



Attachment - Residential Performance-Based Contracting – Pay-for-Performance (P4P)
ODP Announcement 24-103

1. Direct Support Professionals and Front-Line Supervisors Credentialing – Pay for Performance (P4P)

Milestone 1: (Building DSP/FLS Credentialing Program) Submission of plan and attestation on agency DSP and FLS credentialing

Applies to the following Residential Tier(s):

Primary, Select, Clinically Enhanced

Criteria

Accepted Credentialing Programs:

- National Alliance of Direct Support Professionals (NADSP) E-Badge
 - DSP 1, 2, or 3 Certification
 - FLS Certification
- National Association for the Dually Diagnosed (NADD) -DSP Certification (Clinically Enhanced Only)

Minimum Plan Submission Requirements:

DSP Plan must describe:

- The credentialing program that will be or has been initiated for DSPs
- Agency structure to support the DSP credentialing program: implementation, any associated staff positions, supervision and mentoring, IT/technology, human resources.
- Agency budget for credentialing
- DSP Credentialing program wage structure and/or other DSP financial incentives
- Timelines and milestones including target number and percent of DSPs credentialed (including credentialing level when appropriate) each quarter beginning Jan 1, 2025
- Target for total number of DSPs credentialed by December 31, 2025 (must meet or exceed 2% of agency's residential workforce to be eligible for P4P)
- Established baseline data on number of DSPs in the residential program, number of DSPs currently credentialed at each credentialing level (E-Badge DSP 1, 2, 3 or NADD DSP Certified) on 7/1/24

FLS Plan must describe:

- Agency structure to support the FLS credentialing program: implementation, any associated staff positions, supervision and mentoring, IT/technology, human resources.
- Agency budget for credentialing
- FLS credentialing program wage structure and/or other financial incentives
- Timelines and milestones including target number and percent of FLSs credentialed each quarter beginning Jan 1, 2025
- Plan for supervisory management training to support skill application of DSPs is conducted for all FLS.
- Plan for supervisory management training to support skill application of FLSs is provided to all house managers and program management staff (or equivalent positions).
- Established baseline data on number of FLSs and the number of FLSs currently credentialed on 7/1/24.

Attestation:

- All representations in agency credentialing plan accurate
- Portion of monies will be directed to DSPs and FLS as wage increases or bonuses



- Funding requested does not duplicate but supplements any funds received through prior ARPA Credentialing Initiative

Amount Available

1% of annual residential revenue for calendar year (CY) 2024

Timelines

Plan Submissions Due: 02/15/25-03/15/25

ODP review: 02/15/25-03/31/25

Milestone 1 payments: May 2025

Milestone 2: (Scaling DSP/FLS Credentialing Program) Increase baseline percentage of DSPs and FLS credentialed through NADSP

Applies to the following Residential Tier(s):

Primary, Select, Clinically Enhanced

Criteria

Provider baseline data will be compared to data submission for Milestone 2:

- Primary Tier
 - Increase number of credentialed DSPs to target identified in plan submitted for milestone 1.
- Select Tier
 - Increase from established baseline percentage of DSPs credentialed through NADSP by a minimum of 5% by December 31, 2025 from baseline on 07/01/2024.
 - Increase percentage of FLS credentialed through NADSP by a minimum of 10% by December 31, 2025 from baseline on 07/01/2024.
- Clinically Enhanced Tier
 - Increase from established baseline percentage of DSPs credentialed through NADSP or NADD by a minimum of 5% by December 31, 2025 from baseline on 07/01/2024.
 - Increase percentage of FLS credentialed through NADSP by a minimum of 10% by December 31, 2025 from baseline on 07/01/2024.

Amount Available

0.6% of annual residential revenue for calendar year 2024

Timelines

Provider data submission: 11/01/25 -01/15/26 (providers who meet targets prior to 12/31/2025 may submit for payment prior to end of review period)

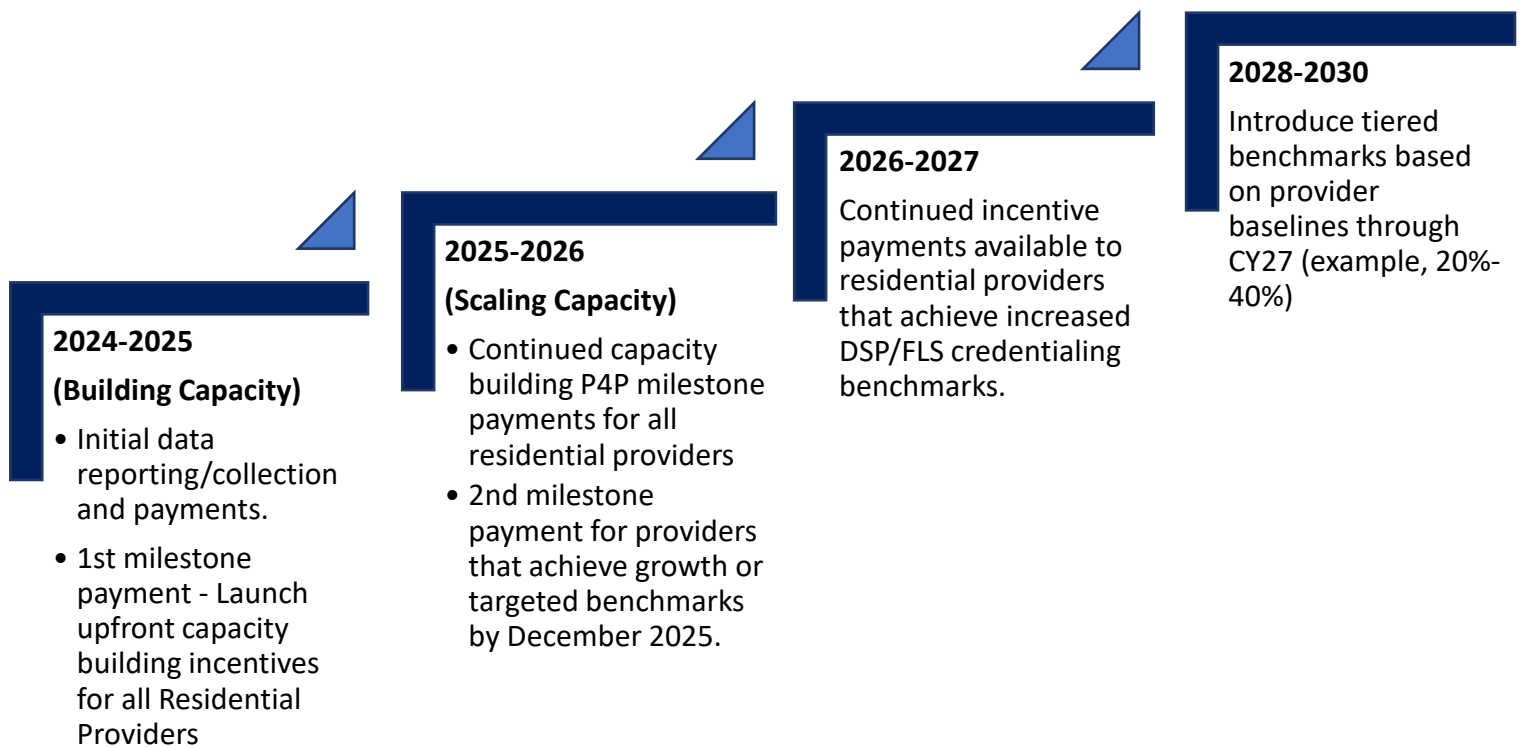
ODP Data submission reviews: 11/01/25-01/31/26

Milestone 2 payments: March 2026 – April 2026



P4P Timeline: Direct Support Professionals and Front-Line Supervisors Credentialing

Standard: Demonstrated percentage of DSPs in residential services are credentialed by a nationally recognized and ODP approved credentialing program.



Note: Primary, Select, and Clinically Enhanced tiered providers are eligible for milestone payments



2. Technology

Milestone 1: Technology Plan Submission and Attestation

Applies to the following Residential Tier(s):

Primary, Select, Clinically Enhanced

Criteria

Technology eligible under this measure includes technology solutions to enhance service delivery within ODP residential services. Technology solutions must aim to improve quality of care and individual outcomes identified in performance-based contracting measures including: assistive and remote support technology, implementation of solutions like data management systems, and electronic health records. P4P is available to qualifying residential providers for completion of the following milestone:

Minimum Plan Submission Requirements:

1. Technology that agency intends to purchase or enhance.
2. Dates and timelines for implementation of new technology solutions
3. Objectives for technology solution identified
4. Description of how technology solution will support agency performance improvement in PBC
5. Estimated costs related to purchase, lease, operationalizing new technology solution(s)

Attestation

- All representations in plan accurate
- Funding requested does not duplicate but supplements any funds received through prior ARPA Credentialing Initiative

Amount Available

Half of estimated costs up to 0.3% of annual residential revenue for CY24. The maximum available for milestone 1 and 2 combined is .3% of annual residential revenue for CY24 with payments split between milestones.

Timelines

Plan Submissions Due: 02/15/25-03/15/25

ODP review: 2/15-3/31/25

Milestone 1 payments: May 2025

Milestone 2: Technology Plan Submission and Attestation

Applies to the following Residential Tier(s):

Primary, Select, Clinically Enhanced

Criteria

Successful Implementation of Technology Solution(s):

1. Submit documentation/receipts for costs related to technology solution



2. Submit evidence system(s) are implemented and functioning (example, sample from EHR or data management system dashboard, progress notes from individual(s) served)

Amount Available

Remainder of actual costs up to 0.3% of annual residential revenue for CY24. The maximum available for milestone 1 and 2 combined is .3% of annual residential revenue for CY24 with payments split between milestones.

Timelines

Provider data submission: 11/1/25 - 01/15/26

(providers who meet targets prior to 12/31/2025 may submit for payment prior to end of review period)

ODP Data submission reviews: 12/1/25-01/31/26

Milestone 2 payments: March 2026 – April 2026

P4P Timeline: Technology



Note: Primary, Select, and Clinically Enhanced tiered providers are eligible for milestone payments



3. Competitive Integrated Employment (CIE)

Milestone 1: Submission of plan to increase CIE for working age individuals in residential program

Applies to the following Residential Tier(s):

Primary, Select, Clinically Enhanced

Criteria

P4P is available for providers to develop and implement a plan to increase competitive integrated employment for working age individuals (18-64 years of age) receiving residential services.

Minimum Plan Submission Requirements

1. Baseline data. Working age individuals in competitive integrated employment and average number of hours working weekly January 1, 2025.
2. Action items and/or measurable targets for improving CIE. Must include responsible person(s).
3. Goal date for achieving each target/action item.
4. Progress made toward achieving each target/action item when applicable.
5. Description of structure/communication plan with individuals' SCs to ensure employment information is up to date and accurate.
6. Additional information regarding your organization's plan for improving CIE.

Amount Available

0.3% of annual residential revenue for calendar year 2024

Timelines

Plan Submission Due: 02/15/25-03/15/25

ODP review: 02/15-03/31/25

Milestone 1 payments: May 2025

Milestone 2: Increase CIE from agency baseline

Applies to the following Residential Tier(s):

Primary, Select, Clinically Enhanced

Criteria

- Agencies that increase the number of individuals in competitive integrated employment from baseline January 1, 2025 to December 31, 2025 will receive:
 - \$2,500 per individual in Needs Group (NG) 1 and 2 for 10 or more hours per week on average
 - \$7,500 per individual in NG 3, 4, and 5 in CIE for 10 or more hours per week on average

Amount Available

\$2,500 per individual NG1-2 and \$7,500 per individual NG3+ in CIE for 10 or more hours per week on average.



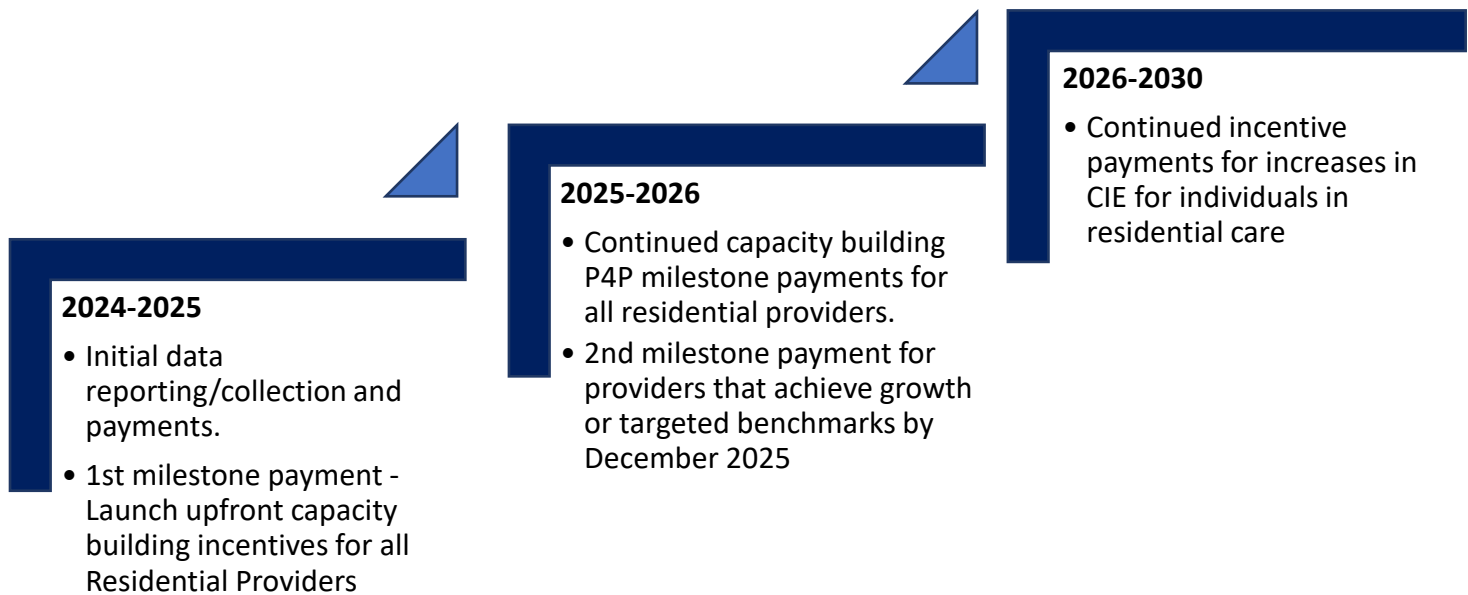
Timelines

Provider data submission: 01/01/2026-01/31/26

ODP Review Data: 02/01/2026-2/28/26

Milestone 2 payments: May 2026

P4P Timeline: Competitive Integrated Employment



Note: Primary, Select, and Clinically Enhanced tiered providers are eligible for milestone payments



Definitions and Phrases for Residential Pay-for-Performance

Terms:

1. **Baseline Data:** Initial data collected on a specific date (e.g., 07/01/2024) that establishes the status of initiatives (e.g. the number of credentialed DSPs and FLSs within the agency or number of individuals with competitive integrated employment). This data is used as a reference point to measure future growth and performance improvements. For instance, it includes the total number of DSPs/FLSs employed and the percentage already certified.
2. **Competitive Integrated Employment (CIE):** An individual with a disability who: (1) earns minimum wage or higher; (2) is employed in a setting where the individual interacts with other people without a disability; (3) is paid at least the same rate that is paid to people without disabilities that perform the same work with similar training, experience, and skills; (4) is eligible for the same level of benefits provided to other employees, (5) is presented opportunities for advancement that are similar to those for other employees without disabilities who have similar positions, and (6) CIE can be full time or part time, and includes self-employment.
3. **Credentialing Program:** A structured, recognized system that assesses and certifies the skills, competencies, and qualifications of Direct Support Professionals (DSPs) and Front-Line Supervisors (FLSs). The National Alliance of Direct Support Professionals (NADSP) and National Association for the Dually Diagnosed (NADD) are the only accepted credentialing programs.
4. **Milestones:** Specific, measurable objectives or stages of progress that must be achieved by a certain deadline as part of the Pay-for-Performance (P4P) program. Each milestone comes with its own set of criteria, deadlines, and documentation requirements, and providers receive supplemental payments based on meeting or exceeding these milestones.
5. **Technology Solutions:** Any hardware, software, or digital systems used to enhance the efficiency, quality of care, and operational management of residential services. Examples include assistive technology (e.g., devices that support individuals' independence), remote support tools (e.g., audio/visual equipment used by offsite support staff), data management systems, or electronic health records (EHRs).
6. **Wage Structure and Financial Incentives:** A breakdown of how DSPs and FLSs will be compensated for achieving credentialing milestones. This may include bonuses, wage increases, or other financial rewards linked to their professional certification levels.

Phrases:

- **“Building DSP/FLS Credentialing Program”** - Refers to the process of creating or expanding a structured, formalized program within the agency to provide training, certification, and professional development for Direct Support Professionals (DSPs) and Front-Line Supervisors (FLSs). This includes setting goals, timelines, and the necessary infrastructure to support credentialing efforts.



- **“Agency structure to support the DSP credentialing program”** - Describes the internal systems and staff positions dedicated to managing, implementing, and sustaining the credentialing program. This includes assigning staff responsible for overseeing credentialing, mentoring, technology, and human resources.
- **“Scaling DSP/FLS Credentialing Program”** - This means expanding or increasing the number of DSPs and FLSs who obtain professional credentials, moving beyond the initial implementation phase to a broader agency-wide effort.
- **“Technology solutions to enhance service delivery”** - Refers to using technological tools or systems, such as assistive technology, electronic health records (EHR), or data management software, to improve the quality of care provided to individuals receiving residential services.
- **“Objectives for technology solution identified”** - Refers to the specific goals or outcomes the agency intends to achieve using new technology. This could include areas such as improving the efficiency of operations, enhancing the quality of care, or increasing staff productivity.
- **“Implementation of technology solution”** - Describes the process of installing, activating, and making the technology solution functional within the agency’s services. This may involve setting up hardware, configuring software, and training staff on its use.
- **“Action items and/or measurable targets for improving CIE”** - Refers to specific steps the agency will take to increase the number of individuals in Competitive Integrated Employment (CIE) and measurable goals (e.g., increasing by a specific percentage working-age individuals in jobs) to track progress.
- **“Structure/communication plan with the individual's SC”** - Refers to establishing a system for communicating regularly with the individual’s Support Coordinator (SC) to ensure employment-related information, such as job status or hours worked, is current and accurate.
- **“Increase from established baseline percentage”** - Refers to improving the current state (baseline) by increasing the percentage of DSPs/FLSs credentialed, or the number of individuals in competitive integrated employment, compared to initial data collected.