

SHADOWFACTS

The Shadowfax Corporation

November 2024

Inspiring valued social roles for all people.

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Congratulations to everyone on an outstanding licensing outcome! Every service area was successfully licensed. Thank you all for your dedication and hard work!



Employee of the Month



Congratulations, Nicole Bilajac on being selected as November's Employee of the Month!

Nicole's journey with Shadowfax began 16 years ago in the Day Program. Over the years. She has also

worked in Residential Services before returning to the Day Program. As a CPS Facilitator, Nicole takes pride in creating new opportunities and experiences for the individuals we serve, helping them explore activities beyond the building.

Nicole treasures the warm greetings she receives from the individuals each morning and especially enjoys the daily artwork gifted to her by Gary, which she proudly displays in her office.

Outside of work, Nicole loves spending quality time with her daughter. Together they enjoy swimming, hiking, and their latest shared passion—visiting arcades! Congratulations, Nicole, well deserved!

Welcome to the team!



Brittany Bollinger
DSP-FT
Program 34



Meghan Heikes
DSP-A/O
Program 40



Jacqueline Jah
DSP-A/O
Program 810



Tessarina Rodriguez
DSP-A/O
Program 40



Gary Smith
Exec Dir of Day Supports
Pattison St.



Shadowfax Professional Development Career Ladder For DSPs and Frontline Supervisors

Professional credentials earned through the NADSP E-Badge Academy

Attention DSPs and Direct Supervisors of DSPs-

If you have been employed at Shadowfax for at least 6 months, and you think you may be interested in pursuing a professional certification, here are some quick facts about the E-Badge Academy program!

Did you know?

- ◆ You can earn badges toward certification at your own pace
 - ◆ Example– DSP-I requires 15 total badges
- ◆ Each badge only takes an average of 15 minutes to prepare and submit
- ◆ Many Relias annual trainings count towards certification
- ◆ Your lifetime experience as a DSP counts toward certification
- ◆ After earning a certification within a year of enrollment, receive an hourly pay increase!

You can find an application form in Bamboo under Staff Info. Applications can be submitted at any time by scanning the completed form to sftraining@shadowfax.org. New groups are enrolled quarterly. The next group will start in January 2025. Questions? Contact Elizabeth Dellinger at elizabethd@shadowfax.org, Kenna Cline at kenna.cline@shadowfax.org, or call Pattison St. 717-854-7742 and ask for either of us.

Another group of Shadowfax team members have enrolled in the E-Badge Academy and are earning badges toward professional credentials. We all look forward to your success!

Barbara Brown

Deminke Hall

De’Vontae Hall

Susan Lloyd-McKnight

Sara Yinger

Shaelynn Roland

Marian Miller

Michelle Peters

Marla Hull

If you’re currently enrolled in the E-Badge Academy, feel free to drop in at any of the sessions listed here. We’ll be available to answer questions, offer helpful tips, etc.

Drop-in sessions scheduled for current E-Badge enrollees:

12/2/24 9:30-10:30am and 4:30-5:30pm

Whenever you have questions or need some help, you can always contact Elizabeth Dellinger, Kenna Cline or call Pattison.

Training News

New in-person class! [Discovering the Practicality of the Core Competencies](#)

Putting the NADSP core competencies into practice benefits you and the people you support. Come join in a training and discussion on the NADSP's 15 Competencies, and learn some practical ways to put them into use and share the ways you already have.

Anyone interested is welcome to sign up for the class!

Sign up for a session in Relias by clicking the link below:

[Discovering the Practicality of the NADSP Competencies](#)

Training Calendar (subject to change)

Check Relias for the most up-to-date schedule and location when enrolling in a class

OTO	Red Cross FA/CPR/AED Skills Session
11/26/24 1pm	11/25/24 4:30pm
12/12/24 9:30am	12/4/24 1pm
12/24/24 1pm	12/18/24 4:30pm
1/9/25 9:30am	12/19/24 1pm
1/22/25 1pm	1/2/25 1pm
Discovering Competencies	1/16/25 1pm
11/22/24 10am	Diabetes Education
12/3/24 4:30pm	12/3/24 10am
12/18/24 11am	12/13/24 9:30am
	1/9/25 1pm

October's Program of the Month Contest

There was a 3-way tie between programs 22, 26, and 64! Per the guidelines, when there is a tie, the winner is determined by the percentage of members that are either credentialed or actively pursuing credentialing through NADSP...

CONGRATULATIONS to program 26!

Shadowfax is participating in York Revolutions 2024

Bright Nights York event! The event runs from November 15-December 30. They are open every day except Mondays. Come see our Gingerbread tree!



Safety Corner



Thanksgiving Food Safety Tips

As you prepare for Thanksgiving, remember these food safety tips to keep your holiday happy and healthy:

1. **Thaw safely:** Never defrost your turkey on the counter! Use the refrigerator, cold water (change every 30 minutes), or the microwave.
2. **Cook thoroughly:** Ensure your turkey reaches an internal temperature of 165 degrees F. Use a meat thermometer to check the thickest parts of the breast, thigh, and stuffing.
3. **Handle Leftovers Quickly:** Refrigerate leftovers within 2 hours to prevent bacteria growth. Enjoy them within 3-4 days or freeze for later.
4. **Wash up:** Clean hands, utensils, and surfaces thoroughly to avoid cross-contamination.

Stay safe and enjoy your Thanksgiving feast!

Med Task Force



Please keep in mind, as weather changes, the opportunity for sickness also increases. There are multiple items that can be put into place to help eliminate or lessen the opportunity of getting sick.

1. As the temperature fluctuates, wardrobe choices change. It is important to dress in light layers so that it is easier to put on or take off.
2. Temperatures fluctuating also cause cooling/heating systems to struggle to keep up with the changes. As systems adjust to the weather changes, the air becomes more dry. Dry air is filled with dust, mildew, mold, and pollen which can affect sinuses and throats. To prevent sickness consider a humidifier. Humidifiers help add moisture to the air.
3. The environment also struggles to adjust to temperature fluctuations. Plants may bloom early, which increases the amount of pollen within the air. It is important to take precautionary measures for those who struggle with seasonal allergies.
4. As colder weather and the holidays approach, people tend to spend more time inside with family and friends. This increases the opportunity for germs to spread. Remember to wash your hands frequently and clean commonly used/shared spaces. There are also flu vaccines available.

Happy Holidays!



Upcoming Wellness Activities for the remainder of 2024

Moving with Milly: Chair Exercises for Improved Mobility

12/2, 11-11:45am

12/9, 11-11:45am

12/16, 11-11:45am

Click on the link: [Move with Milly](#)

Ninja 5K at Cousler Park

12/14/2024

@ 1060 Church Rd. York, PA 17404

Bonus-they have a costume contest! Click on the link:

[Ninja 5K](#)

Breathwork– Free weekly online breathing technique class, Click on the link: [Breathwork](#)

11/27, 12-12:30pm

12/4, 12-12:30pm

12/11, 12-12:30pm

12/18, 12-12:30 pm



Go Green Column

This Thanksgiving, let’s celebrate not just with gratitude but with eco-consciousness! Here are some tips to make your holiday feast a little greener:

1. Shop Local & Seasonal
2. Plan Thoughtfully
3. Embrace Reusables
4. Compost Scraps
5. Get Creative with Leftovers
6. Eco-Friendly Decor

Years of Service Celebrated

30 Years

Jessica Appleby

Referral Bonus

Attention Staff:

Remember, your name must be listed on the new hire’s application for you to qualify for the bonus.

If the person you refer is hired and successfully completes 6 months of employment, you will receive a lump sum payment of \$500 (minus applicable taxes).

Receiving Referral Bonuses:

Jen Rial

Tracy Stadd

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Mission Statement:

Shadowfax’s mission is to be a leader for people with disabilities and their families. Through our dedicated team, we provide high quality self-directed supports to empower people in developing skills to live and thrive within their community.



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