



First 30 Days — DSP Edition

A guided path from your first shift to feeling confident — built from tools you already have.

Get Ready



Know the Person



Communicate



Settle In

New DSPs don't need more separate resources — they need a clear order to use the ones that already exist. This roadmap sequences eight stages from before your first shift through your 30-day check-in, and points to the exact Hunters Helpers tool for each one.

This roadmap organizes what to focus on and when — it does not replace your agency's required orientation, training, or certification.

The Roadmap

Eight stages from before your first shift to feeling steady in the role. Check each one off as you go.

1

Before Your First Shift

Know where to go, who to ask, and what the home's emergency plan covers.

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USE: [Emergency Safety Plan \(read it\)](#) • [Independence Coaching Guide](#)

2

Know the Role

Understand what “help” means here — the least amount of support that actually works.

☐

USE: [Independence Coaching Guide](#)

3

Know the Person

Learn preferences, routines, communication style, and what's typical for them.

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USE: [Life Handbook](#) • [What Matters Right Now \(Baseline\)](#)

4

Support the Day

Practice daily routines using visual supports and the right level of help.

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USE: [Skill Support Plan](#) • [Regulation Support Plan](#)

5

Communicate & Hand Off

Build the end-of-shift habit: what happened, what changed, what's next.

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USE: [Shift Handoff](#)

6

Respond When Something Changes

Notice what's different, capture the facts, and know when to escalate.

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USE: [What Matters Right Now \(Scenario Guide\)](#)

7

Build Consistency

Repeat routines, notice what's working, and reduce prompts as confidence grows.

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USE: [Executive Functioning Checklist](#) • [Independence Coaching Guide](#)

8

Check In at 7 / 14 / 30 Days

A self-check and a supervisor check-in — not just silence until something breaks.

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USE: [Capacity Check](#) • [Staff Check-In & Coaching Planner](#)

Check-In Log

A short self-check at 7, 14, and 30 days. Fill this in yourself, then talk through it with a supervisor.

7-Day Check-In

DATE: _____

WHAT'S GOING WELL

WHAT NEEDS ADJUSTING

ONE QUESTION FOR MY SUPERVISOR

STAGE ON THE ROADMAP I'M FOCUSED ON

SUPERVISOR NOTES / SIGN-OFF

14-Day Check-In

DATE: _____

WHAT'S GOING WELL

WHAT NEEDS ADJUSTING

ONE QUESTION FOR MY SUPERVISOR

STAGE ON THE ROADMAP I'M FOCUSED ON

SUPERVISOR NOTES / SIGN-OFF

30-Day Check-In

DATE: _____

WHAT'S GOING WELL

WHAT NEEDS ADJUSTING

ONE QUESTION FOR MY SUPERVISOR

STAGE ON THE ROADMAP I'M FOCUSED ON

SUPERVISOR NOTES / SIGN-OFF

How to Use This Roadmap

A guide is only useful if someone actually follows it. Here's how to make that happen.

1

Give this to every new DSP on day one

Not buried in a packet — handed over and talked through.

2

Work through the stages in order

Each one builds on the last. Skipping ahead usually means backtracking later.

3

Use the actual tool at each stage

The roadmap points to it — don't just read about it, open it and use it.

4

Check off each stage as it's genuinely done

Not just touched. "Done" means the tool was actually used.

5

Hold the 7/14/30-day check-ins

These aren't optional extras — they're where problems get caught early.

This roadmap is an index, not a replacement.

Every tool it points to already exists in the Hunters Helpers kit. This page just puts them in the right order.

For a case manager joining the team instead of a DSP, use the First 30 Days — Case Manager Edition. The stages are different.

Tip: A supervisor reviewing this with a new hire at each check-in matters more than the paperwork itself.

Printing tip: Print pages 2–3 double-sided and keep in the new hire's folder alongside required paperwork.

Hunters Helpers offers practical educational and organizational tools—not a substitute for your agency's required orientation, training, certification, or supervision requirements. This roadmap organizes existing HH tools; it does not replace them or your agency's onboarding process.