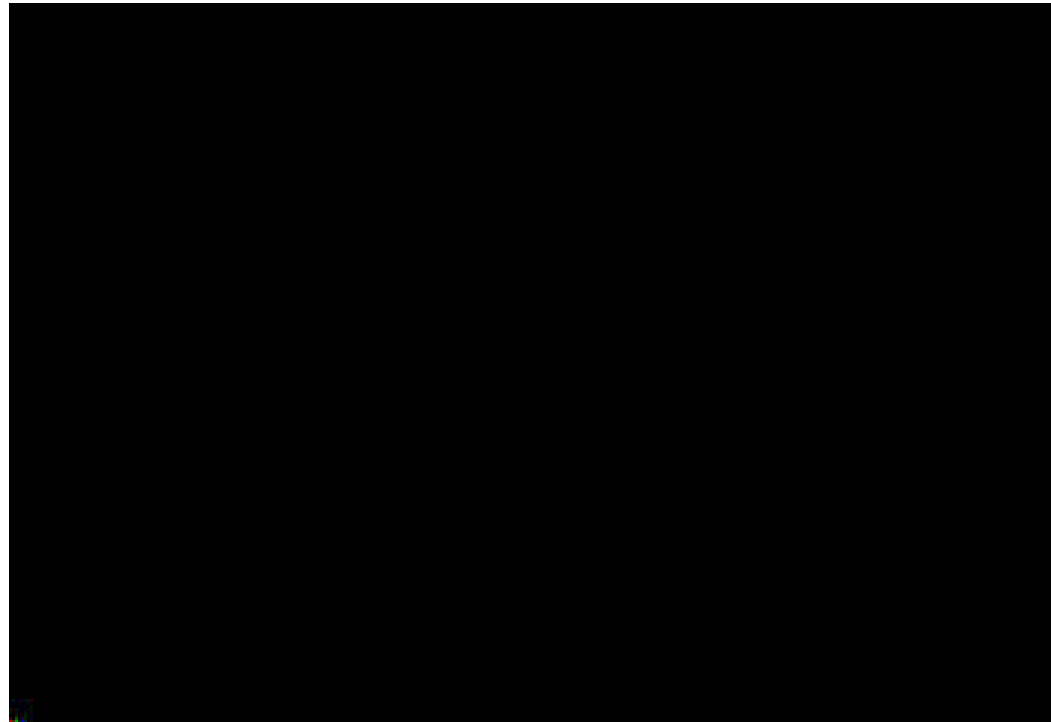


Ohio PATHS Evaluation

Pilot Interim Evaluation Results



Doing the PATHS Evaluation was
like herding cats!!!!



Year 1 Pilot Goals

- **Gather regional partners**
- **Design curriculum aligned with outcomes**
- **Recruit instructors, candidates, skills mentors**
- **Implement educational program**
- **Award CIP to successful candidates**



Pilot Profile

- **3 Locations – Cincinnati, Cleveland, Columbus**
- **51 Candidates**
- **27 Provider agencies involved**



Comparison of Pilot Sites

Characteristics of Pilot Sites	So. West Ohio	Cleveland	Toledo
Agencies with candidates in pilot consortium	8	12	7
Used multiple instructors?	No	Yes	Yes
Rotated class locations among agencies	Yes	No	Yes
Used some self-directed learning formats?	Yes	No	No
Number of class sessions / hours in session	8 ^[1] /6	10/ 6	10/6
Interval between each class session	3 –4 wks	2 wks	2 wks
Number candidates starting/ completing	23/17	21/15 ^[2]	18/16
Attrition rate	23%	28%	11%
Candidates paid for training?	Yes	Yes	Yes
Candidates receive incentive for completion?	Yes	Yes	Yes
College credit offered?	No	No	No
Agencies registering apprentices	0	1	0
Family advocates participating	2	0	0
Skills Mentors starting/ completing	16/16 ^[3]	17/17	10/10
County Boards Participating	2	0	0
Per candidate fees to agency for PATHS	500	200	400

Who are the PATHS Candidates?

- **93% women**
- **Average age 40.5**
- **53% married**
- **26% African American 73% white**
- **5% with a disability**
- **73% HS/GED 25% BA or higher**
- **Avg. yrs of experience in HS 10.6**
- **Avg. wage \$11.80 (avg. starting wage 7.90)**
- **Full time (74%) – 95% get some benefits**
- **43% DSPs 43% Supervisors**



Possible Outcomes of PATHS

■ Professional Development Cluster

- Career Paths for DSPs
- Enhanced status & profile –DSPs & HS
- Improved Skills
- Better work conditions (wage, recognition, etc.)

■ Shared Leadership Cluster

- Solid – workable framework
- Community of Practice & Learning to Lead Program
- Voices of DSP – Consumers are heard

■ Quality Cluster

- Transfer of learning
- Candidate satisfaction
- Better training programs
- Performance meets national benchmarks
- Meet employment law standards
- More meaningful performance evaluation

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Professional Development Cluster

- **79% of Pilot Leaders say PATHS improved DSP career awareness;**
 - several report revising performance evaluations
 - creating new supervisor positions;
 - promoting candidates, role clarification
- **Majority of completers want to continue to CAP Level**

Professional Development Cluster

- **74% report an excellent chance of staying with same employer next yr (up from 71% in T1) 56% attribute this to PATHS**
- **Small increases in wage satisfaction & perceptions of positive recognition**
- **Improvement work attitudes 8-10% fewer identify low wage, poor recognition, insufficient training, insufficient supervision, problems with co-workers as barriers**
- **Job satisfaction higher**

Professional Development Cluster

- 19% will receive a pay increase for completing
- 41% will receive an income incentive other than a pay increase for completing
- For all domains of competence self perceptions of skill improvement went up. Statistical significance achieved overall in Communication and Documentation and in Cleveland in Community Living Skills.

Professional Development Cluster Industry & Occupational Image

- Direct support selected by State Apprenticeship Council as a top priority – provided funding, marketing
- PATHS program approached by high schools and community colleges
- 37% Council members report it has been very successful in enhancing DSP status & image.
- Not yet penetrating community awareness of role – 25% see some impact most are unsure

Professional Development Cluster

- **31% report positive changes in job**
 - **new title**
 - **pay increase**
 - **change in duties**
 - **schedule change**
 - **Promotions (one region promoted 50% of graduates)**
- **Of the 70% who reported no change – 60% predicted a positive change would come**
- **Over 95% of CIP graduates want to continue to CAP level.**

Quality Cluster

- **All Pilot Councils feels PATHS teaches the right stuff (60% very, 40% somewhat)**
- **Consensus is that performance is higher quality - 58% say application is very high 21% say somewhat high**

Quality Cluster:

Are people getting better support?

- **60% of PATHS Council people say much better, 16% say somewhat better**

Quality Cluster: Candidate's opinions of PATHS

- **Help from mentors rated 2.89 out of 4**
- **Overall quality 2.93 out of 4 with highest kudos going to:**
 - **Connecting with DSPs from other agencies**
 - **Level of interactivity**
 - **Relevance of instruction**
- **Lower ratings to clarity of expectations**
- **Convenience of location**
- **Physical classroom environment**

Quality Cluster: What parts of PATHS improve Performance?

- **Payment for time in class** 3.5
- **Classroom discussion** 3.4
- **Lecture** 3.3
- **Self Image as Professional** 3.3
- **Instructors** 3.2
- **Skill Mentor** 3.1
- **Group work in class** 3.1
- **Peer Support in class** 3.1

Quality Cluster: Which skill set does PATHS help most?

■ Interpersonal	3.5
■ Professional Development	3.4
■ Communication	3.3
■ Advocacy	3.3
■ Organizational Particip	3.3
■ Documentation	3.3
■ Participant Empowerment	3.2
■ Voc-career support	3.2
■ Following ethical guidelines	3.2
■ Community Networking	3.1
■ Comm living supports	3.1
■ Assessment	2.9

3.3 on a 4 point scale represents the national benchmark for effectiveness of training as reported by learners (ASTD, Learning Outcomes 2002)

(4.2 on a 5 point scale)

Shared Leadership Cluster: Improvement in Collaboration

- **68% agencies report changes in collaboration**
- **60% report changes in org practice and structure**

Shared Leadership Cluster

- Participation of 27 agencies
- Three regional PATHS councils
- DSPs involved in PATHS decision making
- Presence of diverse champions: DOL
- Greater capacity for high quality training
- Better use of resources
- Achievement of a vital and meaningful professional skills certificate

Congratulations PATHS Graduates



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