

# Gateways Community Services

## CDSP Curriculum Overview



Competency	Learning Objectives
<b>New Hampshire Service Delivery System</b>	<ul style="list-style-type: none"> <li>• Understand the historic changes related to deinstitutionalization</li> <li>• History of New Hampshire’s Regional Service Delivery System</li> <li>• Learn about HCBS Services</li> <li>• Centers for Medicare &amp; Medicaid Services CMS Regulation Changes</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>• The difference between objective and subjective documentation and how to write objectively</li> <li>• How to use successful verbal and non-verbal communication</li> <li>• How to actively listen and respond</li> <li>• How to communicate in a culturally appropriate manner</li> <li>• How to effectively communicate with people who:               <ul style="list-style-type: none"> <li>○ Have intellectual disabilities</li> <li>○ Have dementia</li> <li>○ Are deaf or hard of hearing</li> <li>○ Have chronic, persistent mental illnesses</li> <li>○ Have vision loss</li> <li>○ Have speech impairments</li> </ul> </li> </ul>
<b>Professionalism, Responsibility &amp; Ethics</b>	<ul style="list-style-type: none"> <li>• Understand what it means to be professional, including the importance of integrity and accountability</li> <li>• Learn how to keep professional boundaries</li> <li>• Realize the importance of knowing policies and procedures of the employer</li> <li>• Understand the Health Insurance Portability and Accountability Act of 1996 (HIPAA)</li> </ul>
<b>Person-Directed Practice</b>	<ul style="list-style-type: none"> <li>• Understand that the first priority is to support the individuals receiving care and how to have all functions flow from that priority</li> <li>• Understand Person-First Language/Identity-First Language</li> <li>• Learn about Care Plans</li> </ul>
<b>Evaluation and Observation</b>	<ul style="list-style-type: none"> <li>• Understand the assessment process and how they are used by teams</li> <li>• How to observe health and behavior within a cultural context</li> <li>• How to recognize changes in condition and report them to the appropriate resource</li> </ul>
<b>Crisis Prevention &amp; Intervention</b>	<ul style="list-style-type: none"> <li>• Learn how to recognize risk and prevent crisis in a person-centered manner</li> <li>• Identify behavior supports to prevent crises and promote health and safety</li> <li>• Understand and implement trauma-informed care (TIC)</li> <li>• Understand the impact of Adverse Childhood Experiences (ACEs) and lifelong trauma</li> </ul>
<b>Behavioral Supports</b>	<ul style="list-style-type: none"> <li>• Understand Development, Learning &amp; Behavior</li> <li>• Understand Environment, Stress &amp; Behavior</li> <li>• Understand Positive Behavior Supports</li> <li>• Understand Teaching Adaptive Behaviors</li> <li>• Understand the Functions of Behavior</li> </ul>
<b>Rights</b>	<ul style="list-style-type: none"> <li>• Understand rights of receiving services</li> <li>• Understand how rights can be limited</li> <li>• Understand Abuse, Neglect &amp; Exploitation</li> <li>• Understand Rights &amp; Responsibility of Reporting</li> <li>• Understand the Compliant Procedure</li> </ul>

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<b>Empowerment, Advocacy, &amp; Self-Determination</b>	<ul style="list-style-type: none"> <li>• Understand types of legal decision-makers and the difference between power of attorney and guardian</li> <li>• Identify role in caring for an individual with a legal decision-maker</li> <li>• Understand self-determination and dignity of risk</li> <li>• Dispel myths about sex as it relates to the HCBS populations</li> <li>• Distinguish between sexual assault and consensual sex</li> <li>• Understand sexuality in long-term care and the role of the CDSP</li> </ul>
<b>Integrity &amp; Respect</b>	<ul style="list-style-type: none"> <li>• Understand integrity and how to act with it</li> <li>• Understand Maslow’s Hierarchy of Needs and how it relates to CDSP work</li> <li>• How to identify and change implicit bias</li> </ul>
<b>Health &amp; Wellness</b>	<ul style="list-style-type: none"> <li>• Learn how to assist the individual with meal planning, shopping and safe food preparation</li> <li>• Recognize signs of dehydration and prevention strategies</li> <li>• Strategies for feeding assistance</li> <li>• Learn how to safely assist the individual in taking medication while following all laws and safety rules</li> <li>• Learn what normal aging looks like</li> <li>• Learn how to support palliative care choices and end-of-life care</li> </ul>
<b>Safety</b>	<ul style="list-style-type: none"> <li>• Fire Safety</li> <li>• First Aid &amp; Choking</li> <li>• Infection Prevention</li> <li>• Understand the laws regarding restraints and alternative measures to take</li> </ul>
<b>Community Living Skills &amp; Supports</b>	<ul style="list-style-type: none"> <li>• Bathing</li> <li>• Dressing &amp; Grooming</li> <li>• Assisting with personal hygiene</li> <li>• Help the individual follow health care plans and use medical equipment as needed.</li> <li>• Understand good body mechanics.</li> <li>• Safely assist with mobility, including walking, transferring, positioning, and transporting the person.</li> <li>• Understand vital signs and how to apply them to CDSP scope of work</li> <li>• Understand basic medical terminology</li> </ul>
<b>Supporting Individual choice &amp; a Robust Community-Based Life</b>	<ul style="list-style-type: none"> <li>• Understand the concept of “Ableism”</li> <li>• Understand why it is important to support people with disabilities in making their own choices.</li> <li>• Understand how your values can either enhance or suppress the decision-making capacity of the clients you support.</li> <li>• Increase understanding of what “choice” really is for persons with disabilities in four life domains: Employment, Health Care, Life Long Learning, Civic Engagement/Community Living</li> </ul>
<b>Cultural Competency, Respect, Justice, Fairness &amp; Equality</b>	<ul style="list-style-type: none"> <li>• Learn to promote and practice justice, fairness, and equity for the individuals you care for and the larger community within practice and ethical standards and employer policies</li> </ul>
<b>Self-Care</b>	<ul style="list-style-type: none"> <li>• Understand the importance of self-care, trauma-informed care, and preventing burnout</li> </ul>