

Training for Supervisors in IDD Services and Supports

Any effective effort to retain direct support professionals (DSP) must include training for front-line supervisors, managers, and qualified intellectual disability professionals (QIDP). Surveys show that ineffective supervision—including failure to hold employees accountable, poor communication of rules and responsibilities, and lack of appreciation—drives DSP turnover.

Relias provides training for DSP supervisors that gives them the knowledge, skills, and tools they need to be leaders who help their staff excel and encourage retention.

HERE ARE SOME OF THE CURRICULA WE OFFER:

Supervisor Training Curriculum:

This three-part series is based on the American Association on Intellectual and Developmental Disabilities' Supervisor Training Curriculum.

It teaches supervisors how to:

- + Define, communicate, and assess work expectations
- + Provide constructive feedback
- + Help staff improve performance
- + Create a positive work environment

Supervision and the Principles of Positive Behavior Support:

This series is based on AAIDD's Positive Behavior Support Training Curriculum. It teaches supervisors how to promote work quality and enjoyment using PBS principles and practices.

These courses cover:

- + Analyzing data on staff performance
- + Using performance modeling as a staff management tool
- + Leveraging data to train staff on how to effectively implement Behavior Support Plans

NADSP-Accredited Training for Front-line Supervisors:

Relias offers more than 60 courses for front-line supervisors accredited by the National Alliance for Direct Support Professionals. This training includes content on transitioning from a DSP to a supervisor, overseeing IDD service programs, cultural competency for IDD supervisors, and managing retention and recruitment in IDD services.

Skillsoft® Leadership & Management Courses:

From Skillsoft®, the leader in corporate training and personal development, Relias offers course content specific to developing leadership and management skills. This includes topics such as first-time management, mentorship, emotional intelligence, and handling team conflict.

[GET STARTED](#)

