



ANCOR Foundation Announces Partnership with the College of Direct Support

The ANCOR Foundation is very pleased to announce a new partnership with the College of Direct Support (CDS) and the College of Frontline Supervision and Management (CFSM) to provide these high quality, on-line training programs for professional development and career advancement of direct support professionals (DSPs) at discounted prices for ANCOR members through the creation of an ANCOR Buying Pool. Current and new members of ANCOR are eligible for the ANCOR Buying Pool and its benefits.

This is an important new partnership for ANCOR and the ANCOR Foundation. It is directly in keeping with the Foundation's vision to see people with disabilities living meaningful, productive, personally satisfying and well-supported lives in communities of their choice. The partnership is a new and important aspect of the multifaceted strategy that ANCOR has undertaken through its National Advocacy Campaign to address the DSP workforce crisis. Increasing the skills, professional orientation and opportunities for career advancement of DSPs and their supervisors is an essential aspect of the improved status, compensation and performance envisioned in the National Advocacy Campaign.

The CDS and CFSM offer high quality, on-demand training in areas identified as most important in the work of DSPs and their supervisors. All training is available over the Internet, offering accessibility *anytime, anywhere*. Key components of content quality and organization support include:

- Comprehensive, consistent, constantly-updated, and values-driven content
- Content based on thorough analysis of DSP and supervisory roles

- Course content that competency-based with well-designed assessments
- Effective use of multi-media and interactive instructional activities
- Rigorous peer review by nationally recognized content and training experts
- Frequent and strategic interjection of "real world" experiences
- A platform that supports inclusion of agency-specific information and content
- Systems for tracking, recognizing and permanently recording learner achievement.
- Tools for assessing staff characteristics and job satisfaction
- Tools for turnover and retention analyses

CDS and CFSM are supported with experienced, accessible training and technical assistance personnel and tools. These on-going supports will be augmented in this agreement with training and information sharing events for human resources and training personnel held in conjunction with ANCOR conferences. These will assure ANCOR members with the support needed to assure successful and productive implementation and use of CDS and CFSM.

"At a time when CMS and state government human services officials are calling for person-centered services and are seriously considering pay for performance formulas to address quality improvement, this partnership is timely and relevant," said Renee Pietrangolo, CEO of ANCOR. "We also know that the stability and performance of the direct support workforce is substantially affected by perceptions

of being effective and skilled, valued in one's role and having opportunity for career advancement" she observed.

The agreement establishes a special discounted price to be offered to members of ANCOR, which reflects a significant saving over the current license fee per person served. The fees are based on a sliding scale *based on the number of persons served*. ANCOR members are encouraged to team with other agencies to take advantage of lower license fees and to share the administrator cost.

Special ANCOR Member Fee Discounts

1 – 300	\$55 per person served per year (\$95 savings per person)
301 – 500	\$45 per person served per year (\$75 savings per person)
501- 2500	\$35 per person served per year (\$65 savings per person)
2501 +	\$25 per person served maximum; <i>amount decreases as number of people served increases.</i>

In addition to the per-person-served license fee, each agency must designate at least one person to be the system administrator. The annual charge of \$2,800 for each administrator that is established. ANCOR members are also encouraged to team together to share an administrator. This fee covers the implementation and ongoing training and support required for the training system to function properly.

Learn more about the CDS and the CFSM by visiting their website at www.collegeofdirectsupport.com. To join the ANCOR-member Buying Pool or learn more about it, call Bill Tapp at 877-353-2767 (toll free); bill@collegeofdirectsupport.com.

Here's what users are saying about the CDS and CFSM

"The College of Direct Support is an exceptional curriculum to enhance one of our most valuable human resources, the direct support professional. With CDS we can finally provide quality, consistent, innovative training anytime, any day, while continuing to improve the quality of life for our consumers."

—*India Sue Ridout, Virginia Department of Mental Health, Mental Retardation and Substance Abuse Services*

"Since it was launched the College of Direct Support has demonstrated the extraordinary value of bringing online education to the doorsteps on tens of thousands of disability service organizations nationwide. Harnessing the tools of modern technology is the key to building a highly competent, stable direct support work force and the College of Direct Support has blazed the trail toward this promising future."

—*Bob Gettings, Executive Director, National Association of State Directors of Developmental Disabilities Services*

"The College of Direct Support has become the cornerstone of Heritage Christian's comprehensive effort to professionalize the position of the direct support work and to make it recognized as a valued career choice... It has, as expected, led to improved job satisfaction and higher staff retention rates."

—*Daniele Lyman, Heritage Christian Services, Rochester, New York*

"CDS has served as a natural springboard toward the increased professionalism of direct care support staff sought by CES. Once staff began to use the course it did not take long to realize the benefits... Staff response has been very positive in discussing the curriculum and how it applies to their responsibilities at work. This in turn has enhanced the quality of support provided by CES to people with disabilities."

—*Terry Walling and Shawn Griffen, writing of Community Entry Services (CES) of Wyoming in DDD News, December 2004*

I am pleased to see a way to add value and credentials to the direct care field. As a society we must move to a place where we view direct care as a long term professional choice rather than simply another job."

—*Mark Newbold, Human Resources, Class, Ltd., Kansas*