



# Direct Support Professional

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
DIRECT SUPPORT PROFESSIONAL I	5121	A09	\$29,781 - \$40,859
DIRECT SUPPORT PROFESSIONAL II	5122	A11	\$32,332 - \$47,355
DIRECT SUPPORT PROFESSIONAL III	5123	A13	\$35,439 - \$52,388
DIRECT SUPPORT PROFESSIONAL IV	5124	A15	\$38,976 - \$58,045
DIRECT SUPPORT PROFESSIONAL V	5125	A17	\$42,976 - \$64,469

## GENERAL DESCRIPTION

Performs habilitative and rehabilitative care work with individuals who have developmental disabilities, involving implementing treatment programs and performing therapeutic or developmental activities.

## EXAMPLES OF WORK PERFORMED

Provides behavior intervention to ensure that residents are protected from harm or injury.

Participates in delivering therapeutic and individualized training according to a resident's treatment program and documents progress.

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

Ensures that residents' environment is free of safety hazards by correcting and reporting hazards.

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.

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.

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 V may also perform work listed within the previous levels.*

**Note:** *Factors that may distinguish between journey and senior levels include the degree of independence in performing the work; the scope of responsibility; the complexity of the work performed; and the employee's related experience, education, and certifications. Other factors may include the type, nature, scope, or sensitivity of the assigned caseload.*

**DIRECT SUPPORT PROFESSIONAL I:** Performs entry-level-to-routine (journey-level) habilitative and rehabilitative care work with individuals who have developmental disabilities. Works under moderate supervision, with limited latitude for the use of initiative and independent judgment. Employees at this level may have limited experience or no experience and spend the majority of their time performing simple to routine work following standard procedures.

**DIRECT SUPPORT PROFESSIONAL II:** Performs moderately complex (journey-level) habilitative and rehabilitative care work with individuals who have developmental disabilities. Works under general 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. Employees may also assist other staff in performing work of greater complexity, and may:

- Implement habilitation and rehabilitation, behavior management, crisis intervention, and treatment programs.
- Interact with residents therapeutically and participate in training or treatment programs.

**DIRECT SUPPORT PROFESSIONAL III:** Performs complex (journey-level) habilitative and rehabilitative care work with individuals who have developmental disabilities. Works under general supervision, with moderate latitude for the use of initiative and independent judgment. Employees at this level may work more independently than those at the previous levels, may routinely assist other staff in performing work of greater complexity, may provide guidance to others, and may:

- Report unusual incidents such as fires, resident abuse, injuries, and missing persons.
- Prepare reports and maintain documentation on resident behavior, progress, and goals.

**Note:** *A senior-level employee (levels IV-V) may serve in a lead or supervisory role and may perform the full range of work identified in the levels preceding their own and/or oversee or coordinate that work for others.*

*Factors that may distinguish between senior levels include the degree of independence in performing the work; the complexity, scope, and impact of the work performed; the scope of responsibility, oversight, and authority; and the employee's related experience, education, and certifications. Other factors may include the assigned practice area and the nature, scope, or sensitivity of the assigned caseload.*

**DIRECT SUPPORT PROFESSIONAL IV:** Performs advanced (senior-level) habilitative and rehabilitative care work with individuals who have developmental disabilities. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may:

- Coordinate occupational, recreational, vocational, and educational therapy programs.
- Plan, assign, and evaluate the performance of treatment programs and activities.
- Monitor habilitation and rehabilitation, behavior management, crisis intervention, and treatment programs.
- Provide guidance and assistance on program procedures, policies, and laws.

**DIRECT SUPPORT PROFESSIONAL V (Added 9-1-2023):** Performs highly advanced (senior-level) habilitative and rehabilitative care work with individuals who have developmental disabilities. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level frequently utilize their specialized expertise to advise management on a variety of issues necessary to ensure a consistent, statewide, implementation of rules, regulations, and policies. Employees at this level may also oversee or work on some of the most complex and challenging cases and may:

- Manage aggressive behavior among residents.
- Escort residents off grounds to activities or appointments.
- Communicate problems and recommendations for improvement to appropriate staff.
- Review documentation of significant events.

## 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

#### For all levels

- Knowledge of rehabilitative programs for individuals with developmental disabilities.
- Skill in the use of a computer and applicable software.
- Ability to provide resident care, to prepare and maintain records, to administer first aid or cardiopulmonary resuscitation (CPR), to conduct prevention and management of aggressive behavior (PMAB), and to communicate effectively.

#### Additional for Direct Support Professional III – V levels

- Knowledge of resident care techniques, therapy, and treatment programs.

#### Additional for Direct Support Professional IV – V levels

- Ability to supervise the work of others.

**REGISTRATION, CERTIFICATION, OR LICENSURE**

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