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/

Continuing Education - Frontline Supervisors

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 Libraries	0.00

Continuing Education - Frontline Supervisors

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

Continuing Education - Frontline Supervisors

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-SIDDES	Supporting Individuals with Disabilities During Emergency Situations	1.00

Continuing Education - Frontline Supervisors

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-ALL-0-FSBASIC-V2	Fire Safety: The Basics	0.50
REL-IDD-0-MHSIIDD	Monitoring Health and Safety of Individuals with IDD	1.00
REL-IDD-0-OANIDD	Overview of Abuse and Neglect of Individuals with IDD	1.00

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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

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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 Medications	0.50
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

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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-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-OANIDD	Overview of Abuse and Neglect of Individuals with IDD	1.00
REL-IDD-0-SQL	Supporting Quality of Life for Individuals with IDD	1.00

Continuing Education - Frontline Supervisors

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-ABA-0-GEDRBT	Guidelines for Effective Documentation for RBTs	1.50
REL-ALL-0-ITB	Introduction to Team Building	0.50
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

Continuing Education - Frontline Supervisors

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 persons supported

Suggested modules:

Module Code	Module Name	Hours
REL-IDD-0-BRCPIDD	Building Relationships and Community for People with IDD	0.75
REL-IDD-0-ES	Employment Support	1.00
REL-IDD-0-HPARCIDD	Health Promotion and Age-Related Changes in IDD	0.75
REL-IDD-0-MOC	Methods of Communication	0.50

Module Code	Module Name	Hours
REL-IDD-GHA-SSDBW	Social Security Disability Insurance and Work	1.00

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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-PAC-0-AEHPT	Achieving Excellence with High-Performing Teams	0.50
REL-IDD-0-BPDSPS	Best Practices for DSP Supervision	1.00
REL-ALL-0-CECE	Communication Essentials: Communication Effectiveness	0.50
REL-ALL-0-ECSUP	Effective Communication for Supervisors	0.00
REL-ALL-0-ITB	Introduction to Team Building	0.50
REL-ALL-0-LFCP	Leadership Fundamentals: Coaching to Performance	0.75
REL-ALL-0-LFSERL	Leadership Fundamentals: Servant Leadership	0.50

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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

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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-FLSASNK	FLSA: What Supervisors Need to Know	1.50
REL-ALL-0-FML	Fundamentals of Management vs. Leadership	1.00
REL-ALL-0-LFCP	Leadership Fundamentals: Coaching to Performance	0.75
REL-IDD-AAIDD-SPPBSP	Supervising DSPs in Implementing Positive Behavior Support Plans	1.00
REL-IDD-AAIDD-SPPBSP	Supervising DSPs in Implementing Positive Behavior Support Plans	1.00
REL-IDD-AAIDD-STC1DWE	Supervisor Training Curriculum, Pt. 1: Defining Work Performance Expectations	1.00
REL-IDD-AAIDD-STC2ASIW	Supervisor Training Curriculum, Pt. 2: Improving Work Performance through Monitoring and Feedback	1.75
REL-IDD-AAIDD-STC3PPWE	Supervisor Training Curriculum, Pt. 3: Promoting Positive Workplace Enjoyment	1.75

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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-IDD-0-BPDSPS	Best Practices for DSP Supervision	1.00
REL-ALL-0-EFFCOMSUP	Effective Communication for Supervisors	1.00
REL-CV-CQL-LDDM-V2	Looking at the Data - Decision-Making around Personal Outcome Measures	2.75
REL-IDD-0-PIP	Performance Improvement Plans	1.00

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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

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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-EWBWL	Employee Wellness: Balancing Work and Life	0.25
REL-ALL-0-EWFT	Employee Wellness: Managing Emotions	0.25
REL-ALL-0-EWMS	Employee Wellness: Managing Stress	0.25
REL-ALL-0-EWMT	Employee Wellness: Managing Time	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

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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-IDD-0-CCS	Cultural Competence for Supervisors	1.00
REL-ALL-0-DISWSUP	Discrimination in the Workplace for Supervisors	1.00
REL-ALL-0-HW	Harassment in the Workplace	1.00
REL-IDD-0-LIWE	Leading an Inclusive Work Environment	1.25