

**DSP Workforce Initiative
Steering and Advisory Committee Meeting
Downers Grove, IL
June 18, 2007**

In attendance:

Laura Allen, *Gateway Services*; Sharon Anderson, *Ray Graham Association*; Kim Brewerton, *New Hope Center*; Pam Bruce, *Ray Graham Association*; Harry Dispensa, *US Dept of Labor*; Kenya Driver, *Seguin Services*; Janice Dunlop, *Alan G. Ryles*; Cathy Ficker-Terrill, *Ray Graham Association*; Liz Hackel, *Neumann Association*; Vanessa Hoffeditz, *Gateway Services*; Renee Kaye, *Ray Graham Association*; Dawn Kellogg, *Community Support Services*; Dennis Killian, *Arc of Rock Island County*; Tim Knapp, *New Hope Center*; John Knight, *Division of Developmental Disabilities*; Marianne Lambur, *Community Support Services*; Maria Lara, *Seguin Services*; Jessica Madsen, *Gateway Services*; Leonard Maniece, *Seguin Services*; Julie Marcionetti, *Seguin Services*; Lorraine McCormick, *Community Support Services*; Michelle McHaney, *Habilitative Systems*; Constance Merrifield, *UCP Land of Lincoln*; Susan Murphy, *Cornerstone Services*; Kip Nitchter, *Ray Graham Association*; Kaye Norlin, *Horizon House of Illinois Valley*; Jessica O'Donnell, *Neumann Association*; Mike Perry, *AFSCME Council 31*; Gaye Preston, *Community Support Services*; Carlissa Puckett, *Sparc*; Linda Renardo, *Parklawn*; Margaret Richardson, *Habilitative Systems*; Donna Robinson, *Seguin Services*; Tabitha Ruggles, *UCP Land of Lincoln*; Jeremy Schroeder, *SEIU Local 880*; Janet Shelton, *Macon Resources*; Hazel Small, *Habilitative Systems*; Paulette Stark, *New Hope Center*; Alice Thande, *Seguin Services*; Patty Thies, *Ray Graham Association*; Ashley Trenkenschuh, *Arc of Rock Island County*; Paula Vanier, *Self-Advocate*; Brandon Von Liski, *Sparc*; Amy Wells, *Alan G. Ryles*; Tracy Winiecki, *Clearbrook*; Yvonne Wright, *Ray Graham Association*

Project staff:

Institute on Disability and Human Development: Kristen Connolly, Katie Keiling, Dale Mitchell, Mary Kay Rizzolo

Institute on Community Integration: Amy Hewitt, Sherri Larson, John Sauer

Illinois Council on Developmental Disabilities: Margie Harkness and Sandy Ryan

Welcome and Introductions

- Ray Graham Association was the generous host for the meeting.

Workgroup Reports

Recruitment and Retention Strategies

- This group continues to focus on increasing the wages for DSPs through legislative advocacy.
- A few bills have COLA increases (HB 1715, SB 727, HB 878) but there has been no movement of these.
- All the organizations are pushing for COLA increases and doing various legislative advocacy and outreach efforts. Many members of this workgroup and the DSP Initiative are part of other coalitions pushing for this as well.
- This issue will continue to be present at DSP meetings and updates will be shared and actions can be decided. The workgroup decided not to meet between the quarterly meeting since everyone is already working on these issues and part of various other coalitions as well. It will be a regular part of the quarterly meetings for people to share updates on legislative advocacy and suggest specific actions for the large group.

Training Taskforce

- This group is focusing on developing a crosswalk to compare the College of Direct Support (CDS) and the IL mandated DSP training with the goal of getting the CDS approved by the state as an option for training DSPs.
- Result of the DSP survey were shared showing that DSPs are most knowledgeable about things that are punitive.
- To date, 9 of the CDS courses have been matched to the IL DSP Training and 5 more will be completed by the end of the month.
- Rich Behl and 2 other people from IDHS-DDD will review the crosswalk and make a final determination on how the CDS and ILDSP Training match. He targets early August for this to be complete.
- We should know by our next meeting on August 14th, whether DHS officially approves the CDS as a curriculum that can be used for DSP training in Illinois. From the initial matching done on the 9 CDS courses, we feel confident that the CDS will be approved.
- Feedback on the CDS has been extremely positive from this group and people really like how it teaches best practices in the field. The CDS seems much more current and relevant. The IL DSP Training has not been updated since 1999. The CDS is updated regularly (users can submit changes to update daily and content experts update every now and then.)
- Using the CDS can provide a better use for classroom training and interactive training. The CDS is never meant to replace classroom training. However, it will change the nature of classroom training for the better. Since there is a lot of important content on the CDS that the learner can access at his or her own pace, the classroom trainers do not need to spend so much time lecturing on content. The classroom and interactive time can now be used to truly engage learners in the content they have learned through the CDS.
- The CDS offers more than just training; it is also a data management system. There are numerous features within the system that allow you to do things like create your own content to put on site, sending information on training activities and events (memo and attendance), run various reports and develop customized evaluations and reports (satisfaction survey, data, etc.)

IDSP Group

- The DSPs are focusing on sustainability of their group. They elected an Executive Board at the last meeting and they need to elect a new facilitator.
- They are in the process of developing goals for the group to have a more focused direction
- They are really interested in a structured educational program that would create an educational path that would help shape the professionalism
- The mentality needs to be shifted from being “watched and monitored” to being “guided and mentored”
- They want training to continue after the initial state mandated hours
- Mentoring is an important component for increasing the competence and value of DSPs

Executive Directors

- The wage increase issue is critical since the organizations need new revenue
- There are about 14,000 people with disabilities in Illinois waiting for services
- Keep the calls coming to legislators
- The EDs recognize that this initiative has been beneficial and want to continue to meet and carry it forward at an organizational level

Continuing the Momentum: Roles for the future

- The group discussed the importance of continuing the momentum of the Steering and Advisory Committee. They would like to continue meeting on a quarterly basis as a large group to share information and work toward systemic changes.
- The group decided to elect a core leadership group to coordinate and facilitate the meetings. The group will receive support from IDHD at UIC and gradually increase responsibility over leadership of the group meetings. This group will develop the meeting agendas, finalize the location and dates for the meetings, and prepare other logistics.
- Two representatives from each of the Workgroups volunteered to be part of the core leadership group: Vanessa Hoffeditz, Patty Thies, Lorraine McCormick, Paula Vanier, Audrey Lake, Tim Knapp, Dawn Kellogg, and Carlissa Puckett

CDS Information from Bill Tapp, National Director

- Bill Tapp, the National Director of the College of Direct Support, shared more information about the CDS.
 - There are currently over 50,000 learners in 27 states using the CDS. Pennsylvania is the first state to use the CDS and has had it for 4 years now.
 - In South Dakota they use a model where DSPs and people with disabilities take the CDS together. They work from the top down and bottom up and the Commissioner even takes the CDS. The parents are a key part of moving the system.
 - Most states get initial entry to the CDS through their DD Council.
 - The CDS is training to a national standard first and an Illinois standard second. It can be customized for the needs of each state, each provider, and each learner.
 - Price details: The CDS pricing is calculated by using the number of people served (not the number of people trained). With over 13,000 people services, the price for the CDS is about \$30 per person served per year.

Project Updates

- Toolkit dissemination—Many people are really excited about this new resource. There have been hundreds of downloads from the website and Katie is getting lots of requests for the hard copies as well.
- Personal Assistant information—Paula Vanier shared her concerns regarding the lack of training for Personal Assistants. Also, there is no really good training for people with disabilities who are self-directing their own supports. Paula has been reviewing the PA training curriculum from the Centers for Independent Living. She will share more with the group at the next meeting.
- Data collection—The next round of data collection will be at the end of the month. Look for an email from Katie with the survey for Year 3 data.

Next Meeting:

September 11, 2007; 10am-3pm

- **Location TBA**