

Location:

<http://www.collegeofdirectsupport.com>

> go

COLLEGE OF

**DIRECT SUPPORT**

AN INTERNET-BASED COLLEGE FOR DIRECT SUPPORT PROFESSIONALS

# The College of Direct Support: A National Internet-Based Multimedia Training Program To Respond to Workforce Challenges

*Reinventing Quality Conference*

*July 31<sup>st</sup>- August 1, 2003*

*Minneapolis, MN*

Location:

<http://www.collegeofdirectsupport.com>

> go

COLLEGE OF

# DIRECT SUPPORT

AN INTERNET-BASED COLLEGE FOR DIRECT SUPPORT PROFESSIONALS

[www.collegeofdirectsupport.com](http://www.collegeofdirectsupport.com)



# Collaborative Project

- **Sertoma Center - Knoxville, TN**
  - Project management
- **Research and Training Center on Community Living/Institute on Community Integration, University of Minnesota**
  - Course content development/storyboarding
  - Media
- **MC Strategies, Inc.**
  - Systems development
  - Media

# Qualities of the CDS

- **Validated Content**
  - Based on job analyses (i.e. CSSS)
  - National Board of Editors (topical/training experts)
- **Adherence to Adult learning Principles**
  - Multi-media, interactive
  - Integrated probes and tests for understanding
  - Self-paced with easy in/out
  - Prompts, supports and resources for advanced learning
- **Focus on “Real Work”**
  - Accessible 24-7-365; anywhere with computer access
  - Permanent and transportable record of training
  - Real work examples and illustrations throughout
- **Focus on teaching DSPs the principles, value and history of their work**
  - Values of respect, self-determination and inclusion throughout
  - Importance, responsibility & value of DSP role
  - NADSP Code of Ethics



# What the CDS is NOT

- **A way to replace skilled trainers**
  - CDS is a high-quality interactive “textbook,” resource directory, data management system
  - Frees trainers from redundant training of basic knowledge, skills and attitudes
  - Allows trainers to focus on observation/demonstration of applied practice
- **A way to make training easy**
  - CDS is based on systemic, objective analysis of DSP roles
  - CDS content reflects real demands placed on DSPs
  - CDS establishes high expectations among DSPs

# CDS Customization Options

- **Customization features built in:**
  - Lessons assignable to meet individual training needs
  - Link at top of page
- **Customization can be developed**
  - Agency level
  - Individual level
  - State level
  - Other

# Management Systems

- **Learner management system**
  - **Assessment**
    - Pre/post
    - OJT/portfolio
  - **Hours**
  - **Course completion**
  - **Scores on testing**
  - **Supervisor assessment check off**
- **Surveys of staff**
  - **Satisfaction**
  - **Intent to stay**
  - **Exit interview**
  - **demographics**
- **Retention and related data**
  - **Site number**
  - **Crude separation**

Location:

<http://www.collegeofdirectsupport.com>

> go

COLLEGE OF

# DIRECT SUPPORT

AN INTERNET-BASED COLLEGE FOR DIRECT SUPPORT PROFESSIONALS



Demo