

## Provider Qualifications

The following establishes **general** qualifications for providers by type of service. Additional qualifications may need to be met depending on the program and related funding source the provider applies. Each program may provide additional information during the provider application process. Most provider qualifications are established by the State of Colorado, Department of Human Services.

### **Assistive Technology**

The product or service to be delivered shall meet all applicable manufacturer specifications, codes and standards. Provider must have certification or licensure required by the State of Colorado for the performance of the service or support to be provided.

### **Audiology Services**

Audiologist—Masters Degree with national certification (CCC)

Speech Language Pathologist or Special Education Specialist —Masters Degree with appropriate certification or license (Speech Language Pathology or Deaf Education)

### **Behavioral Services**

Behavioral services qualifications vary greatly and are dependent on the program and funding where the services are to be provided.

**Behavioral Consultation Services** include consultations and recommendations for behavioral interventions and development of behavioral support plans that are related to the individuals developmental disability and are necessary for the participant to acquire or maintain appropriate adaptive behaviors, interactions with others and behavioral self-management. Intervention modalities shall relate to an identified challenging behavioral need of the individual. Specific goals and procedures for the Behavioral Services must be established. Participants with co-occurring diagnoses of developmental disabilities and covered mental health conditions shall have identified needs met by each of the applicable systems without duplication but with coordination by the Behavioral Services professional to obtain the best outcome for the individual.

Provider Qualifications:

Shall have a Master's degree or higher in behavioral, social or health science or education and be nationally certified as a "Board Certified Behavior Analyst" (BCBA), or certified by a similar nationally recognized organization or be actively licensed by the State Board of Examiners. Shall have at least 2 years of directly supervised experience developing and implementing behavioral support plans utilizing established approaches including Behavioral Analysis or Positive Behavioral Supports that are consistent with best practice and research on effectiveness for people with developmental disabilities; or, Shall have a Baccalaureate degree or higher in behavioral, social or health science or education and be 1) certified as a "Board Certified Associate Behavior Analyst" (BCABA) or 2) be enrolled in a BCABA or BCBA certification program or completed a Positive Behavior Supports training program and 3) working

**Behavioral Plan Assessment Services** include observations, interviews of direct staff, functional behavioral analysis and assessment, evaluations and completion of a written assessment document. Behavioral Plan Assessment Services are limited to 40 units per Service Plan year.

Provider Qualifications:

Shall have a Master's degree or higher in behavioral, social or health science or education and be nationally certified as a "Board Certified Behavior Analyst" (BCBA) or certified by a similar nationally recognized organization or be actively licensed by the State Board of Examiners. Shall have at least 2 years of directly supervised experience developing and implementing behavioral support plans utilizing established approaches including Behavioral Analysis or Positive Behavioral Supports that are consistent with best practice and research on effectiveness for people with developmental disabilities; or,

Shall have a Baccalaureate degree or higher in behavioral, social or health science or education and be 1) certified as a "Board Certified Associate Behavior Analyst" (BCABA) or 2) be enrolled in a BCABA or BCBA certification program or completed a Positive Behavior Supports training program and 3) working under the supervision of a certified or licensed Behavioral Services provider.

**Individual/Group Counseling Services** include psychotherapeutic or psychoeducational intervention related to the developmental disability in order for the individual to acquire or maintain appropriate adaptive behaviors, interactions with others and behavioral self-management, and positively impact the individual's behavior or functioning. Counseling may be provided in an individual or group setting and may include cognitive behavior therapy, systematic desensitization, anger management, biofeedback, and relaxation therapy.

Provider Qualifications:

Shall hold the appropriate license or certification for the provider's discipline according to state law or federal regulations and represent one of the following professional categories: Licensed Clinical Social Worker, Certified Rehabilitation Counselor, Licensed Professional Counselor, Licensed Clinical Psychologist, or BCBA and must demonstrate or document a minimum of two years experience in providing counseling to individuals with developmental disabilities; or,

Have a Baccalaureate degree or higher in behavioral, social or health science or education and work under the supervision of a licensed or certified professional as set forth above in the individual/group counseling provider qualifications.

**Behavior Line Services** include direct implementation of the behavioral support plan, under the supervision and oversight of a Behavioral Consultant for intervention to address social/emotional issues and/or with an identified challenging behavior that puts the participant's health and safety and/or the safety of others at risk.

Provider Qualifications:

Must be at least 18 years of age, graduated from high school or earned a high school equivalence degree and have a minimum of 24 hours training, inclusive of practical

experience in the implementation of positive behavioral supports or applied behavioral analysis that is consistent with best practice and research on effectiveness for people with developmental disabilities. Work under the direction of a Behavioral Consultant.

## **Camp**

A facility that offers 24-hour supervision through supervised overnight group accommodations, individualized supports, meals, organized recreation or instruction and other personal assistance services where needed. Day camps must meet the requirements for group respite services under Supported Living Services and Children's Extensive Services. Camps may be required to complete the Program Approved Service Agency process through the Division for Developmental Disabilities and/or certification by the Division of Child Care and/or certification by the Colorado Department of Public Health and Environment.

## **Community Connector**

This service is available in CES only. Must be 18 years of age and have training and/or experience commensurate with the service or support to be provided.

## **Complementary/Alternative Therapies**

Alternative therapies are only available through the Autism Spectrum Disorder Program. Providers in this category must show evidence of expertise in the therapy they propose to provide and have experience working with individuals with developmental disabilities. Therapies must be recommended by a physician (unless the physician will be directly providing the therapy) and may not be part of a research project or part of experimental intervention.

Alternative therapies providers and the services proposed must complete a clearance process through Imagine!. Additional information will be made available at the time of interview in the provider approval process.

## **Day Habilitation**

### Program Management

B.A. or higher from an accredited college or university in the area of Education, Social Work, Psychology or related field and one year of successful experience in human services; or an Associate Degree from an accredited college and two years of successful experience in human services; or four years successful experience in human service.

### Direct Care Staff

At least 18 years of age, and must complete minimum training established by the Division for Developmental Disabilities.

## **Dental Services**

### Dentist or Dental Hygienist/Assistant

Licensure per State Board of Dental Examiners

## **Developmental Intervention**

Developmental Intervention services are only available through Early Intervention. Early Intervention providers must meet the Early Intervention Personnel State Standards. All approved areas must have a degree/discipline specific certification or license. Additional information on qualifications for this program will be made available at the time of interview in the provider approval process.

### Early Childhood Mental Health Specialist

Masters Degree in related discipline, DORA Board of Examiners

### Registered Nurse/Nurse Practitioner/Advanced Practice Nurse

Colorado state license issued by the Colorado Board of Nursing

### Early Childhood Educator

B.A. and state license as an early childhood educator through Colorado Department of Education

### Early Childhood Special Educator

Masters degree as an early childhood special education through Colorado Department of Education.

### Speech Pathologist/Audiologist/Special Education Specialist

Masters degree and meets ASHA or Colorado Department of Education (for SES) requirements.

### Speech Language Pathologist/Physical Therapist/Occupational Therapist

Degree/discipline specific certification or license.

Psychologist--Degree/discipline specific certification or license

## **Home Accessibility Adaptations**

The product or service to be delivered must meet all applicable manufacturer specifications, state and local building codes, and Uniform Federal Accessibility Standards. The provider must have all certifications and or licensures required by the State of Colorado for the performance of the service or support being provided.

## **Homemaker**

Must be at least 18 years of age and have training and/or experience commensurate with the service or support provided. Additional qualifications in the area of ISSP development may be required for Enhanced Homemaker services.

## **Medical – Nutritional Services**

Each health related discipline must have education and certification/license current for the State of Colorado issued by the appropriate regulatory agency.

## **Mentorship**

Must be at least 18 years of age and must have training and/or experience commensurate with the service or support being provided.

## **Occupation Therapy**

### Occupational Therapist

Bachelors degree and national initial certification and must have current Colorado state registration.

### Occupational Therapy Assistant

Associate of Arts or equivalent degree with a required examination and practicum. An OTA may be required to work under the supervision of an Occupational Therapist. COTAs are not qualified to provide Early Intervention Services for Imagine!.

## **Personal Care Services**

Must be at least 18 years of age and have training and/or experience commensurate with the service or support being provided.

*Agencies, which provide Personal Care Services, must be licensed by the Colorado Department of Public Health and Environment.*

## **Personal Emergency Response**

The product or service to be delivered must meet all applicable state licensing requirements and all applicable manufacturer specifications, state and local building codes, and Uniform Federal Accessibility Standards. The provider must have all certifications and or licensures required by the State of Colorado for the performance of the service or support being provided.

## **Physical Therapist**

### Physical Therapist

Bachelors degree or higher and a current Colorado State license

### Physical Therapy Assistant

Associate of Arts or equivalent degree with a required examination and practicum. PT Assistants are not qualified to provide Early Intervention Services for Imagine!.

## **Professional Services (Includes: Hippo Therapy, Movement Therapy, Music Therapy, Massage Therapy)**

Education, certifications and/or license required by the State of Colorado for the performance of the service or support being provided. These services can be funded only when the provider is licensed, certified, registered and/or accredited by an appropriate national accreditation association in that profession and the intervention is related to an identified medical or behavioral need.

## **Respite Services**

Must be at least 18 years of age and must have training and/or experience commensurate with the service or support being provided.

## **Social/Emotional Intervention/Integration**

Services in these areas may be provided by professionals who have education and certification or license commensurate with their discipline. Services may be provided by Physicians, Physician's Assistants, Psychiatrists, Psychologists, M.S.W.s, Licensed Professional Counselors and Therapists. Each program area will provide specific qualifications for educational specialties to meet requirements, as appropriate.

## **Specialized Medical Equipment and Supplies**

The products or services to be delivered shall meet all applicable state licensing requirements and all applicable manufacturer specifications, state and local building codes, and Uniform Federal Accessibility Standards.

## **Speech–Language Pathology/Therapy**

### Speech Language Pathologist

Masters degree with national certification (Certificate of Clinical Competence/CCC), or clinical fellow in the process of obtaining certification, or CDE license

### Speech Language Pathology Assistant

Bachelor's degree plus internship and coursework authorized through the IHE Consortia. SLP Assistants are not qualified to provide Early Intervention Services for Imagine!.

## **Supported Employment**

### Supported Employment Agency Program Management

BA or higher degree from an accredited college or university in the area of Vocational Rehabilitation, Education, Social Work, Psychology or related field and completion of a DHS/DDD approved supported employment training course, or one year of successful experience in employment counseling, job placement, job coaching or vocational rehabilitation; or, an Associate Degree from an accredited college and completion of DHS/DDD approved supported employment training course or two years of successful experience in employment counseling, job placement, job coaching or vocational rehabilitation; or four years of successful experience in employment counseling, job placement, job coaching or vocational rehabilitation and completion of a DHS–DDD approved supported employment training course.

### Employment Consultant/Job Coach

In addition to the requirements listed under “Day Habilitation Direct Care”, must complete a DDD approved supported employment training course.

## **Therapeutic Services – Recreation/Fitness/Camps**

The provider shall have all licensures and/or certification required by the State of Colorado for the performance of the service or support being provided. The service to be delivered shall meet all applicable state licensing and certification requirements.

## **Transportation**

Provider must have a current Colorado Drivers License, or Commercial Drivers License and must have the appropriate amount of liability coverage.

## **Vehicle Modifications**

The product or service to be delivered shall meet all applicable state licensing and/or certification requirements and shall meet all applicable manufacturer specifications, state and local building codes, and Uniform Federal Accessibility Standards. The provider shall have all certifications and or licensures required by the State of Colorado for the performance of the service or support being provided.

## **Vision Services**

Vision services may be provided by a licensed and/or certified Optometrist or Ophthalmologist. Additional disciplines may provide vision services in Early Intervention for Imagine! including Orientation and Mobility Specialists and Special Education Specialists with endorsement for working with visually impaired children.