

THE TRAINING POST

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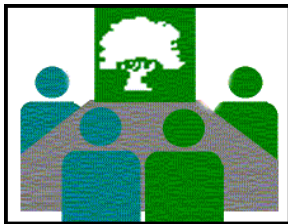
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“There is no teaching to compare with example.”

Sir Robert
Baden-Powell
General, Leader

Everyone's a Character!

Every few months or so I receive a newsletter from my auto insurance carrier. It's a very informative publication with articles that offer suggestions on saving money and being safer in all areas of your life. Something that I would expect from such a newsletter. Included in this most recent issue however, I noticed an article that spoke of creating a better community and neighborhood. The things mentioned in the article were all simple and attainable actions that anyone could achieve given a little effort and desire.

I bring this up because it brought me back to the last issue of the Training Post and the article that spoke about professionalism. In that article the word “character” was used because it has everything to do with being professional and its at the very essence of our mission here at Heritage Centers. The article in my auto insurance newsletter said that up to 85% of people feel less connected to their neighbors today than twenty years ago. It goes on to say that the idea of a neighborhood and neighborliness are old-fashioned ideas that have fallen away. I certainly hope not.

In many of the training we provide here at Heritage Centers, we talk about making a difference in the lives of those we serve. Many of those we serve live in neighborhoods, the same ones that this article speaks of. The same neighborhoods that you and I live in. In many of those same trainings we also talk about the community at large and how we can help to make a difference for those we serve by making the community more aware of the world of developmental disabilities. We can show true character by advocating for those we serve and by helping to bring together those neighbors and communities that we live in and work in.

There are many things you can do to make that difference and bridge gaps in the community. Recognize that you can help others to better understand the world of developmental disabilities. Most of the negative attitudes that exist in the world come from lack of understanding and knowledge. You can help someone to better understand.

(Continued on page 3)

From the Desk of... Beth Sweet



Our library continues to grow in the number of videos and DVDs we have available for viewing. You are welcome to check them out for your own education or for a group in-service anytime. The actual catalog listing is on the Heritage Centers web page under “Education and Training”.

All you have to do is get in touch with someone from the Training Dept. We will sign out the item and interoffice it to you. You have two weeks to view/read the item and return it to the Training Dept.

So take a few minutes to look over the library catalog and order some material soon.

SCIP-R NEWS

There have been many changes to the SCIP-R team in recent months. Have you ever wondered who the Heritage Centers SCIP-R instructors are? Well, here they are:

- David Armstrong, Behavior Specialist
- John Augustyn, RHM, Eller IRA
- Chris Beltran, RHM, Grand Island IRA
- Tom Booth, RHM, East Aurora IRA
- Amanda Dinse, Day Hab Supervisor, 101 Oak
- Seandrea English, Behavior Tech
- Carol Evans, RHM, Clark St. IRA
- Brian Kindron, Staff Trainer
- Amanda Kulinski, Community Programs Manager
- Ann McCartney, RHM, Grand Island II IRA
- Jermene Nauden, RHM, Tennyson IRA
- Tom Paradise, Pre-Voc Foreperson, 101 Oak
- Cynthia Petkus-Barna, Staffing Specialist, Residential
- Dawn Smith, Staff Trainer
- Paul Swanson, Asst. RHM, Behavior Tech, Raintree IRA
- Maria Torgalski, QA Investigator
- Larry Weatherspoon, RHM, Raintree IRA

- Mike Weller, Behavior Tech
- Sarah Weisbrodt, Program Developer/ Intake Supervisor, Residential
- Sara Williams, RHM, McKinley
- Carrie Yax, Behavior Tech

- And from the Heritage Education Program:
- Ron DeLisle, Teacher, HEP Direct Services, Tonawanda
 - Lyn Lozinsky, Teacher, HEP Direct Services, Green Acres
 - Linda Malkiewicz, Coordinator for Children’s Educational Services, HEP Maryvale
 - Deborah Norwood, Coordinator for Children’s Educational Services, HEP Maryvale
 - Kathy Opera, Coordinator for Children’s Educational Services, HEP Maryvale
 - Mike Wiggan, Teacher, HEP Direct Services

Props to all of our amazing instructors who take time out of their busy work schedules to make sure our staff are well-trained!

(Continued from page 1)

You yourself can continue to learn and grow. Take the time to continue to educate yourself in areas that you feel you need to work on and even those that you feel knowledgeable about. Our world is constantly changing. Its our responsibility to change with it and keep up.

Volunteer your time— we often speak about things not getting done in the communities or say things like “They should do this. “ Who are the “They” ? Showing character means doing. The Boy Scouts of America for example have embarked on a “Good Turn for America” campaign at the start of this year and has now totaled over 8.4 million volunteer service hours to date. Why not get in on this idea? Heritage Centers is always looking for volunteers for many of the fundraisers we host.

All it takes to make a difference in the lives of those we serve and in the communities that we serve is the desire to do so. Showing your true character starts within you and at work, that means being the professional you were hired to be. Character Counts!

Get Motivated!

HSBC Arena will host the Get Motivated seminar on Tuesday, August 18th, 2009. This day long event (8am - 4:30pm) will feature several prominent leaders and business people such as: Colin Powell, Rudy Giuliani, Joe Montana, Steve Forbes, Dr. Robert Schuller, Tamara Lowe, & Dr. Earl Mindell.

Tickets can be purchased online at: www.getmotivated.com or by calling 1-800-610-7931. Tickets prices are \$4.95 per person if purchased online or by phone; \$19.00 for a group of any size. Tickets purchased at the door on the day of the event are \$225.00.

Although this event is geared toward the business community and sales people, the leadership information presented here would be very useful for anyone looking to be more productive and sharpen your leadership skills.

Save money while driving and help the environment.

Keep it Tight- Keep your gas cap on tight and you save up to 30 gallons of gas a year. A loose gas cap allows your fuel to evaporate quickly.

Drive Slower— Cars today are geared for efficient highway driving around 60-65 mph. Even as little as seven or eight mph faster than that reduces fuel economy by 10%.

Slower Starts/Stops— sudden starts that rev up your engine as well as stopping suddenly, lowers gas mileage by up to 33%. Start up gradually and anticipate stopping by slowing down early.

Get Rid of Dead Weight— An extra 100 pounds being carried in your car could reduce your mileage by up to 2%. Get rid of unnecessary weight in your vehicle.

Don’ t Idle— If you expect to stop when not in traffic and anticipate your wait to be more than 30 to 60 seconds, turn off your engine.

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Agency Internal 3rd Quarter Course Schedule

JULY - Schedule is subject to change

6; SCIP- R Recertification

2643 Main St. 9am - 3pm.

8, 9, 10; SCIP- R

2643 Main St. 9am - 5pm.

14; Yearly Review of CPR, Bloodborne Pathogens & EPI

2643 Main St. 12:30pm- 4pm.

15, 16, 22, 23; Medication Administration

2643 Main St. 8:30am- 5pm.

20; SCIP- R Recertification

2643 Main St. 3pm - 9pm.

21; Driving Defensively

2643 Main St. 5pm- 7pm.

AUGUST - Schedule is subject to change

3; Intro to Windows

2643 Main St. 9am- 3pm.

4; Yearly Review of CPR, Bloodborne Pathogens & EPI

2643 Main St. 8:30am- 12pm.

4, 5, 6; SCIP- R

2643 Main St. 9am - 5pm.

11, 12, 18, 19; Medication Administration

2643 Main St. 8:30am- 5pm.

11; Preliminary Investigations

2643 Main St. 9am- 10am.

13; Yearly Review of CPR, Bloodborne Pathogens & EPI

2643 Main St. 12:30pm- 4pm.

17; Standard First Aid & Adult CPR

2643 Main St. 8:30am- 4:30pm.

27; SCIP-R Recertification

2643 Main St. 9am- 3pm.

22; Driver Improvement Program

2643 Main St. 9am- 3:30pm.





SEPTEMBER Schedule is subject to change

1; Standard First Aid & Adult CPR

2643 Main St. 8:30am– 4:30pm.

4, 5, 6; SCIP– R

2643 Main St. 9am - 5pm.

9; Yearly Review of CPR, Bloodborne Pathogens & EPI

2643 Main St. 8:30am– 12pm.

9, 10, 16, 17; Medication Administration

2643 Main St. 8:30am– 5pm.

10; Management By Motivation & Addressing Poor Performance

2643 Main St. 9am– 12pm.

15; SCIP-R Recertification

2643 Main St. 9am– 3pm.

16; Driving Defensively

2643 Main St. 9am– 11am.

18; Understanding Basic MS Word for Work

2643 Main St. 9am– 3pm.

29; SCIP-R Recertification

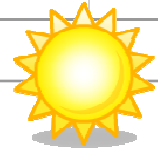
2643 Main St. 9am– 3pm.

30; Yearly Review of CPR, Bloodborne Pathogens & EPI

2643 Main St. 12:30pm– 4pm.

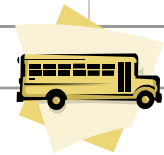
JULY 2009

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AUGUST 2009

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SEPTEMBER 2009

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