



**pennsylvania**  
DEPARTMENT OF HUMAN SERVICES  
OFFICE OF DEVELOPMENTAL PROGRAMS

# Residential Provider Pay for Performance Data Submission Tool 2025

**This survey is designed to collect residential provider information for Pay for Performance (P4P) Milestone 1. There are 3 different performance areas for P4P:**

- P4P Area 1: Direct Support Professionals (DSP) and Front-Line Supervisors (FLS) Credentialing
- P4P Area 2: Technology
- P4P Area 3: Competitive Integrated Employment (CIE)

P4P provides opportunities for residential providers to develop and submit plans to support capacity building associated with Performance-Based Contracting (PBC).

The P4P data submission tool allows providers to submit for one, two, or all three areas. It is entirely optional. All three P4P initiatives apply to Primary, Select, and Clinically Enhanced Residential Tiers.

The deadline for completion is March 15, 2025. Questions regarding this submission may be addressed to [ra-pwodppbc@pa.gov](mailto:ra-pwodppbc@pa.gov).

Please begin the survey now by clicking on the **START** button below.

## DEMOGRAPHIC INFORMATION

\* Select your agency from this dropdown list.

Search keyword



\* Enter the Service Location Code (SLC) where Payment Should be Sent (4 digits)

### Contact Information for Person Filling Out the Survey

\* First Name

\* Last Name

\* Email Address

## P4P AREA 1: DSP AND FLS CREDENTIALING

### Milestone 1: Building DSP/FLS Credentialing Program

Submission of plan and attestation on agency DSP and FLS credentialing.

#### 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)
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**\* Q1-1: Would you like to submit a plan and attestation for DSP and FLS Credentialing?**

*If "Yes," you will be guided through the plan submission process. If "No," you will move to the "Technology" section of this survey.*

Yes

No

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**\* Q1-2: Should ODP use the credentialing plan documents uploaded by your agency in the Performance Based Contracting (PBC) submission tool for Primary (WF.01.2 and 2.2)?**

Yes

No (provider plans to upload document within this tool)

Not Applicable (provider submitted for Select or Clinically Enhanced)

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**Q1-3: Please upload your agency's plan for DSP credentialing.**

The Minimum Plan Submission Requirements for your DSP Plan must include all of the following details:

- 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 January 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).

*If the uploaded document has additional information included, please highlight or identify the sections that meet the minimum plan submission requirements. This action will help to ensure the plan has met all required criteria.*

**\* UPLOAD your DSP Credentialing plan here:**

File 0 of 1

Max file size: 50.0MB



Press here to [Browse](#)

**Q1-4: Please upload your agency's plan for FLS credentialing.**

The Minimum Plan Submission Requirements for your FLS Plan must include all of the following details:


- 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 January 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).

*If the uploaded document has additional information included, please highlight or identify the sections that meet the minimum plan submission requirements. This action will help to ensure the plan has met all required criteria.*

**\* UPLOAD your FLS credentialing plan here:**

File 0 of 1

Max file size: 50.0MB

 Press here to [Browse](#)

**\* Q1-5: Please enter the established baseline data on number of DSPs in the residential program as of July 1, 2024.**

*Note: Contracted staff are not included in establishing baseline data.*

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**\* Q1-6: Please enter the number of DSPs currently credentialed at each credentialing level (NADSP DSP 1, 2, 3 or NADD DSP Certified) on July 1, 2024, and the goal for increase.**

	# DSPs credentialed as of 7/1/24	Goal # of DSPs credentialed on 12/31/25
NADSP DSP-I		
NADSP DSP-II		
NADSP DSP-III		
NADD-DSP		

**\* Q1-7: Please enter the established baseline data on number of FLSs in the residential program as of July 1, 2024.**

*Note: Contracted staff are not included in establishing baseline data.*

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**\* Q1-8: Please enter the number of FLSs currently credentialed by NADSP on July 1, 2024, and the goal for increase.**

	# FLSs credentialed as of 7/1/24	Goal # of FLSs credentialed on 12/31/25
NADSP FLS Certification		

**\* Q1-9: Attestation Checkboxes for Credentialing**

*Note: You MUST check all boxes for your Credentialing plan to be considered.*

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

- Funding requested does not duplicate but supplements any funds received through prior ARPA Credentialing Initiative
- The agency allows NADSP to provide ODP access to the E-Badge Academy subportal for purposes of data collection. Data will be accessed only for the purposes of validating baseline and benchmark numbers associated with Performance-Based Contracting and the credentialing Pay for Performance initiative.

## P4P AREA 2: TECHNOLOGY

### Milestone 1: Technology Plan Submission and Attestation

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 (RST), implementation of solutions like data management systems, and electronic health records (DM). P4P is available to qualifying residential providers for completion of the published milestones. *Note: ODP will allow reimbursement for technology purchases made on or after July 1, 2024 that meet plan criteria.*

#### \* Q2-1: Would you like to submit a plan and attestation for Technology?

*If "Yes," you will be guided through the plan submission process. If "No," you will move to the "CIE" section of this survey.*

- Yes
- No

#### Q2-2: Please upload your agency's plan for Technology.

The Minimum Plan Submission Requirements for your Technology Plan must include all of the following details:


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

*If the uploaded document has additional information included, please highlight or identify the sections that meet the minimum plan submission requirements. This action will help to ensure the plan has met all required criteria.*

**\* UPLOAD your Technology plan here:**

File 0 of 1

Max file size: 50.0MB

 Press here to [Browse](#)

**\* Q2-3: Attestation Checkboxes for Technology**

*Note: You MUST check all boxes for your Technology plan to be considered.*

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



### **Milestone 1: Community Integrated Employment**

Submission of a plan to increase CIE for working age individuals in a residential program.

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

**\* Q3-1: Would you like to submit a plan and attestation for CIE?**

*If "Yes," you will be guided through the plan submission process. If "No," you will move to the end of this survey.*

Yes

No

**\* Q3-2: Should ODP use the CIE plan uploaded by your agency in the PBC submission tool (EMP.01.2)?**

Yes

No (provider plans to upload document within this tool)

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### **Q3-3: Please upload your agency's plan for CIE.**

The Minimum Plan Submission Requirements for your CIE Plan must include all of the following details:


- Action items and/or measurable targets for improving CIE. Must include responsible person(s).
- Goal data for achieving each target/action item.
- Progress made toward achieving each target/action item when applicable.
- Description of structure/communication plan with individuals' SCs to ensure employment information is up to date and accurate.
- Additional information regarding your organization's plan for improving CIE.

*If the uploaded document has additional information included, please highlight or identify the sections that meet the minimum plan submission requirements. This action will help to ensure the plan has met all required criteria.*

**\* UPLOAD your CIE plan here:**

File 0 of 1

Max file size: 50.0MB

 Press here to [Browse](#)

**\* Q3-4: Please enter the number of working age individuals in CIE by Needs Group (NG) and the average number of hours worked weekly as of January 1, 2025 to establish an agency baseline. Use Q4 2024 data (October - December) to calculate the average number of hours worked per week.**

Enter Requested Numbers Here

Total number of working age individuals in NG1-2 as of 1/1/25

Total working age individuals NG1-2 in CIE an average of 10 hours or more per week during Q4 2024

Goal for working age individuals NG1-2 in CIE an average of 10 hours or more per week by 12/31/25

Total number of working age individuals in NG3-5 as of 1/1/25

Total working age individuals NG3-5 in CIE an average of 10 hours or more per week during Q4 2024

Goal for working age individuals NG3-5 in CIE an average of 10 hours or more per week by 12/31/25

**\* Q3-5: Attestation Checkbox for CIE**

*Note: You MUST check this box for your CIE plan to be considered.*

All representations in the agency CIE plan are accurate.