



Direct Support Professional (DSP) Job Description

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Wage starts at \$11.50/hour

Benefits include personal time off (PTO), health and dental benefits, retirement plan, and performance incentives.

The Direct Support Professional is responsible for the health, safety, and protection of rights of each resident at Peace of Mind. Direct Support Professionals implement the coordinated services and support plan for each resident at Peace of Mind.

Knowledge

- Understand and complete the procedure to respond to and report incidents that occur to residents, team members or Peace of Mind property
- Understand and uphold HIPAA requirements
- Know clients' and residents' service-related rights for participation in 245D program
- Knowledge of protection-related rights for clients and residents
 - Personal, financial, service, and health information is kept private
 - Free from maltreatment
 - Treat people with courtesy and respect and ensure respectful treatment for people served at Peace of Mind
- Knowledge of and implement daily the person-centered planning requirements
- Know and follow Peace of Mind's maltreatment policy and procedure
- Basic first aid
- Use appropriate and safe techniques in personal hygiene and grooming, including hair, bathing, care of teeth, gums, and oral prosthetic devices, and other activities of daily living (ADLs)
- Knowledge of what constitutes as a healthy diet
- Knowledge of ways to accomplish clients' and residents' goals and objectives for continuing toward independence

Skills

- Implement and adhere to daily use of person-centered planning
- Safely and correctly use manual restraint on an emergency basis
- Provide appropriate support in instrumental activities of daily living (IADLs)
 - Meal Planning preparation
 - Paying bills
 - Shopping for groceries, clothing, and other essential items
 - Perform household tasks
 - Communicate by telephone or other media
 - Travel, including to medical appointments and to participate in the community

- Safely operate medical equipment use by clients and residents to sustain life or to monitor a medical condition that could become life-threatening without proper use of the medical equipment
 - Ventilators
 - Feeding tubes
 - Endotracheal tubes
- Assesses the ongoing quality of care for each resident
 - Recognizes and documents resident care, programming activities, and resident's response to such care and activities
 - Recognizes, documents, and addresses with appropriate personnel any concerns regarding the resident and/or his/her care and programming
 - Documents implementation of cares, activities, and general observations
- Supervise clients' and residents' daily interactions in Peace of Mind environment and when outside of Peace of Mind

Abilities

- Follow Peace of Mind policies and procedures
- Follow safety practices of Peace of Mind
- Assist in medication setup and administration
- Assist in mental health crisis, including de-escalation, crisis response, and suicide intervention
- Complete necessary house and property management and care, which may include, but is not limited to: household cleaning/disinfecting, laundry, and seasonal property management such as lawn mowing, snow shoveling, and vehicle cleaning.
- Provide and assist in safety and supervision to residents when out on community programming or social events
- Socialize daily with clients and residents

Other Characteristics

- Age 18 or older
- Must be able to successfully meet physical abilities of each resident and specific house needs without limitations
- Valid driver's license
- Pass Minnesota Department of Human Services background check
- Complete a minimum of 24 hours of annual training