



Adult Learning Systems

LOWER MICHIGAN

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FUTURE FOCUS NEWSLETTER

Issue 4

Fall 2017



Awards:

Please don't forget to nominate your favorite Direct Care Worker of the quarter. We do this each quarter and need your help in choosing our winners. Anyone, not just managers, can nominate a worker. One nominee will be selected from Macomb County and one will be selected from the rest of counties combined.

Who qualifies:

- Must be a DCW or med instructor
- Employed a minimum of 3 months
- Have ZERO discipline for the quarter
- Max of 2 nominees per site

Areas to consider when choosing:

- Documentation
- Interaction with participants
- Specific acts that required person initiative
- Performance above and beyond normal job duties and responsibilities

**DCW of the 4th Quarter 16-17
(October 2017 – December 2017)**

Laura Cunningham (Briarwood)



Laura is a very dependable staff. She comes in and covers call offs with a minute's notice. She has brought concerns to management and ensures the participants' hygiene and needs are met. She is a calming individual who does not take things personally and she is very good about problem solving with the participants when having challenging moments. She is always on time and has only been late two times in the last year due to issues out of her control. She has a great sense of humor and the participants love her and are happy when she comes on shift.

Nicole Waldo (St. Clair)



Nicole is an outstanding employee. She is always on time for every shift and has come in to cover shifts numerous times this quarter. Nicole is always working with consumers to make sure all their needs are being met. Nicole has also made sure for the past couple of months to help with monthly drills and car maintenance without even being asked to do them. The home is always clean before the next shift arrives. She has gone above and beyond at our site. She decorated our home inside and out for Halloween. She is a remarkable worker and everyone enjoys working with her.



Great Job!

ALS-LM is excited to announce that Christine Trombley has been selected for DCW of the Year! She is AWESOME! Always going above and beyond! If one of the ladies wants something special to eat or drink, she will stop on her way to work to get it, or she will make sure the person doing the shopping gets it. She never calls in, and is always willing to help anyone! The ladies love her, as does all of the staff at Bayridge!!

Cultural Diversity Corner

Global Event: United Nations Day

October 24th - Commemorates the formation of the United Nations in 1945. After the conclusion of World War II, the world banded together to create a council of nations to better the world. Franklin D. Roosevelt coined the term United Nations during WWII to describe the Allied countries at war with the Axis countries. Five of these Allied countries – the United States, the United Kingdom, the Soviet Union, the Republic of China and France – became permanent members of the UN's Security Council, who ratified the charter that created the UN.



Transgender Day of Remembrance

November 20th - Established in 1998 to memorialize those who have been killed as a result of transphobia, and to raise awareness of the continued violence endured by the transgender community.

International Day of Disabled Persons

December 3rd - Is designed to raise awareness in regard to persons with disabilities in order to improve their lives and to provide them with equal opportunities.



Announcements



Main office would like to introduce Brittany Robertson, one of our new Administrative Assistants. Brittany comes to ALS-LM with 6 years of office experience. We are delighted to have her join our team! If you see or talk to Brittany make sure to welcome her. Brittany enjoys spending time with her two boys, family, friends, and photography is a passion of hers. She is looking forward to starting her career with ALS-LM and is happy to be here!

Main office would like to also welcome back Crystal Smith as the new Administrative Assistant. She has been gone for 4 years, but is ecstatic to be back, and we are excited to have her back! Crystal enjoys spending time with her family and friends, and trying to keep up with her seven year old twin boys.



Thank you for joining us in welcoming Brittany and Crystal to the ALS-LM family!

Check it out...

Our Strategic Plan 2020 is now available on the ALS-LM intranet. There are many exciting things in the works -- please be sure to check it out!





All Around ALS-LM

Briarwood welcomed a new participant in their program on December 8th!

In October; Norton had a lot fun painting emoji faces on their pumpkins.



MacDD & MWL II got to ride the rails at Joy Park in Mt. Clemens. They took a nostalgic trip on a 1930's passenger car pulled by a real diesel locomotive!



On Christmas day, there were over 20 CLS participants that attended a Christmas brunch at our Aspen Creek office. They devoured two turkeys and all the fixins! A huge thank you to Janice & Cynthia for cooking an awesome meal, and a huge thank you to Betsy & Deb for serving it up! It was a Merry Christmas for all!



MacDD & MWL II went and visited Daydream Farms Equine Rescue in Marine City! They enjoyed a hayride through the farm and seeing all the animals. Afterwards they went trick-or-treating in the haunted forest!!



Trombley Christmas Party

To celebrate the holidays, Trombley held their annual friends and family Christmas party on December 15th. Although the weather was not the best, a host of staff, family and friends came to enjoy laughter and love. "It's the time of year that we all come together and let each other know that we love each other. "We are family," AB stated. "There was so much good food and everyone was happy, it felt like home and that we are a family," said participant SJ when asked how she felt about the party. All the ladies of Trombley really look forward to the Christmas party every year -- they call it their new tradition!

CARF Corner

ALS-LM currently holds a three year accreditation with the Commission on Accreditation of Rehabilitation Facilities (CARF), which is an international, non-profit organization founded in 1966. This is highest accreditation status awarded to organizations; however, our accreditation will expire in May of 2018.

We anticipate our renewal survey to be conducted during early March, but we will not know the exact date until we are notified by CARF. The notification process is generally 30 days from the date of the survey.

For this survey, ALS-LM will only be seeking accreditation for our community housing program under the CARF standards Employment and Community Support Manual. During the next few months, you will begin to receive additional information as to what to expect from the survey process.

We look forward to the survey and the opportunity to tell our ALS-LM story.



How to avoid injury when walking on ice and snow

- ❖ Walk slowly and deliberately and wear boots or other slip-resistant footwear.
- ❖ Be prepared for black-ice formation after melting occurs.
- ❖ Exercise caution when getting in and out of vehicles.
- ❖ Watch for slippery floors when entering buildings.
- ❖ Avoid carrying items. Keep hands empty so arms are free to move for stabilization. Use backpacks if possible.



Fundraising - GIVING MORE BACK TO THE COMMUNITY



Adult Learning Systems-Lower Michigan (ALS-LM) continues to participate in the Kroger fundraiser. We are asking you to please sign up and encourage staff, friends, and family members to do so as well. Each time someone shops at Kroger and swipes a Kroger card, the shopper will receive all sale prices and ALS-LM will receive 2% of the amount spent on food and paper products. Please support our company!

Adult Learning Systems-Lower Michigan (ALS-LM) has partnered with Amazon Smile! In order to browse or shop at Amazon Smile, you must first select ALS-LM as your charitable organization. For all eligible purchases at Amazon Smile, the Amazon Smile Foundation will donate 0.5% of the purchase price back to ALS-LM.



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