

Impact Description: Direct Support Professional

Hours: Rotating hours, 40 hours per week. This includes weekends. Flexibility is required in the position due to the nature of staffing a 24/7 organization. May be required to work overtime. Will be required to be on a Holiday Team.

Requirements: A valid SD Driver's License; a safe driving record and be eligible for CCI insurance; pass CCI Medicaid training course.

Physical Activity Requirements: Employees must be able to engage in physical activity, heavy lifting, stooping, pushing/pulling items, as well as transferring, moving and assisting people supported in regular activities, behavioral/safety situations and in medical emergencies.

Desired Outcome: The Direct Support Professional (DSP) is the foundation of services at Community Connections. Their work seeks to enhance the lives of participants by ensuring that they get the most out of the choices they make for themselves. Individuals served by Community Connections work closely with their teams and CCI to develop goals, and plans for their lives, and it is the role of the DSP to ensure that these aspirations are carried out daily. The DSP is the central employee responsible for affirming that our participants have access to the community, that their days are full of meaningful choices, and that their independence and individual rights are fully expressed.

Daily Impact Activities:

- DSPs are responsible for assisting people with their daily needs in order to help sustain their independence and choices. While the level of assistance needed for each individual, these activities can include, but are not limited to:
 - Transportation: Have transportation to and from the places they choose to go.
 - Involvement: Be involved in activities in the community that they choose such as: church, bowling, swimming, athletic events, to name a few.
 - Shopping: Shopping for personal supplies, groceries, birthday/Christmas gifts and whatever else they may choose.
 - Cooking: Helping the person cook the foods they want to eat.
 - Personal Hygiene: Everyone has different needs so may need to be supported in different ways. Individuals have a right to be clean, hygienic, and healthy.
 - Laundry: Reminding and encouraging the person to do their laundry.
 - Cleaning: Assisting the person to clean their home.
- Finances: People have a wide range of understanding when it comes to their finances. It is the responsibility of the DSP to provide an appropriate level of assistance to each individual with regard to purchasing, shopping, and understanding their checkbooks and accounts.
- Friendships or Support Networks: A significant impact of the DSP is to help educate people about different relationships, encourage them to experience different relationships, and to make sure they have been exposed to different relationships. Creating a broad network of support helps to facilitate independence and a fulfilling life.
 - An important aspect to this is ensuring that individuals have proper access to the community; the DSP will work closely with the Life Enrichment Facilitator to provide ample and varied opportunities for individuals to explore the community around them and engage with others that they live with.
- Adaptive Activity: The DSP should always be looking for opportunities to adapt to the environment, activities, and jobs that a person might do in order to better meet the needs of those people. Aligning tasks at hand with the specific needs, abilities, capabilities, and preferences of the individual creates a more accommodating and fulfilling life for the person.

The above job description is meant to describe the general nature and level of work being performed; it is not intended to be construed as an exhaustive list of all responsibilities, duties and skills required for the position.

I have read the above job description. I understand it and will fulfill my responsibilities to the best of my ability.