



Qualified Intellectual Disability Professional

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
QUALIFIED INTELLECTUAL DISABILITY PROFESSIONAL I	5131	B19	\$48,244 - \$76,028
QUALIFIED INTELLECTUAL DISABILITY PROFESSIONAL II	5132	B20	\$51,158 - \$81,351
QUALIFIED INTELLECTUAL DISABILITY PROFESSIONAL III	5133	B21	\$54,278 - \$87,046
QUALIFIED INTELLECTUAL DISABILITY PROFESSIONAL IV	5134	B23	\$61,184 - \$99,658

GENERAL DESCRIPTION

Performs work meeting the needs of individuals with developmental disabilities involving assessing and determining individual resident needs and developing and implementing appropriate programs.

EXAMPLES OF WORK PERFORMED

Reviews resident program plans for effectiveness.

Observes and interacts with residents and documents observations and interactions to assess residents' responses to programs and services provided.

Monitors resident behaviors and recommends positive behavioral support plans.

Records information on the needs and strengths of residents.

Performs related work as assigned.

DESCRIPTION OF LEVELS

Examples of work and descriptions are meant to progress through the levels. For example, an employee at level IV may also perform work listed within the previous levels.

Note: *Factors that may distinguish between the journey levels include the degree of independence in performing the work; the complexity of the work; the scope of responsibility; and the employee's related experience, education, and certifications. Employees at the journey levels may independently perform the full range of work identified within current or previous levels and may assist others performing work of greater complexity.*

QUALIFIED INTELLECTUAL DISABILITY PROFESSIONAL I: Performs routine (journey-level) work meeting the needs of individuals with developmental disabilities. Works under moderate supervision, with limited latitude for the use of initiative and independent judgment. Employees at this level may rely on direction from others to solve problems that are not standard and occasionally assist other staff in performing work of greater complexity.

QUALIFIED INTELLECTUAL DISABILITY PROFESSIONAL II: Performs complex (journey-level) work meeting the needs of individuals with developmental disabilities. Works under general supervision, with limited latitude for the use of initiative and independent judgment. Employees at this level may:

- Develop resident programs.
- Serve as a liaison with residents' families and mediate problems and requests.

***Note:** A senior-level employee (levels III-IV) may serve in a lead or supervisor role. Senior-level employees may perform the full range of work identified in the levels preceding their own, and/or may coordinate or oversee that work for others. Factors that may distinguish between senior levels include the scope of responsibility, oversight, and authority; and the nature, complexity, and impact of the work performed.*

QUALIFIED INTELLECTUAL DISABILITY PROFESSIONAL III: Performs highly complex (senior-level) work meeting the needs of individuals with developmental disabilities. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may:

- Prepare reports and documentation on resident programs and activities.
- Provide instruction on positive behavioral support techniques and in-service training.

QUALIFIED INTELLECTUAL DISABILITY PROFESSIONAL IV: Performs advanced (senior-level) work meeting the needs of individuals with developmental disabilities. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment. Employees at this level may:

- Conduct certification surveys, licensure inspections, or investigations in facilities to determine compliance with federal and state regulations.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Must meet specific requirements of Title 42, Code of Federal Regulations, Section 483.430.

KNOWLEDGE, SKILLS, AND ABILITIES

For all levels

- Knowledge of rehabilitation programs for individuals with developmental disabilities.
- Skill in the use of a computer and applicable software.
- Ability to collect and analyze data, to design therapeutic programs, to prepare and maintain records, and to communicate effectively.

Additional for Qualified Disability Professional III – IV levels

- Ability to oversee and/or supervise the work of others.

REGISTRATION, CERTIFICATION, OR LICENSURE

May require registration, certification, or licensure in a specialty area.