



North Carolina Alliance for Direct Support Professionals

A State Chapter of the NADSP

NCADSP's Vision:

- NCADSP envisions a world where **all children, adults and families in need of support services** have the opportunity to live community-based lives of their choosing and are supported by **Direct Support Professionals** who have the knowledge, skills, and values needed to assist them in achieving their life goals.

NCADSP's Mission:

- NCADSP's mission is to enhance the **quality of support** provided to **all children, adults and families** through the provision of products, services, and certifications which elevate the status of **Direct Support Professionals**, improve practice standards, promote systems reform and, most importantly, advance the knowledge, skills, and values of **Direct Support Professionals**.

NCADSP's Values:

- NCADSP values the **full participation** of **all children, adults and families** in **all aspects of community life** through the provision of **person-centered supports**. We believe that high quality support requires all **Direct Support Professionals** follow the individual path suggested by the unique gifts, preferences and needs of each person they support, to walk in partnership with that person and those who love them, toward a life of opportunity, well-being, freedom, and contribution.

NCADSP's Operating Principles:

- NCADSP is guided by a belief that:
 - **All Direct Support Professionals** benefit from access to well-constructed educational experiences (e.g., in-service training, continuing and higher education) and lifelong learning;
 - Certifying highly qualified **Direct Support Professionals** incentivizes continuing education, and access to career pathways while providers may adopt using certifications as a means to justify increased compensation, thereby improving retention.
 - Values and ethical decision making can be learned and infused into daily practice; and
 - Strengthening relationships and partnerships between **Direct Support Professionals, and the children, adults and families in need of services**, improves the quality of support.