



JOB DESCRIPTION

TITLE: Direct Support Professional (DSP)

DEPARTMENT: Direct Care Staff

REPORTS TO: Supervisor / Manager

SUMMARY:

Direct Support Professionals provide services to people with developmental disabilities. Depending on the needs of the consumer, Direct Support Professionals provide assistance with living skills development, health maintenance, medication administration, personal care and behavioral development. Direct Support Professionals work to provide services that enrich the lives of our consumers

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Provide our consumers with the highest quality of care and services.
- Assist consumers with achieving personal goals; work on behalf of consumers to overcome barriers; help consumers to participate in activities of their choice.
- Promote the rights of consumers and contribute to an environment that is free of abuse, neglect, and/or exploitation.
- Assist consumers (as needed) with the following supports: daily living, hygiene, intimate care, meal planning/preparation/clean up, mobility, encouraging relationships, accessing their community, provide/arrange transportation, lifting/transferring, therapeutic objectives, behavioral supports to include redirecting and/or physically supporting consumers using trained techniques, adequate supervision, medication and medical issues when indicated, and other needs of the consumer/family as identified by the ISP team.
- Provide support in specific service areas as needed:
 - I. *Attendant Care Direct Support Professional:* This service provides a qualified attendant to supply needed services in order for the consumer to remain in his/her home and/or participate in work/community activities.
 - II. *Habilitation Direct Support Professional:* This service provides a variety of interventions designed to maximize the consumers abilities. Services may include, but are not limited to: habilitative therapies, special developmental skills, behavior intervention, and sensory-motor development.
 - III. *Respite Direct Support Professional:* This service provides a qualified person to give short term care and supervision consistent with the health needs of the consumer to supplement care to provide a safe living environment and/or support or relieve caregivers for the benefit of the consumer.
 - IV. *Housekeeping:* This service provides assistance in the performance of routine household activities at a consumer's place of residence.
- Follow Acacia Care, LLC and DES/DDD policies and procedures.
- Maintain mandatory records, logs and other documentation as required by ISP, Acacia Care, LLC, DES/DDD.
- Quickly and effectively respond to emergency situations such as fire, application of first aid, CPR, behavior intervention, etc.
- Schedule services in conjunction with the consumer, family, support coordinator, and HCBS director.

QUALIFICATION REQUIREMENTS:

- Experience working with persons with developmental disabilities for a minimum of three months.
- Must have desire and interest working with people with disabilities or special needs.
- Must have verbal and written communication skills adequate to the specific job.
- Must be at least eighteen years of age.
- Satisfactory background checks and fingerprint clearance.
- Specific language abilities may be required to meet the needs of consumers/families, and demonstrate knowledge of and respect for cultural differences.
- Reliable Transportation to the worksite and access to a telephone.

WORKING CONDITIONS:

While working as a Direct Support Professional, employees may be exposed to the following conditions: unconventional schedules, possible exposure to blood borne pathogens, possible exposure to profanity, and violent and/or offensive behavior from the consumers.

Employee Name

Employee Signature

Date

Supervisor Name

Supervisor Signature

Date