**Waiver Positive Support Professional**

***Qualifications***

The Waiver Positive Support Professional must meet at least one of the following requirements:

1. Psychologist licensed under [Minn. Stat. §148.88 to §148.98](https://www.revisor.mn.gov/statutes/cite/148).
2. Independent clinical social worker licensed under [Minn. Stat. Ch. 148D](https://www.revisor.mn.gov/statutes/cite/148D).
3. Master’s degree in social work from an accredited college or university with at least 4,000 hours of post-master’s supervised experience in the delivery of clinical service in the competency areas listed above.
4. Physician licensed under [Minn. Stat. Ch. 147](https://www.revisor.mn.gov/statutes/cite/147) and certified by the American Board of Psychiatry and Neurology, or eligible for board certification in psychiatry with demonstrated experience in the competency areas listed above.
5. Licensed professional clinical counselor under [Minn. Stat. §148B.50 to148B.593](https://www.revisor.mn.gov/statutes/cite/148B) with at least 4,000 hours of post-master’s supervised experience in the delivery of clinical services with demonstrated experience in competency areas listed above.
6. Master’s degree or Ph.D. in one of the behavioral sciences or related field with demonstrated expertise in positive support services, as determined by the person’s case manager based on the person’s needs outlined in his/her community support plan.
7. Registered nurse licensed under [Minn. Stat. §148.171 to §148.285](https://www.revisor.mn.gov/statutes/cite/148) who has demonstrated experience in the competency areas listed above and fulfills one of the following requirements:

* Certification by a national nurse certification organization as a clinical specialist or nurse practitioner in adult or family psychiatric and mental health nursing.
* Master’s degree in nursing or one of the behavioral sciences or related fields from an accredited college/university or its equivalent with at least 4,000 hours of post-master’s supervised experience in the delivery of clinical services.

***Competencies***

A waiver positive support professional must have competencies in the following areas:

* Ethical considerations.
* Functional behavior assessment.  
  **Note:** To complete a functional behavior assessment as required by [Minn. R. 9544.0040](https://www.revisor.mn.gov/rules/9544.0040/), the provider must meet the definition of qualified professional in [Minn. R. 9544.0020, subp. 47](https://www.revisor.mn.gov/rules/9544.0020/#rule.9544.0020.47).
* Functional analysis.
* Measurement of behavior and interpretation of data.
* Selection of intervention outcomes and strategies.
* Person-centered thinking strategies.
* Positive behavior support strategies.
* Behavior reduction/elimination strategies that promote least restricted, approved alternatives.
* Data collection.
* Staff and caregiver training.
* Support plan monitoring.
* Treatment of co-occurring mental disorders and neurocognitive disorders.
* Demonstrated expertise with the population(s) they will serve.

***Job Duties***

* Complete an individualized functional behavior assessment.
* Work with the person to develop a person-centered, positive-practice, individualized behavior support plan and/or positive support transition plan that identifies specific, proactive and reactive intervention strategies, if necessary.
* Distribute the plan(s) to the person and their team members.
* Evaluate effectiveness of the service and interventions.
* Modify the plan(s) as necessary.
* Provide onsite instructional learning to staff and caregivers about the use of positive supports.
* Train and supervise waiver positive support analysts and waiver positive support specialists.