

# LEXINGTON HAPPENINGS



Welcome to "Lexington Happenings," a collection of things to do and see and experience at Lexington!

TUESDAY, NOVEMBER 3, 2015



*Victor Colon, who was recently elected to the board of directors of the Self-Advocacy Association of New York State (SANYS), presents Michelle King with the SANYS Self-Advocate of the Year award at the SANYS State Conference on Thursday, October 29! Congratulations, Michelle!*

## EVENTS THIS WEEK — NOVEMBER 3 TO NOVEMBER 9

Tuesday, November 3 | 5:30—7:30 p.m.

**MUSIC THERAPY FOR SCHOOL-AGE CHILDREN DIAGNOSED ON THE AUTISM SPECTRUM | Lexington Family Services, 43 Harrison Street, Gloversville.** *Fun-filled musical activities where music is used within a therapeutic relationship to address physical, emotional, cognitive and social needs. Every Tuesday in November. Ages 3-12 from 5:30 to 6:30 p.m.; ages 13-21 from 6:30 to 7:30 p.m. All are welcome to attend. Please call Family Services at (518) 773-2014 to RSVP. Transportation and respite are provided upon request.*

Wednesday, November 4 | 1:00—2:00 p.m.

**WEBINAR — HOW TO CONDUCT EFFECTIVE INTERVIEWS | The Center at Lexington, Classroom A, 465 N. Perry Street, Johnstown.** *Losing talented people is both painful and expensive. Make sure you are hiring superstar performers by*

### MANAGERS:

Please post/share this information with your staff.

Does your program have an event/information you'd like listed here? Please send all information to Megan Balser ([balserm@lexcenter.org](mailto:balserm@lexcenter.org)) at least two weeks in advance of the event. For community events in Fulton or Albany Counties, please visit the links below.

### COMMUNITY EVENTS

**FULTON COUNTY:**  
[fultonmontgomeryny.org](http://fultonmontgomeryny.org)  
[44lakes.com](http://44lakes.com)

**ALBANY COUNTY:**  
[albany.com/events/](http://albany.com/events/)  
[events.timesunion.com](http://events.timesunion.com)

*learning these powerful interviewing techniques that will get your organization the talent it needs. If you would like to attend this webinar or send a staff member, contact Jamie Wicklund at (518) 736-3882 or [lamphej@lexcenter.org](mailto:lamphej@lexcenter.org).*

Thursday, November 5 | 12:00—1:00 p.m.

**WEBINAR — GRIEF, LOSS, AND ADJUSTMENT FOR PARENTS OF CHILDREN WITH SPECIAL NEEDS | The Center at Lexington, 465 N. Perry Street, Johnstown.** *Please join Parent to Parent of NYS's Mary Jo Herbert, regional coordinator and MSC parent trainer, as she presents on grief, loss and adjustment for parents of children with special needs. Powerful and intense feelings are natural and common responses to parenting a child with exceptional needs. This training will provide an overview of common emotions experienced by parents and discuss how by sharing and acknowledging these emotions, parents can find the inner strength needed to face and embrace their role as a parent of a child with special needs.*

Friday, November 6 | 6:00—8:00 p.m.

**SIB STREET, SIBLING SUPPORT GROUP | Lexington Family Services, 43 Harrison Street, Gloversville.** *A support group for the siblings (ages 8-15) of individuals who have been diagnosed with developmental disabilities.*

Monday, November 9 | 5:00—6:00 p.m.

**SEMINAR — EMPLOYMENT, TRANSITION PLANNING AND VESID | The Center at Lexington, 465 N. Perry Street, Johnstown.** *Join Kathy Simone, Lexington's director of Employment Resources, for a discussion about the employment process for people with developmental disabilities. She will also discuss transition planning and VESID opportunities.*

Monday, November 9 | 6:00—7:00 p.m.

**SENSORY SWIM FOR CHILDREN DIAGNOSED ON THE AUTISM SPECTRUM | Johnstown High School, 1 Sir Bill Circle, Johnstown.** *Sensory Swim offers children with autism and sensory processing difficulties the opportunity to work with trained therapists and other children to promote motor development and sensory processing skills through various aquatic activities. Socialization skills will be addressed by various group activities including sing-alongs and games. This program serves children 3-21 years old who have an autism spectrum disorder or other sensory processing issues. The program will be held each Monday from September 14 to December 7, except October 12. Each child must be accompanied in the water by a responsible adult. RESERVATIONS ARE REQUIRED and are limited to 12 children per class/session. Please call Family Services at (518) 773-2014 to RSVP.*

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## EVENTS NEXT WEEK — NOVEMBER 10 TO NOVEMBER 16

Tuesday, November 10 | 9:00 a.m.—4:00 p.m.

**TRAINING — DEMYSTIFYING THE PERFORMANCE EVALUATION PROCESS | The Center at Lexington, 465 N. Perry Street, Johnstown.** *This training workshop will focus on new competency evaluation tools mandated by OPWDD. Attendees will learn how to utilize these tools and give effective evaluations. Very concrete strategies will be presented and attendees will have the opportunity to practice these strategies in small group role plays. For more information, see the HR News and Information section.*

Tuesday, November 10 | 12:00—1:00 p.m.

**WEBINAR — A GUIDE FOR FAMILIES TO UNDERSTANDING SUPPORTS AND SERVICES ADMINISTERED BY OPWDD | The Center at Lexington, 465 N. Perry Street, Johnstown.** *Please join Parent to Parent of NYS's Mary Jo Herbert, regional coordinator and MSC parent trainer, as she presents about the supports and services administered by OPWDD that are available to families. The purpose of this training is to introduce families to the language of service delivery systems and to define and clarify information about services and supports. Participants will gain an increased*

awareness and understanding of eligibility criteria and the eligibility determination process. The training includes an overview of Medicaid service coordination (MSC), home and community based services waivers, and family support services.

Tuesday, November 10 | 5:30—6:30 p.m.

**MUSIC THERAPY FOR SCHOOL-AGE CHILDREN DIAGNOSED ON THE AUTISM SPECTRUM | Lexington Family Services, 43 Harrison Street, Gloversville.** *Fun-filled musical activities where music is used within a therapeutic relationship to address physical, emotional, cognitive and social needs. Every Tuesday in November. Ages 3-12 from 5:30 to 6:30 p.m.; ages 13-21 from 6:30 to 7:30 p.m. All are welcome to attend. Please call Family Services at (518) 773-2014 to RSVP. Transportation and respite are provided upon request.*

Wednesday, November 11 | 5:30—7:30 p.m.

**POSITIVE ADULT STRESS REDUCTION PROGRAM FOR PARENTS, CAREGIVERS AND ADULT SIBLINGS OF PEOPLE DIAGNOSED WITH DEVELOPMENTAL DISABILITIES | The Center at Lexington, 465 N. Perry Street, Johnstown.** *This series of three two-hour sessions about stress reduction will be led by two parents who have been trained by Vanderbilt University's Kennedy Center. Vanderbilt's strategies have been proven to reduce stress levels and have had a positive impact on the abilities of parents to support family members with disabilities. The other two sessions take place on November 18 and December 2.*

Thursday, November 12 | 10:00 a.m.—12:00 p.m.

**FULTON COUNTY SAFE ENVIRONMENT & WELLNESS MEETING | The Center at Lexington, Classroom C, 465 N. Perry Street, Johnstown.**

Thursday, November 12 | 5:00—6:00 p.m.

**SEMINAR — INFORMATION ON ELIGIBILITY FOR SERVICES WITH LEXINGTON CENTER AND MSC SERVICES | The Center at Lexington, 465 N. Perry Street, Johnstown.** *Please join Lexington's single point of entry liaison as she explains the eligibility process for services offered through Lexington as well as an overview of Medicaid service coordinator services.*

Monday, November 16 | 6:00—7:00 p.m.

**SENSORY SWIM FOR CHILDREN DIAGNOSED ON THE AUTISM SPECTRUM | Johnstown High School, 1 Sir Bill Circle, Johnstown.** *Sensory Swim offers children with autism and sensory processing difficulties the opportunity to work with trained therapists and other children to promote motor development and sensory processing skills through various aquatic activities. Socialization skills will be addressed by various group activities including sing-alongs and games. This program serves children 3-21 years old who have an autism spectrum disorder or other sensory processing issues. The program will be held each Monday from September 14 to December 7, except October 12. Each child must be accompanied in the water by a responsible adult. RESERVATIONS ARE REQUIRED and are limited to 12 children per class/session. Please call Family Services at (518) 773-2014 to RSVP.*

## 2015 SELF-ADVOCACY COMMITTEE MEETING DATES

*All meetings will be held at 465 N. Perry Street in the large conference room and will begin promptly at 10 a.m. The board members will meet right after.*

**November 19**

**December 10**



## HOT PRETZEL FUNDRAISER

On Wednesday, November 11, the Men's Group of Good Neighbor will be selling hot pretzels with warm cheese on the side in the hallway by the cafeteria at 465 N. Perry Street, Johnstown. Pretzels will be on sale from 9:30 to 11:00 a.m. They cost \$1.50 each or \$1.75 with cheese.

## SOCIAL SUCCESS COURSES FOR TEENS AND YOUNG ADULTS

Starting November 3, Transitions will be offering social skills classes to middle and high school students in the community. These courses are aimed at helping teens fit in at school, make friends, build self-esteem and navigate their changing identities. Do you know a teen who struggles with social situations and needs a little extra help to handle them safely and successfully? Consider recommending one of the following courses to them:



### SCHOOL SURVIVAL SKILLS

*Wednesdays 4:00—5:00 p.m. starting November 4 | Six sessions | Grades 6—9 | Max class size: 8 | \$16.50 per class*

This course teaches students skills that will help them fit in with their peers and be accepted by groups. They make use of Social Thinking concepts that will help the students throughout their lives. The instructors are Molly Rulison, social skills specialist, and Mary Kaye Ormiston, supervising behaviorist and certified PEERS® instructor.

### LIKING MYSELF, BEING MYSELF

*Wednesdays 5:30—6:30 p.m. starting November 4 | Six sessions | Grades 7—9 and 10—12 | \$16.50 per class*

This course arms students with tools for protecting their sense of identity and self-esteem, both of which can come under attack at school. Topics include dealing with the changes that come with adolescence, communication expectations of teenagers, protection from bullying and abusive relationships, and attaining self-betterment. The curriculum uses Social Thinking concepts that will benefit students throughout their lives. The instructors are Rulison and Ormiston.

### PEERS®

*Tuesdays 6:30—8:30 p.m. starting November 3 | 14 sessions | Grades 9—12 and ages 18—26 | Max class size: 8 | \$32 per class*

The Program for the Education and Enrichment of Relational Skills (PEERS®) is a manualized social skills training intervention for teens and young adults. It was originally developed at UCLA by Dr. Elizabeth Laugeson, founder and director of the UCLA PEERS® Clinic, and Dr. Fred Frankel in 2005 and has expanded to locations across the United States and the world. PEERS® has a strong evidence base for use with teens and young adults with autism spectrum disorders, but is also appropriate for teens and young adults with ADHD, anxiety, depression, and other socioemotional problems. It will take them through all aspects of developing relationships, from finding like-minded people to navigating bumps in the road. Each participant must also have a “coach,” a parent, caregiver, sibling or anyone committed to helping the person succeed socially, who attends sessions at the same times with a separate instructor. The coaches will learn how to develop and encourage the social skills learned. The instructors are Ormiston and Victoria Morrison, a speech-language pathologist and certified PEERS® instructor.

*All classes will take place at Transitions, 2736 State Highway 30, Gloversville. For more information and to register, call Terry Williams at (518) 775-5384 or email [williat@lexcenter.org](mailto:williat@lexcenter.org).*



### THE PAUL NIGRA CENTER FOR CREATIVE ARTS IS OPEN FOR BUSINESS!

And everyone is welcome to enjoy all the classes and events it has to offer! From yoga to cooking to music to painting, there is something for everyone here. Don't forget to use the code **LEXEMPLOYEE** when you register for your next class to receive an employee discount!

To see a calendar of events and sign up for classes, visit the website at [pncreativeartscenter.org](http://pncreativeartscenter.org).



## WELLNESS TOGETHER

### GET FIT, GET HEALTHY!

*Do you need help staying on track with incorporating exercise into your daily routine? No problem! This program is designed to help you make healthy lifestyle changes such as losing weight or getting physically fit, whatever your personal goals are. All are welcome to attend. The program will be modified for all participants. If you have an exercise mat or dumbbells, please feel free to bring them, but they are not necessary. Questions? Contact Jennifer Morse at (315) 429-3563. Eligible employees that attend will be awarded 10 Wellness Rewards Points.*



### DATES, TIMES & LOCATIONS

Tuesday, November 3 | 6:00 p.m.—7:00 p.m. | Pavilion across from Dolgeville Firehouse, Helmer Ave, Dolgeville  
Wednesday, November 4 | 6:00 p.m.—7:00 p.m. | Pavilion across from Dolgeville Firehouse, Helmer Ave, Dolgeville  
Sunday, November 8 | 8:00 a.m.—9:00 a.m. | Pavilion across from Dolgeville Firehouse, Helmer Ave, Dolgeville  
Tuesday, November 10 | 6:00 p.m.—7:00 p.m. | Pavilion across from Dolgeville Firehouse, Helmer Ave, Dolgeville  
Wednesday, November 11 | 6:00 p.m.—7:00 p.m. | Pavilion across from Dolgeville Firehouse, Helmer Ave, Dolgeville  
Sunday, November 15 | 8:00 a.m.—9:00 a.m. | Pavilion across from Dolgeville Firehouse, Helmer Ave, Dolgeville



### WELLNESS WALK

*Walking is great exercise. It helps refocus our thoughts and reduce stress. Bring a co-worker or someone you enjoy spending time with. Please be sure to wear appropriate shoes and bring water to drink. If the weather permits, we will walk outside. Eligible employees that attend will be awarded 10 Wellness Rewards Points.*

### DATES, TIMES & LOCATIONS

Tuesday, November 3 | 3:30 p.m.—4:00 p.m. | Gymnasium, 127 E. State Street, Gloversville  
Thursday, November 5 | 7:30 a.m.—8:00 a.m. | Indoor Track, 465 N. Perry Street, Johnstown  
Monday, November 9 | 3:30 p.m.—4:00 p.m. | Indoor Track, 465 N. Perry Street, Johnstown  
Friday, November 13 | 12:00 p.m.—12:30 p.m. | Gymnasium, 127 E. State Street, Gloversville

### LIFEPOINTS WELLNESS INCENTIVE: \$50 IN TWENTY MINUTES

*Lifepoints, a wellness incentive program available through CDPHP, is available to employees enrolled in Lexington's medical plan. In the program, you are awarded points for healthy lifestyle actions such as going to routine physical exams. Enroll and earn your first 50 Lifepoints — 1 point equals \$1 — by completing your CDPHP Personal Health Assessment. You can earn an additional 315 Lifepoints in 2015. As you earn points, you redeem them online through CDPHP for a retailer gift card of your choice. You must redeem all of your Lifepoints for gift cards by December 31, 2015. Attend this program to learn how easy it is to earn Lifepoints and redeem them for gift cards. Space is limited — register to attend by calling Michelle Peryea at (518) 775-5420. Take advantage of the opportunity before it's too late!*

### DATES, TIMES & LOCATIONS

Thursday, November 12 | 3:30 p.m.—4:00 p.m. | Large Conference Room, 465 N. Perry Street, Johnstown  
Friday, November 13 | 7:30 a.m.—8:00 a.m. | Large Conference Room, 127 E. State Street, Gloversville

**\*\*Prior to attending any exercise class or program, please ensure you have received approval from your medical practitioner.**



### DANCE AEROBICS CANCELLED

**Dance Aerobics, which takes place Tuesdays 4:30 — 5:30 p.m. at 127 E. State Street, is canceled until further notice.**

## ANNOUNCING THE HEALTHY HOLIDAY EATING TEAM CHALLENGE!

During the holidays most people find it difficult to stay on track with healthy eating. This is a 5-week team nutrition challenge focused on helping you eat healthy during the holidays. It will encourage you and provide tips on how to incorporate more fruits and vegetables into your food choices during the many meals and celebrations of the season. You may find this a great opportunity to motivate everyone to offer tasty, healthy options at your holiday parties! The challenge runs from **Monday, November 16**, to **Monday, December 21**.

### To meet the requirements of the challenge, you must:

1. Eat and log on your Lexington Wellness website at least two servings of fruits and two servings of vegetables five days per week during the challenge.
2. Complete ALL required tasks on your "To-Do" list.

There must be at least four employees per team. If you have less than four employees at your site who want to participate, contact Michelle Peryea to be placed in an active team. Team size does not affect the end results. This challenge is based on average number of days (up to five) with servings logged each week.

### EARN PRIZES WHEN YOU PARTICIPATE!

#### 30 WELLNESS REWARDS POINTS

Eligible employees who complete the challenge goals each week will receive 30 Wellness Rewards Points.

#### 30 MORE WELLNESS REWARDS POINTS

Eligible employees who register as a Wellness Buddy in the Wellness Together Healthy Holiday Eating Challenge and support an individual to reach the challenge goal will receive 30 Wellness Rewards Points.

#### 15 WELLNESS REWARDS POINTS AND \$100

Three teams will be selected from a raffle to receive 15 Wellness Rewards Points for each member and one team will be selected from a raffle to receive \$100 for a supervisor to spend on the team. In the true spirit of supporting each other and working as a team, all of the team's participants must complete the challenge goals to be eligible for the raffle.

### RAFFLE FOR PRIZES

Employees who meet the challenge goals or are successful Wellness Buddies in the Wellness Together Challenge but are not eligible to earn Wellness Rewards Points will be entered into a raffle for additional prizes.

You can sign up at the [Lexington Wellness website](#) from **Monday, November 2**, until **Sunday, November 15**.

Instructions are posted on the site. If it is difficult for you to meet the requirements of the challenge because of a medical condition, contact Michelle Peryea at (518) 775-5420 and she will work with you to develop another way for you to qualify for the rewards. If you have any questions, contact Michelle or Bridgett Nestor at (518) 775-5422.



### U. S. FOODS SEMINAR

**U.S. Foods** is giving a seminar and food show on December 1, 10 a.m. to 2 p.m., at the Paul Nigra Center for Creative Arts. All cooks, managers and food buyers are encouraged to attend to learn how to navigate the U.S. Foods website for online ordering. There will also be cooking demonstrations and tastings throughout the day. To register, email Tim White at [whitet@lexcenter.org](mailto:whitet@lexcenter.org).

## BIOMETRICS SCREENING FOR LEXINGTON HEALTH CARE PLAN SUBSCRIBERS

**REMINDER:** Biometrics Screenings/Information are REQUIRED to be completed in 2015 by employees and spouses enrolled in Lexington's Medical Plan to receive their premium savings in 2016. To make an appointment, call:

Gloversville | Bridgett Nestor (518) 775-5422

Guilderland | Diane Bellamy (518) 218-7310 extension 301

Oppenheim | Donna Dineen Mon., Wed., and Fri. or Vicki Scheuerman Mon.—Fri. (518) 568-3102

### DATES, TIMES & LOCATIONS

Wednesday, November 4 | 12:00 p.m.—6:00 p.m. | Gymnasium, 127 E. State Street, Gloversville

Thursday, November 5 | 7:30 a.m.—1:30 p.m. | Gymnasium, 127 E. State Street, Gloversville

Wednesday, November 11 | 7:30 a.m.—12:00 p.m. | Multi-purpose Room, Oppenheim Day Hab, 405 County Highway 114, St. Johnsville

Tuesday, November 17 | 11:00 a.m.—1:00 p.m. | Conference Room, 2301 Western Avenue, Guilderland

### IMPORTANT NOTICE:

Most available appointments for the screenings listed above have been filled. If you do not have an appointment and walk in to the screening hoping to be seen, there is no guarantee they will be able to accommodate you. If you do not have a scheduled appointment for one of the screenings listed, you can contact your primary care physician to obtain orders for the necessary tests (full lipid panel, total cholesterol, HDL, LDL, triglycerides, glucose, blood pressure, height and weight). Have your physician complete the Physician's Biometrics Screening Form and submit your results.

If you have any questions, please contact Michelle Peryea, Wellness Program Coordinator, at (518) 775-5420.

Lexington's own upscale consignment store, **ENCORE KIDS** offers designer and brand name clothing and accessories in sizes Newborn through Children's 14/16.



34 N. Main Street, Gloversville, NY 12078 | (518) 773-4649  
Hours: Tuesday – Friday 10am – 6pm | Saturday 10am – 3pm  
[www.facebook.com/encorekidsconsignments](http://www.facebook.com/encorekidsconsignments)

Encore Kids is conveniently located next door to Mohawk Harvest Co-op Market and across the street from Castiglione Jewelers. It proudly employs individuals we support.

**We accept Chamber Checks \* We participate in the Chamber of Commerce Member to Member discount program, offering a 10% discount \* We offer a 10% discount to all Lexington employees every Friday \* Gift certificates are available.**

## GO MOBILE AND GET THE APPS!



Now you can have many of your **EAP** benefits and services at your fingertips on your smartphone! Download the no-cost EAP app for iOS (Apple) and Android. Get 24-hour at-your-fingertips access to thousands of articles, videos, trainings and links on a variety of work-life issues and topics. Here's a small sampling:

**Wills & other legal templates • Home ownership & mortgages • Cancer, diabetes & other illnesses • Taxes & the IRS • Consumer rights & resources • Caregiving resources • Personal development & training • Wellness resources**

**RK Flex Mobile** enables you to easily and securely access your healthcare spending accounts. You can view account balances and details, submit healthcare account claims, and capture and upload pictures of your receipts anytime, anywhere on any iPhone, Android or tablet device. You can also sign up to receive account alerts via text message. Simply download the RK Insurance App for your Android or iPhone (also compatible with iPad® and iPod touch®) and log in using the same password you use to access the RK Flex consumer portal.

## HR NEWS AND INFORMATION



The two staff on the left, Patrick White, DSS, and Chris Sutherland, DSC, were recognized for supporting November's Personal Outcome Measure: people have friends. Thank you for being friends to the people you support! The staff on the right, Patricia Rulison, was recognized for a brave act. Her quick thinking saved the life of a person she was supporting when he began to choke on his lunch. Patricia did abdominal thrusts and managed to dislodge the food in his throat. Thank you, Patricia, for being a hero.

### **S.T.A.R.R. PROGRAM - \$500 BONUS THROUGH NOVEMBER 30!**

Are you looking for a way to help us recruit and retain employees AND make some extra money for the holidays? Check out our employee referral program! If you know someone who is kind-hearted and would enjoy supporting an individual while helping them reach their full potential, please refer them to the Lexington Human Resources Department to complete an application for immediate consideration. They may also visit our website at [www.lexingtoncenter.org](http://www.lexingtoncenter.org) to complete an online application.

**Please note:** We have temporarily increased the monetary reward of our S.T.A.R.R. referral bonus program! For anyone referred and hired part-time, per diem or full-time on or after **November 15, 2014**, you can now earn up to **\$500**. This special incentive has been extended through **November 30, 2015**! Give an application to a friend or family member today! If you have any questions, contact the Human Resources Department at (518) 773-7931.

#### **Here are the names of some of those who received a S.T.A.R.R. check in October:**

Kristina Austin	Jessica Dodson	Tonia Kane	Toni Persch	Tonia Stockigt
Robert Baird	Teresa Edick	Kristine Knapp	Stacy Pettit	Robert Taylor
Hadiatou Balde	Hayley Ferrara	Karissa Kuebaugh	Isaiah Philo	Michelle Tretola
Sirvasha Bell	Matthew Gordon	Rob Lockwood	Sue Rickard	Donald Wagoner
McKenzie Bellen	Clara Halloran	Lynette May	Stacey Rocas	Quianna Walker
Lona Bleyl	Anne Hanson	Nicole McAllister	Rachael Salvione	Hayli Walters
Jamie Calderwood	Cassandra Harrington	Jenifer Mills	Olivia Sanders	Stacia Williams
Toni Calderwood	Tammy Hart	Joslyn Mitchell	Charity Schuyler	Theresa Williams
Bobbielynn Cook	Bahja Helou Haddawi	Shelby Moore	Lori Semprevio	Mason Young
Mary Congdon	Nathan Henry	Jennifer Morse	Susan Spagnola	Michelette Zapata
Nathan Cowles	Jacob Hepner	Alexis Nolan	Jeremy Spagnuola	
Sherry Culver	Kasie Hext	Sandra Pearl	Heather Steves	



## TRAINING OPPORTUNITIES AT LEXINGTON

NYSACRA and NYSRA are offering the following two free training opportunities at Lexington in November. To register for either one, call Rene Dutcher at (518) 775-5429 or email [dutcher@lexcenter.org](mailto:dutcher@lexcenter.org).

### DEMYSTIFYING THE PERFORMANCE EVALUATION PROCESS

*Tuesday, November 10 | 9:00 a.m.—4:00 p.m. | 465 N. Perry Street, Johnstown*

Starting April 2016, DSPs will be evaluated using the DSP Core Competencies evaluation tool as mandated by OPWDD. This training will focus on how to utilize the tools and give an evaluation that enhances the good to excellent worker's morale while also providing a clear message to underperforming staff on what they need to do to meet the competencies standard of performance. Very concrete strategies will be presented and attendees will have the opportunity to practice these strategies in small group role plays.

### INFORMED DECISION MAKING

*Wednesday, November 18 | 9:00 a.m.—12:30 p.m. OR 1:30 p.m.—4:30 p.m. | 465 N. Perry Street, Johnstown*

This dynamic “train the trainer” workshop will feature information, role plays and practical skills for direct support professionals to use when supporting people in making informed decisions. Informed decision making is a process where an individual receiving supports has obtained information and knowledge about a situation, understands the choices available and the outcomes possible, and makes choices that reflect their personal values. It includes the acceptance by that individual of the associated responsibility and risk of their decision. The training will also feature important developments in federal regulations that guide HCBS services throughout New York State and the country and a training a video showing how IDM can be supported by DSPs with people of different cognitive abilities. This counts toward MSC professional development hours and toward Broker professional development hours. We strongly encourage supervisory, management, and training and development staff to attend.

### GREAT ESCAPE / SIX FLAGS THEME PARKS 2015/2016 SEASON PASSES AVAILABLE

Lexington is pleased to offer season passes for The Great Escape/Six Flags Theme Parks at discounted rates. These are available to employees, their friends and families, and the people we support. A season pass allows unlimited visits during the 2015/2016 season. If your season pass is purchased through Lexington and activated at The Great Escape by December 31, 2015, you will receive free parking at any Six Flags location during the 2016 season. The cost is \$53 each, payable by cash or personal check. These season passes will be available at the Human Resources Department in the Gloversville Day Hab building until December 31, 2015. If the pass is not activated at The Great Escape by December 31, it won't be upgraded to a gold pass but will grant free parking at The Great Escape location.

### EMPLOYEE ANNIVERSARIES (10+ years) | NOVEMBER 3 TO NOVEMBER 16 | Congratulations!

Carol Castiglione, Day Hab, 11/5, 25 years

Melissa Zajicek, Residential, 11/6, 20 years

Patricia Crozier, Med Services, 11/5, 25 years

Paula Lazor, Family Services, 11/7, 10 years

Deborah Johnson, Day Hab, 11/5, 25 years

Jeremy Spagnuola, Residential, 11/7, 10 years

Anita Nichols, Residential, 11/5, 25 years

Nancy Fraker, Admin, 11/9, 15 years

Karlene Rulison, Admin, 11/5, 25 years

Heidi Ropeter, Residential, 11/15, 20 years

#### CONTACT INFORMATION

Megan Balser  
Lexington, Fulton County Chapter, NYSARC, Inc.  
465 N. Perry Street, Johnstown  
[balserm@lexcenter.org](mailto:balserm@lexcenter.org)



“Like” Lexington on Facebook:  
Lexington - Chapter of NYSARC, Inc.:  
[www.facebook.com/LexingtonARC](http://www.facebook.com/LexingtonARC)  
“Like” Encore Kids on Facebook:  
Encore Kids: [www.facebook.com/encorekidsconsignments](http://www.facebook.com/encorekidsconsignments)