

For **\$10.60 an hour**, community-based direct support professionals (DSPs) serve up to 3 to 6 Texans with intellectual and developmental disabilities (IDD) every day, performing responsibilities that include:



TEACHING, TRAINING, AND INDIVIDUALIZED SUPPORT

- ▶ Skills of daily living
- ▶ Social and interpersonal skills
- ▶ Communication skills and mobility training
- ▶ Interacting with non-verbal individuals
- ▶ Supporting employment and recreational activities
- ▶ Person-centered goals
- ▶ Community integration and outings
- ▶ Transportation

MANAGE AND REPORT INCIDENTS

- ▶ Risk of injury to client and staff
- ▶ Often work alone
- ▶ Exercising judgment in responding to and intervening in medical, behavioral, and other emergencies according to each person's plan of care, state regulations, and provider policy

MANAGE MALADAPTIVE BEHAVIORS

- ▶ Physical aggression
- ▶ Property destruction
- ▶ Aberrant sexual behavior
- ▶ Self-injurious behavior
- ▶ Self-stimulation
- ▶ Verbal aggression
- ▶ Stealing
- ▶ Runaway behavior (unauthorized departure)
- ▶ Resistant behavior
- ▶ Unusual/bizarre behavior
- ▶ Compulsive behavior
- ▶ Disruptive behavior
- ▶ Mood problems
- ▶ Eating behavior



DELEGATED NURSING TASKS

- ▶ Preparing, administering and monitoring medications
- ▶ Administration of medications via gastrostomy or jejunostomy tubes
- ▶ Administration of medications sublingually
- ▶ Administration of ear drops, eye drops, nose drops, and nasal spray
- ▶ Apply topical medications
- ▶ Administration of suppositories (rectal/vaginal)
- ▶ Administration of oxygen (non-acute)
- ▶ Administration of inhalation medication-routine/prophylaxis
- ▶ Administration of insulin
- ▶ Administration of medications via pill reminder box



TUBE FEEDING

- ▶ Demonstrated competency in procedure for meal preparation
- ▶ Meal preparation
- ▶ Demonstrated competency in procedure for feeding
- ▶ Feeding and irrigation via gastrostomy or jejunostomy



TRANSFER/AMBULATION/ POSITIONING

- ▶ Demonstrated competency in proper transfer procedures
- ▶ Transfer procedures
- ▶ Demonstrated competency in ambulation assistance
- ▶ Ambulation assistance
- ▶ Demonstrated competency in proper positioning procedures
- ▶ Positioning procedures



VITALS



SEIZURE MANAGEMENT



INCONTINENCE MANAGEMENT



SKIN

Described/explained procedures for skin with:

- ▶ Stage 1 decubitus routine care (blanches & pressure)
- ▶ Low-risk infection of skin
- ▶ Non-invasive and non-sterile treatments with low risk of infection
- ▶ Sterile procedures involving wounds or anatomical sites that could possibly be infected
- ▶ Routine skincare



BASIC NEEDS AND HYGIENE

- ▶ Demonstrated competency in proper hygiene assistance
- ▶ Bathing
- ▶ Hair washing
- ▶ Brushing teeth
- ▶ Toileting
- ▶ Dressing
- ▶ Grooming
- ▶ Elimination
- ▶ Measuring height and weight
- ▶ Demonstrated proper procedures to weigh a person and measure a person's height
- ▶ Demonstrated competency in exercise/range of motion
- ▶ Exercise/range of motion
- ▶ Preparing special diets
- ▶ Mealtime assistance
- ▶ Handwashing
- ▶ Changing diapers
- ▶ Completing assessments of daily living and making key observations that determine implementation plan



STOMA CARE

- ▶ Demonstrated competency in stoma care
- ▶ Providing stoma care



HOME MANAGEMENT

- ▶ Notifying management of any maintenance issues
- ▶ Cleaning and disinfecting common areas



TRACH/VENTILATOR/ INSULIN PUMP CARE

- ▶ Demonstrated competency in proper procedures for trach/ventilator/insulin pump care
- ▶ Trach care procedures including instilling normal saline, routine suctioning, routine oxygen
- ▶ Ventilator care
- ▶ Insulin pump



DOCUMENTATION

- ▶ Service delivery log
- ▶ Census
- ▶ Medication administration record
- ▶ Vitals
- ▶ Medically related documents
- ▶ IP – measurable outcomes
- ▶ Incidents document observations
- ▶ Observation notes
- ▶ Follow-ups



REQUIRED TRAINING

- ▶ CPR
- ▶ Client rights
- ▶ Abuse, neglect, and exploitation
- ▶ Infection control
- ▶ Delegated tasks
- ▶ Company policy
- ▶ HHS new initiatives



EMERGENCY DRILLS AND ALARM SYSTEMS

- ▶ Fire
- ▶ Tornado
- ▶ Flood
- ▶ Hurricane
- ▶ Operate alarm systems

With providers reporting a more than 33% vacancy in group home staff positions, one out of every three homes does not have scheduled staff at any given time. This is why it is imperative for the Texas legislature to provide emergency funding to increase the average minimum wage for Texas DSPs to **at least \$17.50 an hour.**