

# Outstanding DSP Award Nomination

## **Award Description:**

**The DSP Award will be presented to a DSP who has positively affected the lives of individuals served by an InterHab member agency. The DSP is someone who has gone above and beyond in their daily work to support individuals with intellectual and developmental disabilities.**

**NOMINEE: Sophie Faye**

**ORGANIZATION: Johnson County Developmental Supports**

Include a narrative including answers to the following questions. You may also attach a maximum of three letters of support. Additional information may be attached if necessary.

- What is the staff person's job?
- To what needs has the staff person responded and how were they met?
- What are the person's significant accomplishments in his or her workplace?
- List any personal services and/or achievements that are pertinent.
- Provide a biographical sketch of the person.
- Additional information.

**NOMINATION NARRATIVE:** Sophie Faye has been with Johnson County Developmental Supports (JCDS) since July 12<sup>th</sup>, 2021, and has already made a significant impact in the short time she joined the residential team! She began her career at JCDS working part-time as a Direct Support Professional but quickly realized she was ready to transition into a full-time position. She was then promoted to a Senior Direct Support Professional on July 24<sup>th</sup>, 2022. Sophie provides residential supports to 4 individuals who live in their own home in Gardner KS. In addition to their intellectual and developmental disabilities diagnosis, many of the people she supports have mental health and/or dementia diagnosis as well.

As a Senior Direct Support Professional, Sophie took initiative and "jumped" right into her new role by scheduling and attending medical appointments with the individuals. This was very important to the individuals to have consistency and reliability to get them to their medical appointments on time and as needed. This gave them a feeling of security and they knew they could count on her, which strengthened their rapport. Sophie also developed professional rapport with the medical staff and advocated, alongside the people she supported, to ensure they were included and understood what was occurring. There are many other routine job supports she helps them with, such as assisting with their grocery shopping, personal shopping, personal care, daily living skills, goals they wish to accomplish or strive towards, meal planning, preparation of their food, and cooking or assisting them to cook. Many of the individuals in this home

love to cook or bake so Sophie encourages them to expand their skill set and helps them with finding ingredients or researching/planning different cultural meals that they wish to make. She helps them advocate for themselves, or on their behalf, when needed. Sophie listens to what they're saying, as well as non-verbal cues. She is patient and works in a collaborative and supportive manner; she models effective and positive communication, actively listens, and behaves and communicates in a supportive and mission driven manner.

Since Sophie was promoted to a Senior Direct Support Professional at Ingrid house, she has brought a sense of cohesiveness to the team, more so than anyone else previously in this role. Sophie is a natural leader and one who leads by example; she is team focused and wants everyone to be successful and work towards the common goal together. She understands that everyone has individual strengths and regularly uplifts others by encouraging them to take ownership of tasks or projects that utilize their strengths and/or allows them to shine! Like many other providers, we have experienced staffing shortages; when new or fill in staff are scheduled to work in the home, Sophie communicates detailed information with individualized pointers or helpful hints, especially if she isn't the one they are relieving. If she can interact with them in person, she spends extra time with them, providing hands on guidance and communicating changes that may have occurred since they last worked there. Sophie wants everyone to feel they have the tools to do their jobs successfully and feel comfortable and empowered. Her focus is always on the people we support and how to provide the best supports possible, in the way the people prefer them. She leads by example in many ways, but this is one of the most significant!

Not only is Sophie vested in residential initiatives, she looks for opportunities to participate in departmental ones as well. Over the last several months, Sophie has participated in a focus group that's focused on addressing our staffing concerns and retention efforts. She brainstorms with a group of DSPs and management to offer ideas and advocate for changes, when needed. Through these efforts, we have been able to increase sign on bonuses, referral bonuses, put together meaningful items to share with each DSP for DSP appreciation week, and be a source for her peers when they have suggestions or ideas. She also participates in a Council on Quality and Leadership (CQL) factor group, focused on natural supports. She's a passionate DSP and encourages others to speak and participate in what matters to them.

Sophie has shown flexibility since she began at JCDS; whatever is needed to be done, she does so willingly and with a positive attitude. She often tells me, "I'll work wherever and whenever you need me, just put me on the schedule!" She has covered many overnights and other shifts, when we didn't have anyone else to work them, and on little to no advance notice. Whenever she sees a need, she's the first to volunteer to help, brainstorm ideas, or give an encouraging word. As a supervisor, Sophie is my "go to" person, not just for me but for our whole residential team. When I think about staff who I wish I could clone, I would undoubtedly make Sophie the blueprint. Sophie has made such an indelible impact in the short time she's been here and while there might not be

an I in TEAM, there should be a Sophie on everyone's team, as we are certainly better with her on it!

Sophie exemplifies what Interhab envisions for excellence in the field of direct support to people with intellectual and developmental disabilities. She humbly celebrates and ensures individuals with IDD feel included, heard, and empowered to be as independent as possible in the community and at home, while raising awareness about Direct Support Professional workforce crisis. I hope you will consider her for this well-deserved, "Outstanding DSP of the Year" award!

**NAME OF PERSON MAKING THIS NOMINATION: Lindsey Brown, Residential Team Leader**

**ORGANIZATION: Johnson County Developmental Supports**

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*I have reviewed and agreed to the criteria for filming the awards video.*

*I have obtained approval for this nomination from the submitting agency's Executive Director.*

Send this form via email

to [mshreve@interhab.org](mailto:mshreve@interhab.org)

**The  
deadline to submit award nominations is June 2!**

June 1, 2023

To whom it may concern,

Writing to you, I wish for you to realize that Sophie Faye deserves to receive the OUTSTANDING DSP of the year award! I am delighted that she is a caregiver for my daughter, Roseanna. Since she has been at Ingrid House where my daughter resides, Sophie has proven herself a very valuable caregiver in many ways. Roseanna is no longer underweight. For a few years it was a struggle for Roseanna to gain weight and keep any weight that she gained. She looked frail and I worried constantly. Now she is a healthy weight and Sophie had a big part in that gain. Sophie plans, shops, and prepares nutritious, homemade and very tasty meals. She is patient with Roseanna also at mealtime. Roseanna takes a long time to eat and Sophie never rushes her.

Sophie also has managed to bring Roseanna out of her shell. Roseanna is non-verbal; however, you would never know it when Sophie is around her. Roseanna will jabber in her language and Sophie will speak to her as if she knows exactly what she is saying. Sophie can also get Roseanna to cooperate by asking for her help. For instance, after a shower, Roseanna needs her hair blow-dried. Sophie will tell Roseanna that she needs her to sit up so that she can brush and blow dry her hair. When asked, Roseanna is happy to sit up for her while Sophie assists her. I cannot tell you how happy and relieved that I am knowing that Sophie actually cares if Roseanna communicates and that she makes such an effort to understand what Roseanna wants, needs, or is trying to say. Sophie knows what kinds of movies and music that Roseanna likes. And in their way, they discuss those movies and music.

Sophie goes above and beyond in my opinion while she is on the job. She cleans the house very well while she cares for the needs of the residents. And she never acts like anyone is a bother to her. She is very accommodating to me regarding Zoom meetings that I have with Roseanna too. If I cannot meet at the regular time, she will make time for our meeting at a different time and go out of her way to make sure that we have a good meeting. I have called the house during a meeting when Roseanna has dropped a stuffed animal "her baby" and became agitated. Sophie will drop everything, go in to Roseanna's room, and pick it up for her so that she is happy.

Sophie goes out of her way to communicate with and care for the well being of every resident in the house. She is also very professional with visitors to the house and with anyone who calls the house. She is also great to plan outings to the movies, restaurants, or to the nail salon. Roseanna loves to get her nails done. Hopefully Sophie will remain at Ingrid House for a very long time. I urge you to not overlook Sophie.

Thank you.

Tammy Shives  
Parent



June 1, 2023

To whom it may concern,

I would like to share in nominating Sophie Faye for the OUTSTANDING DSP of the year award. Since joining the team at Ingrid house, there have been so many positive changes with two of the individuals whom I provide Targeted Case Manager services to as well as the overall feel of the home.

Both individuals require very specific and detailed daily assistance with all aspects of their lives. Her attention to detail and her intuition regarding needs and supports has been a huge benefit for these two individuals. She comes to work each shift with a smile and has the most kind, patient, and understanding demeanor. If there is an issue or a concern, she does not hesitate to find a solution.

With one of the individuals specifically we have seen healthy changes to her skin , she's been able to gain weight, and Sophie seems to know exactly what the individual wants/needs. She does not just "assume" what is needed. Instead, she pays attention to nonverbal cues, vocal sounds, facial expressions to understand what this individual is needing. She continues to put forth the effort and explore options until she finds what works.

The home that these two individuals live truly feels like a "family" environment. Medical appointments are made on time, and she communicates any follow up needs or concerns immediately. Her passion for this field and the individuals that she works with does not go unnoticed!!!

Thank you,

Jessica Ruble

FMI:

**Jessica Ruble**

**Service Coordinator**

Johnson County Developmental Supports

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