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:

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

Compare practices of professionalism in the healthcare setting.

Social Responsibility - Ethical Reasoning

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

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