***CALL FOR NOMINATIONS***

***Moving Mountains Awards:***

***Best Practice in Direct Support Workforce Development***

**Deadline For Submission: April 15 2022 (by 11:59 pm Central Standard Time)**

**Background and Purpose of the Moving Mountains Award:**

The National Alliance for Direct Support Professionals (NADSP), the Research and Training Center on Community Living at the University of Minnesota (RTC-CL), and the American Network of Community Options and Resources (ANCOR) are seeking nominations for the **2022 Moving Mountains Award**. The purpose of this award is to recognize organizations using leading practices in direct support workforce development that result in improved outcomes for people being supported in their communities. Organizations applying for the award are required to demonstrate how their direct support workforce practices and philosophy align with the key principles of the National Alliance for Direct Support Professionals (NADSP). These principles are:

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

The programs/initiatives that are nominated can range from small (a single program) to 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. Recipients of this award *must* exemplify practices that support community living for people with disabilities and lived experiences. The RTC-CL, the NADSP, and ANCOR are looking for unique and creative initiatives that support community living and 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 may be presented each year. This year’s award winners will be honored at the **Reinventing Quality Conference on July 31-August 2, 2022.** The actual location and format of the award presentation will be based on our ability to gather and celebrate. Winners will be notified in advance.

**Application Process:**

1. Applications are due on **April 15th, 2022 by 11:59 p.m. Central Standard Time** via electronic submission sent to [movingmountains@umn.edu](mailto:movingmountains@umn.edu).
2. Applications will be reviewed initially by the RTC-CL team to ensure they are complete and meet the following minimum criteria:

* A cover letter signed by the executive director, chief executive officer, chief operations officer, or an equivalent leader is provided, including the following information:
  + Applicant organization’s name, address, and phone number, and the name(s), email(s), and phone number(s) of the principal contact(s)
  + 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)
  + Identification of the program/Initiative by name
  + 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
  + Scope of the program/initiative (e.g., single site, across organization, regional, multi-agency, statewide, etc.)
  + Acknowledgement that the applicant organization’s leadership has read the application, understands it, and agrees with the details
* Application was received within published deadlines.
* Application provides the information in the prescribed format and in the order in which it was requested.
* Services and supports are provided to people with disabilities and/or lived experiences within their community.
* A detailed description of the program/initiative, at least 5 pages in length, but not to exceed 10 pages, is provided. (See specific scoring criteria in the Application Proposal Information). Please feel free to either type responses into the document below or copy the questions into a different document.

1. Applications meeting the above minimum criteria will be evaluated and scored by a national review committee composed of representatives from the RTC-CL, the NADSP, the ANCOR, and national subject matter experts on workforce development within long-term services and supports. Applicants with the highest scores will be invited to participate in a separate, mandatory interview 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 applications (based on the scoring criteria) will determine if an interview is granted. **The scores from the interviews will be the determining factor for awarding the Moving Mountains Award(s)**.

*NOTE: The review committee may offer the award to one or more of the applicants.*

1. 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 Jolene Thibedeau Boyd at** [movingmountains@umn.edu](mailto:movingmountains@umn.edu).

**Application Proposal: (Please respond to every question in each section, omitting no items. Use additional pages as needed. The entire application is worth 200 points.)**

**Section 1: The Community Imperative (30 points)**

A. Describe how the program/initiative demonstrates and supports the “community imperative”—that is, the right of all people with disabilities to receive person-centered, self-determined support in their family home, residential setting, employment setting, or in their own homes. (15 pts.)

B. How does this initiative support the development and improvement of community human services (i.e., services and/or supports that are community-based and not institutional programmatically or in structure)? (15 pts.)

**Section 2: Major Components & Evaluation of the Program/Initiative (125 points)**

A. Describe the program/initiative in detail. **(45 pts.)** Include in your description:

1. Why was the program/initiative developed? (4.5 pts.)
2. What are the primary goals of the program/initiative? How are the goals being advanced? (9 pts.)
3. Who is implementing the program/initiative? Who are the champions for the program/initiative? Who are the participants? (4.5 pts.)
4. What are the major aspects and components of the program/initiative? How does it operate? (9 pts.)
5. What was the timeframe for development and implementation of the program/initiative and its current activities and priorities? (4.5 pts.)
6. How is technology being used to empower DSPs, enhance service delivery, and advance professional development? (4.5 pts.)
7. How are diversity, equity, cultural humility, and cultural responsiveness incorporated within this program/initiative? (9 pts.)

B. Describe how each of the following Key Principles of the NADSP is addressed by the program/initiative. At least two of the following principles must be addressed in order for your program/initiative to be considered. Please also indicate, which, if any of them are not included in your program/initiative. **(32 pts.)**

1. All direct support professionals benefit from access to well-constructed educational experiences (e.g., competency-based trainings, continuing and higher education) and lifelong learning; (8 pts.)
2. Certifying highly qualified workers incentivizes continuing education, increased compensation, and access to career pathways for direct support professionals thereby improving retention; (8 pts.)
3. Values-based and ethical decision making can be learned and infused into daily practice; and (8 pts.)
4. Strengthening relationships and partnerships between direct support professionals, self-advocates, and other advocacy groups and families improves the quality of support. (8 pts.)

C. What have been the program’s/initiative’s accomplishments to date? In evaluating the success of your initiative, please indicate the areas (listed below) 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 this. **(48 pts.)**

Provide an explanation of accomplishments in each of the following areas:

1. Changes in turnover rates (8 pts.)
2. Changes in retention rates (8 pts.)
3. Completion rates (e.g. number of trainees, trainers, credentials earned, etc.) (8 pts.)
4. Satisfaction scores person supported, family members, and/or other supporters (8 pts.)
5. DSP satisfaction scores (8 pts.)
6. Policy development (please be specific and describe the policy level, such as program level, agency level, statewide, etc.) (8 pts.)

**Section 3: Evaluation and Stakeholder Involvement (45 points total)**

A. Describe the active involvement of multiple stakeholder groups. How did each stakeholder group listed below participate in the development, implementation, and evaluation of the program/initiative? **(35 pts.)**

1. Direct support professionals (10 pts.)
2. Individuals with disabilities (10 pts.)
3. Family members (3 pts.)
4. Community members (3 pts.)
5. Provider agencies (3 pts.)
6. Advocates (3 pts.)
7. Others (please describe; for example: post-secondary educators, policymakers, business leaders, etc.) (3 pts.)

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