

# Creating the Next Generation of Leaders: Credentialing, Accrediting , Certifying



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# Agenda

- Need for professional development
  - Credentialing,
  - Accrediting ,
  - Certifying
  - Training
    - Innovative approaches
    - Just in time options
    - Leadership certificate program



# Levels of Endorsement

- **Organization**
- **Individual**
- **Curriculum**

# What is Accreditation?

- **Organization commits to either standards or measures to improve quality of services, i.e., CARF, CQL**



# Certification CESP

- **Credential given to individual once they have demonstrated knowledge and skills required to perform the job of an employment support professional (requires passing CESP exam)**



# Certification of Curriculum

- **ACRE developed competencies and approves curriculum that adheres to them**



# Statewide Initiatives

- **South Dakota**
- **Kentucky**
- **Tennessee**
- **North Carolina**
- **New York**
- **Delaware**
- **Oregon**
- **Maine**
- **New Mexico**
- **Rhode Island**
- **Washington**
- **New Hampshire**



# Professional Development Plan included in Performance Evaluation?





# Levels of Training Need

- **Introduction to Field**
- **Professionalization of Field**
  - **Business relationships**
  - **Customized Employment Skills**
- **Development of Future Leaders**



# Just in time learning



# College of Employment Services

- **Online training content**
- **Assign lessons based on learners need**
- **Content built on APSE competencies**
- **Wrap around content ACRE spproved**



# CES video

# Contemporary Practices in DD Leadership and Management

- <http://dd-leadership.com>



# Leadership Succession

- **Developing a new generation of leadership for disability services**
- **Massachusetts based**
- **Adapted from established leadership and management certificate programs**



# Leadership and Management

- **Tailored for IDD executive and mid level leadership**
- **Designed with input from MA provider community**



Capacity  
building

- **How is your organization and state building capacity to deliver employment services?**