

NADSP Frontline Supervisors (NADSP-FLS E-Badge Training)

Relias offers online learning, staff compliance training, and continuing education for intellectual/developmental disability providers.

Relias Training Crosswalks are based on published accreditation standards. They are designed to assist organizations in the selection of courses from the Relias libraries to ensure and demonstrate staff competence according to the training standards. In some cases, it may be useful for customer organizations to develop training specific to the organization's individual needs.

General staff compliance trainings should be selected to ensure the organization meets OSHA and other regulatory requirements. Staff training is only one element of a successful survey and the Crosswalks are not meant to take the place of a careful review and evaluation of your program to the accreditation standards.

The courses listed in the crosswalk are a representative sample of courses available in Relias libraries. Select NADSP-approved modules may not be available in all libraries/packages; refer to your organization's offerings for available options. It may not be necessary to choose all courses listed for a specific training standard; it is recommended that courses are chosen that closely align with the mission and services offered and the specific needs of the persons served.

Relias has curricula that are accredited by NADSP to meet the required training hours to obtain the Accredited Education E-Badges. The course modules for each competency area and badge are suggested to support the learner in obtaining the skills necessary to obtain the badges for Frontline Supervisor. NADSP E-Badge Academy FLS certification requirements include:

- * The Code of Ethics Commitment NADSP E-Badge
- * The FLS Accredited Education (25 hours) NADSP E-Badge
- * At least one NADSP E-Badge from each of the CMS Core Competency Areas specified in the Crosswalk. (These badges are tied to direct support skills.)
- * At least one NADSP E-Badge from each of the National Frontline Supervisor Competencies specified in the Crosswalk. (These badges are tied to frontline supervision skills.)

Disclaimer: The following constitutes Relias, LLC's recommendation of course work for each listed Crosswalk Measure. Relias does not make any guarantee that such course(s) will be accepted by the accrediting body(ies).

Reference:

<https://nadsp.org/services/the-nadsp-e-badge-academy/>

Code of Ethics Commitment NADSP E-Badge

To meet the criteria for the NADSP FLS Certification, individuals must earn The Code of Ethics Commitment badge.

Refer to: <https://nadsp.org/resources/the-nadsp-code-of-ethics/>

Commitment to adhere to NADSP's Code of Ethics

Note: No training is required to meet this standard; however, learners may choose from Relias' NADSP accredited modules to supplement understanding and application of the nine (9) tenets

Module Code	Module Name	Hours
REL-ACCRED1	Choose Appropriate Courses from Relias Learning	0.00

	Libraries	
--	-----------	--

FLS Accredited Education NADSP E-Badge

To meet the criteria for the NADSP FLS Certification, individuals must earn the FLS Accredited Education NADSP E-Badge.

25 hours of direct instruction from an NADSP Accredited Education program for Frontline Supervisors

Additional suggested modules are listed under each competency area

Note: Learners must ensure they complete courses which are NADSP-FLS approved; these courses can be found in the RLMS certificates filter

Module Code	Module Name	Hours
REL-ACCRED1	Choose Appropriate Courses from Relias Learning Libraries	0.00

CMS Core Competency Area: Crisis Prevention and Intervention

To meet the criteria for the NADSP FLS Certification, individuals must earn at least one Core Competency NADSP E-Badge from the Crisis Prevention and Intervention competency area. (These badges are tied to direct support skills.)

The DSW/DSP identifies risk and behaviors that can lead to a crisis, and uses effective strategies to prevent or intervene in the crisis in collaboration with others

Suggested modules:

Module Code	Module Name	Hours
REL-IDD-0-CIIIDD	Crisis Intervention for Individuals with IDD	0.75
REL-IDD-0-RMDSP	Risk Management for Direct Support Professionals	1.00
REL-IDD-0-ESIDD	Supporting Individuals with Disabilities During Emergencies	1.25

CMS Core Competency Area: Safety

To meet the criteria for the NADSP FLS Certification, individuals must earn at least one Core Competency NADSP E-Badge from the Safety Competency area. (These badges are tied to direct support skills.)

The DSW/DSP is attentive to signs of abuse, neglect or exploitation and follows procedures to protect an individual from such harm. S/he helps people to avoid unsafe situations and uses appropriate procedures to assure safety during emergency situations

Suggested modules:

Module Code	Module Name	Hours
REL-IDD-0-ABIDD	Abuse and Neglect of Individuals with I/DD	2.50
REL-ALL-0-FSBASIC-V2	Fire Safety: The Basics	0.50
REL-IDD-0-MHSIIDD	Monitoring Health and Safety of Individuals with IDD	1.00

CMS Core Competency Area: Person-Centered Practices

To meet the criteria for the NADSP FLS Certification, individuals must earn at least one Core Competency NADSP E-Badge from the Person-Centered Practices Competency area. (These badges are tied to direct support skills.)

The DSW/DSP uses person-centered practices, assisting individuals to make choices and plan goals, and provides services to help individuals achieve their goals

Suggested modules:

Module Code	Module Name	Hours
REL-IDD-OADSP-UA-V2	Assessments in IDD	2.00
REL-IDD-0-PCP	Person-Centered Planning	1.75
REL-IDD-AAIDD-PPBSP1O	Principles of Positive Behavior Support Pt.1: Overview	0.75
REL-IDD-AAIDD-PPBSP2TFS	Principles of Positive Behavior Support Pt.2: Choice, Skills, and Environment	0.50
REL-CV-CQL-PLAN-V2	Using Personal Outcome Measures® in Planning for People	2.00
REL-IDD-0-USP	Using Service Plans	0.50

CMS Core Competency Area: Health and Wellness

To meet the criteria for the NADSP FLS Certification, individuals must earn at least one Core Competency NADSP E-Badge from the Health and Wellness Competency area. (These badges are tied to direct support skills.)

The DSW/DSP plays a vital role in helping individuals to achieve and maintain good physical and emotional health essential to their well-being

Suggested modules:

Module Code	Module Name	Hours
REL-IDD-0-HNOPIDD	Health Needs and Outcomes for People with IDD	0.50
REL-IDD-0-HPARCIDD	Health Promotion and Age-Related Changes in IDD	0.75
REL-IDD-0-HPARCIDD	Health Promotion and Age-Related Changes in IDD	0.75
REL-IDD-0-RHN	Healthcare Needs in IDD	0.75
REL-IDD-0-MM	Medication Management Part 1: Overview	0.50
REL-IDD-0-UM	Medication Management Part 2: Understanding	0.50

	Medications	
REL-IDD-0-MLD	Medication Management Part 3: Labels and Documentation	0.50
REL-IDD-0-AM	Medication Management Part 4: Administering Medications	0.50
REL-IDD-0-MHSIIDD	Monitoring Health and Safety of Individuals with IDD	1.00
REL-IDD-0-SQL	Supporting Quality of Life for Individuals with IDD	1.00

FLS Competency Area: Health, Wellness, and Safety

To meet the criteria for the NADSP FLS Certification, individuals must earn at least one badge from the National Frontline Supervisor Competency area of Health, Wellness, and Safety. (These badges are tied to frontline supervision skills.)

Frontline Supervisors work with participant and his/her teams to develop a support plan to promote the health, safety, and wellbeing of participant based on individual preferences and goals

Suggested modules:

Module Code	Module Name	Hours
REL-IDD-0-ABIDD	Abuse and Neglect of Individuals with I/DD	2.50
REL-PAC-0-FSEP	Fire Safety and Emergency Preparedness	2.00
REL-IDD-0-HNOPIDD	Health Needs and Outcomes for People with IDD	0.50
REL-IDD-0-HPARCIDD	Health Promotion and Age-Related Changes in IDD	0.75
REL-IDD-0-RHN	Healthcare Needs in IDD	0.75
REL-IDD-0-MHSIIDD	Monitoring Health and Safety of Individuals with IDD	1.00
REL-IDD-0-SQL	Supporting Quality of Life for Individuals with IDD	1.00

FLS Competency Area: Participant Support Plan Development, Monitoring, and Assessment

To meet the criteria for the NADSP FLS Certification, individuals must earn at least one badge from the National Frontline Supervisor Competency area of Participant Support Plan Development, Monitoring, and Assessment. (These badges are tied to frontline supervision skills.)

Frontline Supervisors operationalize participant's individual goals and identified outcomes into a coordinated support plan. Frontline Supervisors coordinate and facilitate support network meetings, maintain communication with other service providers, family, and allies, and monitor, document, and report progress toward goals

Suggested modules:

Module Code	Module Name	Hours
REL-IDD-OADSP-UA-V2	Assessments in IDD	2.00

REL-IDD-OADSP-GED-V2	Guidelines for Effective Documentation	3.00
REL-ALL-0-ITB	Introduction to Team Building	0.50
REL-IDD-0-PCP	Person-Centered Planning	1.75
REL-IDD-AAIDD-PPBSP10	Principles of Positive Behavior Support Pt.1: Overview	0.75
REL-IDD-AAIDD-PPBSP2TFS	Principles of Positive Behavior Support Pt.2: Choice, Skills, and Environment	0.50
REL-CV-CQL-PLAN-V2	Using Personal Outcome Measures® in Planning for People	2.00
REL-IDD-0-USP	Using Service Plans	0.50

FLS Competency Area: Facilitating Community Inclusion Across the Lifespan

To meet the criteria for the NADSP FLS Certification, individuals must earn at least one badge from the National Frontline Supervisor Competency area of Facilitating Community Inclusion Across the Lifespan. (These badges are tied to frontline supervision skills.)

Frontline Supervisors facilitate and support the development and maintenance of participant support networks in partnership with person supported

Suggested modules:

Module Code	Module Name	Hours
REL-IDD-0-ES	Employment Support	1.00
REL-IDD-0-HPARCIDD	Health Promotion and Age-Related Changes in IDD	0.75

FLS Competency Area: Promoting Professional Relations and Teamwork

To meet the criteria for the NADSP FLS Certification, individuals must earn at least one badge from the National Frontline Supervisor Competency area of Promoting Professional Relations and Teamwork. (These badges are tied to frontline supervision skills.)

Frontline Supervisors enhance professional relations among team members and their capacity to work effectively with others toward common goals by using effective communication skills, facilitating teamwork, and supporting and encouraging growth and professional development

Suggested modules:

Module Code	Module Name	Hours
REL-IDD-0-BPDSPS	Best Practices for DSP Supervision	1.00
REL-ALL-0-ECSUP	Effective Communication for Supervisors	0.00
REL-ALL-0-ECCE	Essentials of Communication: Communication Effectiveness	1.00
REL-ALL-0-HPTAE	High Performing Teams: Achieving Excellence	1.00
REL-ALL-0-ITB	Introduction to Team Building	0.50

REL-ALL-0-LFLC	Leadership Fundamentals: Leading as a Coach	1.00
REL-ALL-0-LFRL	Leadership Fundamentals: Relationship-Centric Leadership	1.00

FLS Competency Area: Staff Recruitment, Selection, and Hiring

To meet the criteria for the NADSP FLS Certification, individuals must earn at least one badge from the National Frontline Supervisor Competency area of Staff Recruitment, Selection, and Hiring. (These badges are tied to frontline supervision skills.)

Frontline Supervisors use best practices to actively recruit and lead a selection process that actively includes participant and his or her support network

Suggested modules:

Module Code	Module Name	Hours
REL-ALL-0-DISWSUP	Discrimination in the Workplace for Supervisors	1.00
REL-ALL-0-IIT	Introduction to Interviewing Techniques	1.00
REL-CV-CQL-LPIT-V2	Learning about People - Interviewing Techniques	2.50
REL-CV-CQL-ORG-V2	Using Personal Outcome Measures® in Evaluation and Planning for Organizations	2.00

FLS Competency Area: Staff Supervision, Training, and Development

To meet the criteria for the NADSP FLS Certification, individuals must earn at least one badge from the National Frontline Supervisor Competency area of Staff Supervision, Training, and Development. (These badges are tied to frontline supervision skills.)

Frontline Supervisors coordinate and lead competency-based direct support staff training and professional development activities, including coaching and mentoring

Suggested modules:

Module Code	Module Name	Hours
REL-ALL-0-CMLC	Change Management: Leading Change	1.00
REL-ALL-0-CMNC	Change Management: Navigating Change	0.50
REL-ALL-0-FS	FLSA for Supervisors	1.00
REL-ALL-0-FMLAS	FMLA for Supervisors	1.00
REL-ALL-0-FML	Fundamentals of Management vs. Leadership	1.00
REL-ALL-0-LFLC	Leadership Fundamentals: Leading as a Coach	1.00
REL-IDD-AAIDD-SPPBS1	Supervision and the Principles of Positive Behavior Support Part 1: Components	2.00
REL-IDD-AAIDD-SPPBS2	Supervision and the Principles of Positive Behavior Support Part 2: Implementation	1.25
REL-IDD-AAIDD-STC1	Supervisor Training Curriculum - Part 1: Defining Work	1.00

	Expectations	
REL-IDD-AAIDD-STC2	Supervisor Training Curriculum - Part 2: Assessing, Supporting, and Improving Work Performance	2.00
REL-IDD-AAIDD-STC3	Supervisor Training Curriculum - Part 3: How to Discipline and Promote Positive Work Place Enjoyment	2.25

FLS Competency Area: Service Management and Quality Assurance

To meet the criteria for the NADSP FLS Certification, individuals must earn at least one badge from the National Frontline Supervisor Competency area of Service Management and Quality Assurance. (These badges are tied to frontline supervision skills.)

Frontline Supervisors effectively manage and oversee participant services and supports in group service settings, individual, and remote service settings, including compliance with all federal, state, and local rules and regulations, and apply ethical principles related to best practices in services and supports

Suggested modules:

Module Code	Module Name	Hours
REL-ALL-0-ECWSNK	Effective Communication: What Supervisors Need to Know	1.00
REL-CV-CQL-LDDM-V2	Looking at the Data - Decision-Making around Personal Outcome Measures	2.75
REL-HHS-0-QI	Quality Assurance and Performance Improvement for Direct Care Professionals	1.00

FLS Competency Area: Advocacy and Public Relations

To meet the criteria for the NADSP FLS Certification, individuals must earn at least one badge from the National Frontline Supervisor Competency area of Advocacy and Public Relations. (These badges are tied to frontline supervision skills.)

Frontline Supervisors promote public relations by educating community members about the rights of people with disabilities and advocating for and with participant for services and opportunities that promote safe, respected, and valued membership in the community

Suggested modules:

Module Code	Module Name	Hours
REL-IDD-0-SQL	Supporting Quality of Life for Individuals with IDD	1.00
REL-IDD-0-TSAS	Supporting Self-Advocacy Skills	0.50

FLS Competency Area: Leadership, Professionalism and Self-Development

To meet the criteria for the NADSP FLS Certification, individuals must earn at least one badge from the National

Frontline Supervisor Competency area of Leadership, Professionalism and Self-Development. (These badges are tied to frontline supervision skills.)

Frontline Supervisors maintain professionalism and engage in ongoing self-development and professional development activities

Suggested modules; additional courses are available in the Relias libraries:

Module Code	Module Name	Hours
REL-ALL-0-ALCUSE-V2	Employee Wellness - Alcohol Use: How Much Is Too Much?	0.25
REL-ALL-0-HS-V2	Employee Wellness - Healthy Sleep	0.25
REL-ALL-0-EWBWL	Employee Wellness: Balancing Work and Life	0.25
REL-ALL-0-EWFT	Employee Wellness: Managing Emotions	0.25
REL-ALL-0-EWSCFP	Employee Wellness: Self-Care for Frontline Professionals	0.25
REL-ALL-0-PSW	Problem Solving in the Workplace	1.00
REL-IDD-0-TFDSPS	Transitioning from DSP to Supervisor	1.00

FLS Competency Area: Cultural Awareness and Responsiveness

To meet the criteria for the NADSP FLS Certification, individuals must earn at least one badge from the National Frontline Supervisor Competency area of Cultural Awareness and Responsiveness. (These badges are tied to frontline supervision skills.)

Frontline Supervisors respect all unique characteristics of participant by providing culturally appropriate supports and services

Suggested modules:

Module Code	Module Name	Hours
REL-ALL-0-CDIV	Cultural Competence	0.50
REL-IDD-0-CCS	Cultural Competence for Supervisors	1.00
REL-ALL-0-HW	Harassment in the Workplace	1.00