



# MARYLAND Department of Health

Larry Hogan, Governor · Boyd K. Rutherford, Lt. Governor · Robert R. Neall, Secretary

**To: All DDA Licensed Providers**

**From: Bernard Simons, Deputy Secretary**  
**Developmental Disabilities Administration**

**Re: National Core Indicators Staff Stability Survey**

**Date: February 19, 2019**

---

As The Developmental Disabilities Administration (DDA) continues to work towards building stronger and more robust home and community based services systems, one of our core focuses must remain on the role that our **Direct Support Professionals (DSPs)** play in the provision of supports for people with Intellectual and Developmental Disabilities (I/DD). As you are aware, there is a growing need for DSPs in Maryland and across the country. Unfortunately, statistics show that **this workforce continues to experience high rates of instability, including high turnover and vacancy rates.**

The DDA would like to address this instability in the DSP workforce, but there is a lack of reliable, comprehensive data to aid in these efforts. Therefore, the DDA will be requesting your participation, in the **2019 National Core Indicators (NCI) Staff Stability Survey**. Your participation in this effort will help us look longitudinally at our DSP workforce.

The NCI Staff Stability Survey is operated by National Association of State Directors of Developmental Disabilities Services (NASDDDS) and Human Services Research Institute (HSRI). The survey **collects information about DSP staffing levels, job stability, wages, and compensation**. Each State is tasked with 100% provider participation in order to provide the most accurate data on the DSP workforce.

The DDA has partnered with HSRI and you will be receiving an email from HSRI ([dhiersteiner@hsri.org](mailto:dhiersteiner@hsri.org)) inviting you to participate in this important Staff Stability Survey between March 1, 2019 and June 30, 2019. **In the email, you will find a unique log-in that will enable you to enter your survey responses directly into HRSI's database. Results of the survey will only be reported to HRSI in the aggregate and your organization will remain anonymous.** We strongly recommend that providers designate Human Resources or Payroll personnel to complete the survey and to reflect the workforce of DSPs who were on your payroll anytime throughout the 2018 calendar year (January 1, 2018 and December 31, 2018). **Again, responses are due by June 30, 2019.**

Thank you in advance for participating in **this important and critical survey**.

If you have any questions regarding the Staff Stability Survey, please contact Angela Clark at [Angela.Clark2@maryland.gov](mailto:Angela.Clark2@maryland.gov).