

WHO OR WHAT IS A DSP?

Direct Support Professional, or DSP, is a broad term used to describe a diverse group of compassionate, dedicated people who provide assistance and support to people with disabilities.

The D in DSP ...

*Diverse
Determined
Diligent
Dependable
Dedicated*

In the last twenty years, the role of a DSP and the many different jobs they perform have evolved into a professional, absolutely essential workforce. DSP is not a single career descriptor, like

nurse or teacher - the duties of a DSP include a variety of career skills. They might work in a person's home, community settings, residential or skilled care facilities, job sites, schools or day recreation centers.

Although job titles vary, what all DSPs have in common is a passion for people, and a belief that every person is entitled to live a self-directed, independent life with dignity.

The fact that people with disabilities are not just living longer, but thriving is most assuredly related to the support of dedicated, determined and resourceful DSPs.

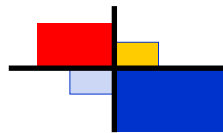
The S in DSP ...

*Strength
Standards
Sincerity
Skilled
Stupendous*

DSPs are often the voice of and for people with intellectual and developmental disabilities. Ultimately, the best DSPs understand that everyone is entitled to enjoy a life that is *safe, healthy* and *meaningful*.

The P in DSP ...

*Person-centered
Passionate
Patient
Proactive
Priceless!*



DSPAT MISSION STATEMENT

The purpose and activity of DSPAT is to elevate the quality of life for individuals with disabilities through improved services and supports provided by an ethical, well-trained and respected Direct Support Professional workforce.



Winner of the Moving Mountains Award
for best practices in recruitment, retention & training of Direct Support Professionals

DSPAT values diversity and does not discriminate based on race, ethnicity, religion, age, geographic location, sexual orientation, gender or level of disability.

DSPAT is funded by the Tennessee Department of Intellectual & Developmental Disabilities through a project grant with The Arc Tennessee.

NATIONAL ALLIANCE FOR DIRECT SUPPORT PROFESSIONALS (NADSP)

“Direct Support Professionals assist individuals with disabilities to lead self-directed lives and to contribute to their communities. They encourage attitudes and behaviors that enhance the inclusion of people in their communities.”

4/2011

DSPAT

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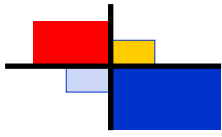
E-mail: dspat@theactn.org



**“Many caring people...
One strong voice!”**

**Direct
Support
Professionals
Association
of Tennessee**

www.dspat.org



WHY BECOME A MEMBER OF DSPAT?

It takes a special person, with unique skills and gifts to be an effective DSP - A DIRECT SUPPORT PROFESSIONAL.

We recognize that people needing support are more likely to fulfill their life dreams if they have well-trained, experienced, and motivated people at their side in long-term, stable, compatible support relationships.



DSPs are not bagging burgers... their every action directly affects the quality of a human life. The work performed by DSPs is not just a job, but a passion, a commitment, a career.

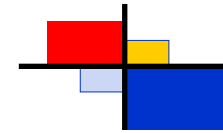
As with other professions, DSPs should have access to an organization of their own that will support them, help advance their career, and advocate on their behalf. DSPAT is that organization.

WHAT DSPAT OFFERS YOU

- ◆ A powerful, unified voice at the table with Tennessee Department of Intellectual & Developmental Disabilities (DIDD) and provider agencies
- ◆ Joint membership and representation with the National Alliance of DSPs (NADSP)
- ◆ Awards program that recognizes effective DSPs with monetary gifts
- ◆ Quarterly newsletter and website keeping members connected and informed
- ◆ Advisory Board with representatives from across the state
- ◆ Statewide job postings & trained DSPs seeking work listings

WE SUPPORT THE DSP CODE OF ETHICS

- ◆ **PERSON-CENTERED SUPPORTS:** As a DSP, my first allegiance is to the person I support; all other activities and functions I perform flow from this allegiance.
- ◆ **PROMOTING PHYSICAL & EMOTIONAL WELL BEING:** As a DSP, I am responsible for supporting the emotional, physical and personal well-being of the individuals receiving support while being attentive and energetic in reducing their risk of harm.
- ◆ **INTEGRITY & RESPONSIBILITY:** As a DSP, I will support the mission and vitality of my profession to assist people in leading self-directed lives and to foster a spirit of partnership with the people I support, other professionals and the community.
- ◆ **CONFIDENTIALITY:** As a DSP, I will safeguard and respect the confidentiality and privacy of the people I support.
- ◆ **JUSTICE, FAIRNESS, and EQUITY:** As a DSP, I will promote and practice justice, fairness, and equity for the people I support and the community as a whole.
- ◆ **RESPECT:** As a DSP, I will respect the human dignity, uniqueness and value of the people I support. I will help others understand their value.
- ◆ **RELATIONSHIPS:** As a DSP, I will assist the people I support to develop and maintain relationships.
- ◆ **SELF-DETERMINATION:** As a DSP, I will assist the people I support to direct the course of their own lives.
- ◆ **ADVOCACY:** As a DSP, I will advocate with the people I support for justice, inclusion, and full community participation.



SIGN ME UP!

- I want to support the activities of DSPAT! Annual Dues
- DIRECT SUPPORT PROFESSIONAL** \$ 20
Dual Membership DSPAT & NADSP
- FRIENDS & FAMILY SUPPORTERS** \$ 25
To support the goals of DSPAT
- PROVIDER AGENCIES & EMPLOYERS** \$ 50
To improve the quality of the DSP workforce

PLEASE PRINT

Ms. / Mr. _____
 Name _____
 Street Address _____
 City, State Zip _____
 Phone Number _____
 Email Address _____
 Current employer (where applicable) _____

Method of Payment

Check enclosed

Credit Card _____
Mastercard, Visa & Discover Signature (required for all credit)

_____ _____
 Credit Card # Exp. date

PLEASE TELL US A LITTLE ABOUT YOURSELF:

Your age group:
 18-20 21-29 30-39 40-49 50-59 60-69 70+

How long have you worked as a DSP? 10+ years 5-9 years
 2-4 years 1 year Less than 1 year Not currently a DSP.

Employed: Full time Part time Currently unemployed

Do you currently work at a second job? Yes No

Education: High School /GED Some College/ Assoc's Degree BA / BS Degree

Annual Salary: Less than \$10,000 \$10,000 - \$14,000
 \$14,001 - \$18,000 \$18,001 - \$22,000 More than \$22,000

THANK YOU!