# New York Alliance &
# The College of Direct Support

### Quality, Cutting Edge, In-House & Online Training for Direct Support Professionals, Supervisors & Managers

# Investing in a Professional Workforce

*A Guide to Core Competency Online Learning*

## OVERVIEW

New York Alliance for Inclusion & Innovation serves as an administrator for the College of Direct Support (CDS), offering agencies the opportunity to enroll direct support professionals, front-line supervisors and other agency staff in the college at a reduced tuition rate. This opportunity offers cost-effective, quality, cutting-edge, in-house training for direct support professionals and their supervisors. The CDS is a learning gateway for contemporary best practices in the support of individuals with developmental and other disabilities. It is made possible through the collaboration of the Research and Training Center on Community Living at the University of Minnesota (RTC) and Elsevier.

Incorporating a nationally recognized curriculum with web-based learning*, the CDS is designed to promote the profession of direct support by offering direct support professionals and their supervisors the opportunity to grow in their knowledge and practice of the profession. As a web-based learning management system, it is available 24 hours a day, seven days a week, enabling learners to hone their skills at times, locations, and a pace convenient to them and their busy schedules.

*The CDS curricula has received national accreditation by the National Alliance of Direct Support Professionals (NADSP) and can serve as a gateway to national certification.

## COMPLIES WITH NYS OPWDD ADM:

**The content of the College of Direct Support training aligns with the NYS required core competency implementation criteria contained in OPWDD ADM #2014-03**

## THE PARTNERSHIP

The successful relationship between CDS, New York Alliance and your agency is critical to a successful learning experience. For its part, CDS is dedicated to providing agencies with cutting-edge content and technology. And, New York Alliance is dedicated to enabling agencies to access that content and technology in a cost-effective and efficient way.

However, agencies are critical to their learners' success by supporting them in a variety of ways. Evaluations conducted by New York Alliance and CDS show that agencies with high learner completion rates actively recognize and support learners in different ways. These include:

- leading by example and participating in the CDS themselves;
- creating support groups of staff who have completed the CDS to assist or mentor new learners;
- planning activities associated with course work which facilitate the implementation of what was learned;
- providing staff with computer access and support, as many staff may not have home computers or may not be computer savvy (one agency offered learners the opportunity to purchase lap tops, at the agency's cost, with a repayment plan of up to 18 months);
- and celebrating success by hosting "graduation" parties or sending out special notes and announcements about staff who have completed the course of study.

Some agencies also tie completion of course work with salary adjustments and/or promotional opportunities.

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# The College of Direct Support
## *Curricula & How It Works*

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## MODULE 1 (Direct Support)
Cultural Competence
Introduction to Developmental Disabilities
Individual Rights and Choice
Maltreatment: Prevention and Response
Safety
Supporting Health Lives
Teaching People with Developmental Disabilities

## MODULE 2 (Direct Support)
Community Inclusion
Direct Support Professionalism
Functional Assessment
Person-Centered Planning
Positive Behavior Supports
Professional Documentation Practices
Working with Families and Support Networks
You've Got a Friend

## MODULE 3 (Frontline/Supervisor)
Developing an Intervention Plan
Fueling High Performance
Preparing for the Supervisor's Job in Human Services
Recruitment and Selection
Training and Orientation
Your First Few Weeks and Months as a Supervisor

## MODULE 4 (Direct Support)
Civil Rights and Advocacy
Emergency Preparedness
Employment Supports for People with
    Developmental Disabilities
Individual Preferences for Job Attainment
Everyone Can Communicate
Home and Community Living
Introduction to Medication Supports
Personal Care
Supporting Jobs and Careers in the Community
Universal Precautions

## MODULE 5 (Specialization)
These six courses focus on one disability: *Autism, Brain Injury, Cerebral Palsy, Depression, Diabetes and Epilepsy*.

Each course is designed as one long lesson and describes / defines each specific disability. Information is also provided about the causes, characteristics, and symptoms of the disability and shares stories of people who have the disability. Each course will help the learner to understand how the disability affects people in their daily lives and how co-occurring disorders may also affect people. The courses present effective support strategies as well as helpful resources and references.

## SCHEDULE
Semesters are 90 days each and announcements will be sent in advance of the specific dates listed below.

### Fall Session
Registration Due: October
Start Date: November
End Date: January

### Spring Session
Registration Due: February
Start Date: March
End Date: May

### Summer Session
Registration Due: June
Start Date: July
End Date: September

## TUITION
New York Alliance has entered into a partnership with the College of Direct Support on behalf of New York State agencies to access training at a reduced per-learner/per-module rate. New York Alliance also serves as the program administrator, acting as the liaison between agency learners and the college and managing the technical details, thus alleviating agencies of the managerial tasks associated with participating in CDS. Rates for New York Alliance Members and Non-Members are per learner per module and listed below.

### New York Alliance Member Agency:
$150 Per Learner/Per Module

### Non-Member Agency:
$170 Per Learner/Per Module

### *Calculating Tuition Cost:*
Since the cost of enrollment in CDS is based on per learner/module, calculating agency enrollment cost is simple. Just multiply the total number of modules selected by the tuition rate. Once you have enrolled, New York Alliance will verify cost and bill accordingly.

**TO REGISTER** for an upcoming session, <u>click here</u>!

For questions, to learn more or
take a self-paced online demonstration, contact:
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**Stacy Dowling at stacy@nyalliance.org**