



COMMUNITY SUPPORTS:

Building Leaders: Coaching and Supervision Curriculum

The Maryland Association of Community Services (MACS)

LOCATION: Statewide

| **FUNDING:** \$26,732

GOALS

Council Goal: Children and adults with developmental disabilities meaningful participate in all facets of life, and are valued and supported by their communities.

Council Objective: Increase access to, and the quality of, community-based services and supports.

Goal of Initiative: To strengthen the direct support workforce and enhance the quality of community supports for people with developmental disabilities by building the skills and knowledge of frontline supervisors.

OVERVIEW

This project provides comprehensive training for frontline supervisors working for DDA-licensed service providers in Maryland. The coaching and supervision course will build organizational capacity and help key agency staff develop the leadership skills and knowledge needed to implement the CMS Community Settings Rule, strengthen the direct support professional workforce, and enhance the quality of community supports for people with developmental disabilities.

STRATEGIES & ACTIVITIES

- Implement a 7-day coaching and supervision curriculum that blends several proven training components into one comprehensive training opportunity that develops skills of provider frontline supervisors/trainers.
- Develop in-state trainers who, over time, will be able to be utilized by MACS help conduct frontline supervision training for additional staff in a more cost-effective manner.

OUTCOMES

- A new training model will be piloted and evaluated for replication.
- 35 Frontline supervisors in diverse provider agencies throughout Maryland will build sustainable management skills that lead to success, with benefits also for the provider agencies they work for and ultimately the individuals served.
- Provider agencies will build strength and knowledge in a critically important part of the workforce helping to create a coaching culture, increasing respect and job satisfaction, and reducing turnover.