



The University of Minnesota's
Research and Training Center on Community Living
and
The National Alliance for Direct Support Professionals
Announce the

CALL FOR NOMINATIONS
Moving Mountains Awards:
Best Practice in Direct Support Workforce Development

DEADLINE FOR SUBMISSION: NOVEMBER 20TH, 2015

BACKGROUND AND PURPOSE OF THE MOVING MOUNTAINS AWARD:

The National Alliance for Direct Support Professionals (NADSP) and the Research and Training Center (RTC) at the University of Minnesota's Institute on Community Integration are seeking nominations for the **2016 Moving Mountains Award**. The purpose of this award is to recognize organizations using leading practices in direct support staff workforce development that result in improved outcomes for the people being supported. Organizations applying are required to illustrate how their direct support workforce practices and philosophy align with the principles of the National Alliance for Direct Support Professionals (NADSP). These principles are:

- All direct support professionals benefit from access to well-constructed educational experiences (e.g., in-service training, continuing and higher education) and lifelong learning;
- Certifying highly qualified workers incentivizes continuing education, increased compensation, and access to career pathways for direct support professionals thereby improving retention;
- Values and ethical decision making can be learned and infused into daily practice; and
- Strengthening relationships and partnerships between direct support professionals, self-advocates, and other consumer groups and families improves the quality of support.

Nominated programs/initiatives can be small (a single program) or large (statewide) in scope and can involve just a few or many DSPs. Organizations that have applied

previously but were not selected are invited and encouraged to re-submit a nomination for this year's competition. The RTC and the NADSP are looking for unique and creative initiatives that contribute to improving workforce outcomes for direct support professionals and their employers. We welcome applications from statewide/regional initiatives, local organizations, and individuals. Up to two awards will be given each year. This year's award winners will be honored at the **2016 Reinventing Quality Conference**.

APPLICATION PROCESS:

1. Applications due November 20th, 2015 by electronic submission to zeman048@umn.edu.
2. Applications will be reviewed internally by RTC/University of Minnesota for completeness and meeting the following minimal criteria:
 - a. An official cover letter signed by the chief executive officer or chief operation officer that includes the following information:
 - i. Applicant organization's leadership has read the application, understands it, and agrees with the details.
 - ii. Verification that the program/initiative in the application has been in existence for at least one year, and is currently operating at the time of the application.
 - iii. Applicant's organization name, address, email, phone and the name(s) and contact information of the principal contact(s).
 - iv. Identification of the Program/Initiative by name.
 - v. Scope of the Program/Initiative (e.g., single site, across organization, regional, multi-agency, other)
 - vi. Applicant organization is authorized to do business in the state(s) and/or county(ies) it identifies and is provider in good standing with certifying, licensing and funding entities; and accrediting organizations (if applicable).
 - b. Application meets the published deadlines.
 - c. Application provides the information in the prescribed format and in the order in which it is requested.
 - d. In order to provide a robust description of your program/initiative, we would expect applications of at least 5 pages in length, but not to exceed 10 pages. Please feel free to either type into the document below, or copy the questions into a different document.
3. Applications will be screened for completeness and then be evaluated and scored by a national review committee composed of: 1) the Research and Training Center on Community Living at the UMN, 2) the National Alliance of Direct Support Professionals (NADSP), and, 3) national subject matter experts on workforce development with in long term service and supports. The two highest scored applications will be invited to participate in a separate mandatory interview with the members of the review committee. Interviews will be scored and serve as the final step in the review process.
4. Interview questions are intended to provide further clarification and more detailed information regarding specific aspects of the program/initiative. The quality of the written application determines if the application merits an interview. The result of the interviews will be the determining factor for which applicant(s) receive(s) the Moving Mountains Award.
 - a. The review committee may offer the award to one or both applicants.

5. During the evaluation process, the content of the applications will be held in confidence.

*If you have questions regarding the completion of the application, please email Lindsey Zemanek at zeman048@umn.edu no later than November 5th, 2014. You will receive a written answer within 5 business days.

APPLICATION PRESENTATION: (PLEASE PROCEED IN ORDER, OMITTING NO ITEM. USE ADDITIONAL PAGES AS NEEDED. ENTIRE APPLICATION IS WORTH 200 POINTS)

Section 1: Major Components and Evaluation of the Program/Initiative

- 1.1. Describe the program/initiative in detail. **(40 pts.)** Include in your description:
 - 1.1.1. Why the program/initiative was developed.
 - 1.1.2. The primary goals of the program/initiative. How are the goals being advanced?
 - 1.1.3. Describe who implemented the program/initiative and who the participants are.
 - 1.1.4. What are the major aspects and components of the program/initiative; how does it operate?
 - 1.1.5. Describe the timeframe for development and implementation of the initiative and its current activities and priorities.
 - 1.1.6. How is technology being used to empower DSPs, enhance service delivery and advance professional development?
- 1.2. Describe how each of the following NADSP Operating Principles are addressed by the program /initiative. At least two of the following must be discussed in order for your program to be considered. Please indicate, which, if any of them are not included in your program/initiative. **(36 pts.)**
 - 1.2.1. All direct support professionals benefit from access to well-constructed educational experiences (e.g., in-service training, continuing and higher education) and lifelong learning;
 - 1.2.2. Certifying highly qualified workers incentivizes continuing education, increased compensation, and access to career pathways for direct support professionals thereby improving retention;
 - 1.2.3. Values and ethical decision making can be learned and infused into daily practice; and
 - 1.2.4. Strengthening relationships and partnerships between direct support professionals, self-advocates, and other consumer groups and families improves the quality of support.
- 1.3. What have been the program/initiative accomplishments to date? In evaluating the success of your initiative, please indicate the areas in which you have noted accomplishments. Please provide the review committee with data to support your narrative of accomplishments. If you do not have information or data in any of the below areas, please indicate. **(54 pts.)** Provide an explanation in each of the following areas:
 - 1.3.1. Changes in turnover rates
 - 1.3.2. Changes in retention rates
 - 1.3.3. Completion rates (trainees, trainers, credentials, etc.)
 - 1.3.4. Participant/family satisfaction scores

1.3.5. DSP satisfaction scores

1.3.6. Policy development, please specify and describe at what level (agency, state, etc.)

Section 2: Evaluation and Stakeholder Involvement

2.1. Indicate the active involvement of multiple stakeholder groups. How did each stakeholder group participate in the development, implementation and evaluation of the program / initiative? **(35 pts)**

2.1.1. Direct Support Professionals

2.1.2. Individuals with disabilities

2.1.3. 2.1.3. Policymakers

2.1.4. 2.1.4. Provider Agencies

2.1.5. 2.1.5. Advocates

2.1.6. 2.1.6 Family members

2.1.7. 2.1.7 Post-secondary educators

2.2. How are the outcomes communicated to stakeholders and used to promote advocacy and the direct service workforce as a profession? **(10 pts.)**

Section 3: The Community Imperative

3.1. Describe how the program / initiative embraces the “community imperative”—the right of all individuals with disabilities to receive person-centered, self-determined supports in the family home, residential, on-the-job support, vocational, or their own homes? How does this initiative support the development and improvement of community (non-institutional) human services? **(25 pts.)**