



EMPLOYEE SPOLTIGHT: DANA MARSHALL

Dana is a Program Coordinator and a dedicated employee of CSCS since April 2009. When she began her career, she had just completed her Medical Assistant training and was eager to gain hands-on experience in the medical field. She started as a DSP, where she quickly developed a deep appreciation for the residents and found true fulfillment in making a positive impact in their lives. In recognition of her outstanding leadership and support. Dana approaches every situation with a calm, steady presence. Even in challenging moments, she remains composed and focused, demonstrating professionalism and grace. Dana has provided guidance, reassurance and advice on countless occasions, always speaking in a calm and supportive manner. She consistently steps in when needed, helps cover call-ins, and is readily available to support staff. Her dedication and reliability make a meaningful difference each day. At home Dana is a proud mother of two daughters, ages 26 and 8, who are the center of her world. Outside of work, she enjoys spending quality time with her family and working on home improvement projects. Our team is incredibly grateful for Dana and her leadership. She is truly a valuable asset to the company.



Central State Community Services Policy Review

Policy Number: 01-31

Choking and Aspirations

All CSCS employees will be educated on identifying risk factors for choking and aspirations, including unsafe eating behaviors, adverse effects of psychotropic and other medications, dental problems, and limited awareness or insight on choking difficulties. This training will be done upon hire and quarterly at staff meetings. All new staff will be oriented in all plans of service for individuals to include health care plans including recommended diet modifications, behavioral interventions, environmental modifications, adaptive equipment, modified feeding techniques, and health teaching for individuals and their families. Documentation of education and training to be kept in the employee personnel files and in-house training checklist and staff meeting sign in sheets. Staff will follow all dietary guidelines as outlined in the PCP/IPOS, including diet modifications, behavioral interventions, environmental modifications, adaptive equipment, modified feeding techniques, preparing all foods suited to each individual's needs. Staff will be educated on the proper preparation suited to the individual, including bite-sized, pureed, chopped, soft mechanical etc.

Each individual served by CSCS will be supervised and monitored closely by trained staff during all meals and snack times for choking/aspiration precautions. Staff will monitor for difficulties with swallowing, chewing, or changes in eating habits. If staff observe and individual eating too fast, they will give verbal reminders to slow down and chew all food completely before taking another bite. Staffing ratios are to be maintained during mealtimes as indicated by the Person-Centered-Plans of the individuals residing in the home. This supervision is to include monitoring behaviors, ensuring consumers receive the prescribed diet, intervene when individuals attempt to share food, supervise in close proximity, assist individuals when needed, and interact and encourage consumers in safe eating strategies as outlined in their plan of service.

If staff observed an individual having difficulty swallowing or coughing or wheezing a lot during or after eating or drinking, they will immediately notify their Supervisor/Program Coordinator and Individual's Case Manager and document on an IR and in progress notes, so that appropriate referrals, assessments, and evaluations can be completed and amendments to plan of service may be made. If choking occurs, staff will follow the emergency procedures. All staff must be trained in CPR/First aid and are to follow approved emergency responses for choking, first aid and CPR. This is to be reviewed every six months by home staff. Immediate medical attention must always be obtained following any choking incident. Even if staff have eliminated the obstruction, people sometimes experience problems like swelling or aspiration pneumonia which could also be life threatening, after choking incidents. During individual council meetings safe eating skills and food choices will be discussed when planning menus choice.



March

Birthdays & Anniversaries

Birthdays

Sierra Cooper	3/01
Shalaia French	3/02
Ashanti Baber	3/12
Connor McQuaid	3/12
Iyanah Blanding	3/14
Sharhonda Williams	3/14
Miracle Horne	3/15
Cecilia Davis	3/15
Makye Starling	3/16
Alayshia Smyth	3/16
Montraee Byrd	3/21
Chelsea Banghart	3/24
Shannon Davis	3/25
Tennelle Tucker	3/28
Nickolas Muhammad	3/28
Freddie Hill	3/28
Taquandra Davis	3/29
Angellic Guyton	3/29
Cindy Searles	3/30

Anniversaries

Dorothy Adkins	03/5/2022
Rosetta Artis	3/10/2025
Jessica Collins	3/18/2024
Sierra Cooper	3/17/2025
Kiona Ezell	03/6/2025
Zamya Fletcher	3/10/2025
Dora Hale	3/26/2024
Angelese Henderson	3/6/2025
Karand Houston	3/28/2023
Keisha Jackson	3/19/2024
Tameka Miller	03/2/2011
Emily Misany	03/5/2024
Phillip Parrish	03/7/2011
Tonya Potter	03/6/2025
Robin Prince	03/3/2007
Alyssa Valenti	03/2/2018
Derrick Webster	03/7/2024
Quishana Wilson	3/27/2023



March Calendar events

Women's History Month,
National Irish-American Heritage Month.

- March 1: National Peanut Butter Lover's Day.
- March 2: Read Across America Day (Dr. Seuss Day).
- March 6: Employee Appreciation Day, National Oreo Cookie Day.
- March 12: Plant a Flower Day.
- March 14: National Potato Chip Day.
- March 15: The Ides of March.
- March 17: St. Patrick's Day.
- March 20/21: Spring Equinox (First Day of Spring).
- March 23: National Puppy Day, National Panda Day.
- March 29: World Piano Day.
- March 31: National Crayon Day.



Spring Reflections

Hi Team,

March is universally recognized as a symbol of new beginnings. As we move into spring, it's a natural time to pause and reflect. The changing season reminds us that growth often starts quietly with small adjustments, renewed focus, and a willingness to begin again.

Your dedication has made a measurable difference. Together, daily we serve **159 Consumers**. That's **1,113 Breakfasts** served a week, **1,113 Dinners** made weekly, **3,339 med passes & 1,113 Showers** we assist with per week. You are creating stability, comfort, & dignity in these people's lives. Consistency gives our consumers something reliable to count on every day. Assistance with daily needs provides dignity and self-worth and improves mental health and confidence. These small things make such a **HUGE** difference. These numbers tell a powerful story, not just about productivity, but of commitment, teamwork, and pride in the work we do.

Spring is the season of renewal. It invites us to:

- Refocus on what matters most
- Let go of what no longer serves us
- Look for opportunities to grow, both individually and together.

As we move forward, bring fresh ideas, positive energy, and compassion into your work. Even small shifts can create meaningful impact. Thank you for the care, professionalism, and heart you bring every day.

March Fun Facts

1. The first computer programmer was a woman.

In 1840 Ada Lovelace wrote the first algorithm intended for a machine.

2. Monopoly was invented by a woman.

Elizabeth Magie created The Landlord's Game to teach about economic inequality. It later evolved into Monopoly.

3. Women were once banned from running marathons.

In 1967, Kathrine Switzer became the first woman to run the Boston Marathon officially.

4. Companies with more women in leadership often outperform financially.

Studies consistently show stronger profitability and decision-making with diverse leadership.

5. Women own over 12 million businesses in the U.S.

6. Women weren't always allowed to have credit cards.

Until 1974, women in the U.S. could be denied credit without a male co-signer.





March
brings
New
Beginnings