

## CROSSWALK

We consider all of the following to be nonsubstantial changes as they do not constitute changes to the intent or substance of the survey, but only remove redundancies and simplify the content. With the revisions to the survey, we expect it will take 30 minutes for respondents to complete – representing no change to our original burden estimate.

### Section by Section Comparison of Original and Revised (Based on Pre-Testing) Survey Instrument

Survey Sections with Original # of Skills Statements	Summary of Revisions to Survey Sections	Description of and Reasons for Changes to Skills Statements	Type of Change	Burden Change
<b>Introduction,</b> consent and instructions	Shortened and simplified	Simplified language to lower reading level. Revised to increase clarity, minimize extraneous information that will be accessed elsewhere in project documentation.	NONSUBSTANTIAL CHANGE	No change
<b>Communication:</b> 4 Skill statements	Changed from 4 to 3 skills statements	Simplified language to lower reading level. Merged two similar skill statements into one:  <b>ORIGINAL STATEMENTS:</b> <b>1A.</b> Uses effective communication skills: The DSW uses effective, respectful communication skills. This includes active listening, paraphrasing, and using open-ended questions to create open communication with participant. <b>1B.</b> Uses positive communication strategies: The DSW has knowledge of and uses positive communication strategies (verbal and nonverbal) that are appropriate and specific to the needs of participants.  <b>REVISED STATEMENT:</b> <b>1A.</b> Uses positive and respectful verbal, non-verbal and written communication that can be understood by the individual.	NONSUBSTANTIAL CHANGE	No change
<b>Facilitation of Individualized Services:</b> 9 Skill Statements	Changed section name to <b>Providing Individualized Services.</b> Changed from 9 to 7 skills statements	Simplified language to lower reading level. Moved one skill statement about completing documentation into Professionalism and Ethics section. Deleted one skill statement that is similar to statements in other sections to reduce redundancy.  <b>DELETED STATEMENT:</b> <b>2G.</b> Fosters a supportive environment: The DSW fosters a supportive environment, providing person-centered supports and services using a strengths-based approach to promote the participant’s development of knowledge, skills, and attitudes necessary to achieve goals.	NONSUBSTANTIAL CHANGE	No change
<b>Evaluation and Observation:</b> 4 Skill statements	4 simplified skills statements	Simplified language to lower reading level.	NONSUBSTANTIAL CHANGE	No change
<b>Participant Crisis and Intervention:</b> 6 Skill Statements	Changed from 6 to 7 skill statements	Simplified language to lower reading level. Divided one skill statement into two.	NONSUBSTANTIAL CHANGE	No change

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		<p><b>ORIGINAL STATEMENT:</b>  <b>4E.</b> Monitors and reports: The DSW continues to monitor situations and effectively communicates with the participant and/or family or team members to reduce risk while complying with regulations for reporting.</p> <p><b>REVISED STATEMENTS:</b>  <b>4E.</b> Monitors situations and communicates with the individual and his or her family and support team to reduce risk.  <b>4F.</b> Reports incidents according to rules.</p>		
<b>Safety:</b> 5 Skill Statements	5 simplified skill statements	Simplified language to lower reading level.	NONSUBS TANTIAL CHANGE	No change
<b>Professionalism and Ethics:</b> 8 Skill Statements	Changed from 8 to 7 skill statements	<p>Simplified language to lower reading level. Moved one skill statements about telling an individual about their rights out of this section and into Participant Empowerment. Moved one skill statement about completing documentation into this section from Providing Individualized Services section. Merged two similar skill statements into one.</p> <p><b>ORIGINAL STATEMENTS:</b>  <b>6A.</b> Behaves professionally and ethically: The DSW is aware of his/her professional performance and compares this to ethical, legal, and professional standards to enhance performance.  <b>6D.</b> Complies with laws, regulations, policies, and ethical codes: The DSW conducts all professional activities in accordance with relevant Code of Ethics (NADSP, USpra, etc.) and applicable laws, regulations, and agency policies.</p> <p><b>REVISED STATEMENT:</b>  <b>6A.</b> Follows all relevant laws, regulations and is guided by ethical standards when doing work tasks.</p>	NONSUBS TANTIAL CHANGE	No change
<b>Participant Empowerment:</b> 4 Skill Statements	Changed section name to <b>Participant Empowerment and Advocacy:</b> 4 to 6 skill statements.	Simplified language to lower reading level. Moved two skills statements into this section: one statement about telling an individual about their rights from Professionalism and Ethics and one statement about assisting individuals past barriers to needed services from Advocacy.	NONSUBS TANTIAL CHANGE	No change
<b>Advocacy:</b> 4 Skill Statements	<b>Deleted section</b> and moved content into Participant Empowerment.	<p>Simplified language to lower reading level. Moved one remaining statement about telling an individual about their rights into Participant Empowerment. Deleted three skill statements that are similar to statements in other sections to reduce redundancy.</p> <p><b>DELETED STATEMENTS:</b></p>	NONSUBS TANTIAL CHANGE	No change

Survey Sections with Original # of Skills Statements	Summary of Revisions to Survey Sections	Description of and Reasons for Changes to Skills Statements	Type of Change	Burden Change
		<p><b>8A. Facilitates advocacy process:</b> The DSW supports the participant to identify, gather, and review information and aspects of an issue concerning the participant's rights to promote self-advocacy.</p> <p><b>8B. Identifies advocacy resources:</b> The DSW has awareness of participant rights, services, and community resources, or knows where to direct the participant to learn more and secure needed supports.</p> <p><b>8D. Recognizes barriers in services and community:</b> The DSW identifies the barriers that sustain stigma, oppression, discrimination, and prejudice in our society and service system, and how this impacts the participant.</p>		
<p><b>Supporting Health and Wellness:</b> 9 Skill Statements</p>	<p>Changed from 9 to 7 skill statements</p>	<p>Simplified language to lower reading level. Moved one statement about safe food preparation and nutrition into Supporting Daily Community Living section. Merged two similar skill statements.</p> <p><b>ORIGINAL STATEMENTS:</b></p> <p><b>9A.</b> Promotes physical, spiritual, emotional, and social wellbeing: The DSW promotes the health and wellness of the participant in the areas of physical, spiritual, emotional, and social wellbeing.</p> <p><b>9C.</b> Supports participant-directed spiritual or religious practice: The DSW supports the participant to express his or her personal faith and observe religious or spirituality practices, as directed by the participant.</p> <p><b>REVISED STATEMENT:</b></p> <p><b>8A.</b> Supports the spiritual, emotional, and social wellbeing of the individual.</p>	<p>NONSUBS TANTIAL CHANGE</p>	<p>No change</p>
<p><b>Community Living Skills and Supports:</b> 5 Skill Statements</p>	<p>Changed section name to <b>Supporting Daily Community Living.</b> 5 reorganized skill statements</p>	<p>Simplified language to lower reading level. Moved two skill statements about supporting relationships and promoting engagement in the community out of this section into Community Inclusion and Networking. Moved two skill statements into this section – one about safe food preparation and nutrition into this section from Supporting Health and Wellness and one about respecting role of family members in providing supports from Interpersonal Family Relationship section. Divided one statement into two. Deleted one skill statement that is similar to statements in other sections to reduce redundancy.</p> <p><b>ORIGINAL STATEMENT:</b></p> <p><b>10A.</b> Provides personal care as needed: The DSW assists the participant to meet his or her physical (e.g., health, grooming, toileting, eating) and personal management needs (e.g., human development, sexuality), building on participant</p>	<p>NONSUBS TANTIAL CHANGE</p>	<p>No change</p>

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		<p>strengths and capabilities, and providing skills training when needed.</p> <p><b>REVISED STATEMENTS:</b>  <b>9A.</b> Assists the individual meet his or her physical and personal care needs (ie. toileting, bathing, grooming) and provide training when needed.  <b>9B.</b> Provides person centered support and helps the individual to build on his or her strengths in life activities.</p> <p><b>DELETED STATEMENT:</b>  <b>10C.</b> Identifies and uses resources needed for health and safety: The DSW supports the participant in identifying, securing, and using needed equipment (e.g., adaptive equipment) and therapies (e.g., physical, occupational and communication) to promote health and safety.</p>		
<p><b>Interpersonal and Family Relationships:</b> 6 Skill Statements</p>	<p><b>Deleted section;</b> remaining skill statements moved into related sections.</p>	<p>Deleted four skill statements that are similar to statements in other sections to reduce redundancy. Moved two remaining skill statements into other sections of the survey – one about building positive relationships to Community Inclusion and Networking and one about recognizing the role of the family in providing supports to Supporting Daily Community Living, Simplified language to lower reading level.</p> <p><b>DELETED STATEMENTS:</b>  <b>11C.</b> Tailors services to the individual, family, and community: The DSW tailors services and supports to unique characteristics and experiences of the participant, family, and community.  <b>11D.</b> Maintains appropriate boundaries: The DSW establishes and maintains appropriate social and physical boundaries in relation to the participant and his/her family members (and other members of his/her natural support system, including friends and those who the participant considers significant in his/her life).  <b>11E.</b> Listens, communicates, and collaborates effectively: The DSW utilizes clear, effective, and respectful communication skills in all interactions with the participant’s family members and other members of his/her natural support system.  <b>11F.</b> Respects privacy in home and community-based settings: The DSW provides support that is informed by and respectful of the participant’s rights to privacy and confidentiality within the home environment, community settings, and service system.</p>	<p>NONSUBS TANTIAL CHANGE</p>	<p>No change</p>
<p><b>Community and Service Networking:</b> 5</p>	<p>Changed section name to <b>Community</b></p>	<p>Simplified language to lower reading level. Moved three skill statements about supporting relationships and promoting engagement in the community into this section from</p>	<p>NONSUBS TANTIAL CHANGE</p>	<p>No change</p>

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Skill Statements	<b>Inclusion and Networking:</b> 5 skill statements	Supporting Daily Community Living. Deleted two skill statements that are similar to statements in other sections to reduce redundancy.  <b>DELETED STATEMENTS:</b> <b>12A.</b> Identifies resources and options: The DSW assists the participant to identify his or her preferences and needs for community supports using a person-centered approach, and works with informal and formal support systems to identify and access community connections. <b>12B.</b> Facilitates access to community resources: The DSW provides coordination, support, and follow-through to promote the participant’s access to available community resources as determined by, or in collaboration with the participant.		
<b>Cultural Competency:</b> 5 Skill Statements	5 simplified skill statements.	Simplified language to lower reading level.	NONSUBSTANTIAL CHANGE	No change
<b>Education, Training &amp; Self Development:</b> 4 Skill Statements	Changed from 4 to 3 skill statements	Deleted one skill statement that is similar to statements in other sections to reduce redundancy.  <b>DELETED STATEMENTS:</b> <b>14C.</b> Uses evidence-based skills to improve service: The DSW learns about and uses evidence-based skills as identified in participant's plan.	NONSUBSTANTIAL CHANGE	No change