



EMPATHY

Seeing the world and their own actions from the eyes of the people they support, continues to promote an understanding of the views, history, and challenges of others

PATIENCE

Understands that speed is not their goal. Their goal is the pursuit of skills, abilities, and happiness with the people they support. A patient DSP know that though it may be quicker to finish a task themselves, they know that the task is not their goal

KINDNESS

Knows the right way to treat people they support and those around them. This kindness is a professional and respectful form of love

CONSISTENCY

Provides supports for people that are consistent and dependable, from day-to-day, shift-to-shift, and DSP-to-DSP

CURIOSITY

Is curious about the person or people they support, wanting to learn more about them. An intellectually curious DSP also has the desire to grow and develop one's skills

SUPPORTIVE

Can provide personal, and at times intimate supports, while remaining respectful, empathetic, and gentle. A supportive DSP knows what the person they are supporting may need and how they prefer their needs to be met

TRAUMA-INFORMED

Understands trauma, the effects of trauma, and the responses to traumatic events. A trauma informed DSP assumes the people they support have experienced trauma



Department of
Developmental Disabilities

Mike DeWine, Governor
Jeff Davis, Director

THE WORK PLAN

INSPIRE CONFIDENCE

- Equip DSPs with valuable education, training, and resources
- Increase DSP sense of value to the system for themselves and other system partners
- Emphasize the valuable and transferable skillset each DSP possesses



REIMAGINE RECRUITING AND RETENTION

- Bring support concepts to recruiting and retention practices
- Use person-centered recruiting to expand and engage a reliable and consistent workforce
- Challenge current hiring practices for DSPs by creating innovative recruitment and retention models

PROMOTE CAREER PATHS

- Show paths for those with and without continued education
- Promote the profession of DSP to other employment fields
- Explain the flexibility of a landing spot, leap pad, or step along the way

SUPPORT AND ENCOURAGE EMPOWERMENT

- Create opportunities for DSPs to network and learn from one another
- Enable DSP voices to be heard on a county, regional, and/or statewide level
- Engage DSPs in the assessment and planning process for the ISP

PROVIDE QUALITY TRAINING

- Utilize consistent training throughout system and services
- Build skills that are important to each DSP through unique training opportunities
- Promote new and unique learning platforms for DSPs through technology