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## Training Announcements

The Department of Behavioral Health and Developmental Disabilities (DBHDD), Office of Learning and Talent Acquisition, are offering virtual and in-person trainings. For more information regarding trainings, [click here](#).

If you have any questions, please contact [DBHDDLearning@dbhdd.ga.gov](mailto:DBHDDLearning@dbhdd.ga.gov).



The Georgia Collaborative ASO and DBHDD present the following training opportunities for DD Providers. Please click on the title of the training to register:

**Creating Belonging: How Support Coordinators (SC)  
Can Spark Community Engagement  
Thursday, March 5, 2026, 9:30AM - 10:30AM**

This training session is designed to equip support coordinators with the knowledge and strategies to help individuals with intellectual and developmental disabilities (IDD) develop and maintain social roles and non-paid community connections in an engaging, person-centered way. Participants will learn about the importance of social roles, how to identify opportunities for community involvement, and best practices for fostering meaningful, non-paid relationships that enhance the quality of life for individuals with IDD.

***Please note this training is targeted for IDD providers, Support Coordination, Direct Support Professionals, and Developmental Disabilities Professional***

**Aligning Services and Supports with Personal Outcomes  
Monday, March 9, 2026, 9:00AM - 10:00AM**

This webinar is designed to help professionals align services and supports with the personal outcomes of individuals with developmental disabilities. Participants will learn how to identify and prioritize personal outcomes, tailor services to meet these outcomes, and

ensure that supports are person-centered and effective. The training will cover practical strategies and tools to enhance the quality of life for individuals by focusing on their unique goals.

***Please note this training is targeted for IDD providers, Support Coordination, Direct Support Professionals, and Developmental Disabilities Professionals.***

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**Decision Making Opportunities in Daily Routine**  
**Monday, March 9, 2026, 2:00PM - 3:00PM**

This webinar is designed to help professionals and caregivers create meaningful decision-making opportunities for individuals with developmental disabilities during daily routines such as dressing and mealtimes. Participants will learn strategies to empower individuals to make choices, that foster independence and enhance their quality of life.

***Please note this training is targeted for IDD providers, Support Coordination, Direct Support Professionals, and Developmental Disabilities Professionals.***

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**Responding to Rights Violations and Grievance Procedures**  
**Thursday, March 12, 2026, 10:00AM - 11:00AM**

This training session is designed to equip professionals, DSP, DDPs, Residential Managers, and advocates with the knowledge and skills necessary to effectively respond to rights violations and grievances involving adults with intellectual disabilities in the state of Georgia. Participants will gain a comprehensive understanding of the legal framework, best practices, and practical strategies to ensure the protection and advocacy of this vulnerable population.

***Please note this training is targeted for IDD providers, Support Coordination, Direct Support Professionals, and Developmental Disabilities Professional***

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**Transportation and Accessibility in the Community**  
**Friday, March 13, 2026, 10:00AM - 11:00AM**

This webinar is designed to provide IDD professionals and support coordinators/case managers with the knowledge and strategies to improve transportation and accessibility for individuals with disabilities and mental health needs. Participants will learn about the challenges faced by these individuals, explore solutions to enhance accessibility, and understand the importance of inclusive transportation options in promoting independence and community participation.

***Please note this training is targeted for IDD providers, Support Coordination, Direct Support Professionals, and Developmental Disabilities Professional***

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**Navigating Legal Rights and Responsibilities**  
**Monday, March 16, 2026, 10:00AM - 11:00AM**

This training session is designed for professionals working with individuals with intellectual and developmental disabilities (IDD) in Georgia. The session aims to provide a comprehensive understanding of the legal rights and responsibilities related to guardianship and supported decision-making. Our goal is to equip professionals with the knowledge and tools to navigate these legal frameworks effectively and support the individuals they serve in making informed decisions.

***Please note this training is targeted for IDD providers, Support Coordination, Direct Support Professionals, and Developmental Disabilities Professionals.***

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**Balancing Choice with Health and Safety**  
**Monday, March 16, 2026, 11:30AM - 12:30PM**

This webinar is designed to provide professionals, DDPs, DSPs and mental health professionals, and advocates with the tools and knowledge to effectively balance the autonomy and choices of individuals with intellectual disabilities and dual diagnoses while ensuring their health and safety. Participants will explore strategies to support informed decision-making, risk management, and person-centered care.

*Please note this training is targeted for IDD providers, Support Coordination, Direct Support Professionals, and Developmental Disabilities Professionals.*

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**Principles of Community Inclusion and Belonging**  
**Tuesday, March 17, 2026, 10:00AM - 11:00AM**

This webinar is designed to equip IDD providers and support coordinators in Georgia with the knowledge and skills to promote community inclusion and a sense of belonging for individuals with intellectual and developmental disabilities (IDD). Participants will explore the principles of community inclusion, learn practical strategies to foster belonging, and understand the benefits of inclusive practices for individuals and the community.

*Please note this training is targeted for IDD providers, Support Coordination, Direct Support Professionals, and Developmental Disabilities Professionals.*



**Therap GA Presents:**  
**DBHDD Provider Update**

Therap is hosting a 60-minute webinar on “Therap GA DBHDD Provider Update”.

**There will be two identical sessions. Please register for the date that works best for you:**

- Wednesday, March 4, 2026 | 11:00 AM (ET)
- Wednesday, March 11, 2026 | 11:00 AM (ET)

**Register Now!**

This session is specifically for Georgia Providers using Therap as required by DBHDD. They will be walking through the important stuff you need to know for this phase of the contract, including:

- Project goals and timeline
- A look at the Therap modules you will be using: Pre-Authorizations, Individual Service Plans, and Document Storage

- Support Coordination Coaching and Referral Process
- How to quickly get the support you need

### Ready to dive in?

They have also pulled together some helpful links you can check out beforehand or after the session:

- [Training on Current Implementation Phase Modules](#)
- [Document Storage Guide \(Including Individual Document Search\)](#)  
(Quick Tip: Double-check your search criteria and clear out any unneeded auto-filled info for the best results.)
- [All Georgia DBHDD Provider Support Materials](#)

If you need technical help with Therap, please reach out to [GAsupport@therapservices.net](mailto:GAsupport@therapservices.net)

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## DD Statewide Provider Meetings



reminder

The DD Provider meetings are scheduled in 3 different locations to accommodate those that are located in the north, central, and metro Atlanta areas. The March 2026 DD Provider Meeting Schedule is listed below.

### Dates and Location

#### **March 24, 2026**

UGA Tifton Conference Center  
Ballroom A&B  
15 RDC Road  
Tifton, GA 31794

#### **March 25, 2026**

Middle GA State University  
Robert F. Hatcher Conference Center  
Banquet Hall  
100 University PKWY  
Macon, GA 31206

#### **March 26, 2026**

Douglasville Conference Center  
Ballroom  
6700 Church St  
Douglasville, GA 30134

### **Intended Audience**

The DD provider meetings are specifically for DD Providers and SC/ISC Supervisors. DBHDD State and Regional Office staff are also welcome to attend, but must register.

**Please note:** These trainings are contractually required for all Providers and representation from the provider leadership staff is mandatory.

[Register Now!](#)

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## DSP Transformational Change:

# Strengthening Person Centered Service Delivery within the HCBS Settings Rule

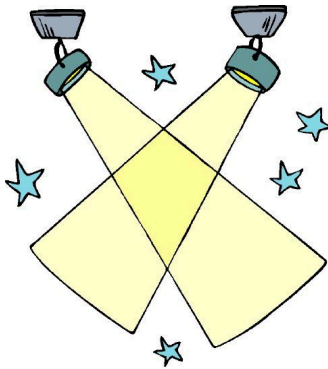
## March 2026 Training Sessions Available Now

The Department of Behavioral Health and Developmental Disabilities (DBHDD) Division of Intellectual/ Developmental Disabilities is pleased to announce the **DSP Transformational Change: Strengthening Person Centered Service Delivery within the HCBS Settings Rule**. Each training session will be conducted in-person.

This series of one-day interactive workshops are intended for Direct Support Professionals so that they have a better understanding of the intent and expectations of the Medicaid HCBS Settings Rule. The Transformation Change workshop will be offered 8 times across the state as an opportunity to learn and gain ideas to shift HCBS from a systems-framework to a more individualized framework where the person who uses services is at the center of his/her life, determining preferences, having autonomy, and making choices that work for them.

**This workshop is designed for Direct Support Professionals recognizing their valued role in supporting the people who are using the NOW/COMP waivers. We are recommending 2 - 3 DSPs from each provider agency in each region served to take information back and mentor others within their organizations.**

[Register Now!](#)



## Person-Centered Thinking: Follow Up Training Now Available

**Training Dates Available  
through March 2026**

**This virtual, one-day Person-Centered Thinking Training is the follow-up training to the Person-Centered Thinking eLearn course.**

In this one-day training, you'll be trained on the remaining person-centered thinking skills not covered in the PCT eLearn course. This training will be taught by a GA Learning Community PCT Trainer.

**Please be sure that you have completed the PCT eLearn course BEFORE the registration deadline. If you do not complete the PCT eLearn course before the registration deadline, your registration will be denied.**

As a reminder, this Person-Centered Thinking Training consists of two-parts:

**Part 1:** Complete Person-Centered Thinking eLearn. This 3-hour eLearn course is housed within Relias. To find it search for *A Course on Person-Centered Thinking* within Relias.

**Part 2:** A one-day virtual, PCT training with a GA Learning Community Trainer. This is a Zoom-based virtual training with a live trainer.

### Important Information:

1. At the conclusion of the eLearn course in Part 1, the learner will have the opportunity to register for the one-day, virtual training.
2. Learners must upload their certificate from Part 1 to register for Part 2.

3. Your registration remains in a pending status until your eLearn course activities have been reviewed. Activities must be completed in earnest. Learners whose activities contain nonsensical entries will be asked to reanswer the areas before their registration is approved.
4. To receive the full credit for Person-Centered Thinking Training, both Part 1 and Part 2 must be successfully completed.
5. The learner will receive a certificate for each part of training.

If you have questions about this training and how to get started, email:

[PCSupport@ReplacingRisk.com](mailto:PCSupport@ReplacingRisk.com)

[Register Now!](#)

## DD Participant Direction New Enrollment Training

**AVAILABLE NOW**

This training is only required for individuals who are becoming a **"New" Participant Direction (PD) Representative (Employer of Record)** for a waiver participant utilizing Participant Direction under the NOW/COMP waiver. Completing this training is a requirement before Participant-Direction services may begin. Each session will be conducted via Webex video conferencing online.

This training prepares "New" PD Representatives (Employers of Record) to begin Participant-Direction by reviewing:

- Role and Responsibilities of the PD Representative/Employer of Record
- Covered and non-covered services under NOW and COMP
- Employer authority and accountability

The "New" PD Representative (Employer of Record) is the person who will:

- Hire Participant-Direction staff and/or service vendors
- Supervise and manage staff
- Approve employee time and vendors service invoices
- Ensure waiver rules and followed
- Be legally responsible for Participant-Direction services

**\*If you are not the person who will serve as the "New" PD Representative (Employer of Record), this training is not intended for you.**

Registrations submitted by individuals outside of the intended audience will not be approved to attend.

All "New" PD Representatives/Employers that attend the training must sign a Memo of Understanding (MOU) and complete an Attestation form in order to begin self directing. Links to the required documents will be included in your registration confirmation email. (check your spam/junk mail, please) These documents must be completed and returned **within 3 business days** after attending the training. Failure to submit required documents within the required timeframe will delay the start of Participant Direction services.

### Training Dates:

- March 20, 2026, 10:00AM - 4:00PM
- March 31, 2026, 10:00AM - 4:00PM

Registration is **REQUIRED**. Registration for this event will close once capacity is reached.

### Intended Audience

**These sessions are exclusively for the individual that will become the Participant Direction Representative/Employer of Record and NOT for current, potential Medicaid**

Providers, Employees or Vendor Agencies hired under Participant Direction. Also, Providers, Employees and Vendor Agencies will NOT be approved to attend these sessions.

Register Now!

## Featured Article



### Incident Reporting in Image

Please note that Attachment A to Policy 04-106 outlines all incident codes and their descriptions. You can find Policy 04-106 here: [Reporting Deaths and Other Incidents in Community Services, 04-106](#).

When entering an IR in Image, we recommend you refer to Attachment A to ensure the event you are reporting meets the criteria of a reportable incident and that it is coded correctly. Many incident codes have specific criteria that must be met to make the code applicable, but the criteria are not listed in Image.

Incident Code 331- Hospital -Psych is an example. The definition of incident code 331 has specific criteria that must be met for it to be reportable:

331 – Hospital – Psych: An unplanned, involuntary admission of an individual to a psychiatric treatment facility **when an individual receives any of the following services:**

- Residential services, regardless of disability
- Assertive community treatment (ACT)
- Intensive case management (ICM)
- Community support team (CST)

Note: The original provider must report the admission to the psychiatric treatment facility. The receiving psychiatric treatment facility does not need to report the admission. Excludes temporary observation and transfers between a CSU.

If an individual is not enrolled in at least one of the service categories listed above the 331 would **not** be a reportable incident.

Other examples include Incident Codes 300, 340, 420, 425, and 440. These codes require an Injury Severity Rating of 3+ for the event to be reportable.

The Injury Severity Ratings scale is at the top of the Attachment A to policy 04-106 and should be referenced when applying any of these codes to an incident report to ensure you are reporting accurately. The Injury Severity Ratings are as follows:

#### Injury Severity Ratings:

1. No injury (no treatment required)
2. Injury requiring first aid (small adhesive bandages, cleaning of abrasion, application of ice packs, over the counter medications as physician ordered)
3. Injury requiring treatment beyond first aid (medical treatment required by a licensed practitioner - MD, NP, PA, etc. that is not serious enough to warrant hospitalization, such as sutures, broken bones, prescriptions etc.)
4. Injury requiring hospitalization (medical intervention and treatment at a hospital, regardless of length of stay, including stays for observation only)
5. Death
6. Refused treatment

**Additional key points to consider when entering an incident report in Image:**

1. To avoid duplicate reporting of incidents, before entering an incident report in Image, you can use the search page to search the individual's name and view previously reported incidents. This will ensure you are not entering a report that was already entered.
2. It is important that all portions of the incident report are filled out in their entirety. You and your staff are the most reliable sources for information regarding the individuals you support, the services they receive, and the protocols that are applicable to them and their service delivery. Completing all sections of the report with as much information as you may know at the time of incident entry assists with timely assessment of the incident and helps eliminate the need to request additional information.
3. Safety Plans should mitigate future risk of recurrence of a similar event as the one being reported and should be incident specific.

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## DBHDD Regional Field Operations

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### Regional Community Collaboratives: March 2026 Meeting Schedule

AVAILABLE NOW

**What is a Regional Community Collaborative (RCC)?**

RCCs are facilitated in all six (6) DBHDD Regions by regional teams and other members of the collaborative. It is a membership of stakeholders by invitation that minimally include our community providers, individuals with lived experience, and community partners (i.e., law enforcement partners, area hospital staff, nonprofit organizations, local government, area businesses, faith-based organizations, educational institutions, professional organizations, associations and citizens) who share ideas, expertise and resources to meet the needs of their community and/or region.

The purpose of the regional collaboratives is the same across all regions: To eliminate barriers to services and solution for gaps in the continuum at a community, regional and state level.

The Collaboratives ensure that participants are effective in:

- Communicating
- Educating partners
- Solution focused discussions
- Network/relationship building
- Resource sharing and development

**For a list of the upcoming March 2026 Regional Community Collaborative (RCC) Meetings, please click the button below.**

[View the March 2026 RCC Meeting Schedule Now!](#)

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## Division of Developmental Disabilities

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# Developmental Disabilities Awareness Month

## *Say Thank You!*

### to the DSPs who make it all possible



## Raising Awareness, Sharing Appreciation

**It's Developmental Disabilities Awareness Month** — the time of year when we “raise public awareness of the needs and the potential of Americans with developmental disabilities.” Direct Support Professionals are an essential partner in helping people with developmental disabilities live a full and meaningful life and they are the heart of our mission at **Georgia Uplift**.

In honor of the skills and gifts DSPs bring each day to the people your organization serves, here are some ways to recognize their critical role in supporting people with developmental disabilities:

- **Send an e-mail to all DSPs** that makes your appreciation concrete. When you specifically take note of and express what you see, DSPs feel valued and appreciated. To up the impact, have a person you support make a quick thank you video to send with the e-mail. Include a link to the Georgia Uplift website (<https://georgiauplift.org>) reminding DSPs of the support available. All these activities support your goals for a stable workforce and higher levels of productivity.
- **Hold a company-wide event for DSPs.** Instead of the usual meeting format, make it a celebration. Take the time to do something special for your staff that elevates them and helps build a cohesive and positive company culture. If you'd like, you can include a presentation on free services available through Georgia Uplift. [Request a presentation here.](#)

- **Create a DSP Listen and Learn session.** Invite DSPs or a representative group to share their experiences—the most rewarding aspects of their work and the challenges they face, both personal and professional. Such opportunities help DSPs feel seen and heard and provide invaluable information and insights for executive leadership. Refer DSPs to the Georgia Uplift website for [useful guides](#) on addressing housing and transportation emergencies and emerging challenges.
- **Let DSPs know you care about them as people.** Invite frontline supervisors to share Georgia Uplift as a free resource for employees who might benefit from a conversation with a Success Coach who can help them find greater stability, support and success. Request collateral materials to leave with DSPs to encourage them to [connect to Georgia Uplift](#) when they have a need.

Recognizing, appreciating and rewarding DSP's essential contributions to people with developmental disabilities supports quality work. Our most important goal at Georgia Uplift is to improve retention of Direct Support Professionals. Assisting them with personal challenges that impact their ability to remain employed is what Georgia Uplift is all about.

Referring a DSP to Georgia Uplift is one more way organizations can thank DSPs. We're here to support your DSPs and strengthen your organization. In doing so we bring awareness of the needs of people with developmental disabilities and the vital contributions they make to their communities.

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## DBHDD Policy Information

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### Policy Updates

Since February 1, 2026, DBHDD has not released any new policies or updated any existing policies that pertain to DBHDD Community Providers.

Please direct all policy-related questions to the Office of Provider Relations via the Provider Issue Management System (PIMS). To submit your questions, [click here](#).

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## Office of Provider Relations

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### Question for your Provider Relations Team?

**The Provider Issues Management System (PIMS)** is your online source to have your questions answered in a consistent, reliable and timely way! In addition to providing a timely response, the information we gather from PIMS will assist DBHDD in trending common concerns, developing FAQs, and informing policy reviews. You can access the PIMS site directly by using the link below.

[Provider Issue Management System \(PIMS\)](#)

PIMS is also accessible through the [DBHDD website](#) by selecting the "**Submit a Question to Provider Relations**" tile on the DBHDD homepage.

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**Senior Provider Relations Manager**  
Sharon Pyles

**Provider Relations Managers**

Mary Williams  
Libby Barbour

For Provider Relations inquiries,  
please contact us at  
[DBHDD.Provider@dbhdd.ga.gov](mailto:DBHDD.Provider@dbhdd.ga.gov).



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