

Career & Education Pathway

Level of Mastery

Levels of Mastery

Education Pathway

Career Pathway

Definition

Emerging

Community Support Specialist

Supervisor

Leader

High School/GED

Pre- and Early-Service Training

QuILTSS Badges 1-4

QuILTSS Badges 5-8

QuILTSS Badges 9-12
Full QuILTSS Credential

Certificate in LTSS

Associate Degree

Bachelor of Arts/Bachelor of Science Degree

Master's/Doctoral Degree

Direct Service Worker

Community Support Specialist Level I

Community Support Specialist Level II

Community Support Specialist Level III

Community Support Specialist III;
Administrator;
Team Lead

Territory Manager;
Company Owner and Director;
Director of Nursing

Level 1 mastery of all 12 competencies.

Foundational knowledge of key practices is developing. S/he is able to perform job tasks to minimum acceptable standards with consistent prompting to complete tasks for given role.

Level 2 mastery of all 12 competencies.

Foundational knowledge of key practices is present. S/he is able to consistently perform job tasks to acceptable standards across a variety of contexts and requires few prompts to complete tasks for given role.

Level 3 mastery of all 12 competencies.

Foundational knowledge of key practices is secure. S/he is able to consistently and independently perform job tasks to acceptable standards across a variety of contexts to complete tasks for given role. S/he regularly supports others in successfully performing job tasks for his/her respective role.

Level 4 mastery of all 12 competencies.

Consistently and fairly measures performance of others while providing feedback based on the acceptable standards across a variety of contexts regarding completed tasks for given roles of others. S/he motivates and leads the organization by establishing strategic goals and metrics for appropriate outcomes, accomplishments, and results with a willingness to change or consider new opportunities. S/he effectively communicates organization-wide initiative(s) and integrates behaviors, needed resources, and creative solutions to support it.