



Direct Support Professional III

Salary Group: A12
Class Code: 5123

<u>CLASS TITLE</u>	<u>CLASS CODE</u>	<u>SALARY GROUP</u>	<u>SALARY RANGE</u>
DIRECT SUPPORT PROFESSIONAL I	5121	A08	\$22,705 - \$33,229
DIRECT SUPPORT PROFESSIONAL II	5122	A10	\$24,910 - \$36,571
DIRECT SUPPORT PROFESSIONAL III	5123	A12	\$27,840 - \$43,798
DIRECT SUPPORT PROFESSIONAL IV	5124	A14	\$31,144 - \$49,134

GENERAL DESCRIPTION

Performs complex (journey-level) habilitative and rehabilitative care work with individuals who have developmental disabilities. Work involves implementing treatment programs and performing therapeutic or developmental activities. May provide guidance to others. Works under general supervision, with moderate latitude for the use of initiative and independent judgment.

EXAMPLES OF WORK PERFORMED

Implements habilitation and rehabilitation, behavior management, crisis intervention, and treatment programs.

Interacts with residents therapeutically and participates in training or treatment programs.

Participates in the development and implementation of residents' treatment plans.

Observes residents for signs and symptoms of disease, injury, reactions to medications, behavioral changes, or other conditions that warrant medical intervention.

Reports significant changes in residents' physical conditions or behavior.

Reports unusual incidents such as fires, resident abuse, injuries, and missing persons.

Administers first aid to residents as appropriate.

Teaches and assists residents with carrying out necessary self-care skills (e.g., feeding, dressing, and personal hygiene).

Attends to health care needs of residents under the supervision of medical personnel.

Prepares reports and maintains documentation on resident behavior, progress, and goals.

May manage aggressive behavior among residents.

May escort residents off grounds to activities or appointments.

May communicate problems and recommendations for improvement to appropriate staff.

May review documentation of significant events.

May provide guidance to others.

Performs related work as assigned.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Experience in direct care work. Graduation from a standard senior high school or equivalent is generally preferred. Experience and education may be substituted for one another.

KNOWLEDGE, SKILLS, AND ABILITIES

Knowledge of rehabilitative programs for individuals with developmental disabilities, and of resident care techniques, therapy, and treatment programs.

Skill in the use of a computer and applicable software.

Ability to provide resident care, to prepare reports and maintain records, to administer first aid or cardiopulmonary resuscitation (CPR), to conduct prevention and management of aggressive behavior (PMAB), to communicate effectively, and to provide guidance to others.

REGISTRATION, CERTIFICATION, OR LICENSURE

May require a valid driver's license and certification in CPR, first aid, or PMAB.