



# CSCS October Newsletter

Volume 4, Issue 1



## October is:

- Down Syndrome Awareness Month
- Caffeine Addition Recovery Month
- Emotional Wellness Month
- National Chili Month
- Vegetarian Month
- National Book Month
- Breast Cancer Awareness

## Special Dates of Interest:

- 1st – World Smile Day
- 2nd – National Name Your Car Day
- 4th – National Taco Day
- 6th – World Cerebral Palsy Day
- 8th – **Payday**
- 9th – World Post Day
- 11th – National Indigenous People’s Day
- 13th – National M&M Day
- 15th – Global Handwashing Day
- 18th – Health Care Aide Day
- 19th – National New Friends Day
- 21st – Back to the Future Day
- 22nd – **Payday**
- 25th – National I Care About You Day
- 28th – National First Responders Day
- 29th – National Oatmeal Day
- 31st - Halloween

## Employee Spotlight

Congratulations, Mike Payne, for being the CSCS Employee of the Month. Mike has been employed with CSCS for 13 years and currently works at Willow Home as a Direct Support Staff. Mike’s favorite workplace memory is having a picnic with the employees from the office after winning a contest. The office employees, house staff and residents all ate together and enjoyed each other’s company. The residents at Willow Home are one of his favorite things about his job. He enjoys each resident. Mike has really liked going with the residents to the Tiger’s games this summer.



During the Fall, Mike enjoys going to the apple orchard for cider and doughnuts. Mike’s favorite quote is, “Let’s do it!” Mike is a self-professed fix-it person. He loves working on old cars, tractors, and fire trucks, during his off hours. He also enjoys 4 wheeling. Mike’s family includes his wife, Shirley, and his 2 rescue dogs, Dolly and Buddy. Mike’s next vacation plans include taking Shirley to Mackinaw Island.



## Policy Spotlight

### Allegation of Abuse

Allegations of abusive behavior that threatens the well-being of the Individuals served, or of serious neglect will result in suspension without pay. Suspension will continue until investigation, conducted by the Recipient Rights advisor and/or the Adult Foster Care Licensing Consultant, and/or Central State’s designated investigator has determined culpability. If the investigation results in a substantiated violation, the employee will be terminated without pay. If the investigation does not result in a substantiated violation, the employee will be reinstated to active employment with back pay. Suspension with back pay is capped at 30 days. All benefits will be continued for 30 days and discontinued thereafter



*Safety Spotlight**Confrontation Avoidance Techniques*

How you respond to anxious, hostile, or challenging behavior is often the key to defusing it. Confrontation Avoidance Techniques can be used to prevent or de-escalate situations involving an agitated person. Here is a quick recap on some of the techniques.

Techniques to always use to prevent a confrontation.

- ❖ Reward “good” behavior as much as possible. When you see it... reward it!
- ❖ Show care and concern daily; not just when the person becomes upset.
- ❖ Actively listen. Stop what you’re doing and pay close attention to the person.
- ❖ Be fair and consistent. Work together with other staff as a team to provide consistency.
- ❖ Get to know each person. Learn their earliest signs of agitation so you can intervene at the beginning of a problem.
- ❖ Look out for and avoid events or situations that may upset the person. Remember, it is your responsibility to avoid confrontations.
- ❖ Stay in control of yourself. Be aware of you voice tone and body language. If you show signs of anxiety, this may increase the person’s agitation.

If confronted by an agitated person, these tips will help you de-escalate the situation.

- ★ Stay at eye level. Invite the person to sit with you or stand with the person if they refuse to sit. If the person does sit down, this tells you they are beginning to calm down.
- ★ Stand slightly to the side of the person, at an angle, at least an arm’s length away, plus a few inches. Maintain eye contact. This is especially important if you feel or know the person has the potential to attack you physically.
- ★ Always follow through with a bribe or promise. If you think you need to promise something to get the person to calm down, you need to deliver on the promise.
- ★ Be patient. Time is on your side. Take the time required to help the person calm down.
- ★ Never turn your back or walk away. Try not to leave the person when they are agitated. Call other staff to help before leaving. When leaving, walk backwards away from the person, being very watchful and careful.
- ★ Don’t disagree, argue, command, demand, or make threats. This will only make things worse.
- ★ Most people need space to move around if they are extremely upset or agitated. Always leave an avenue of escape. Never corner the person and do not allow yourself to be blocked into a corner or up against a surface. Making the person do or say something they don’t want to may still make them feel cornered (psychologically). Cornering a person who is agitated, angry, or scared is highly dangerous.





#### Home Activities:

Residents have been busy this summer attending lots of events and fun activities:

- Attended seasonal concerts in the park
- Went Blueberry picking
- Took the Huron Lady cruise down St. Clair River
- Attended Fairs to ride amusement rides, watch bump & run or derby
- Held picnics at the beach
- Walked nature trails
- Attended local festivals, such as Hippie Fest, Auto Fest & Car Shows, or local fireworks events.
- Attended outside movies
- Visited marinas to see the boats
- Visited Dow Gardens
- Went to various ice cream shops

#### Upcoming outings include:

- Visiting apple orchards
- Visiting the Aquarium in Great Lakes Crossing
- Attending Pumpkin, Fall, or Sunflower festivals
- Navigating a corn maze
- Hayrides
- Visiting pumpkin farms
- Visiting State Parks on Halloween weekends to see the campsite decorations
- More ice cream! LOL



## October Newsletter

### October 1, 2021 is World Smile Day

Harvey Ball, the recognized creator of Smiley in 1963, launched World Smile Day® in 1999. It has been celebrated around the world on the first Friday of October since 1999. This year it will be celebrated on Friday, October 1st, 2021. Join us to "Do an act of kindness. Help one person smile!"

You can celebrate the day by:

- Do a random act of kindness for someone.
- Use a smiley face emoji on every text you send.
- Give a smile to everyone you come across.
- Tell someone a funny joke.
- Play happy songs like "Happy" by Pharrell Williams or "Don't Worry Be Happy" by Bobby McFerrin.

Find out more at

<https://www.worldsmileday.com/>



### October is National Chili Month

#### The Big Game Chili

**Ingredients** for 5 (1 Cup) Servings

- 1 lb Ground Beef (or meat substitution)
- 1 cup assorted diced vegetables, such as bell pepper, onion, celery, carrot, etc.
- 1 can (15 oz) kidney beans (dark or light), drained and rinsed
- 1 can (14 ½ oz) diced tomatoes, undrained
- 1 can (8 oz) tomato sauce
- 1 pkg McCormick Chili Seasoning Mix
- ½ cup shredded Cheddar cheese
- ¼ cup chopped green onion

#### Instructions

- 1) Cook ground beef and vegetables in large skillet on med-high heat until meat is no longer pink, stirring occasionally. Drain fat.
- 2) Stir in beans, tomatoes, tomato sauce and Seasoning Mix. Bring to a boil. Reduce heat to low; cover and simmer 10 minutes. Sprinkle with cheese and onion.



[www.mccormick.com](http://www.mccormick.com)



*October 2nd is  
National Name Your  
Car Day.*

There's a lot to love about the new (or new to you) car experience. One of the best parts is naming your vehicle. After all, your car is more than just a set of wheels. It's an extension of your personality.

Things to consider when choosing a name are:

- The car's make and model
- What it will be used for
- The color
- If you give it a gender

The key to the best name is to find a name that physically describes the car, matches your personality, and has the attitude you want to express.

The most popular car names are: Betsy, Bessie, Baby, Betty, The Beast, Sally, Bertha, Lucy, Big Red, Buddy, Fred, and Stella.

To review a list of the best car name ideas of all time, visit

<https://parade.com/1211733/maryniles/car-names/>

“Have you ever noticed that anybody driving slower than you is an idiot, and anyone going faster than you is a maniac?”  
—George Carlin



**FOOTBALL FEVER**

Hall of Famer Alan Page was a part of the “Purple People Eaters,” the Minnesota Vikings’ fierce defensive unit of the 1970s. In 1971, he became the first defensive player in NFL history to receive the league’s MVP award. While still playing for the Vikings, he obtained his law degree in 1978 and in 1992 was elected to a seat on the Minnesota Supreme Court where he still sits today. The terms below relate to His Honor’s previous occupation.

BLITZ	PUNT	SCRIMMAGE
BLOCK	ROLLOUT	SNAP
CLIPPING	SACK	SWEEP
DEFENSE	SAFETY	TACKLE
DOWN		
END ZONE		
FLANK		
FLARE		
FORMATION		
FOUL		
FREE KICK		
FUMBLE		
GOAL POST		
HOLDING		
HUDDLE		
OFFENSE		
OFFSIDES		
OPTION		
PASS		
POSITION		
POSSESSION		

G Y O E G F R E E K I C K T  
 G T T E I O Z G N R C W R Z  
 I R A E E R A L F O M O F E  
 M E P N F M P L F L Z C L P  
 D I P O M A A F P L S D A B  
 O Z R I S T S N W O D N N D  
 R F R S K I Y G G U S Z K E  
 E C F S D O T N H T A T A N  
 S W E E P N I I O U C I R G  
 N C S S N D A P O P K L L K  
 E G S S L S T P U N T B F E  
 F L Y O K I E I G M U O I Z  
 E K H P O C E L B M U F A P  
 D U W N U T A C K L E Z N K

