0	0.0	1.39	1.40	1.38	0.01		93.5	1	8
3	Assist in Meal Prep	58.1	41.9	0.0	0.0	0.0	1.42	1.47	1.38	0.25		100.0	1	4
4	Help Individuals Maintain Personal Space	51.6	38.7	9.7	0.0	0.0	1.58	1.60	1.56	0.02		90.3	1	9
5	Assist in Meal Planning	35.5	61.3	3.2	0.0	0.0	1.68	1.73	1.63	0.30		96.8	1	2
6	Purchase Groceries and Household Supplies	32.3	61.3	3.2	3.2	0.0	1.77	1.80	1.75	0.04		93.5	1	3
7	Assist in Planning and Coordinating Personal Shopping	29.0	61.3	9.7	0.0	0.0	1.81	1.80	1.81	0.00		90.3	1	1
8	Assist in Arranging Transportation	22.6	58.1	19.4	0.0	0.0	1.97	1.87	2.06	0.68		80.6	1	12
9	Assist in Financial Planning and Management	12.9	64.5	19.4	0.0	3.2	2.16	2.07	2.25	0.42		77.4	1	5
10	Schedule Maintenance as Needed	22.6	48.4	22.6	0.0	6.5	2.19	2.07	2.31	0.45		71.0	1	11
11	Perform household Financial Planning	19.4	45.2	25.8	0.0	9.7	2.35	2.00	2.69	3.17		64.5	1	7
12	Complete household Maintenance as Needed	25.8	41.9	16.1	0.0	16.1	2.39	2.47	2.31	0.10		67.7	1	10
13	Complete Audits of Consumer Funds	12.9	54.8	19.4	6.5	6.5	2.39	2.07	2.69	3.05		67.7	1	6

* p<.05, ** p<.01
1 = At hire, 2 = First 90 days, 3 = 1st year, 4 = After first year, 5 = N/A Never

Competency Area 1: Household Management - Top Three Training Needs

Ntl. Rank	Competency	FLS	DSP	Total	F	Sig.	Area	Item
1	Assist Individuals in household Routines	50.0%	31.3%	40.0%	1.06		1	8
2	Perform household Financial Planning	35.7%	37.5%	36.7%	0.01		1	7
3	Assist in Financial Planning and Management	50.0%	25.0%	36.7%	2.01		1	5
4	Assist in Meal Prep	35.7%	25.0%	30.0%	0.39		1	4
5	Complete Audits of Consumer Funds	21.4%	25.0%	23.3%	0.05		1	6
6	Help Individuals Maintain Personal Space	14.3%	31.3%	23.3%	1.17		1	9
7	Assist in Planning and Coordinating Personal Shopping	14.3%	25.0%	20.0%	0.51		1	1
8	Complete household Maintenance as Needed	14.3%	18.8%	16.7%	0.10		1	10
9	Purchase Groceries and Household Supplies	7.1%	18.8%	13.3%	0.84		1	3
10	Provide Safe Agency Transportation	14.3%	12.5%	13.3%	0.02		1	13
11	Assist in Meal Planning	0.0%	18.8%	10.0%	3.02		1	2
12	Assist in Arranging Transportation	7.1%	6.3%	6.7%	0.01		1	12
13	Schedule Maintenance as Needed	0.0%	12.5%	6.7%	1.87		1	11

* p<.05, ** p<.01

Competency Area 2: Facilitation of Services- Importance for DSPs

Ntl. Rank	Competency Statement	Overall Percent Critical	Important	Useful	N/A	Total	Mean FLS	DSP	F	Sig.	% Not or Minimally Relevant	Area	Item
1	Follow Ethical Standards of Practice	93.8	6.3	0.0	0.0	2.9	3.0	2.9	2.45		0.0	2	4
2	Understand the Individual Service Plan	72.7	24.2	0.0	3.0	2.7	2.7	2.6	0.13		3.0	2	1
3	Maintain collaborative relationships with Individual and Team	72.7	21.2	6.1	0.0	2.7	2.6	2.8	0.60		6.1	2	3
4	Communicates according to policy while maintaining confidentiality	63.6	36.4	0.0	0.0	2.6	2.5	2.8	4.48	*	0.0	2	5
5	Implement individual plans using appropriate techniquus	66.7	27.3	3.0	3.0	2.6	2.7	2.4	1.19		6.1	2	7
6	Implement plans to address challenging behavior	66.7	27.3	0.0	6.1	2.5	2.5	2.6	0.01		6.1	2	8
7	Contribute to Plan Development	57.6	36.4	0.0	6.1	2.5	2.4	2.6	0.57		6.1	2	2
8	Record and summarize program data	54.5	33.3	9.1	3.0	2.4	2.6	2.2	2.21		12.1	2	9
9	Write Goals and Objectives for the Individual Plan	42.4	42.4	9.1	6.1	2.2	2.0	2.4	2.23		15.2	2	6
10	Discuss outcomes with individuals and shares with team members	45.5	36.4	12.1	6.1	2.2	2.1	2.3	0.38		18.2	2	10

* p<.05, ** p<.01

3 = Critical, 2 = Important, 1 = Useful, 0=Not Applicable

Competency Area 2: Facilitation of Services - When need to do skill well

Ntl. Rank	Competency Statement	Overall Percent At Hire	90 days	1st year	After 1 yr	N/A	Total	Mean FLS	DSP	F	Sig.	% Need Skill w/in 90 days	Area	Item
1	Follow Ethical Standards of Practice	78.1	18.8	3.1	0.0	0.0	1.3	1.1	1.5	5.96	*	96.9	2	4
2	Communicates according to policy while maintaining confidentiality	36.4	51.5	6.1	3.0	3.0	1.8	1.6	2.1	1.78		87.9	2	5
3	Maintain collaborative relationships with Individual and Team	25.0	56.3	18.8	0.0	0.0	1.9	1.8	2.1	1.05		81.3	2	3
4	Implement individual plans using appropriate techniquus	27.3	51.5	15.2	0.0	6.1	2.1	1.9	2.3	1.12		78.8	2	7
5	Implement plans to address challenging behavior	29.0	51.6	6.5	3.2	9.7	2.1	2.0	2.3	0.39		80.6	2	8
6	Understand the Individual Service Plan	18.2	51.5	18.2	3.0	9.1	2.3	2.2	2.5	0.70		69.7	2	1
7	Record and summarize program data	15.2	48.5	21.2	12.1	3.0	2.4	2.2	2.6	0.88		63.6	2	9
8	Contribute to Plan Development	9.1	48.5	27.3	9.1	6.1	2.5	2.4	2.7	0.62		57.6	2	2
9	Discuss outcomes with individuals and shares with team members	9.4	40.6	31.3	6.3	12.5	2.7	2.8	2.7	0.02		50.0	2	10
10	Write Goals and Objectives for the Individual Plan	12.5	25.0	34.4	18.8	9.4	2.9	3.1	2.7	0.84		37.5	2	6

* p<.05, ** p<.01

1 = At hire, 2 = First 90 days, 3 = 1st year, 4 = After first year, 5 = N/A Never

Competency Area 2: Facilitation of Services - Top Three Training Needs

Ntl. Rank	Competency	FLS	DSP	Total	F	Sig.	Area	Item
1	Contribute to Plan Development	70.6%	20.0%	46.9%	10.32	**	2	2
2	Understand the Individual Service Plan	58.8%	26.7%	43.8%	3.51		2	1
3	Implement plans to address challenging behavior	47.1%	40.0%	43.8%	0.15		2	8
4	Implement individual plans using appropriate techniquus	47.1%	26.7%	37.5%	1.39		2	7
5	Write Goals and Objectives for the Individual Plan	23.5%	26.7%	25.0%	0.04		2	6
6	Discuss outcomes with individuals and shares with team members	23.5%	26.7%	25.0%	0.04		2	10
7	Communicates according to policy while maintaining confidentiality	17.6%	33.3%	25.0%	1.01		2	5
8	Follow Ethical Standards of Practice	23.5%	13.3%	18.8%	0.52		2	4
9	Maintain collaborative relationships with Individual and Team	11.8%	20.0%	15.6%	0.39		2	3
10	Record and summarize program data	11.8%	20.0%	15.6%	0.39		2	9

* p<.05, ** p<.01

Competency Area 3: Health and Wellness - Importance for DSPs

Ntl. Rank	Competency Statement	Overall Percent Critical	Important	Useful	N/A	Mean Total	FLS	DSP	F	Sig.	% Not or Minimally Relevant	Area	Item
1	Administer and chart medications	96.6	0.0	3.4	0.0	2.9	2.8	3.0	1.439		3.4	3	1
2	Implement First Aid procedures in emergencies and use univeral precautions	96.6	0.0	3.4	0.0	2.9	2.8	3.0	1.439		3.4	3	13
3	Monitor and report medication errors	89.7	6.9	3.4	0.0	2.9	2.7	3.0	4.522	*	3.4	3	2
4	Observe and document signs and symptoms of illness	89.7	6.9	3.4	0.0	2.9	2.8	2.9	1.337		3.4	3	7
5	Conduct Fire and Severe Weather Drills	71.4	28.6	0.0	0.0	2.7	2.7	2.8	0.218		0.0	3	17
6	Communicate medical information to support network	69.0	31.0	0.0	0.0	2.7	2.5	2.8	3.634		0.0	3	12
7	Encourage Personal Safety	79.3	13.8	3.4	3.4	2.7	2.8	2.6	0.142		6.9	3	16
8	Assist individuals to complete personal care activities	69.0	31.0	0.0	0.0	2.7	2.6	2.8	1.046		0.0	3	19
9	Monitor individual medication and treatment side effects	75.9	17.2	6.9	0.0	2.7	2.7	2.7	0.029		6.9	3	10
10	Provide a Safe Environment	72.4	24.1	3.4	0.0	2.7	2.6	2.8	0.783		3.4	3	14
11	Read and Complete Health Care Notes	69.0	27.6	3.4	0.0	2.7	2.5	2.8	1.651		3.4	3	8
12	Know Medications Prescribed and their Interactions	65.5	31.0	3.4	0.0	2.6	2.7	2.6	0.133		3.4	3	3
13	Feeds individuals by plan and serves nutritious meals	65.5	31.0	3.4	0.0	2.6	2.5	2.7	0.944		3.4	3	9
14	Assist in implementing health and medical treatments	69.0	20.7	6.9	3.4	2.6	2.7	2.5	0.432		10.3	3	21
15	Package medications for community outings	72.4	13.8	6.9	6.9	2.5	2.2	2.8	3.278		13.8	3	6
16	Assist in Obtaining and using Adaptive Equipment and therapies	62.1	27.6	6.9	3.4	2.5	2.5	2.5	0.01		10.3	3	20
17	Order medication and medical supplies	58.6	20.7	13.8	6.9	2.3	2.3	2.3	0.011		20.7	3	5
18	Assist in Scheduling and attending Health Appointments	51.7	34.5	6.9	6.9	2.3	2.3	2.4	0.091		13.8	3	18
19	Promote Health Maintenance	34.5	62.1	0.0	3.4	2.3	2.1	2.4	1.857		3.4	3	15
20	Complete Psychotropic Medication Reviews and Forms	44.8	41.4	3.4	10.3	2.2	2.0	2.4	0.991		13.8	3	11
21	Discuss psychotropic medication side effects with individuals	31.0	58.6	10.3	0.0	2.2	2.2	2.2	0.083		10.3	3	4

* p<.05, ** p<.01

3 = Critical, 2 = Important, 1 = Useful, 0=Not Applicable

Competency Area 3: Health and Wellness - When need to do skill well

Ntl. Rank	Competency Statement	Overall Percent At Hire	90 days	1st year	After 1 yr	N/A	Mean Total	FLS	DSP	F	Sig.	% Need Skill w/in 90 days	Area	Item
1	Implement First Aid procedures in emergencies and use univeral precautions	50.0	50.0	0.0	0.0	0.0	1.5	1.6	1.4	1.315		100.0	3	13
2	Provide a Safe Environment	50.0	50.0	0.0	0.0	0.0	1.5	1.7	1.4	4.012		100.0	3	14
3	Encourage Personal Safety	64.3	28.6	3.6	0.0	3.6	1.5	1.5	1.5	0.046		92.9	3	16
4	Assist individuals to complete personal care activities	50.0	46.4	3.6	0.0	0.0	1.5	1.5	1.5	0.005		96.4	3	19
5	Feeds individuals by plan and serves nutritious meals	44.8	51.7	3.4	0.0	0.0	1.6	1.7	1.5	0.402		96.6	3	9
6	Observe and document signs and symptoms of illness	34.5	65.5	0.0	0.0	0.0	1.7	1.8	1.6	0.781		100.0	3	7
7	Conduct Fire and Severe Weather Drills	40.7	51.9	7.4	0.0	0.0	1.7	1.9	1.5	3.061		92.6	3	17
8	Read and Complete Health Care Notes	37.9	55.2	6.9	0.0	0.0	1.7	1.8	1.6	0.199		93.1	3	8
9	Assist in implementing health and medical treatments	39.3	53.6	3.6	0.0	3.6	1.8	1.6	1.8	0.32		92.9	3	21
10	Monitor individual medication and treatment side effects	27.6	69.0	3.4	0.0	0.0	1.8	1.8	1.7	0.429		96.6	3	10
11	Communicate medical information to support network	32.1	57.1	10.7	0.0	0.0	1.8	2.0	1.6	2.189		89.3	3	12
12	Administer and chart medications	20.7	79.3	0.0	0.0	0.0	1.8	1.8	1.8	0.189		100.0	3	1
13	Monitor and report medication errors	24.1	72.4	0.0	3.4	0.0	1.8	2.1	1.6	4.108		96.6	3	2
14	Know Medications Prescribed and their Interactions	13.8	72.4	13.8	0.0	0.0	2.0	2.1	1.9	0.488		86.2	3	3
15	Promote Health Maintenance	21.4	64.3	10.7	0.0	3.6	2.0	2.4	1.8	3.992		85.7	3	15
16	Assist in Obtaining and using Adaptive Equipment and therapies	28.6	50.0	17.9	0.0	3.6	2.0	2.0	2.0	2E-30		78.6	3	20
17	Package medications for community outings	17.2	55.2	13.8	6.9	6.9	2.3	2.4	2.2	0.195		72.4	3	6
18	Discuss psychotropic medication side effects with individuals	10.3	48.3	31.0	6.9	3.4	2.4	2.7	2.3	1.188		58.6	3	4
19	Assist in Scheduling and attending Health Appointments	14.3	50.0	17.9	10.7	7.1	2.5	2.4	2.5	0.146		64.3	3	18
20	Complete Psychotropic Medication Reviews and Forms	10.7	53.6	17.9	7.1	10.7	2.5	2.9	2.3	2.024		64.3	3	11
21	Order medication and medical supplies	10.3	48.3	24.1	10.3	6.9	2.6	2.7	2.5	0.236		58.6	3	5

* p<.05, ** p<.01

1 = At hire, 2 = First 90 days, 3 = 1st year, 4 = After first year, 5 = N/A Never

Competency Area 3: Health and Wellness - Top Three Training Needs

Ntl. Rank	Competency	FLS	DSP	Total	F	Sig.	Area	Item
1	Know Medications Prescribed and their Interactions	36.4%	43.8%	40.7%	0.14		3	3
2	Administer and chart medications	45.5%	25.0%	33.3%	1.19		3	1
3	Observe and document signs and symptoms of illness	45.5%	6.3%	22.2%	6.83	*	3	7
4	Monitor individual medication and treatment side effects	18.2%	25.0%	22.2%	0.16		3	10
5	Provide a Safe Environment	27.3%	12.5%	18.5%	0.90		3	14
6	Communicate medical information to support network	18.2%	12.5%	14.8%	0.16		3	12
7	Implement First Aid procedures in emergencies and use univeral precautions	9.1%	18.8%	14.8%	0.45		3	13
8	Promote Health Maintenance	0.0%	25.0%	14.8%	3.40		3	15
9	Read and Complete Health Care Notes	18.2%	12.5%	14.8%	0.16		3	8
10	Discuss psychotropic medication side effects with individuals	18.2%	6.3%	11.1%	0.90		3	4
11	Monitor and report medication errors	9.1%	12.5%	11.1%	0.07		3	2
12	Assist individuals to complete personal care activities	0.0%	18.8%	11.1%	2.35		3	19
13	Assist in Obtaining and using Adaptive Equipment and therapies	0.0%	18.8%	11.1%	2.35		3	20
14	Order medication and medical supplies	18.2%	0.0%	7.4%	3.29		3	5
15	Complete Psychotropic Medication Reviews and Forms	18.2%	0.0%	7.4%	3.29		3	11
16	Assist in implementing health and medical treatments	0.0%	12.5%	7.4%	1.46		3	21
17	Feeds individuals by plan and serves nutritious meals	18.2%	0.0%	7.4%	3.29		3	9
18	Encourage Personal Safety	0.0%	6.3%	3.7%	0.68		3	16
19	Conduct Fire and Severe Weather Drills	0.0%	6.3%	3.7%	0.68		3	17
20	Package medications for community outings	0.0%	0.0%	0.0%			3	6
21	Assist in Scheduling and attending Health Appointments	0.0%	0.0%	0.0%			3	18

* p<.05, ** p<.01

Competency Area 4: Organizational Participation - Importance for DSPs

Ntl. Rank	Competency Statement	Overall Percent Critical	Important	Useful	N/A	Mean Total	FLS	DSP	F	Sig.	% Not or Minimally Relevant	Area	Item
1	Know State and Federal Laws governing service delivery	81.8	18.2	0.0	0.0	2.8	2.9	2.8	0.939		0.0	4	3
2	Know how Agency Mission and priorities relate to job roles	69.7	27.3	3.0	0.0	2.7	2.7	2.6	0.18		3.0	4	1
3	Know and Adhere to organizational policies and procedures	66.7	33.3	0.0	0.0	2.7	2.7	2.6	0.23		0.0	4	2
4	Represent Agency in positive manner to others	69.7	21.2	9.1	0.0	2.6	2.6	2.6	0.132		9.1	4	5
5	Participate in organization activities and promote culturally sensitive practices	39.4	42.4	18.2	0.0	2.2	2.4	2.1	1.281		18.2	4	6
6	Participate in performance reviews, follow grievance procedures and know promotion process	21.2	63.6	12.1	3.0	2.0	2.1	1.9	0.564		15.2	4	4

* p<.05, ** p<.01

3 = Critical, 2 = Important, 1 = Useful, 0=Not Applicable

Competency Area 4: Organizational Participation - When need to do skill well

Ntl. Rank	Competency Statement	Overall Percent At Hire	90 days	1st year	After 1 yr	N/A	Mean Total	FLS	DSP	F	Sig.	% Need Skill w/in 90 days	Area	Item
1	Represent Agency in positive manner to others	48.5	36.4	12.1	0.0	3.0	1.7	1.6	1.8	0.27		84.8	4	5
2	Know how Agency Mission and priorities relate to job roles	36.4	48.5	15.2	0.0	0.0	1.8	1.7	1.9	0.48		84.8	4	1
3	Know State and Federal Laws governing service delivery	39.4	45.5	6.1	6.1	3.0	1.9	2.1	1.7	1.16		84.8	4	3
4	Know and Adhere to organizational policies and procedures	30.3	45.5	24.2	0.0	0.0	1.9	1.9	2.0	0.20		75.8	4	2
5	Participate in organization activities and promote culturally sensitive practices	36.4	33.3	15.2	6.1	9.1	2.2	1.9	2.4	1.29		69.7	4	6
6	Participate in performance reviews, follow grievance procedures and know promotion process	3.0	36.4	36.4	21.2	3.0	2.8	2.8	2.9	0.29		39.4	4	4

* p<.05, ** p<.01

1 = At hire, 2 = First 90 days, 3 = 1st year, 4 = After first year, 5 = N/A Never

Competency Area 4: Organizational Participation - Top Three Training Needs

Ntl. Rank	Competency	FLS	DSP	Total	F	Sig.	Area	Item
1	Participate in organization activities and promote culturally sensitive practices	52.9%	50.0%	51.6%	0.02		4	6
2	Know how Agency Mission and priorities relate to job roles	70.6%	42.9%	58.1%	2.46		4	1
3	Participate in performance reviews, follow grievance procedures and know promotion process	41.2%	42.9%	41.9%	0.01		4	4
4	Know and Adhere to organizational policies and procedures	64.7%	28.6%	48.4%	4.31	*	4	2
5	Represent Agency in positive manner to others	29.4%	21.4%	25.8%	0.24		4	5
6	Know State and Federal Laws governing service delivery	47.1%	21.4%	35.5%	2.22		4	3

* p<.05, ** p<.01

Competency Area 5: Documentation - Importance for DSPs

Ntl. Rank	Competency Statement	Overall Percent Critical	Important	Useful	N/A	Mean Total	FLS	DSP	F	Sig.	% Not or Minimally Relevant	Area	Item
1	Complete accident/incident reports	90.0	10.0	0.0	0.0	2.9	2.8	2.9	0.71		0.0	5	2
2	Maintain Confidentiality and ethical practice regarding documentation	93.3	3.3	3.3	0.0	2.9	2.8	2.9	0.40		3.3	5	4
3	Read and Complete Daily Logs, program charts and health notes	76.7	23.3	0.0	0.0	2.8	2.7	2.8	0.68		0.0	5	1
4	Read & Write relevant information in staff logs or communication books	76.7	20.0	3.3	0.0	2.7	2.5	2.9	3.49		3.3	5	3

* p<.05, ** p<.01

3 = Critical, 2 = Important, 1 = Useful, 0=Not Applicable

Competency Area 5: Documentation - When need to do skill well

Ntl. Rank	Competency Statement	Overall Percent At Hire	90 days	1st year	After 1 yr	N/A	Mean Total	FLS	DSP	F	Sig.	% Need Skill w/in 90 days	Area	Item
1	Maintain Confidentiality and ethical practice regarding documentation	73.3	20.0	3.3	0.0	3.3	1.4	1.5	1.4	0.12		93.3	5.0	4
2	Complete accident/incident reports	60.0	40.0	0.0	0.0	0.0	1.4	1.4	1.4	0.02		100.0	5.0	2
3	Read & Write relevant information in staff logs or communication books	53.3	40.0	6.7	0.0	0.0	1.5	1.5	1.5	0.00		93.3	5.0	3
4	Read and Complete Daily Logs, program charts and health notes	43.3	53.3	3.3	0.0	0.0	1.6	1.6	1.6	0.02		96.7	5.0	1

* p<.05, ** p<.01

1 = At hire, 2 = First 90 days, 3 = 1st year, 4 = After first year, 5 = N/A Never

Competency Area 5: Documentation - Top Three Training Needs

Ntl. Rank	Competency	FLS	DSP	Total	F	Sig.	Area	Item
1	Read and Complete Daily Logs, program charts and health notes	63.6%	66.7%	65.2%	0.02		5	1
2	Complete accident/incident reports	63.6%	66.7%	65.2%	0.02		5	2
3	Read & Write relevant information in staff logs or communication books	63.6%	66.7%	65.2%	0.02		5	3
4	Maintain Confidentiality and ethical practice regarding documentation	63.6%	58.3%	60.9%	0.06		5	4

* p<.05, ** p<.01

Competency Area 6: Consumer Empowerment - Importance for DSPs

Ntl. Rank	Competency Statement	Overall Percent Critical	Important	Useful	N/A	Total	Mean FLS	DSP	F	Sig.	% Not or Minimally Relevant	Area	Item
1	Respectfully honor choices and encourage personal independence	93.9	6.1	0.0	0.0	2.9	2.9	2.9	0.00		0.0	6	1
2	Use effective problem solving strategies in crisis with dignity	78.8	15.2	6.1	0.0	2.7	2.8	2.7	0.15		6.1	6	6
3	Support individuals to understand and make informed choices	66.7	30.3	3.0	0.0	2.6	2.7	2.6	0.55		3.0	6	2
4	Provide opportunities for self-advocacy and speaking for oneself	66.7	27.3	3.0	3.0	2.6	2.8	2.3	4.80	*	6.1	6	8
5	Assist individuals to reaching Long and Short Term Goals	56.3	40.6	3.1	0.0	2.5	2.7	2.4	2.55		3.1	6	3
6	Promote individual participation in supports	54.5	42.4	3.0	0.0	2.5	2.6	2.4	0.58		3.0	6	5
7	Finds and introduces new experiences and opportunities to individuals	45.5	42.4	12.1	0.0	2.3	2.3	2.4	0.11		12.1	6	4
8	Provide information on Legal & Rights Issues to suppot decision making	39.4	48.5	6.1	6.1	2.2	2.1	2.3	0.46		12.1	6	9
9	Provide support and counseling regarding sexuality and dating	37.5	40.6	18.8	3.1	2.1	2.2	2.1	0.18		21.9	6	7

* p<.05, ** p<.01

3 = Critical, 2 = Important, 1 = Useful, 0=Not Applicable

Competency Area 6: Consumer Empowerment - When need to do skill well

Ntl. Rank	Competency Statement	Overall Percent At Hire	90 days	1st year	After 1 yr	N/A	Total	Mean FLS	DSP	F	Sig.	% Need Skill w/in 90 days	Area	Item
1	Respectfully honor choices and encourage personal independence	60.6	36.4	3.0	0.0	0.0	1.4	1.2	1.6	4.41	*	97.0	6	1
2	Support individuals to understand and make informed choices	24.2	66.7	9.1	0.0	0.0	1.8	1.8	1.9	0.76		90.9	6	2
3	Provide opportunities for self-advocacy and speaking for oneself	36.4	42.4	9.1	6.1	6.1	2.0	1.7	2.4	3.07		78.8	6	8
4	Use effective problem solving strategies in crisis with dignity	24.2	57.6	9.1	6.1	3.0	2.1	2.0	2.1	0.14		81.8	6	6
5	Finds and introduces new experiences and opportunities to individuals	24.2	39.4	30.3	6.1	0.0	2.2	2.2	2.2	0.00		63.6	6	4
6	Promote individual participation in supports	21.9	46.9	18.8	9.4	3.1	2.3	2.1	2.4	0.48		68.8	6	5
7	Provide information on Legal & Rights Issues to suppot decision making	27.3	30.3	27.3	9.1	6.1	2.4	2.4	2.3	0.06		57.6	6	9
8	Assist individuals to reaching Long and Short Term Goals	15.2	48.5	21.2	12.1	3.0	2.4	2.2	2.6	0.88		63.6	6	3
9	Provide support and counseling regarding sexuality and dating	25.0	25.0	25.0	15.6	9.4	2.6	2.4	2.8	0.92		50.0	6	7

* p<.05, ** p<.01

1 = At hire, 2 = First 90 days, 3 = 1st year, 4 = After first year, 5 = N/A Never

Competency Area 6: Consumer Empowerment - Top Three Training Needs

Ntl. Rank	Competency	FLS	DSP	Total	F	Sig.	Area	Item
1	Finds and introduces new experiences and opportunities to individuals	64.3%	40.0%	51.7%	1.69		6	4
2	Support individuals to understand and make informed choices	71.4%	26.7%	48.3%	6.77	*	6	2
3	Respectfully honor choices and encourage personal independence	50.0%	40.0%	44.8%	0.28		6	1
4	Use effective problem solving strategies in crisis with dignity	28.6%	40.0%	34.5%	0.40		6	6
5	Promote individual participation in supports	28.6%	20.0%	24.1%	0.27		6	5
6	Provide opportunities for self-advocacy and speaking for oneself	35.7%	6.7%	20.7%	3.98		6	8
7	Provide support and counseling regarding sexuality and dating	7.1%	26.7%	17.2%	1.93		6	7
8	Provide information on Legal & Rights Issues to suppot decision making	7.1%	26.7%	17.2%	1.93		6	9
9	Assist individuals to reaching Long and Short Term Goals	7.1%	20.0%	13.8%	0.97		6	3

* p<.05, ** p<.01

Competency Area 7: Assessment - Importance for DSPs

Ntl. Rank	Competency Statement	Overall Percent Critical	Important	Useful	N/A	Mean Total	FLS	DSP	F	Sig.	% Not or Minimally Relevant	Area	Item
1	Assess and describe information on Individual Preferences	83.9	12.9	3.2	0.0	2.8	2.9	2.7	2.13		3.2	7	4
2	Know the History, Needs and preferences of Individuals Served	80.6	12.9	6.5	0.0	2.7	2.9	2.6	3.48		6.5	7	2
3	Know the characteristics and effects of Specific Disabilities	64.5	25.8	9.7	0.0	2.5	2.7	2.4	2.27		9.7	7	3
4	Share Assessment Results with Individuals Served	51.6	38.7	9.7	0.0	2.4	2.5	2.3	0.83		9.7	7	5
5	Use Assessment Tools to discover needs and preferences	19.4	71.0	6.5	3.2	2.1	2.2	1.9	1.36		9.7	7	1

* p<.05, ** p<.01

3 = Critical, 2 = Important, 1 = Useful, 0=Not Applicable

Competency Area 7: Assessment - When need to do skill well

Ntl. Rank	Competency Statement	Overall Percent At Hire	90 days	1st year	After 1 yr	N/A	Mean Total	FLS	DSP	F	Sig.	% Need Skill w/in 90 days	Area	Item
1	Know the History, Needs and preferences of Individuals Served	29.0	67.7	3.2	0.0	0.0	1.7	1.6	1.9	2.31		96.8	7	2
2	Assess and describe information on Individual Preferences	32.3	48.4	19.4	0.0	0.0	1.9	1.9	1.8	0.21		80.6	7	4
3	Share Assessment Results with Individuals Served	19.4	51.6	25.8	3.2	0.0	2.1	2.3	2.0	0.94		71.0	7	5
4	Know the characteristics and effects of Specific Disabilities	16.1	58.1	19.4	6.5	0.0	2.2	2.2	2.1	0.07		74.2	7	3
5	Use Assessment Tools to discover needs and preferences	0.0	41.9	45.2	9.7	3.2	2.7	2.8	2.7	0.16		41.9	7	1

* p<.05, ** p<.01

1 = At hire, 2 = First 90 days, 3 = 1st year, 4 = After first year, 5 = N/A Never

Competency Area 7: Assessment - Top Three Training Needs

Ntl. Rank	Competency	FLS	DSP	Total	F	Sig.	Area	Item
1	Know the History, Needs and preferences of Individuals Served	92.9%	68.8%	80.0%	2.782822		7	2
2	Assess and describe information on Individual Preferences	64.3%	75.0%	70.0%	0.386207		7	4
3	Know the characteristics and effects of Specific Disabilities	64.3%	68.8%	66.7%	0.06264		7	3
4	Use Assessment Tools to discover needs and preferences	35.7%	62.5%	50.0%	2.153846		7	1
5	Share Assessment Results with Individuals Served	21.4%	12.5%	16.7%	0.405797		7	5

* p<.05, ** p<.01

Competency Area 8: Advocacy - Importance for DSPs

Ntl. Rank	Competency Statement	Overall Percent Critical	Important	Useful	N/A	Mean Total	FLS	DSP	F	Sig.	% Not or Minimally Relevant	Area	Item
1	Identify rights and when they are being violated	96.8	0.0	3.2	0.0	2.9	3.0	2.9	0.94		3.2	8	5
2	Respect and advocate for individual choices	90.3	9.7	0.0	0.0	2.9	2.9	2.9	0.28		0.0	8	4
3	Identify and Report Abuse or Neglect	93.5	3.2	3.2	0.0	2.9	3.0	2.8	1.78		3.2	8	6
4	Develop Strategies to Address Rights Violations	93.5	3.2	3.2	0.0	2.9	3.0	2.8	1.78		3.2	8	7
5	Communicate Individual Needs and Choices to Others	87.1	6.5	6.5	0.0	2.8	3.0	2.6	4.07		6.5	8	2
6	Assist Individuals to Overcome Barriers	83.9	6.5	9.7	0.0	2.7	3.0	2.5	5.61	*	9.7	8	1
7	Provide Access to Opportunities and Experiences	71.0	25.8	3.2	0.0	2.7	2.8	2.6	1.52		3.2	8	3
8	Educate community members about individual support needs	45.2	41.9	12.9	0.0	2.3	2.5	2.1	2.78		12.9	8	8

* p<.05, ** p<.01

3 = Critical, 2 = Important, 1 = Useful, 0=Not Applicable

Competency Area 8: Advocacy - When need to do skill well

Ntl. Rank	Competency Statement	Overall Percent At Hire	90 days	1st year	After 1 yr	N/A	Mean Total	FLS	DSP	F	Sig.	% Need Skill w/in 90 days	Area	Item
1	Identify and Report Abuse or Neglect	61.3	38.7	0.0	0.0	0.0	1.4	1.3	1.4	0.34		100.0	8	6
2	Identify rights and when they are being violated	58.1	38.7	3.2	0.0	0.0	1.5	1.3	1.6	1.27		96.8	8	5
3	Develop Strategies to Address Rights Violations	54.8	38.7	6.5	0.0	0.0	1.5	1.3	1.7	2.61		93.5	8	7
4	Respect and advocate for individual choices	45.2	48.4	6.5	0.0	0.0	1.6	1.7	1.5	1.12		93.5	8	4
5	Assist Individuals to Overcome Barriers	38.7	48.4	12.9	0.0	0.0	1.7	1.7	1.8	0.00		87.1	8	1
6	Communicate Individual Needs and Choices to Others	29.0	58.1	9.7	0.0	3.2	1.9	1.9	1.9	0.04		87.1	8	2
7	Provide Access to Opportunities and Experiences	35.5	45.2	12.9	3.2	3.2	1.9	2.0	1.9	0.13		80.6	8	3
8	Educate community members about individual support needs	16.1	45.2	19.4	16.1	3.2	2.5	2.3	2.6	0.88		61.3	8	8

* p<.05, ** p<.01

1 = At hire, 2 = First 90 days, 3 = 1st year, 4 = After first year, 5 = N/A Never

Competency Area 8: Advocacy - Top Three Training Needs

Ntl. Rank	Competency	FLS	DSP	Total	F	Sig.	Area	Item
1	Respect and advocate for individual choices	50.0%	68.8%	60.0%	1.059459		8	4
2	Identify rights and when they are being violated	57.1%	43.8%	50.0%	0.509091		8	5
3	Assist Individuals to Overcome Barriers	28.6%	62.5%	46.7%	3.642523		8	1
4	Identify and Report Abuse or Neglect	71.4%	6.3%	36.7%	23.4058	***	8	6
5	Provide Access to Opportunities and Experiences	7.1%	56.3%	33.3%	10.36086	**	8	3
6	Develop Strategies to Address Rights Violations	21.4%	31.3%	26.7%	0.348023		8	7
7	Communicate Individual Needs and Choices to Others	21.4%	12.5%	16.7%	0.405797		8	2
8	Educate community members about individual support needs	21.4%	12.5%	16.7%	0.405797		8	8

* p<.05, ** p<.01

Competency Area 9: Community and Service Networking - Importance for DSPs

Ntl. Rank	Competency Statement	Overall Percent Critical	Important	Useful	N/A	Mean Total	FLS	DSP	F	Sig.	% Not or Minimally Relevant	Area	Item
1	Understand behavior, health and supervision needs in community activities	86.2	13.8	0.0	0.0	2.9	2.9	2.8	0.70		0.0	9	3
2	Provide Support to individuals during Community Activities	40.0	60.0	0.0	0.0	2.4	2.5	2.4	0.34		0.0	9	2
3	Assist in Planning and participating in Community Activities	23.3	76.7	0.0	0.0	2.2	2.4	2.1	3.04		0.0	9	1
4	Work collaboratively with other service organizations	36.7	53.3	6.7	3.3	2.2	2.2	2.2	0.00		10.0	9	6
5	Find religious supports, vacations and other preferred activities	30.0	60.0	10.0	0.0	2.2	2.2	2.2	0.06		10.0	9	4
6	Find and maintain information on available resources	10.0	66.7	20.0	3.3	1.8	1.7	1.9	1.09		23.3	9	5

* p<.05, ** p<.01

3 = Critical, 2 = Important, 1 = Useful, 0=Not Applicable

Competency Area 9: Community and Service Networking - When need to do skill well

Ntl. Rank	Competency Statement	Overall Percent At Hire	90 days	1st year	After 1 yr	N/A	Mean Total	FLS	DSP	F	Sig.	% Need Skill w/in 90 days	Area	Item
1	Understand behavior, health and supervision needs in community activities	37.9	58.6	3.4	0.0	0.0	1.7	1.6	1.7	0.12		96.6	9	3
2	Provide Support to individuals during Community Activities	36.7	46.7	16.7	0.0	0.0	1.8	1.7	1.9	0.51		83.3	9	2
3	Assist in Planning and participating in Community Activities	23.3	50.0	26.7	0.0	0.0	2.0	1.8	2.2	3.35		73.3	9	1
4	Find religious supports, vacations and other preferred activities	23.3	43.3	30.0	0.0	3.3	2.2	2.3	2.1	0.54		66.7	9	4
5	Work collaboratively with other service organizations	26.7	30.0	40.0	0.0	3.3	2.2	2.2	2.2	0.00		56.7	9	6
6	Find and maintain information on available resources	13.3	46.7	36.7	3.3	0.0	2.3	2.3	2.3	0.00		60.0	9	5

* p<.05, ** p<.01

1 = At hire, 2 = First 90 days, 3 = 1st year, 4 = After first year, 5 = N/A Never

Competency Area 9: Community and Service Networking - Top Three Training Needs

Ntl. Rank	Competency	FLS	DSP	Total	F	Sig.	Area	Item
1	Understand behavior, health and supervision needs in community activities	63.6%	62.5%	63.0%	0.00		9	3
2	Assist in Planning and participating in Community Activities	63.6%	37.5%	48.1%	1.77		9	1
3	Find and maintain information on available resources	27.3%	56.3%	44.4%	2.24		9	5
4	Work collaboratively with other service organizations	27.3%	56.3%	44.4%	2.24		9	6
5	Provide Support to individuals during Community Activities	45.5%	31.3%	37.0%	0.53		9	2
6	Find religious supports, vacations and other preferred activities	18.2%	6.3%	11.1%	0.90		9	4

* p<.05, ** p<.01

Competency Area 10: Building and Maintaining Relationships - Importance for DSPs

Ntl. Rank	Competency Statement	Overall Percent Critical	Important	Useful	N/A	Mean Total	FLS	DSP	F	Sig.	% Not or Minimally Relevant	Area	Item
1	Respect individual choices and promotes safe behavior	87.1	9.7	3.2	0.0	2.8	2.9	2.8	0.11		3.2	10	5
2	Support communication with family members	80.6	16.1	3.2	0.0	2.8	2.8	2.8	0.08		3.2	10	3
3	Promote opportunities to develop relationships	64.5	35.5	0.0	0.0	2.6	2.6	2.7	0.24		0.0	10	1
4	Facilitate friendships and intimate relationships	67.7	29.0	3.2	0.0	2.6	2.7	2.6	0.74		3.2	10	2
5	Support communication with service professionals	58.1	35.5	3.2	3.2	2.5	2.5	2.5	0.02		6.5	10	4

* p<.05, ** p<.01

3 = Critical, 2 = Important, 1 = Useful, 0=Not Applicable

Competency Area 10: Building and Maintaining Relationships - Timing to do skill well

Ntl. Rank	Competency Statement	Overall Percent At Hire	90 days	1st year	After 1 yr	N/A	Mean Total	FLS	DSP	F	Sig.	% Need Skill w/in 90 days	Area	Item
1	Respect individual choices and promotes safe behavior	58.1	32.3	9.7	0.0	0.0	1.5	1.5	1.6	0.15		90.3	10	5
2	Support communication with family members	48.4	48.4	3.2	0.0	0.0	1.5	1.6	1.5	0.23		96.8	10	3
3	Support communication with service professionals	32.3	48.4	16.1	0.0	3.2	1.9	2.1	1.8	0.62		80.6	10	4
4	Facilitate friendships and intimate relationships	19.4	67.7	12.9	0.0	0.0	1.9	1.9	1.9	0.00		87.1	10	2
5	Promote opportunities to develop relationships	19.4	64.5	16.1	0.0	0.0	2.0	2.0	1.9	0.08		83.9	10	1

* p<.05, ** p<.01

1 = At hire, 2 = First 90 days, 3 = 1st year, 4 = After first year, 5 = N/A Never

Competency Area 10: Building and Maintaining Relationships - Top Three Training Needs

Ntl. Rank	Competency	FLS	DSP	Total	F	Sig.	Area	Item
1	Respect individual choices and promotes safe behavior	64.3%	73.3%	69.0%	0.26		10	5
2	Promote opportunities to develop relationships	78.6%	53.3%	65.5%	2.04		10	1
3	Support communication with family members	50.0%	73.3%	62.1%	1.65		10	3
4	Facilitate friendships and intimate relationships	71.4%	26.7%	48.3%	6.77	*	10	2
5	Support communication with service professionals	14.3%	66.7%	41.4%	10.63	**	10	4

* p<.05, ** p<.01

Competency Area 11: Communication - Importance for DSPs

Ntl. Rank	Competency Statement	Overall Percent Critical	Important	Useful	N/A	Total	Mean FLS	DSP	F	Sig.	% Not or Minimally Relevant	Area	Item
1	Use active listening and respectful communication	87.9	12.1	0.0	0.0	2.9	2.9	2.9	0.00		0.0	11	4
2	Build rapport and adapt to individual communication styles	84.8	12.1	3.0	0.0	2.8	2.8	2.8	0.00		3.0	11	1
3	Use communication modes appropriate to individual	84.8	9.1	3.0	3.0	2.8	2.8	2.7	0.34		6.1	11	3
4	Use culturally sensitive communication	72.7	27.3	0.0	0.0	2.7	2.7	2.8	0.08		0.0	11	5
5	Use terms people understand and explain acronyms	66.7	30.3	3.0	0.0	2.6	2.7	2.6	0.55		3.0	11	6
6	Use alternative or augmentative communication devices	63.6	27.3	6.1	3.0	2.5	2.6	2.4	1.07		9.1	11	2

* p<.05, ** p<.01

3 = Critical, 2 = Important, 1 = Useful, 0=Not Applicable

Competency Area 11: Communication - Timing to do skill well

Ntl. Rank	Competency Statement	Overall Percent At Hire	90 days	1st year	After 1 yr	N/A	Total	Mean FLS	DSP	F	Sig.	% Need Skill w/in 90 days	Area	Item
1	Use active listening and respectful communication	69.7	21.2	9.1	0.0	0.0	1.4	1.3	1.5	0.80		90.9	11	4
2	Use culturally sensitive communication	54.5	33.3	6.1	3.0	3.0	1.7	1.4	2.0	4.13		87.9	11	5
3	Use communication modes appropriate to individual	33.3	57.6	6.1	0.0	3.0	1.8	1.5	2.1	5.04	*	90.9	11	3
4	Build rapport and adapt to individual communication styles	30.3	54.5	12.1	3.0	0.0	1.9	1.8	1.9	0.19		84.8	11	1
5	Use terms people understand and explain acronyms	33.3	48.5	12.1	3.0	3.0	1.9	1.6	2.3	3.73		81.8	11	6
6	Use alternative or augmentative communication devices	21.2	54.5	18.2	3.0	3.0	2.1	2.0	2.3	0.64		75.8	11	2

* p<.05, ** p<.01

1 = At hire, 2 = First 90 days, 3 = 1st year, 4 = After first year, 5 = N/A Never

Competency Area 11: Communication - Top Three Training Needs

Ntl. Rank	Competency	FLS	DSP	Total	F	Sig.	Area	Item
1	Build rapport and adapt to individual communication styles	85.7%	53.3%	69.0%	3.76		11	1
2	Use active listening and respectful communication	71.4%	46.7%	58.6%	1.82		11	4
3	Use communication modes appropriate to individual	50.0%	40.0%	44.8%	0.28		11	3
4	Use alternative or augmentative communication devices	42.9%	40.0%	41.4%	0.02		11	2
5	Use terms people understand and explain acronyms	28.6%	33.3%	31.0%	0.07		11	6
6	Use culturally sensitive communication	0.0%	13.3%	6.9%	2.01		11	5

* p<.05, ** p<.01

Competency Area 12: Crisis Intervention - Importance for DSPs

Ntl. Rank	Competency Statement	Overall Percent				Mean			F	Sig.	% Not or Minimally Relevant	Area	Item
		Critical	Important	Useful	N/A	Total	FLS	DSP					
1	Provide individualized supervision and respond to signs of crisis	96.7	3.3	0.0	0.0	3.0	3.0	2.9	0.758		0.0	12	1
2	Minimize crises by knowing individual vulnerabilities	90.0	10.0	0.0	0.0	2.9	2.9	2.9	0.127		0.0	12	2
3	Know Procedures for different crises	80.0	20.0	0.0	0.0	2.8	2.8	2.8	0.288		0.0	12	5
4	Complete Paperwork regarding crisis situations	80.0	20.0	0.0	0.0	2.8	2.8	2.8	0.127		0.0	12	6
5	Monitor and report incidents according to regulations	73.3	26.7	0.0	0.0	2.7	2.7	2.8	0.186		0.0	12	4
6	Know Vulnerable Adult reporting Procedures	65.5	34.5	0.0	0.0	2.7	2.7	2.6	0.011		0.0	12	3
7	Use time out and Aversive Procedures according to Policy	58.6	27.6	0.0	13.8	2.3	2.3	2.3	0.00		13.8	12	7

* p<.05, ** p<.01

3 = Critical, 2 = Important, 1 = Useful, 0=Not Applicable

Competency Area 12: Crisis Intervention - Timing to do skill well

Ntl. Rank	Competency Statement	Overall Percent				Mean			F	Sig.	% Need Skill w/in 90 days	Area	Item
		At Hire	90 days	1st year	After 1 yr	N/A	Total	FLS	DSP				
1	Know Procedures for different crises	40.0	60.0	0.0	0.0	0.0	1.6	1.6	1.6	0.02		100.0	12	5
2	Know Vulnerable Adult reporting Procedures	44.8	48.3	6.9	0.0	0.0	1.6	1.6	1.6	0.07		93.1	12	3
3	Complete Paperwork regarding crisis situations	40.0	56.7	3.3	0.0	0.0	1.6	1.5	1.7	0.66		96.7	12	6
4	Minimize crises by knowing individual vulnerabilities	36.7	63.3	0.0	0.0	0.0	1.6	1.8	1.5	1.81		100.0	12	2
5	Monitor and report incidents according to regulations	36.7	60.0	3.3	0.0	0.0	1.6	1.7	1.6	0.05		96.7	12	4
6	Provide individualized supervision and respond to signs of crisis	33.3	60.0	3.3	3.3	0.0	1.6	1.8	1.8	0.00		93.3	12	1
7	Use time out and Aversive Procedures according to Policy	27.6	48.3	10.3	0.0	13.8	1.6	2.4	2.1	0.29		75.9	12	7

* p<.05, ** p<.01

1 = At hire, 2 = First 90 days, 3 = 1st year, 4 = After first year, 5 = N/A Never

Competency Area 12: Crisis Intervention - Top Three Training Needs

Ntl. Rank	Competency	FLS	DSP	Total	F	Sig.	Area	Item
1	Provide individualized supervision and respond to signs of crisis	63.6%	84.6%	75.0%	1.36		12	1
2	Know Procedures for different crises	45.5%	46.2%	45.8%	0.00		12	5
3	Use time out and Aversive Procedures according to Policy	27.3%	35.7%	32.0%	0.19		12	7
4	Minimize crises by knowing individual vulnerabilities	36.4%	23.1%	29.2%	0.48		12	2
5	Know Vulnerable Adult reporting Procedures	27.3%	30.8%	29.2%	0.03		12	3
6	Monitor and report incidents according to regulations	36.4%	15.4%	25.0%	1.36		12	4
7	Complete Paperwork regarding crisis situations	27.3%	23.1%	25.0%	0.05		12	6

* p<.05, ** p<.01

Competency Area 13: Professionalism - Importance for DSPs

Ntl. Rank	Competency Statement	Overall Percent Critical	Important	Useful	N/A	Mean Total	FLS	DSP	F	Sig.	% Not or Minimally Relevant	Area	Item
1	Interact Professionally with coworkers and supervisors	87.1	9.7	3.2	0.0	2.8	2.9	2.8	1.27		3.2	13	1
2	Act as Positive Role Model	80.6	16.1	3.2	0.0	2.8	2.8	2.8	0.08		3.2	13	4
3	Lead and calmly respond to stressful situations	77.4	19.4	3.2	0.0	2.7	2.9	2.6	4.49	*	3.2	13	3
4	Complete work on time	71.0	29.0	0.0	0.0	2.7	2.7	2.8	0.25		0.0	13	2
5	Use ethical standards to guide actions	51.6	45.2	3.2	0.0	2.5	2.5	2.4	0.21		3.2	13	7
6	Know Where to Obtain Information about disability	22.6	64.5	12.9	0.0	2.1	2.2	2.0	0.86		12.9	13	5
7	Access professional organizations and industry resources	9.7	67.7	22.6	0.0	1.9	2.0	1.8	1.56		22.6	13	6

* p<.05, ** p<.01

3 = Critical, 2 = Important, 1 = Useful, 0=Not Applicable

Competency Area 13: Professionalism - Timing to do skill well

Ntl. Rank	Competency Statement	Overall Percent At Hire	90 days	1st year	After 1 yr	N/A	Mean Total	FLS	DSP	F	Sig.	% Need Skill w/in 90 days	Area	Item
1	Interact Professionally with coworkers and supervisors	74.2	19.4	6.5	0.0	0.0	1.3	1.3	1.3	0.01		93.5	13	1
2	Act as Positive Role Model	64.5	32.3	3.2	0.0	0.0	1.4	1.3	1.4	0.26		96.8	13	4
3	Lead and calmly respond to stressful situations	61.3	32.3	6.5	0.0	0.0	1.5	1.4	1.5	0.19		93.5	13	3
4	Complete work on time	54.8	35.5	9.7	0.0	0.0	1.5	1.6	1.5	0.17		90.3	13	2
5	Use ethical standards to guide actions	32.3	51.6	9.7	6.5	0.0	1.9	1.9	1.9	0.04		83.9	13	7
6	Know Where to Obtain Information about disability	6.5	45.2	32.3	16.1	0.0	2.6	2.6	2.6	0.01		51.6	13	5
7	Access professional organizations and industry resources	3.2	38.7	41.9	16.1	0.0	2.7	2.7	2.7	0.03		41.9	13	6

* p<.05, ** p<.01

1 = At hire, 2 = First 90 days, 3 = 1st year, 4 = After first year, 5 = N/A Never

Competency Area 13: Professionalism - Top Three Training Needs

Ntl. Rank	Competency	FLS	DSP	Total	F	Sig.	Area	Item
1	Lead and calmly respond to stressful situations	84.6%	68.8%	75.9%	0.95		13	3
2	Act as Positive Role Model	76.9%	56.3%	65.5%	1.33		13	4
3	Interact Professionally with coworkers and supervisors	61.5%	43.8%	51.7%	0.87		13	1
4	Use ethical standards to guide actions	15.4%	56.3%	37.9%	5.74	*	13	7
5	Complete work on time	38.5%	31.3%	34.5%	0.15		13	2
6	Access professional organizations and industry resources	0.0%	31.3%	17.2%	5.50	*	13	6
7	Know Where to Obtain Information about disability	0.0%	0.0%	0.0%			13	5

* p<.05, ** p<.01

Competency Area 14: Vocational, educational and career supports - Importance for DSPs

Ntl. Rank	Competency Statement	Overall Percent				Mean			F	Sig.	% Not or Minimally Relevant	Area	Item
		Critical	Important	Useful	N/A	Total	FLS	DSP					
1	Advocate for individual's vocational choices and desires	57.6	42.4	0.0	0.0	2.6	2.5	2.7	1.57		0.0	14	3
2	Help Individuals with Life Transitions	54.5	45.5	0.0	0.0	2.5	2.5	2.6	0.03		0.0	14	5
3	Assist in pursing vocational preferences and choices	56.3	40.6	3.1	0.0	2.5	2.4	2.6	0.87		3.1	14	1
4	Support individual to develop skills to find and keep a job	43.8	50.0	3.1	3.1	2.3	2.1	2.6	4.16		6.3	14	4
5	Identify and explor vocational service options	39.4	45.5	12.1	3.0	2.2	2.1	2.4	1.37		15.2	14	2
6	Understand and work with the educational system	21.2	60.6	12.1	6.1	2.0	1.8	2.1	1.27		18.2	14	6

* p<.05, ** p<.01

3 = Critical, 2 = Important, 1 = Useful, 0=Not Applicable

Competency Area 14: Vocational, educational and career supports - Timing to do skill well

Ntl. Rank	Competency Statement	Overall Percent					Mean			F	Sig.	% Need Skill w/in 90 days	Area	Item
		At Hire	90 days	1st year	After 1 yr	N/A	Total	FLS	DSP					
1	Support individual to develop skills to find and keep a job	12.9	61.3	12.9	12.9	0.0	2.3	2.3	2.3	0.00		74.2	14	4
2	Help Individuals with Life Transitions	12.1	45.5	33.3	9.1	0.0	2.4	2.4	2.4	0.08		57.6	14	5
3	Advocate for individual's vocational choices and desires	15.2	42.4	30.3	12.1	0.0	2.4	2.5	2.3	0.25		57.6	14	3
4	Assist in pursing vocational preferences and choices	12.5	43.8	28.1	12.5	3.1	2.5	2.7	2.3	1.17		56.3	14	1
5	Understand and work with the educational system	6.3	46.9	28.1	15.6	3.1	2.6	2.6	2.6	0.00		53.1	14	6
6	Identify and explor vocational service options	9.4	43.8	21.9	21.9	3.1	2.7	3.0	2.3	3.85		53.1	14	2

* p<.05, ** p<.01

1 = At hire, 2 = First 90 days, 3 = 1st year, 4 = After first year, 5 = N/A Never

Competency Area 14: Top Three Training Needs

Ntl. Rank	Competency	FLS	DSP	Total	F	Sig.	Area	Item
1	Support individual to develop skills to find and keep a job	65.4%	46.7%	58.5%	1.35		14	4
2	Assist in pursing vocational preferences and choices	42.3%	53.3%	46.3%	0.45		14	1
3	Help Individuals with Life Transitions	42.3%	40.0%	41.5%	0.02		14	5
4	Identify and explor vocational service options	30.8%	53.3%	39.0%	2.04		14	2
5	Advocate for individual's vocational choices and desires	34.6%	40.0%	36.6%	0.11		14	3
6	Understand and work with the educational system	38.5%	20.0%	31.7%	1.48		14	6

* p<.05, ** p<.01, NS = Not significant

Code of Ethics - Importance for DSPs

Ntl. Rank	Competency Statement	Overall Percent Critical	Important	Useful	N/A	Mean Total	FLS	DSP	F	Sig.	% Not or Minimally Relevant	Area	Item
1	Confidentiality	95.7	2.2	2.2	0.0	2.9	3.0	2.9	0.27		2.2	CE	4
2	Respect	90.2	7.6	2.2	0.0	2.9	2.9	2.8	1.34		2.2	CE	6
3	Promotes Health & Emotional Well Being	88.0	10.9	1.1	0.0	2.9	2.9	2.8	0.83		1.1	CE	2
4	Justice, Fairness & Equity	83.7	14.1	2.2	0.0	2.8	2.8	2.8	0.20		2.2	CE	5
5	Person Centered Supports	82.6	14.1	3.3	0.0	2.8	2.9	2.7	2.90		3.3	CE	1
6	Integrity & Responsibility	77.2	19.6	3.3	0.0	2.7	2.7	2.7	0.01		3.3	CE	3
7	Self Determination	72.5	26.4	1.1	0.0	2.7	2.9	2.6	7.46	**	1.1	CE	8
8	Relationships	71.7	25.0	2.2	1.1	2.7	2.7	2.6	1.20		3.3	CE	7
9	Advocacy	69.6	27.2	2.2	1.1	2.7	2.8	2.6	3.24		3.3	CE	9

* p<.05, ** p<.01

3 = Critical, 2 = Important, 1 = Useful, 0=Not Applicable

Competency Area 14: Code of Ethics - Timing to do skill well

Ntl. Rank	Competency Statement	Overall Percent At Hire	90 days	1st year	After 1 yr	N/A	Mean Total	FLS	DSP	F	Sig.	% Need Skill w/in 90 days	Area	Item
1	Confidentiality	87.0	10.9	2.2	0.0	0.0	1.2	1.1	1.2	3.22		97.8	CE	4
2	Respect	80.4	18.5	1.1	0.0	0.0	1.2	1.1	1.3	1.95		98.9	CE	6
3	Justice, Fairness & Equity	72.8	23.9	3.3	0.0	0.0	1.3	1.3	1.3	0.18		96.7	CE	5
4	Promotes Health & Emotional Well Being	62.0	32.6	5.4	0.0	0.0	1.4	1.5	1.4	0.64		94.6	CE	2
5	Person Centered Supports	54.3	34.8	9.8	0.0	1.1	1.6	1.5	1.6	0.38		89.1	CE	1
6	Integrity & Responsibility	52.2	32.6	12.0	2.2	1.1	1.7	1.5	1.8	2.17		84.8	CE	3
7	Advocacy	43.5	38.0	13.0	3.3	2.2	1.8	1.7	1.9	1.54		81.5	CE	9
8	Self Determination	38.0	40.2	18.5	2.2	1.1	1.9	1.9	1.9	0.04		78.3	CE	8
9	Relationships	35.9	41.3	18.5	3.3	1.1	1.9	1.9	2.0	0.42		77.2	CE	7

* p<.05, ** p<.01

1 = At hire, 2 = First 90 days, 3 = 1st year, 4 = After first year, 5 = N/A Never

Code of Ethics - Top Three Training Needs

Ntl. Rank	Competency	FLS	DSP	Total	F	Sig.	Area	Item
1	Person Centered Supports	50.0%	39.5%	44.0%	0.80		CE	1
2	Promoting Physical and Emotional Well Being	43.8%	39.5%	41.3%	0.13		CE	2
3	Respect	37.5%	34.9%	36.0%	0.05		CE	6
4	Integrity & Responsibility	37.5%	32.6%	34.7%	0.19		CE	3
5	Confidentiality	28.1%	37.2%	33.3%	0.67		CE	4
6	Justice, Fairness, & Equity	12.5%	34.9%	25.3%	5.06	*	CE	5
7	Advocacy	12.5%	34.9%	25.3%	5.06	*	CE	9
8	Self-Determination	21.9%	16.3%	18.7%	0.37		CE	8
9	Relationships	15.6%	7.0%	10.7%	1.43		CE	7

* p<.05, ** p<.01