

DSP Core Competency Self-Evaluation

Staff person:	Date Self-Eval Completed:
Staff Supervisor:	Date of Performance Appraisal:
Directions: Please look at each competency area and give an example (or examples) of how you have met the competency (areas of strength) and an example (or examples) of how you will work towards meeting this competency going forward (areas for growth) . Take into consideration your work over the entire evaluation period - 3 months for an initial evaluation and 1 year for an annual evaluation.	
DSP Core Competencies Assessment Area	Example Tasks Demonstrating Skill Does the DSP:
__ Goal 1, Competency Area A, Skill 1 Demonstrates respect for all people being supported.	*communicate directly with people you're supporting? *use person first language? *developed a respectful and genuine relationship with the person you're supporting that is demonstrated through tone, interpersonal interactions and content of conversations?
I have...	
I will...	
__ Goal 1, Competency Area A, Skill 2 Demonstrates support for individual choice-making in order to enhance confidence and assertiveness	*recognize and support choices made by the person you're supporting while taking into account health and safety concerns? *provide positive feedback to people you're supporting? *assist people you're supporting in sorting through choices?
I have...	
I will...	
__ Goal 1, Competency Area C, Skill 2 Promoting Advocacy with the person you're supporting	* encourage and assist the person you're supporting to express on his/her own behalf?
I have...	

I will...

__ Goal 1, Competency Area E, Skill 1 & 2
Assists in the development, implementation and on-going evaluation of service plans

- * able to implement service plans, as written?
- * engage the person you're supporting in service planning discussions and activities?
- * share direct input from the person you're supporting and his/her support team members?

I have...

I will...

__ Goal 2, Competency Area G, Skill 2 & 3 & 4
Creating meaningful communication

- * include the person you're supporting in the conversation by speaking with the person, not about the person?
- * demonstrate active listening by repeating words or gestures, asking questions and validating feelings?
- * use communication techniques appropriate to the person's ability to comprehend?

I have...

I will...

__ Goal 4, Competency Area O, Skill 2&3
Promoting positive behavior and supports

- * encourage and recognize positive behaviors by using praise and various reinforces effectively?
- * proactively reduce previously identified stressful environmental factors, such as noise, light, and heat?

I have...

I will...

__ Goal 4, Competency Area Q, Skill 1 & 2 & 3 Preventing , recognizing and reporting abuse	* identify, prevent, stop, safeguard against, and report abuse according to OPWDD and Justice Center Policy? * correctly follow procedures for mandated reporting?
I have...	
I will...	
__ Goal 5, Competency Area S, Skill 1&2 __ Goal 5, Competency Area T, Skill 1 Supporting safety	* support the safety of all people you support in everyday situations? * adhere to Agency policies requirements and regulations? * have an understanding of each person's Personal Protection Plan?
I have...	
I will...	
__ Goal 7, Competency Area V, Skill 1 Supporting active participation in the community	* support community connections and activities through personal interest, contribution and activity? * implement the plans that promote community connections?
I have...	
I will...	
Comment (please add any additional information that you would like your supervisor to take into consideration over the evaluation period):	