

**STATE UNIVERSITY OF NEW YORK
COLLEGE OF TECHNOLOGY
CANTON, NEW YORK**



MASTER SYLLABUS

**HSMB 319 – Direct Support Professional,
Front Line Supervisor**

CIP Code: 51.0701

Created by: Vicki Perrine

**School of Business and Liberal Arts
Healthcare Management Department
Spring, 2025**

A. TITLE: Direct Support Professional, Front Line Supervisor

B. COURSE NUMBER: HSMB 319

C. CREDIT HOURS (Hours of Lecture, Laboratory, Recitation, Tutorial, Activity):

Credit Hours: 3

Lecture Hours: 3 per Week

Lab Hours: N/A

Other:

Course Length (# of Weeks): 15

D. WRITING INTENSIVE COURSE: No

E. GER CATEGORY: No

Does course satisfy more than one GER category? If so, which one?

F. SEMESTER(S) OFFERED: Spring

G. COURSE DESCRIPTION:

The course is designed to provide students with an understanding of the role and responsibilities of Direct Support Professionals' Front Line Supervisors. The students will analyze the National Alliance for Direct Support Professionals (NADSP) core competencies, code of ethics, and the National Front Line Supervisors competencies.

H. PRE-REQUISITES: None

CO-REQUISITES: None

I. STUDENT LEARNING OUTCOMES:

| <u>Course Student Learning Outcome [SLO]</u> | <u>PSLO</u> | <u>GER</u> | <u>ISLO</u> |
|---|--|------------|--|
| Explain the 15 National Alliance for Direct Support Professionals core competencies | Describe the framework in which healthcare services are produced, coordinated, consumed, and reimbursed. | N/A | Critical Thinking - Critical Analysis |
| Explain the 11 Front Line Supervisor competencies | Analyze alternative management solutions in healthcare related problems and challenges. | N/A | Critical Thinking - Critical Analysis |

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|---|---|-----|--|
| Interpret the National Alliance for Direct Support Professionals Code of Ethics | Compare practices of professionalism in the healthcare setting. | N/A | Social Responsibility - Ethical Reasoning |
|---|---|-----|--|

| KEY | <u>Institutional Student Learning Outcomes</u> <u>[ISLO 1 – 5]</u> |
|--------|---|
| ISLO # | ISLO & Subsets |
| 1 | Communication Skills Oral [O], Written [W] |
| 2 | Critical Thinking <i>Critical Analysis [CA] , Inquiry & Analysis [IA] , Problem Solving [PS]</i> |
| 3 | Foundational Skills <i>Information Management [IM], Quantitative Lit./Reasoning [QTR]</i> |
| 4 | Social Responsibility <i>Ethical Reasoning [ER], Global Learning [GL], Intercultural Knowledge [IK], Teamwork [T]</i> |
| 5 | Industry, Professional, Discipline Specific Knowledge and Skills |

J. APPLIED LEARNING COMPONENT: Yes _____ No **X**__

If yes, select one or more of the following categories: N/A

Classroom/Lab____
Internship____
Clinical Practicum____
Practicum____
Service Learning____
Community Service____

Civic Engagement____
Creative Works/Senior Project____
Research____
Entrepreneurship____
(program, class, project)

K. TEXTS: None

L. REFERENCES:

<https://nadsp.org>
www.opwdd.ny.gov

M. EQUIPMENT: None

N. GRADING METHOD: A-F

O. SUGGESTED MEASUREMENT CRITERIA/METHODS:

Discussion Boards

Assignments

Quizzes

Final Exam

P. DETAILED COURSE OUTLINE:

I. The Front Line Supervisor

a. Course Objectives

b. Icebreaker

c. Setting the stage

d. Definitions

e. Role

II. The Direct Support Professional

III. 15 National Alliance for Direct Support Professionals (NADSP) Competencies

IV. 11 Front Line Supervisor Competencies

V. NADSP Code of Ethics

VI. Developing oneself as a leader and manager

VII. Relating and responding to a multi-generational workforce

VIII. Putting it all together

Q. LABORATORY OUTLINE: None