

NATIONAL ADVOCACY CAMPAIGN ANNUAL REPORT



FOR A STRONGER TOMORROW



What is one thing you wish people understood about you and your work?

“With person-centered supports in place (and DSPs are one support), people with disabilities can accomplish many goals and live fulfilling lives.”

—Debra Newman, Accessibility Answers

FOREWORD

ANCOR’s National Advocacy Campaign (NAC) has made great strides within the past decade as an effective voice in Washington, D.C., building relationships with Congressional champions, the Administration and other organizations in the national disability community.

With these partners, the NAC has supported the development of the Direct Support Professional workforce, championed wage legislation in Congress, advocated for additional Medicaid funding and educated both elected officials and the public on DSP workforce issues.

New challenges, including increasing pressure on funding, are driving ANCOR and the NAC leadership to evaluate and reposition the campaign to ensure its ability to advance the NAC’s mission and objectives and, through advocacy, the mission of ANCOR.

This year’s annual report not only highlights key accomplishments in 2011, but also plans for the coming year—and beyond.

MISSION

To enhance the lives of all people with disabilities who rely on long-term supports and services by obtaining the resources to recruit, train and retain a highly qualified and sustainable workforce.

OBJECTIVES

Implement a national policy and solutions to address the workforce shortage and financing issues through the engagement of community service providers, members of the direct support workforce, policy makers at the state and federal level and other stakeholders.

Obtain adequate public funding to provide competitive wages, benefits, training and career development for the long-term supports and services workforce.

Advance and promote technologies and other innovations that maximize human resources; **assuage** workforce demands; and **allow** for efficiencies, enhancements and flexibility in the delivery of supports and services.

Who is your hero in real life?

“Each and every one of the individuals I support. Each and every day they face more challenges than the typical person does in a lifetime. But they take it in stride and always seem to have a smile on their face.”

—Lasey Tarrell, *Lifquest*



LETTER
FROM
NAC
CO-CHAIRS

Like many organizations, ANCOR is evolving to meet new and complex challenges, and ANCOR's National Advocacy Campaign has endeavored to rise to the occasion as members continue their support through contributions and participation in the campaign's activities.

Advocacy is the key to effecting change and creating a better social,



Chris Sparks



Daryn Demerritt

political and economic environment for all. ANCOR members, Direct Support Professionals (DSPs) and the individuals they support are uniquely positioned to demonstrate to all levels of government and to the public that the supports and services we provide are a necessary part of the infrastructure and economy of our communities.

As an organization, ANCOR has the capacity to use the NAC as a vehicle to advance its public policy priorities, sustaining and expanding long-term services and supports. It is imperative that our community has every voice—especially those of the DSP workforce and individuals with disabilities—effectively focused on not only maintaining funding of supports and services, but also expanding their availability.

The objectives of the National Advocacy Campaign are inexorably linked to ANCOR's efforts to prevent dangerous cuts to Medicaid. After all, Medicaid is the vital lifeline that makes long-term supports and services—and the DSPs who provide them—possible.

To advance the goals of the NAC, we must send the message that Medicaid

affects the funding and availability of necessary community supports and services, and as a result, the availability and funding of these services affects the number of jobs available to DSPs and the wages paid to DSPs.

Today, the Medicaid safety net faces unprecedented threats. As we use this report to look back at the NAC's activities and accomplishments in 2011, we must also augment those DSPs' accomplishments with advocacy centered on the very funding that supports the services they provide.

LETTER
FROM
ANCOR
PRESIDENT



Wendy Sokol

Dear Friends:

In his *New York Times*-bestseller, *Drive: The Surprising Truth About What Motivates Us*, Daniel Pink says that “the secret to high performance and satisfaction—at work, at school, and at home—is the deeply human need to direct our own lives, to learn and create new things and to do better by ourselves and our world.”

Direct Support Professionals (DSPs) intrinsically know this. They are not driven by the paycheck or the benefit plans we offer—they are driven by something far greater. In Pink’s words, “they have hitched their desires to a cause larger than themselves.”

The National Advocacy Campaign recognizes the magnificent and selfless contribution DSPs make in the lives of millions of people with disabilities every day, in every community across the United States.

The NAC recognizes the contribution of DSPs through the ANCOR DSP of the Year Recognition Contest, the annual DSPs to DC event in conjunction with ANCOR’s annual conference and National DSP Recognition Week.

This year, in a show of bipartisan support—and for the fourth consecutive year—the U.S. Senate unanimously approved a resolution designating the week beginning September 11 as “National Direct Support Professionals Recognition Week.” This acknowledgment by the Senate is significant to the NAC, as work continues to secure increased funding for DSPs and improve supports and services for people with disabilities.

Research tells us that during every person’s lifetime, we will experience some short-term or permanent disability where we will need assistance to manage and accomplish many of our basic human needs. This assistance will, most likely, be provided by a DSP.

Such a significant role is not only worthy of recognition, but should also be compensated by a wage commensurate with the significant work that they do in our communities. DSPs like Gina Bartlow, the 2011 DSP of the Year, need to be honored for their work and fairly compensated for their time. Gina—a lead senior instructor at Twin Rivers Associates in Stratham, New Hampshire—

has worked tirelessly as a DSP for more than 25 years. She is not only an extraordinary worker, but also volunteers her time and resources to improve the lives of the people she supports.

The NAC is the grassroots arm of ANCOR, and we have collectively worked throughout 2011 to advocate for both recognition and professionalization of this workforce.

We have stood arm-in-arm, we have marched on the Capitol and we have committed to continue our efforts to make a difference. It is through this valued work of ANCOR members and through your financial contributions that we move closer to achieving our legislative goals and the ultimate recognition: education and professional compensation of DSPs nationwide.

This NAC Annual Report contains valuable information on the significant accomplishments that were made in 2011. It also highlights our goals for the future. This would not have been achieved if it was not for your contributions.

On behalf of ANCOR and the NAC, I sincerely thank you for your continued support.

2011 DSP of the Year Recognition Contest

Gina Bartlow's words in accepting the prestigious honor as the ANCOR 2011 Direct Support Professional of the Year speak to both the spirit this professional brings to work daily and to the commitment made by ANCOR to honor this hardworking workforce across the country.

"It is a huge honor to be DSP of the Year; I feel humble," Bartlow said at the awards ceremony during ANCOR's 2011 Annual Conference. "I don't think

I'm better than anybody else, so I am accepting the award on the behalf of all DSPs." She was one of 214 DSPs nominated for this award.

Bartlow is a lead senior instructor/DSP in the day program at Twin Rivers Associates in Stratham, New Hampshire. As the mother of an adult son with Down syndrome, Bartlow realized she could use her personal experience to help others. For the past 25 years, she has dedicated herself to supporting and advocating on behalf of people with disabilities to live a fuller, more independent life.

"Learn what makes us the same." That's Gina's favorite quote and her guiding philosophy in being a DSP and working daily to support people with disabilities. She supports several individuals with disabilities, including one with whom she and her family share their home.

Advocacy is an important issue on Bartlow's agenda. In 2010, she participated in a rally at the New Hampshire State House to protest the budget cuts to Health and Human Services, which would jeopardize critical services for the people she supports. Her dedication to advocacy on behalf of people with disabilities was one of

the elements that impressed the judges of the award.

"The 2011 class of DSP nominations were truly outstanding and inspiring—each of them deserving of recognition," said ANCOR CEO Renee Pietrangolo. "ANCOR's DSP recognition program honors these professionals and their dedication to the individuals they support and their communities. Each one brings us closer to full community participation for individuals with disabilities."

The DSP Recognition Award program was created by ANCOR in 2007 to acknowledge the commitment of the DSPs who work to ensure community inclusion and full participation for hundreds of thousands of Americans with disabilities.

This award is judged on criteria in concert with the overall philosophy of ANCOR's National Advocacy Campaign: to raise awareness for the direct support workforce. Among other criteria, nominees were judged on their effectiveness in building social networks; meaningful and productive participation in the community for the people they serve; and advocating or effecting change on behalf of people with disabilities.



Gina Bartlow accepts the 2011 DSP of the Year Award "on behalf of all DSPs."

F O R A S T R O N G E R T O M O R R O W

In addition to Gina Bartlow, 42 DSPs of the Year from the following states and the District of Columbia were also honored:

Alabama:

David Vernon
ResCare Alabama

Alaska:

Debra Jenkins
ResCare

Arizona:

Florence Childs
Mosaic

California:

Yolonda Castaneda
Hy-Lond Home

Colorado:

Linda Rogers
Imagine!

Connecticut:

Elizabeth Donovan
Dungarvin Connecticut LLC

Delaware:

Eileen Christ
Mosaic

District of Columbia:

Sharlene Davis
Home Care Partners

Georgia:

Carol Jones
Shepherd Center

Illinois:

Brenda Walker
The Association for
Individual Development

Indiana:

Maria Cuello
ResCare Community Services-
Central Indiana

Iowa:

Leanna Haahr
Exceptional Persons Inc.

Kansas:

Velia Flores
Mosaic

Kentucky:

Shannon Landon
ResCare Community
Alternatives-Elizabethtown

Louisiana:

Betty Anderson
Terrebonne Arc

Maine:

Brian Salisbury
Support Solutions

Maryland:

Christine Bentley-Brooks
The Chimes

Michigan:

Derek Kolp
ResCare

Minnesota:

Melissa Hassebroek
Dakota Communities

Mississippi:

Beth Tillman
Brandi's Hope Community
Services

Missouri:

Michele Peterson
St. Louis Arc

Montana:

Mitch Woods
Family Outreach

Nebraska:

Dan Hayes
Mosaic

Nevada:

Hilda Leon
Dungarvin Nevada LLC

New Jersey:

Charlene Walker
Community Access Unlimited

New Mexico:

Joseph Medina
Dungarvin New Mexico LLC



New York:

Jacob Mueller
HASC Center Inc.

North Carolina:

Robin Billings
ResCare HomeCare

North Dakota:

Joel Varriano
HIT Inc.

Ohio:

Brenda Sloan
New Avenues to Independence Inc.

Oklahoma:

Creston Capps
ResCare Oklahoma

Oregon:

Rollin "Lonny" Trent
Spruce Villa Inc.

Pennsylvania:

Megan Metzger
SPIN

South Carolina:

Susan Ramirez
ResCare HomeCare

South Dakota:

Jimi Obretenov
Black Hills Workshop

Tennessee:

Aimee Rogers
Open Arms Care

Texas:

Haynette Miller
Mosaic

Utah:

Laipei "Pacey" Fotu
Dungarvin Utah LLC

Vermont:

Belva M'Vemba
Families First Inc.

Virginia:

Peter Bergstrom
Eggleston Services

Washington:

Daniel Machar
ResCare Seattle

Wisconsin:

Leah Greene
Dungarvin Wisconsin LLC

*2011 DSPs of the Year
were honored at
the ANCOR 2011
Annual Conference:
Leading Cultures of
Innovation & Advocacy
in Washington, D.C.*



NADSP Executive Director Joe MacBeth addresses "Careers That Matter Most" at the 2011 DSPs to DC event.

On June 6 and 7, Direct Support Professionals from across the country participated in the 2011 DSPs to DC event—held in conjunction with

ANCOR's annual

conference—and were presented with life-changing moments.

They networked, they learned about advocacy—that it truly does work—and they realized the value in professional development. Those 100+ DSPs departed with an understanding and appreciation for the NADSP Code of Ethics and how one voice can make a difference and be joined by other voices.

Brad Fitch, CEO of Congressional Management Foundation, energized the DSPs with his message about "How to Be an Effective Citizen-Advocate," and many DSPs left that session having taken "The Advocates Pledge." They learned how to influence legislators, how to make effective use of their powerful and personal stories and how one person can make a major difference.

In "DSP Forum: Taking Our Work to a Deeper Level," DSPs shared success stories and near-success stories—and

even talked about failure, including what to learn from it, as well as how DSPs must work with intention to provide the best supports for those who depend on them.

Joe MacBeth, the executive director of the National Alliance for Direct Support Professionals, led a session about "Careers That Matter Most," discussing how we all must work together to attract a new generation of DSPs to meet the ever-growing numbers of people who need our support and how to manage this very-real crisis.

The rapidly growing role of social media and how to use it effectively was a hot topic of discussion led by Fred Hobbs, director of public relations for Imagine! He talked about how DSPs and service-provider organizations can use the social media tools of Facebook, among others, to open doors for the people they support to communicate, connect and network. He also addressed the dos and don'ts of social media.

At a joint session with ANCOR conference participants, PBS news anchor Judy Woodruff discussed her role as a mother of a son with disabilities and her advocacy work on his behalf.

Immediately following Woodruff's presentation, ANCOR honored Gina Bartlow as the DSP of the Year in the fifth year of the National Advocacy Campaign's highly successful DSP of the Year Recognition Contest. Along with Bartlow, DSPs of the Year from 42 states and the District of Columbia were also recognized.

DSPs to DC



Journalist Judy Woodruff addresses DSPs and conference participants in a joint session.

THE RALLY FOR COMMUNITY LIVING

At the “Rally for Community Living” on Capitol Hill, DSPs were joined by community service providers and self-advocates to ask Congress and the White House to adopt polices supporting the rights of individuals with disabilities to live and receive services and supports in their communities—not in institutions—and to understand the need for a well-paid, professional workforce.

Joining ANCOR on June 8 in hosting this exciting gathering was the Direct Care Alliance and the National Alliance for Direct Support Professionals (NADSP).

The speakers at the rally included the following:

- U.S. Senator **Ben Cardin** (D-MD), who addressed fighting attempts to



Self-Advocate David Liscomb shares what DSPs have meant to him.

change or reduce Medicaid funding;

- Best-selling author **Rachel Simon** (*Riding the Bus With My Sister* and *The Story of Beautiful Girl*), who spoke passionately about her sister, a woman with disabilities, and Rachel's fight to keep her out of an institution, as well as a call-to-action for the closing of all institutions;
- Self-advocate **David Liscomb**, an



U.S. Senator Ben Cardin (D-MD) urges rally attendees to fight Medicaid cuts.

NADSP member, who talked first-hand about the value of DSPs in his life and what they mean to him; and

- 2011 DSP of the Year **Gina Bartlow**, the mother of a son with disabilities, who said that services to those with disabilities should be as much a right as other rights provided for in the U.S. Constitution.

DSP of the Year for Wisconsin Leah

Greene had this to say of the rally and the overall experience: “That event made me do a 180-degree change at the way I look at my position relative to the [individuals with disabilities] I work with. I didn’t realize how much difference that one person can make in a life and how much one can do to help the lives of DSPs and those they support.”



DSPs and ADVOCACY: LEAH GREENE

Leah Greene and the word “advocate” go together like peanut butter and jelly. It has become a part of who she is.

Ask this Direct Support Professional what her one wish in life would be and she says: “To have an endless supply of money, so I could pay DSPs more and give our individuals the best of the best.”

And were she a superhero, what would be her superpower? “Strength, so when others can’t walk or feel like they can’t go on, I will be able to carry them.”

The thread here is unmistakable: She aims to make life better for everyone she touches, and for those she doesn’t know, to touch them in a unique way through her advocacy

work that will lead to stronger DSPs and better lives for those they support.

This understanding of and passion for advocacy became part of her life during the NAC’s DSPs to DC in 2011 event. According to Greene, the experience changed her life.

“That event made me do a 180-degree change at the way I look at my position relative to the [individuals with disabilities] I work with,” she says. “I didn’t realize how much difference that one person can make in a life and how much one can do to help the lives of DSPs and those they support.”

Greene works at Dungarvin in Sheboygan, Wisconsin, and in 2011, she was selected as the Wisconsin DSP of the Year by ANCOR. She has been a DSP for 11 years and supports five people. A busy woman at 33, Greene juggles 50- to 60-hour workweeks along with a husband and two children.

She is a shining example of a DSP—and now, thanks to DSPs to DC, she is a strong advocate.

Here’s a look at Greene’s advocacy efforts, so far:

- She has contacted Wisconsin’s two U.S. senators—Herb Kohl and Ron Johnson—regularly since June 2011.
- She wrote and sent a letter to the guardians of the five people she supports “to make them aware the funding they receive is at jeopardy and they were

encouraged to write letters, call and email (late Sunday night so they would be on top of the email list on Monday mornings) their appropriate U.S. representatives,” she explained. Now, more than 600 families have sent their stories to these senators and elected officials letting them know how crucial funding is.

- She maintains an open line of communication with Wisconsin Governor Scott Walker with calls, letters and emails.

Her passion is obvious.

Her advocacy work reaches inside of her Dungarvin workplace—but in a little different way. “We have a person who came in with a traumatic brain injury who was not getting the proper supports,” she explained. “The DSPs didn’t understand TBI, so I went ahead and did a lot of research and brought in a few pages of information about how to support someone with TBI. My supervisor was excited—and so were this woman’s DSPs.”

What drives her passion for her work and the advocacy role? “It comes from my childhood—and I like challenges, that’s for sure. I am very empathetic. I don’t give up. Never, ever,” she said.

In 2011, DSPs to DC made a difference—especially to this DSP in Wisconsin.

Here is **Leah Greene’s** report on Wisconsin thus far in 2012:

“The state level of cutting surpasses the federal level right now. Medicaid has been cut. The amount families get for services, and the percentages that are being covered, have gone down dramatically. Some families aren’t even eligible for any coverage now.

“I try to do respite for a few families as much as possible for free to just help them out. Community Care (Central Wisconsin’s managed care provider) capped their resources so new individuals can’t be served. Community Care also made cuts to how much they pay companies that serve individuals, which in turn has closed a lot of facilities as well as put a freeze on raises.

“Many DSPs lost their health insurance, dropped hourly wage and paid time off was also cut in half. So, in a nutshell, Wisconsin has closed the doors to many people with disabilities, placed them in nursing homes or state mental facilities were they go to expire since they do not receive the care and enjoyment of life as they did living in the community, as well as DSPs losing their jobs and much-needed benefits.”

NATIONAL DSP RECOGNITION WEEK

National Direct Support Professional Recognition Week in 2011 was just that—a celebration across the country to honor and recognize the important work done by DSPs in providing supports for people with disabilities.

For the fourth consecutive year, the U.S. Senate, in a show of bipartisan support, unanimously approved a resolution designating the week of September 11, 2011 as “National Direct Support Professionals Recognition Week.” Senate Resolution 263 was sponsored by Senator Ben Nelson (D-NE) and co-sponsored by Senator Olympia Snowe (R-ME).

Senate acknowledgment is significant to the ANCOR National Advocacy Campaign, as work continues to secure increased funding for DSPs and improve supports and services for people with disabilities.

“We are proud that the U.S. Senate has bestowed this recognition in honor and observation of the direct support workforce and the tremendous impact they have in communities across the



Governor John Lynch celebrates National DSP Recognition Week with New Hampshire DSPs.

country,” said Renee Pietrangelo, CEO of ANCOR.

Additionally, 29 states also issued proclamations recognizing DSP Recognition Week, and a variety of events, celebrations and parties were held within the communities of DSPs.

Here’s a snapshot of some of the celebrations:

John F. Murphy Homes, Inc. (Maine): DSPs were honored at multiple events during DSP Week. They were celebrated under a carnival tent, had their cars washed, attended a pancake breakfast and were honored with a barbecue and softball tournament.

New Avenues to Independence, Inc. (Ohio): For DSP Recognition Week, New Avenues to Independence held an ice cream social and car wash for its DSPs; decorated its main campus’ grounds with yellow flags with the names of its DSPs on

each of them; had a special display in its lobby for its DSPs who had worked at New Avenues for 20+ years; and participated in Call Into Congress Day.

New Hampshire: According to Lori Raymond, a volunteer for the New Hampshire Alliance for Direct Support Professionals, a DSP Recognition Day was held on September 13 at the Statehouse in Concord, New Hampshire. New Hampshire Governor John Lynch visited with DSPs, and the grounds of the state capitol were virtually blanketed with yellow flags made by persons served, honoring DSPs.

Oahe, Inc. (South Dakota): It was one big celebration at Oahe, Inc. To honor its DSPs, the organization held daily drawings for prizes, including restaurant and store-donated gift certificates. Its family organization, Angel’s Auxiliary, purchased water bottles to give as gifts to all of the employees, and a proclamation from the governor was posted for all employees to see. Additionally, Ann Hoyer, the agency’s executive director, submitted a letter to the editor, which was printed in the Pierre, South Dakota newspaper.

The following 29 states issued proclamations recognizing September 11–17, 2011, as DSP Recognition Week:

- Arkansas
- Delaware
- Florida
- Illinois
- Indiana
- Kansas
- Maine
- Maryland
- Massachusetts
- Michigan
- Mississippi
- Montana
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- Ohio
- Oklahoma
- Pennsylvania
- Rhode Island
- South Dakota
- Tennessee
- Utah
- Vermont
- Virginia
- West Virginia
- Wisconsin
- Wyoming

The National Advocacy Campaign's Mission:
To enhance the lives of all people with disabilities who rely on long-term supports and services by obtaining the resources to recruit, train and retain a highly qualified and sustainable workforce.

BUILDING PARTNERSHIPS: the NAC and NADSP



The National Alliance of Direct Support Professional's Mission:
To promote the development of a highly competent human services workforce which supports individuals in achieving their life goals.

The respective mission statements of ANCOR's National Advocacy Campaign and the National Alliance for Direct Support Professionals are interwoven, constructed around two premises: making life better for those with disabilities who are supported by a highly qualified and competent workforce.

Thus, the partnership between ANCOR's NAC and NADSP is a natural one, pure and simple. Both are workforce-centered and committed to making life better for people with disabilities.

Launched in 2001, the NAC has taken root and grown into a multi-faceted program seeking public support to enhance the lives of people with disabilities by obtaining the resources to recruit and train a sustainable direct support workforce—and many in that workforce are members of the NADSP.

For several years, NADSP was a volunteer organization run by a board of directors, with administrative support out of the University of Minnesota's Research & Training Center. "Two to three years ago, our board began to consider leaving its home at the university and expand its membership,



Joe Macbeth

advocacy efforts and credentialing program—and we realized then how closely we were aligned with the NAC through our mission and vision," says Joe Macbeth, NADSP's executive director. "That's when I became involved along with Lisa Burck, and we supported the wage equity bills that NAC was working on so hard."

The rest isn't quite history, as the partnership continues to grow.

"We both have embraced the mission and the need to move beyond just salary increases as our priorities," Macbeth added. "There are so many other strategies that DSPs can benefit from, such as career ladders, taking leadership roles in their organizations and networking with colleagues.

"ANCOR has been very good about seeking our advice and input on the DSPs to DC events and the DSP Recognition Week," he continues. "We applaud ANCOR for taking the lead on these two great events, and we feel honored to be working with ANCOR."

At the 2011 DSPs to DC event, in conjunction with the ANCOR annual conference, Macbeth made a presentation and facilitated a discussion with the DSPs and others about the NADSP Code of Ethics and why this matters

to the work of DSPs.

"Often DSPs don't realize the significance of their role. ... They are part of something much larger, part of a thriving and growing workforce of 1.2 million DSPs," Macbeth said.

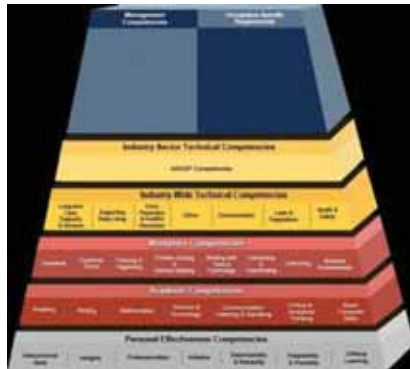
The partnership between the two organizations is deepened by the presence of Macbeth on the ANCOR Foundation's Board of Directors and ANCOR's Jerri McCandless on the NADSP Board of Directors. McCandless is ANCOR's member relations and board development director.

"It is a deepening relationship—and ANCOR has made a major commitment to help us with some of our strategic objectives and programs," Macbeth said. "The NAC and 'You Need to Know Me' are conduits to our workforce. We rely on ANCOR and its members to spread the news about our resources and services."

On a scale of 1 to 10, how does Macbeth rate the partnership? "About a 12 ... but we're looking for a 15."

With constantly expanding plans for partnering over the coming years gaining momentum, that "15" may not be so far off.

DOL APPROVES COMPETENCY MODEL



The Long-term Care, Supports, and Services Competency Model was developed in collaboration with the U.S. Department of Labor, Employment and Training Administration.

When the U.S. Department of Labor included the National Alliance for Direct Support Professional Competency Model in the Competency Model for Long-Term Care Supports & Services in 2011, Joe Macbeth knew “this was a major moment for NADSP.”

He was right. This was the first-ever set of long-term care supports and services competencies to receive DOL approval.

“The fact that our competencies have been recognized as *the* standard by the U.S. Department of Labor is a huge step for NADSP and our efforts to change the way training is delivered to Direct Support Professionals,” Macbeth said. “ANCOR was a steady partner every step of the way with us—a champion—and it was a big plus and honor to have their support and endorsement, really important.”

The LTSS Model was created by the U.S. Department of Labor’s Employment and Training Administration, which worked with technical and subject matter experts from education, business and industry to develop a comprehensive competency model for the long-term care, supports and services industry. This included participation from NADSP and ANCOR.

The first 12 of the 15 competencies are the nationally validated Community

Support Skill Standards that were developed by the Human Services Research Institute in the mid-1990s. The last three are part of the nationally validated Community Residential Core Competencies that were developed by Amy Hewitt, director of the Resource and Training Center at the University of Minnesota, as a part of her doctoral thesis. Each competency area has a competency statement and several skill statements that make up that competency area.

These skill statements describe the knowledge and skills that DSPs must have to demonstrate competency in each area. Through each competency area, DSPs have the opportunities to address challenges, work on issues identified by the person they support or assist a person in looking in a particular goal.

For example, an applicant may provide support to a person with a communication challenge. The applicant could use a work sample to demonstrate how they helped the person they support to develop a picture communication board.

“The knowledge, skills and attitudes that come from our competencies are the areas that you need to be competent in if you want to be an effective Direct Support Professional—and you can work anywhere if you have mastered these skills,” Macbeth explained.

The NADSP Competency Set is the basis for the NADSP Credential Program and the DOL Registered Apprenticeship Program for DSPs that was created in partnership with NADSP and ANCOR. The recognition of the NADSP Competency Set by DOL affirms these competencies are critical to the development of a prepared, competent DSP workforce that will provide quality supports and services to individuals with intellectual and developmental disabilities living in the community.

The push for this to happen was done by NADSP with a great deal of support by ANCOR—yet another manifestation of the relationship between the two organizations.

You can access the Long-term Care, Supports, and Services Competency Model at www.careeronestop.org, which is sponsored by the U.S. Department of Labor.

DSPs SHARE THEIR STORIES

In order to encourage Direct Support Professional involvement in the National Advocacy Campaign, ANCOR launched a contest in which DSPs were asked to fill out a short questionnaire, sharing their stories.

DSPs who participated would be entered to win an iPod. Additionally, select DSPs would be featured on the NAC website on a rotating basis.

More than 100 DSPs filled out the questionnaire and submitted their stories.

Margaret Knapp of OHI was chosen at random to win the iPod and became the first Featured DSP.

Here's her story:

For how long have you been a DSP?

5 years

When you were young, what did you want to be when you grew up?

A nurse

If they made a movie about your life, what would it be called?

Evolution

Why did you become a DSP?

I happened into DSP work when I was unable to find a nurse's assistant position upon moving from Rhode Island to Southern California in 2005.

Who is your hero in real life?

My heroes are those that get up every morning, facing what others may see as great adversity and struggle, with a smile on their face and a can-do attitude.

What is your favorite part about being a DSP?

The ability to assist people toward their own goals

If you had one wish, what would it be?

For all people to be treated fairly

What do you consider your greatest achievement?

Bringing two beautiful children into the world

If you were a superhero, what would be your superpower?

Super insight

What is one thing you wish people understood about you and your work?

That what I do is important and makes a difference in people's lives

To read all of the Featured DSP's stories, visit www.youneedtoknowme.org.

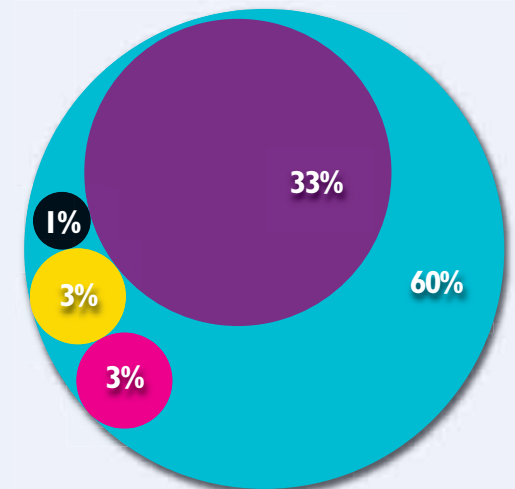
2011 NAC CONTRIBUTORS

Adelante Development Center
Big Lakes Developmental Center, Inc.
Black Hills Workshop and Training Center
Bost, Inc.
Calmra, Inc.
Casa, Inc.
CDC Resources
Central Aroostook ARC
Champaign Residential Services, Inc.
CHESCO Services
Chimes Foundation
CLASS LTD
Coastal Opportunities
Community Access Unlimited
Community Residential Services Association
Community Support Services, Inc.
Crystal Run Village, Inc.
Delta Projects, Inc.

Disabled Citizens Foundation
Dungarvin, Inc.
Exceptional Persons, Inc.
Friendship Community Care, Inc.
Hills and Dales
Illinois Association of Rehabilitation Facilities
Independent Opportunities
John F. Murphy Homes, Inc.
Koinonia Homes, Inc.
LEAP, Inc.
Liberty
Magdala Foundation
Mainstream Living, Inc.
Nemaha County Training Center, Inc.
New Avenues to Independence
New Hope Village
NYSACRA
OHI
Ohio Provider Resource Association

Partnerships for Minnesota Futures, Inc.
Rainbow of Challenges, Inc.
ResCare, Inc.
Special People in Northeast, Inc.
Springfield Arc, Inc.
Spruce Villa, Inc.
St. John Valley Associates, Inc.
Sunshine
The Arc of Delaware County
The Association for Community Living
The Institute of Professional Practice, Inc.
The MENTOR Network
The Resource Center
United Cerebral Palsy of Los Angeles, Ventura and Santa Barbara Counties
Verland, Inc.
Work, Community, Independence

WHERE 2011 NAC FUNDS WENT



The FUTURE of the NAC

The National Advocacy Campaign was founded in 2001 when ANCOR leadership answered the call from members to address the Direct Support Professional workforce crisis.

Since then, the NAC has grown into a nationally recognized endeavor—leading the charge to shine a spotlight on the contributions of an under-compensated workforce. This founding principle remains ANCOR's focus in ensuring the sustainability and expansion of long-term supports and services.

The DSP workforce has a voice and a stake in the availability of these community supports to individuals with disabilities. To that end, the NAC's focus is two-fold:

1. Raising the profile and status of DSPs; and

2. Advocating for the very funding that ensures that the vital role they play in the lives of individuals with disabilities is not diminished.

The NAC's mission is threatened by continued cutbacks and economic challenges in our states and the even greater threat of looming federal entitlement reform and the Centers for Medicare & Medicaid Services' resolve to rebalance the country's long-term care systems. We will vigorously counter these threats, while continuing our efforts to raise awareness (through the DSP Recognition Contest and DSP Recognition Week) and the status of DSPs (through the apprenticeship program and ongoing collaboration with the Department of Labor and the National Alliance for Direct Support Professionals).

In 2011, ANCOR launched the Medicaid Values People campaign to address the threats to Medicaid funding

by showing that Medicaid is not just a line item in a budget to be slashed, but is an essential part of the lives of people in every community across the United States. The individuals with disabilities that ANCOR members support and their DSPs—the backbone of long-term community supports and services—are the faces of Medicaid.



The two campaigns are complementary. We simply cannot separate our goal of a strong and sustainable DSP workforce from the issue of funding that makes these jobs—and the supports and services they represent—possible.

Throughout 2012, ANCOR will focus

on making the public aware of the connection between DSPs, the individuals they support and Medicaid. We will call on ANCOR members to advocate for Medicaid funding and inform political leaders, the media and the public on how Medicaid affects their states' economy and its citizens, especially people with disabilities and the DSPs who support them. Additionally, ANCOR will be able to arm members with the tools they need to do this.

These efforts can help us achieve our workforce objectives and, at the same time, make a big difference when Medicaid is considered for reforms that could lead to less funding for the very supports and services ANCOR members provide.

So join ANCOR and the NAC to answer the call: Show that "Medicaid Values People."





YOU NEED TO KNOW ME

I am a Direct Support Professional

www.youneedtoknowme.org

1101 King Street, Suite 380, Alexandria, VA 22314-2944
703-535-7850



American Network of Community Options and Resources

Providers Offering Quality Supports to People with Disabilities

www.ancor.org