



An association for persons with developmental disabilities and mental health needs.

THE NADD CERTIFICATION PROGRAMS: RAISING THE BAR

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Development Partner

The Certification Programs were developed by NADD in association with the National Association of State Directors of Developmental Disability Services (NASDDDS)

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Credentialing & Standards for Quality

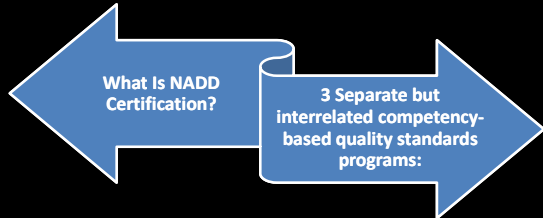


What is Credentialing?

Review process designed to establish standards of practice for individual

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Credentialing & Standards for Quality



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Purpose of Certification

- Provide a workforce and system with a demonstrated level of expertise; With increased effectiveness of supports, diagnosis, and treatment
- Assure that public and private healthcare dollars are purchasing effective services;
- Assist families/advocates to make informed choices about services;
- Promote & advance the field of IDD/MH by establishing competencies to ensure the highest standard of care;
- Identify programs, clinicians, specialists and support staff that achieve full certification through the NADD review process.

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Competency-Based Clinical Certification NADD-CC

- Targets professionals who either provide or design clinical supports for persons with ID and MI
- Licensed mental health clinicians
- Licensed behavioral health clinicians



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Who Is Eligible for the NADD-CC

Clinicians must have one of the following Degrees and or licenses in the USA or Canada: (equivalent accepted)

- State/provincial Degree and or license as a PhD, PsyD, or EdD
- State license, BCBA, or governing body recognition as an Applied Behavior Analyst;
- State license as a Physician;
- State license as a Master's level: Mental Health Counselor; Marriage & Family Counselor; Addictions Counselor
- State license as a Licensed Independent Clinical Social Worker;
- State license as a Physician's Assistant, Advanced Practice RN, or Nurse Practitioner (or clinical equivalent);
- Other similar credentialing
- (Years of Experience is Highly considered for those without licenses.

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Required Experience

- The applicant will have 5 years experience in support of persons with intellectual disabilities and mental health/addiction issues
- This can include internships and externships
- With Master's Level professionals or RNs, 7 years is required

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Stages of Clinical Certification Process

- Application & Clinical Portfolio Submission
- Submission of work sample
- Case vignette email 24-48 hours before interview
- Interview regarding Work Sample & Case vignette
- Notification of Status
- Submission of CE's Every two years for Recert

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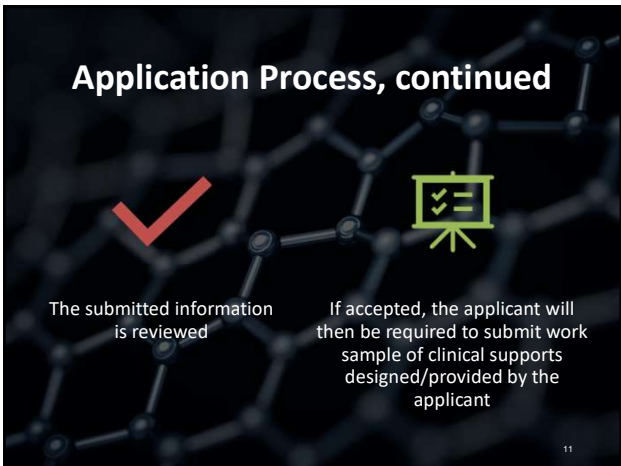
Application Process

- 3 letters of reference about the applicant's clinical skills, ethics, and experience with ID/MI persons
- Copy of Required License
- Resume
- Application Fee: \$375
- NADD membership requirement

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Application Process, continued



The submitted information is reviewed

If accepted, the applicant will then be required to submit work sample of clinical supports designed/provided by the applicant

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Possible Information Included in Work Sample


Biopsychosocial approach

- Lifespan issues
- Medical/MH Diagnosis
- Positive Behavioral Supports
- Environmental issues
- Cultural factors
- Therapeutic intervention
- Psychopharmacology


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Work Sample, continued



If the work sample is accepted, the candidate will participate in an interview with 1 or 2 NADD Examiners



This interview shall include resolution of any remaining questions from the work sample.

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Vignette

- During the Interview, the applicant will be presented a case vignette
- The applicant will be required to verbally present a case formulation and treatment plan

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Vignette Format

- Person-centered description
- Presenting problem & goals
- Medical history/Dx
- Family psychiatric history
- Assessment/current MH Diagnosis
- Social history
- Positive environment/behavior support
- Cultural considerations
- Current and historic therapy history
- Other co-morbid conditions
- Pharmacology and side effects

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Areas of Consideration

- Ethics
- Trauma History
- Placement/work History
- Intimacy/sexuality
- Legal involvement
- Substance use/addictions
- Lifespan issues : infant to current
- Current Support systems

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Receiving & Maintaining Clinical Certification

- If an applicant completes all stages successfully, NADD Clinical Certification is granted.
- All applicants shall attest to following the ethical standards of their profession as well as state, province, or country ethics and regulations.

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Continuing Certification

- All Board-Certified members shall obtain 10 hours of CE/CME activity every 2 years in ID/MH
 - This may be obtained in any format recognized by the individual's profession
 - Attending conferences, special training sessions, and online learning are all acceptable
 - Published scholarly activity in ID/MH and training others in ID/MH is accepted.
- The member must retain these records for 5 years as the Certification Committee will conduct random checks of members each year
- Certification Renewal every 2 years

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Testimonial

"The NADD competency-based clinical certification has provided me with an avenue to verify a dual diagnosis specialty. My ability to provide clinical supports to individuals supported both by medical assistance and private insurances has been expanded by allowing me to gain access to closed insurance networks. These networks had been closed to me prior to receiving this certification, allowing this population to remain largely unserved outside of community mental health centers."

— Alyse Kerr, MS, NCC, LPC, NADD-CC

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Competency-Based Direct Support Professional Certification NADD-DSP



Develop certification for Direct Support Professionals working with individuals who have IDD/MI;



Identify competencies to evaluate the DSP's knowledge, values, skill, and ability working with people with IDD/MI;




Increase the capacity of DSPs to work with individuals with IDD/MI;



Acknowledge the importance of the DSP in providing treatment and support to people with IDD/MI.

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Cost

- Initial application/exam fee \$60
- Renewal (every 2 years) \$30
- NADD Membership Individual or Employee of Member Organization

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DSP Considerations

<p>Workforce</p> <ul style="list-style-type: none"> • Age / Education / Background • Earnings • Turnover • Variability in Experience 	<p>Credential</p> <ul style="list-style-type: none"> • Affordable • Achievable • Comprehensive • Meaningful
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Certification Process Prerequisite Criteria

- **Employment history**
 - Completed 1000 hours of work with individual(s) with IDD or MI (either paid or unpaid).
 - Must have worked for at least one full calendar year
 - Is an employee in good standing
 - in compliance with all agency and state/provincial requirements
 - completed required pre-service / pre-employment trainings
 - not under disciplinary review or employee probation

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On-line Application


- Summary of experience
- Summary of education/continuing education coursework;
- Letter of recommendation from supervisor
- Letter of recommendation from a person supported or the person's representative

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Code of Ethics


Agree to abide by the National Alliance for Direct Support Professionals (NADSP) Code of Ethics:

- Person-Centered Supports
- Promoting Physical and Emotional Well-Being
- Integrity and Responsibility
- Confidentiality
- Justice, Fairness, Equity
- Respect
- Relationships
- Self-Determination
- Advocacy



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Online Examination


Applicants will be given 5 case scenarios related to individuals with IDD/MI and asked to respond to 25 multiple choice questions (5 each)

Questions have been designed to address:

- values and ethics;
- knowledge of key indicators;
- practical application of knowledge;
- skill in the competency areas.

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Skills & Key Indicators

- Acknowledge diverse backgrounds
- Person-centered language
- Self-directed supports
- Agency/state or province policies & guidelines
- Elements of critical thinking & communication in each area

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Competency Standards in Five Areas

-  Assessment and Observation
-  Behavior Supports
-  Crisis Prevention and Intervention
-  Health and Wellness
-  Community Collaboration and Teamwork

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Assessment and Observation

- Knowledge and assessment of the observation process
- Use of assessment and observational tools
- Behavior assessment
- Documentation and communication related to assessment and observation

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Behavior Support

-  Knowledge and assessment of the causes and functions of challenging behavior.
-  Maintaining a supportive physical and social environment.
-  Responding to challenging behavior.
-  Teaching new behaviors and skills.

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Crisis Prevention and Intervention

- Knowledge and use of crisis prevention strategies
- Knowledge and use of crisis intervention strategies
- Documentation and communication related to crisis situations
- Managing stress and burnout.

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Health and Wellness

- Knowledge of health and wellness
- Knowledge of intellectual and developmental disabilities, mental health/addiction and co-occurring disorders
- Use and implications of medication
- Illness management and recovery
- Documentation and communication related to health and wellness

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Community Collaboration and Teamwork

- Knowledge of Service Systems
- Communication Across Systems
- Building Positive and Cooperative Relationships
- Promoting Person-Centered Support, Informed Consent & Advocacy

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Renewing Certification

- Maintain membership (individual or organizational)
- Renewal every two years
- Requires eight hours of continuing education related to wellness and mental health of people with IDD



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Testimonial

"I remember how humbling it was to receive the recommendation from one of my clients. It helped me realize what we were working on was making a difference in his life. To have my training and work validated when I passed the test was very rewarding. To explain to others what my letters (NADD-DSP) meant and why I got them let others know that there are people out there who are dedicated to working with this population so much that they are willing to go through a process like this in order to provide the best care possible. That kind of feedback helped to strengthen my belief and pride in what we do."

— Erin Paul BS, OBHP, NADD-DSP, Meridian Services Corp

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Competency-Based Dual Diagnosis Specialist Certification NADD-DDS




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Who is Eligible?

A Dual Diagnosis Specialist is:

Someone who delivers; manages; trains or supervises services for persons with intellectual/ developmental disabilities and mental illness/addiction.



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Dual Diagnosis Specialist

Examples of roles considered for application for the NADD-DDS

Staff working in county, state or provincial government	QIDPs	Program directors
Program supervisors	Case/care managers	Program specialists
Supports coordinators	Peer specialists	Trainers

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Education & Experience

Professionals who have a combination of education and experience in the field are preferred;

- Experience can include volunteering, internships and externships in addition to employment.

A post secondary degree is not necessary;

Other types of accreditation & certifications are acceptable.

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Requirements

Presentation Outline

- Ability communicate effectively
- Understanding of programmatic issues having an impact on individuals with dual diagnosis
- Understanding of inter-systems issues and how differences can be resolved.

Letters of recommendation

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Application

I. Personal Information

II. Education and/or Credential

III. Experience

IV Ethical Behavior

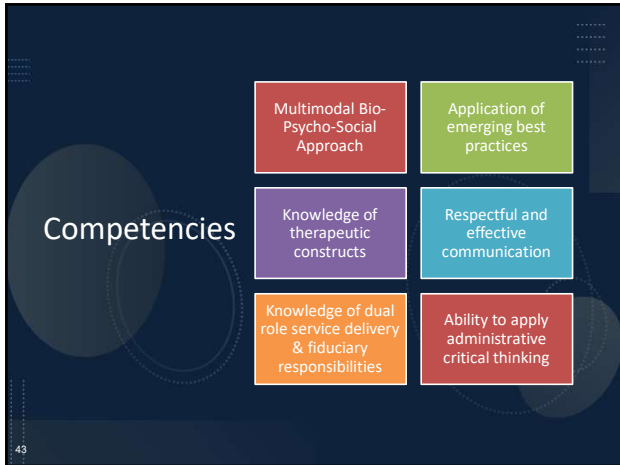
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Application Process

- ❑ Complete online Application,
- ❑ Provide resume
- ❑ Signed code of ethics,
- ❑ Three (3) letters of recommendation
- ❑ Outline of presentation.
- ❑ Payment.
- NADD schedules 1.5 hour for presentation.
- Meet With Reviewer over Zoom/Teams
- Presentation can be review of a case, project development, design of a training, program development, ...etc.
- Presentation must connect to the six 6 competency areas
- Renewal every 2 years. 10 hours of training and \$50

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- Multimodal Bio-Psycho-Social Approach**
- Familiarity with the bio-psycho-social/multi-modal approach
 - Able to incorporate recovery and resiliency
 - Identify the inter-relationships among a person’s biological, social, and psychological domains
 - Apply a holistic approach
 - Formulate information to enable delivery of accurate/relevant medical, psychological, psychiatric, behavioral information to others
 - Appreciate the environmental contextual and individual learning styles
 - Utilization of the above model to guide all service/treatment planning


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- Application of emerging best practices**
- Overall understanding of assessments, their purpose, when they may be needed and how to obtain them
 - Knowledge of effective tools for this population
 - Ability to add to this tool-box when warranted

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Knowledge of therapeutic constructs


- An understanding of trauma and how it affects the brain and body
- An appreciation of neurosensory issues
- An understanding of genetic underpinning and advances to guide treatment
- Knowledge of psychotherapeutic skills that can be useful

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Respectful and effective communication in rapport building

- Assure that the person is “in the driver’s seat;”
- Understand the importance of communication between stakeholders and supporters that is relevant to the person’s care and well being.


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Knowledge of dual role of service delivery/fiduciary responsibility

Report on progress in respect to therapeutic goals and outcomes;


- Identify the connection between funding & good care;
- Ability to work with others if outcomes are not being achieved.

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Ability to apply administrative critical thinking

- Recognition of training needs for DSPs/teams/families to implement treatment/support plans
- Ability to assess and resource effective strategies in meeting persons wants and needs
- Ability to signal that behavior plans may be too complicated to be implemented
- Ability to signal that behavior plan may not meet the needs of the person.

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Testimonial

Overall [the process] was a very good experience in two ways. The first was the opportunity it gave me to **connect with my references** and discuss my work with them in a way that I had not done before. This was particularly true with the family reference.... The writing of the work sample required me to also **think in a different way** (e.g., about communication, programmatic, and inter-system issues) as they applied to a particular area. This provided me with a **fresh perspective** on work that I had been doing for a number of years.... I feel quite proud of this.”

“

– Susan Morris, MSW, RSW, NADD-DDS
Ontario, Canada

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THANK YOU!

NADD
321 Wall Street
Kingston, NY 12401

www.thenadd.org
info@thenadd.org



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