

**We Can't Shine Without You!**



Lighting the Way  
on the  
Blueprint for Success



# What is STARS?

- A Way to Increase the Value of and Respect for Direct Support Professionals
- A Way to Recognize and Reward Consistent Outstanding Achievement and Commitment of People in the Role of Direct Support Professional
- A Way to Increase the Professionalism of Staff in the Role of Direct Support Professional

# Why Would I Want to Participate in STARS?

- Gain Recognition and Financial Rewards for Your Outstanding Achievement and Commitment
- Enhance Your Professional Skills
- Receive Advanced Training and Mentoring in the Profession of Direct Support
- Receive Tuition Benefits



# Who is Eligible to Apply?

If you can answer YES to all of these questions....

- Have you worked at The Arc Northern Chesapeake Region as a full or part-time Direct Support Professional, working at least 20 hours per week, for 12 continuous months?
- Was your most recent Performance Review Satisfactory?
- Do you have no more than one letter of instruction and no other incidents of disciplinary action within the past 12 months?
- Have you completed all mandatory agency trainings with current certification in First Aid/CPR?

# Who Is Eligible...Continued...

And Your Job Title is One of These, then YOU  
are Eligible to Apply:

- Awake Overnight Counselor
- Certified Nursing Assistant
- Employment Skills Assistant
- Employment Specialist
- Health Services Specialist
- Job Coach
- Primary Counselor
- Support Counselor
- Support Facilitator
- Weekend Counselor
- House Manager

# How Do I Meet the Requirements to Receive the Financial Incentive?

- Enroll in STARS by Completing the Application Process We Just Described
- Attend STARS Workshops as Required
- Pursue Education or Advanced Training
  - Complete 9 college credits of human service related courses,  
OR
  - Complete 50 hours of advanced training.
- Achieve Job Competency
  - Demonstrate competency in the areas identified as Community Support Skills Standards

# What are the Financial Incentives?

<u>Tier</u>	<u>Competency Areas Required</u>	<u>Advanced Training</u>	<b><u>OR</u></b>	<u>Education Credits</u>
Rising Stars	4	\$500/\$250PT		\$1,000/\$500PT
Shining Stars	8	\$1,000/\$500PT		\$2,000/\$1,000PT
Northern Lights	12	\$1,500/\$750PT		\$3,000/\$1,500PT

# What Will I Learn at a STARS Workshop?

- Achieving Competency in Community Support Skill Standards
  - 12 Competency Areas
- Developing an Outcomes Portfolio
  - Enhance Professional Skills



# What are Community Support Skill Standards?

- “Community Support” is what you do in your job every day. You provide support to people with disabilities living in their community
- “Skill Standards” are the standard, basic skills that are necessary for you to do your job of providing Community Supports to people.

# How Did We Get These Community Support Skill Standards?

- Developed by Direct Support Professionals
- Represent Best Practice
- Nationally Relevant and Validated
- Relevant to Personal Outcomes  
Accreditation
- At the Core of the STARS Program
  - The 12 Competency Areas described on the next slide

# The 12 Competency Areas of the Community Support Skill Standards

## Tier 1

### Rising Stars

- Participant Empowerment
- Education, Training, and Self-Development
- Community and Service Networking
- Documentation

## Tier 2

### Shining Stars

- Community Living Skills
- Facilitation of Services
- Vocation, Education and Career Support
- Advocacy

## Tier 3

### Northern Lights

- Communication
- Assessment
- Organizational Participation
- Crisis Intervention

# What is an Outcome Portfolio?

- A collection of materials put together by the Direct Support Professional to demonstrate his/her skill competency, education, values, and career objectives

# The Outcomes Portfolio Includes:

- Personal statement about the Direct Support Professional's commitment to this profession,
- Resume,
- Letter of support from an individual who receives supports from this Direct Support Professional,
- Signed commitment to abide by the NADSP Code of Ethics for Direct Support Professionals,
- Reflective Journal Entries,
- Work samples and summary statements for each Skill Standard competency area,
- Training and Education Records