*CALL FOR NOMINATIONS*
*Moving Mountains Awards:*
*Best Practice in Direct Support Workforce Development*

**DEADLINE FOR SUBMISSION: FEBRUARY 28TH, 2020**

**BACKGROUND AND PURPOSE OF THE MOVING MOUNTAINS AWARD:**
The National Alliance for Direct Support Professionals (NADSP), the Research and Training Center (RTC) at the University of Minnesota's Institute on Community Integration and American Network of Community Options and Resources (ANCOR) are seeking nominations for the **2020 Moving Mountains Award**. The purpose of this award is to recognize organizations using leading practices in direct support staff workforce development that result in improved outcomes for the people being supported. Organizations applying are required to illustrate how their direct support workforce practices and philosophy align with the principles of the National Alliance for Direct Support Professionals (NADSP). These principles are:

- o All direct support professionals benefit from access to well-constructed educational experiences (e.g., in-service training, continuing and higher education) and lifelong learning;
- o Certifying highly qualified workers incentivizes continuing education, increased compensation, and access to career pathways for direct support professionals thereby improving retention;
- o Values and ethical decision making can be learned and infused into daily practice; and
- o Strengthening relationships and partnerships between direct support professionals, self-advocates, and other consumer groups and families improves the quality of support.

Nominated programs/initiatives can be small (a single program) or large (statewide) in scope and can involve just a few or many DSPs. Organizations that have applied previously but were not selected are invited and encouraged to re-submit a nomination for this year's competition. The RTC and the NADSP are looking for unique and creative initiatives that contribute to improving workforce outcomes for direct support professionals and their employers. We welcome applications from statewide/regional initiatives, local organizations, and individuals. Up to two awards will be given each year. This year's award winners will be honored at the **Reinventing Quality Conference August 9-11. 2020**

## APPLICATION PROCESS:

1. Applications due at **5 p.m. Central Standard Time February 28th, 2020** by electronic submission to olso4541@umn.edu.
2. Applications will be reviewed internally by RTC/University of Minnesota for completeness and meeting the following minimal criteria:
   o An official <u>cover letter</u> signed by the chief executive officer or chief operation officer that includes the following information:
      - Applicant organization's leadership has read the application, understands it, and agrees with the details.
      - Verification that the program/initiative in the application has been in existence for at least one year, and is currently operating at the time of the application.
      - Applicant's organization name, address, email, phone and the name(s) and contact information of the principal contact(s).
      - Identification of the Program/Initiative by name.
      - Scope of the Program/Initiative (e.g., single site, across organization, regional, multi-agency, other)
      - Applicant organization is authorized to do business in the state(s) and/or county(ies) it identifies and is provider in good standing with certifying, licensing and funding entities; and accrediting organizations (if applicable).
   o Application meets the published deadlines.
   o Application provides the information in the prescribed format and in the order in which it is requested.
   o In order to provide a robust description of your program/initiative, we would expect applications of at least 5 pages in length, but not exceed 10 pages. Please feel free to either type into the document below, or copy the questions into a different document.
3. Applications meeting the above criteria will be evaluated and scored by a national review committee composed of: 1) the Research and Training Center on Community Living at the UMN, 2) the National Alliance of Direct Support Professionals (NADSP), 3) American Network of Community Options and Resources (ANCOR), and national subject matter experts on workforce development within long term service and supports. The highest scored applications will be invited to participate in a separate <u>mandatory interview</u> with members of the review committee. Interviews will be scored and serve as the final step in the review process. Interview questions are intended to provide further clarification and more detailed information regarding specific aspects of the program/initiative. The quality of the written application determines if the application merits an interview. <u>The result of the interviews will be the determining factor for which applicant(s) receive(s) the Moving Mountains Award.</u>
   *The review committee may offer the award to one or more of the applicants.

4. During the evaluation process, the content of the applications will be held in confidence.

*If you have questions regarding the completion of the application, please email Mark Olson at olso4541@umn.edu

**APPLICATION PRESENTATION: (PLEASE PROCEED IN ORDER, RESPOND TO EACH QUESTION AND BULLET, OMITTING NO ITEM. USE ADDITIONAL PAGES AS NEEDED. ENTIRE APPLICATION IS WORTH 200 POINTS)**

## Section 1: Major Components and Evaluation of the Program/Initiative

Describe the program/initiative in detail. **(40 pts.)** Include in your description:

- Why was the program/initiative developed?
- What are the primary goals of the program/initiative? How are the goals being advanced?
- Describe who implemented the program/initiative and who the participants are.
- What are the major aspects and components of the program/initiative; how does it operate?
- Describe the timeframe for development and implementation of the initiative and its current activities and priorities.
- How is technology being used to empower DSPs, enhance service delivery and advance professional development?

Describe how each of the following NADSP Operating Principles are addressed by the program /initiative. At least two of the following must be discussed in order for your program to be considered. Please indicate, which, if any of them are not included in your program/initiative. **(36 pts.)**

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What have been the program/initiative accomplishments to date? In evaluating the success of your initiative, please indicate the areas in which you have noted accomplishments. Please provide the review committee with data to support your narrative of accomplishments. If you do not have information or data in any of the below areas, please indicate. **(54 pts.)**

Provide an explanation in each of the following areas:
- Changes in turnover rates
- Changes in retention rates
- Completion rates (trainees, trainers, credentials, etc.)
- Participant/family satisfaction scores
- DSP satisfaction scores
- Policy development, please specify and describe at what level (agency, state, etc.)

## Section 2: Evaluation and Stakeholder Involvement

Indicate the active involvement of multiple stakeholder groups. How did each stakeholder group participate in the development, implementation and evaluation of the program / initiative? **(35 pts)**
- Direct Support Professionals
- Individuals with disabilities
- Policymakers
- Provider Agencies
- Advocates
- Family members
- Post-secondary educators

How are the outcomes communicated to stakeholders and used to promote advocacy and the direct service workforce as a profession? **(10 pts.)**

## Section 3: The Community Imperative

Describe how the program / initiative embraces the "community imperative"—the right of all individuals with disabilities to receive person-centered, self-determined supports in the family home, residential, on-the-job support, vocational, or their own homes? How does this initiative support the development and improvement of community (non-institutional) human services? **(25 pts.)**