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2019 Morale Calendar

The Second Friday of Every Month

April 12th

Hawaiian Shirt Day 🍹

Take a picture & send it to Nikki Bomasuto:
(nikki.bomasuto@accesscny.org)
She will post on AccessCNY's Facebook page!

HAVE AN IDEA FOR THE NEWSLETTER?

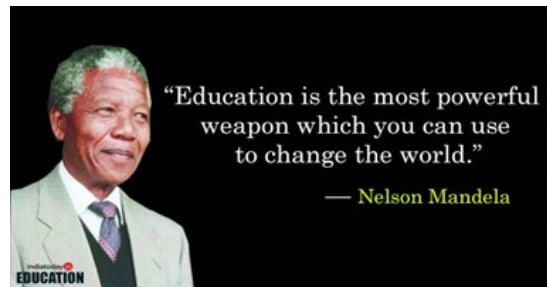
Contact us via e-mail at newsletter@accesscny.org, or drop an idea in one of the suggestion boxes located at each of our administrative buildings.

FOLLOW ACCESSCNY ON FACEBOOK AND TWITTER!



Professional Development Series

Crystal Baker, Employee Development Specialist



The Professional Development Series is offered to all AccessCNY employees. As professionals, the expectation is that we continue learning so we can be the best in our field. Many of our facilitators are employees that have years of experience here at AccessCNY. Other facilitators are from agencies that specialize in educating the public.

Aspects of Communication & Personal Awareness:

Are you self-aware? Are you aware of those around you? How do you make an impact as a professional? It starts with understanding Emotional Intelligence!

Basic Communication & Expression:

Learn how to become assertive with open and honest conversations, and how to find humor in the various nuances of verbal and non-verbal communication.

Choosing the Concrete Path – Teaching Skills:

Learn the differences between concrete and abstract language, and how this affects the impact and influence we have on the people we serve when teaching skills.

Building Effective Relations in a Diverse Community:

Let's celebrate our similarities and differences! Learn how to work with others to improve your workplace relationships, and how to better advocate for the people we serve.

Person-Centered Thinking:

Thinking in a person-centered way requires opening our hearts, minds and spirits to the process of learning about what makes each individual we meet truly unique.

Professionalism & Professional Boundaries:

What are professional expectations? Learn to understand professional boundaries with clients and co-workers, and how to recognize when those boundaries are breached.

safeTALK – Suicide Prevention:

Move beyond our common tendencies to dismiss or to avoid talking about suicide. Learn how to apply the TALK steps (Tell, Ask, Listen, and Keep Safe) to connect a person with intervention caregivers.

Sexuality & Relationships:

Obtain a basic understanding of concepts and terms associated with sexuality, relationships, and trauma, and how to evaluate your own values when supporting the people we serve.

Understanding Addiction:

Learn about the current drugs that are impacting our community, the different resources available, and how to initiate conversations about substance abuse or possible relapse.

Sign up with Crystal Baker by email at crystal.baker@accesscny.org or by phone (315) 410-3372

For all...

Person Centered Thinking

Wednesday 3/20/2019
9:00 am—3:30 pm

1603 Court Street, Training Room
For Staff Support Individuals with
Developmental Disabilities

Professionalism and Professional Boundaries

Wednesday 4/3/2019
9:00 am—12:30 pm

1603 Court Street, Room 108

Person Centered Thinking

Wednesday 4/24/2019
9:00 am—3:30 pm

1603 Court Street, Room 108
For Staff Support Individuals with MH
Diagnosis

For questions regarding these or any
other trainings, please contact:
Crystal Baker, Employee Development
Specialist
315-410-3372
crystal.baker@accesscny.org

HR Corner

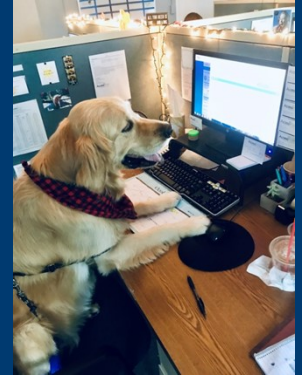
The Human Resource Team would like to remind you all that the Agency has close to 100 open positions accumulated from all departments. Positions rang from DSPs, Residence Counselors, Assistant and Program Managers, and Administration work. To apply, you will need to fill out an Application of Transfer form signed by your supervisor, and we will process the transaction as quickly as possible. If at any time you have questions about current job postings and openings, please contact Mallory Scriber at mallory.scriber@accesscny.org and Margaret Williams at margaret.williams@accesscny.org or stop in at the reception areas and ask for the job posting binder! We are glad to help!

Pet Therapy

New Trails Group

Did I Just Hear a Dog Bark?

It is a Thursday at AccessCNY and the New Trails group has gathered once again to meet the animal of the week. New Trails is a group of participants with developmental disabilities that have traditionally come together every Thursday for the past twelve years. Beginning as a topical group, New Trails welcomed local guests and speakers to share varied information as both a learning experience and an opportunity for community engagement for group members. Along the way, an animal was the guest of the week and so began a recurring theme of introducing new animals to the group members. Dogs, cats, lizards, birds, rodents, snakes, hedge hogs and even a pig have made special appearances. Members show great interest by asking several questions, touching and interacting with the animal, and offering treats (when permitted). Jim Moffett, the group leader, says, "The goal is for it to be fun and informative and for it to be a good experience for participants, creature, and owner."



Mr. Cooper enjoying his day at work!

Jim mentioned that all animals are welcome, as long as they are safe and behave themselves. Most animal guests are owned by AccessCNY employees, but New Trails has also had a visit from local Rosamond Gifford Zoo's "Zoo to You" program. If you think you have a pet that would like to meet the group members, please email Lynnette Sherwood at lynnette.sherwood@accesscny.org.

Help the group pick a name! Vote on your favorite:
Send your votes to newsletter@accesscny.org

- A. Dogs Rrr Us
- B. All Animals, All the Time
- C. Animal Thursdays

Agency Green Day

Spring must be near, because we are seeing a lot of green around the agency! Thanks to all who participated in the March Theme Day by wearing their greenest of green clothing and accessories!

With so many great entries, the Employee Engagement Committee had to do a random draw to choose the winners of the much-coveted "Pot 'O Gold" prize. Congrats to Mahsa Kahn mouei and Mary Murphy!



Winners of the Pot 'O Gold

What Is Compliance?

By: Amy Eells, Associate Executive Director of Quality Enhancement

Many of you have heard me say that next to the direct service you are providing, documentation of that service is the next most important thing. Without it, we can't continue to receive the funds to provide the services that we are all so proud of. We recently went through an audit related to Medicaid billing for several of our programs. What became evident through this process is that we still have a lot of work to do to make sure our documentation supports the quality services we are providing.

We all have different agencies that we are accountable to with regulations, policies and standards

that we have to uphold. Many of you were recently impacted when we adjusted our standards to require documentation be completed in a much shorter timeframe. We have Electronic Health Records such as Foothold and ReDoc to assist us in this endeavor and we continue to look to technology to help us in this area.

So what are our plans for this year? I see 2019 as the year of improved compliance. According to Webster's dictionary, compliance is defined as "conformity in fulfilling official requirements." I have already seen progress at AccessCNY over the last few

months with improving upon our rate of compliance, especially related to contemporaneous documentation.

As a Quality Enhancement team, we are charged with training, supporting and providing guidance to all programs at AccessCNY. We are often looked to as the "experts" and the people with all the answers. Admittedly, this is not true - we are simply tasked with keeping up-to-date on the ever-changing regulations. At times this feels like an overwhelming task and responsibility but also very rewarding. The QE team looks forward to working with all of you on improving our compliance. Our doors are always open!

Meet Our Medical Director

Clinic Based Services



Dr. Farukh Anwer

Did you know AccessCNY has a Medical Director, as required by New York State for a Human Services Organization such as ours? Don't feel bad, lots of employees are also unaware!

Farukh Anwer, M.D. is a physician specializing in the area of adolescent and pediatric medicine. He has a private practice in Auburn, NY, as well as privileges at Auburn Community Hospital. Dr. Anwer's 33 years of experience in the field of pediatrics has caused him to be especially interested in the area of developmental disabilities and ensuring children diagnosed with a life-long condition have access to the best resources from as early an age as possible. Dr. Anwer started working for the agency in 2012 and has been an indispensable, if often invisible, part of our team ever since.

In his role as Medical Director at AccessCNY, Dr. Anwer is responsible for the general supervision and monitoring of the health related services within the Article 16 and 28 Clinics. This includes working on the clinics' quality assurance and infection

control plans. He also works closely with the Human Resource Department, reviewing and signing off on pre-employment healthcare assessments for all new hires, and annual healthcare assessments for clinic and preschool employees. In addition, Dr. Anwer is involved in ensuring the agency has our stock of influenza vaccines each year. These are available free of charge to employees through Arlene Jones, the HR nurse.



Employee Picture Match Game

How well do you know our agency executives??? Below are 5 members of our Executive Team and 5 baby(ish) pictures! Try to match the correct person with their adorable baby head shots. We think you'll agree, it's a miracle they didn't all become child models! Email your guesses to the Newsletter@AccessCNY.org by April 5th. Because we are hopeful lots of you will want to play, we will draw one winner at random from all correct guesses. Correct answers will be found in next month's issue. 1st (and only) prize is 2 Regal Cinema Movie Tickets!!!

1. **Sue Schultz**

Chief Operations Officer

2. **Colleen Tedeschi**

Associate Executive Director, EYW

3. **Doreen Nelipowitz**

Associate Executive Director, HR

4. **Amy Eells**

Associate Executive Director, QE

5. **Brittany Halligan**

Associate Executive Director, DD/ABI

A.



B.



C.



D.



E.



Last month's Word Search winner was: Melissa Keech! Congratulations, Melissa!

QUOTE OF THE MONTH

"Teamwork divides the task and multiplies the success"

- Unknown