

Shadowfacts



Shadowfax Newsletter

March 2023



Mission Statement– To set the standard for quality in the human service field through consistent demonstration of dependability, integrity, collaboration, innovation, and commitment to our stakeholders.



Check out our WRAP
Wellness Recovery Action Program

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Shadowfax Professional Development Credentialing Program

In partnership with the National Alliance for Direct Support Professionals

John F. Kennedy Jr. was instrumental in the founding of NADSP. He wrote: "Quality is defined at the point of interaction between the staff member and the individual with a disability."

By working to elevate the status of DSPs, NADSP envisions a world where highly qualified DSPs support and empower people with disabilities, to lead a life of their choosing. Through the E-Badge Academy, DSP's demonstrate their knowledge, skills, and values that they use every day, and then can earn national certification.

29 Shadowfax staff have started earning badges toward certification.

Congratulations to the following staff, who earned e-badges this month!

Elaine Hockenbury	DSP 10 Hours Accredited Education
Wendy Albright	DSP 10 Hours Accredited Education
Wendy Albright	DSP 25 Hours Accredited Education
James Morthland	FLS 25 Hours Accredited Education
Donielle Turner	FLS 25 Hours Accredited Education
Amanda Olson	Self Reflection
Judy Ramos	DSP 25 Hours Accredited Education
Patricia Pessoa	DSP 10 Hours Accredited Education

Manager of the Quarter

Jen Rial has been named as Shadowfax's FIRST-EVER Manager of the Quarter! Advocating for the individuals and working with a fantastic team is what Jen enjoys most about her job. She also expresses her excitement about the positive direction Shadowfax's Residential Department is moving in.

Congrats Jen! We appreciate you!



February's Employee of the Month

Michelle Williams was selected as February's Employee of the Month!

"The individuals are the reason why I like working here," -M.W.

Michelle also greatly appreciates and speaks highly of all her coworkers and management.

Outside of work, Michelle enjoys spending time with her grandbabies and kids.

Congratulations, Michelle! Well deserved!



Welcome, aboard!



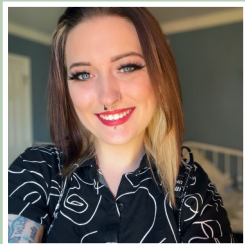
Jephthe Joseph
DSP A/O
Program 300



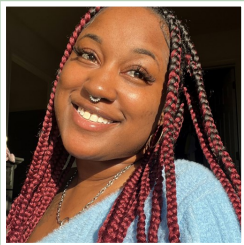
Kristina Lamont
Associate Director
Residential



Jonathan Echevarria
DSP 20
Program 48



Nikki Baum
Program Specialist
Residential



Sharnese Braxton
IM Coordinator
Quality & Compliance



Jeleny Rivera
DSP-FT
Program 64

2023 Wellness Initiative

Would you like to earn a wellness premium contribution incentive of \$40 /pay next plan year? If you're currently enrolled in Shadowfax's Highmark medical plan, you can earn an incentive by participating in the 2023 Wellness Initiative. The Wellness Initiative focuses on health awareness and provides you with tools and resources to take a more active role in your health.

To participate, complete activities from 3 groups of health-focused activities between Jan. 1, 2023 and Dec. 31, 2023:

1. Annual Preventative Exam & Routine Blood Testing (required)
2. Healthy Exam or Screening (select 2)
3. Lifestyle Improvement Activities (select 3)



Details of the activity options are on the tracking sheet, which is located in Bamboo, click on Files, then Staff Info, "Wellness Packet". Please record completed activities on the tracking sheet and provide documentation for each activity completed. Submit the form and documentation to the Director of People and Culture on or before Jan. 15, 2024.

Safety Corner

Poison Prevention & Treatment Tips

National Poison Prevention Week is the third full week of March each year. It is time to raise awareness about the resource of poison control centers and the Poison Help Hotline: 1-800-222-1222

Most poison exposures occur in the home. Keep these items stored up, away, and out of sight: All medicines, vitamins, and supplements, tobacco and e-cigarette products (especially liquid nicotine), alcohol, laundry and cleaning supplies, pesticides and insect repellents, button batteries (found in musical greeting cards, key fobs etc.), any type of lubricants (fragrance oils, tiki torch oils, engine oil etc.), personal care products, especially contact lens disinfectants and hand sanitizers, and ALL chemicals.

Help us raise awareness and remember these prevention tips can help you or your loved ones avoid poisonings.

PREVENTION

is key



Avoiding Med Errors

Medication administration records (MARS) are legal documents. If documentation errors occur, **do not scribble on the incorrect information!**

To correct mistakes cross out words **with a single line so that the information can still be read**, and document a note on the back of the MAR explaining why the information was crossed out.



From the Training Office

Attention staff:

WRAP is filling up quickly, only a few seats are left. Log onto Relias to sign-up today!

The training department is excited to announce that American Sign Language (ASL) classes will be made available to staff. Classes will be held weekly for 8 weeks, and staff must attend all 8 sessions. Each session is an hour long, and space is limited.

Do not forget to check Relias on a regular basis to stay up to date on trainings, and new postings of live classes.



Olga Zurita



Marlo Sell

Digital Communication

We are here to help!



safetycommittee@shadowfax.org

Have a safety concern? If you see something, say something right away! Make it your top priority to keep Shadowfax safe for all!



sftraining@shadowfax.org

This email address goes directly to the Training Dept., Marlo Sell and Olga Zurita. Please get into the habit of contacting us both.



COMMONWEALTH OF PENNSYLVANIA
OFFICE OF THE GOVERNOR

PROCLAMATION

**DEVELOPMENTAL DISABILITIES AWARENESS MONTH
March 2023**

WHEREAS, people with developmental disabilities come from all racial, ethnic, educational, social, religious, and economic backgrounds, and all are valued members of society who find fulfillment living everyday lives; and

WHEREAS, people with developmental disabilities and their families are striving for inclusion, equality and recognition of their skills, views, and abilities like all other Commonwealth citizens; and

WHEREAS, Pennsylvania continues to promote person-centered approaches, community integration, personal choice, quality in service delivery, health and safety protections, competitive integrated employment, accountability in the utilization of resources, and innovation in services design; and

WHEREAS, the rate of individuals with developmental disabilities engaging in competitive integrated employment has reached 18% in the Commonwealth through continued optimization of opportunities across the Commonwealth; and

WHEREAS, educational opportunities for those with developmental disabilities continue to grow with the implementation of training programs and inclusive secondary education certificate programs at Pennsylvania institutions of higher learning; and

WHEREAS, the collaboration between the Information Sharing and Advisory Committee (ISAC) and the Department of Human Services continues to develop, build, and strengthen recommendations for changes to services and supports; and

WHEREAS, the Department of Human Services' focus on augmentative and alternative communication methods allow more stakeholder voices to contribute and build on the services and supports offered throughout the Commonwealth; and

WHEREAS, the Department of Human Services continues to offer opportunities to individuals and family members through a growing complement of accessible training initiatives and services that allow them to increase their knowledge about advocacy, supports and disability services; and

WHEREAS, Pennsylvania continues to be at the forefront of change in building an inclusive Commonwealth where all citizens can live and work as part of an inclusive community and continue to enjoy their everyday lives.

THEREFORE, to recognize the many accomplishments and contributions of people with a developmental disability, I, Josh Shapiro, Governor of the Commonwealth of Pennsylvania, do hereby proclaim March 2023 as DEVELOPMENTAL DISABILITIES AWARENESS MONTH. I encourage all citizens to support Pennsylvanians with a developmental disability and their families in all aspects of Pennsylvania community life.

GIVEN under my hand and the Seal of the Governor, at the City of Harrisburg, this twenty-second day of February two thousand twenty-three, the year of the Commonwealth the two hundred forty-seventh.

JOSH SHAPIRO
Governor



Employee of the Month

HAVE YOU NOMINATED SOMEONE FOR EMPLOYEE OF THE MONTH YET?

Who is your favorite co-worker — someone who demonstrates the mission of the company by consistently serving the individuals with dedication and sacrifice? A nomination form is available on Bamboo — under files — staff forms. Fill out the form and send it to the HR Department. Must be submitted by a peer.

Manager of the Quarter

Do you know a manager who has done:

- ◆ An outstanding accomplishment that benefited your (or any) department,
- ◆ An extraordinary service to internal and/or external customers and/or clients,
- ◆ Exemplifies inspiring teamwork, or leadership that aligns with our mission?

Please “vote on or before March 20, 2023.”

All submissions are sent directly to Human Resources.

GO GREEN COLUMN

On Saturday, April 22, 2023

Downtown York celebrates

“Go Green in the City”

Fun, family-friendly festival that celebrates green, healthy and local living!

For more information visit <https://www.downtownyorkpa.com/go-green-in-the-city>



Referral Bonus

Refer hard-working, reliable, caring and conscientious people by filling out referral forms within 3 days of when they apply. If hired & they work at least 90 days you'll receive:

\$500 Bonus

Paid over 6-month period

(as long as the person is on staff)

Referrals must be submitted to HR within 3 days of receipt of the application.

Forms are available in Bamboo.

Congratulations Referral Bonus Recipients!

Ivy Swearingen

Adam Nimon

Francheska Pantoja

Years of Service Celebrated

Congratulations to the following staff who have hit a benchmark for years of service at Shadowfax!

5 Years

Amanda Olson

Ashley Brower

Jess Mummert

Susan Lloyd McKnight