

We Are Woods

A PUBLICATION FOR STAFF OF WOODS SERVICES



EMOTIONAL &
BEHAVIORAL CHALLENGES



AUTISM



DEVELOPMENTAL
DISABILITY



MEDICAL
COMPLEXITIES



BRAIN INJURY



PRADER-WILLI &
GENETIC DISORDERS

Dear Woods Friends,

Thanksgiving is a season of giving thanks, spreading joy, and sharing feelings. On behalf of the Woods community, I extend my gratitude to each of you for your interest in Woods and the exceptional people we serve. It takes a lot of people to keep our Woods village running smoothly and to assure the people we serve are cared for. In order for all of us to be able to do what we do each day, we rely on some incredible staff here at Woods. What I am most proud of is that they put their hearts into assuring that the people we serve can live fulfilling lives.



We have several busy weeks coming up filled with visits from Santa, Christmas tree and menorah lightings along with various holiday festivities from around the World. Our staff representing 23 countries, as well as the individuals we serve and their families, observe many different religious and cultural holidays that cause us to celebrate our wonderful differences.

I count my blessings to be here at Woods working with extraordinary staff and with our extended affiliate family to bring joy to the lives of the amazing individuals we serve. I wish you and your loved ones a Thanksgiving filled with warm memories and bright moments.

Yours,

Tine Hansen-Turton
President/CEO

Today,
I am **THANKFUL**
for **YOU!**

Embracing Diversity

Woods is honored to have been selected as one of only 17 organizations to participate in a national cohort program sponsored by The Alliance for Strong Families and Communities entitled, "Building Organizational Capacity for Equity, Diversity, and Inclusion" (EDI). Abraham Kamara, Residential Director, and Peter Shubiak, Executive Vice President and Chief Culture Officer, are participating in this program as representatives of Woods.

After several months of learning about the principles and practices of EDI, Abraham and Peter have convened an incredible group of staff and board members to develop an EDI plan for Woods that will strengthen our EDI practices and deepen our capacity to attract, develop, and retain diverse leaders and workforces. This group calls itself the Passionate About Change Committee (PACC). Please join me in thanking them for their interest, time, and effort in helping us to develop an EDI vision and plan for Woods.

The Passionate About Change Committee

Abraham Kamara
Becky Leach
Belinda Holley
Beverly Hock
Damaris Rodriguez
Joe Montenegro
John Spanier
Julia Pfister
Mallie Young
Peter Shubiak
Ron Davis
Tiffany Adams
Tinesha Banks

PACC will be conducting an organizational EDI assessment in the coming weeks that will help inform their planning process. In the meantime, the Committee is planning on hanging flags around the Employee Training Center from the many countries our staff call home, as a way of representing and celebrating one aspect of our rich diversity.

PLEASE EMAIL: communications@woods.org to let us know in what country you were born so that we include your flag.



FREE Outdoor Family-Friendly Event at Woods Services in Langhorne, PA!

Holiday Shopping
Food Trucks
Games & Activities

Lights & Music
Pictures with Santa
& more!

Winter Wonderland
Holiday Market at Woods

Nov. 30
5pm-8pm

Dec. 1
12pm-8pm

Updates at www.woods.org & our Facebook event page!

The poster features a central illustration of a winter scene with houses, a sleigh, and snowflakes. The text is arranged around this central image, providing details about the event's activities, dates, and times.

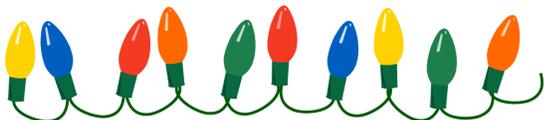
WINTER WONDERLAND AT WOODS

This year's Winter Wonderland on November 30 and December 1 features a free cup of hot chocolate and a soft pretzel for each guest and plenty of great shopping,

extraordinary food, entertainment and super fun activities! New this year, is Santa's Workshop located in the Common Grounds Conference Room where Woods residents can shop for gifts for friends and family. They will also get help wrapping! Thank you to the Langhorne Rotary Club and the Neshaminy High School Interact Club for sponsoring and staffing this room!



**DON'T MISS SANTA'S ARRIVAL AND THE TREE LIGHTING
AT 6:30 PM ON FRIDAY, NOVEMBER 30!**



EDUCATION TRANSFORMATION

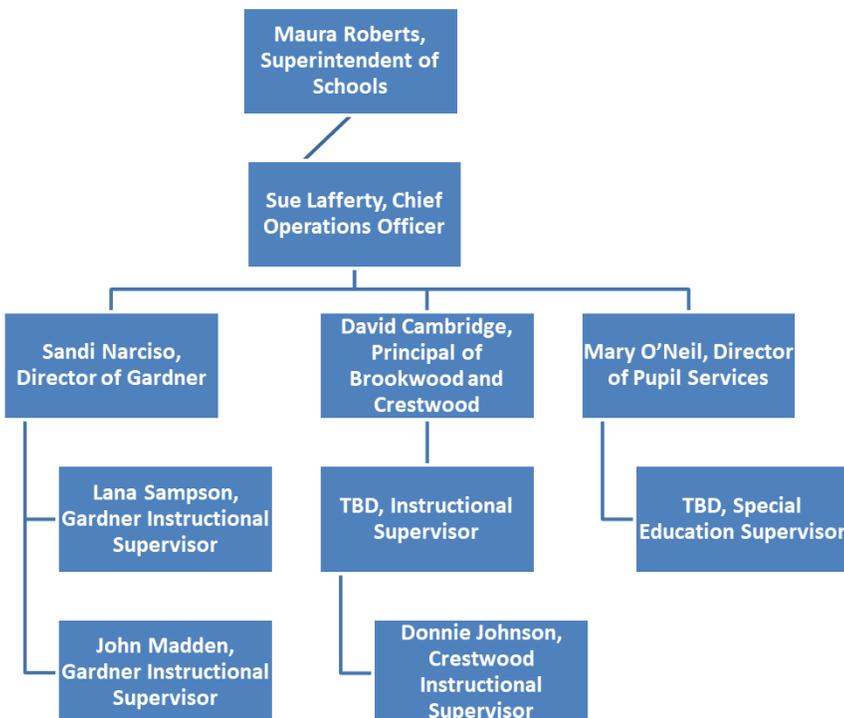
A significant piece of our transformation plan is our revamped education program. Over the past six months, much has been happening that we are excited to share with you. We've written previously about the great results already being experienced in our three on-campus schools since the implementation of the Positive School-wide Behavior Support program. In addition, we've taken these steps:

- Aligned the organizational structure with public school districts
- Increased classroom support by establishing Teaching Assistants position and designed job-specific training to support classroom aides
- Provided education-specific training for teachers and aides
- Enhanced curriculum and instruction supports, specifically implemented i-Ready and the i-Ready Toolbox
- Improved the use of technology in the classrooms by purchasing Boardworks which provides teachers with lessons that meet individual state and Common Core State Standards
- Strengthened service delivery model for students with elevated behavioral needs
- Became a Pre-Employment Transition Provider (PETS)

We adopted a model for educational leadership that provides greater vision for the program and better support in every aspect of the school day. Our new model also increases our collaboration with our affiliates with the naming of Sue Lafferty, Executive Director of Education at Archway Programs, as the Woods Chief Education Operations Officer. Oversight of Woods and the affiliate schools is now under the direction of Dr. Maura Roberts, Superintendent.

Education staff are participating in numerous committees that will continue to develop our schools into a world-class system. Committees include: Professional Development, Curriculum and Instruction, Assistive Technology, School and Classroom Model, Transition and Vocational Planning, Student Support Service Delivery Model, and Technology in the Schools.

OUR EDUCATION LEADERSHIP TEAM



Please Join us
for the annual

*Employee
Holiday Party*

Tuesday,
December 18, 2019

1:00-4:30 pm

Food and Nutrition
Center

WOODS ALL-STARS

We had such a fun night celebrating all of you at the Employee Recognition Dinner on November 2nd! The lip-sync competition was hilarious, helping to create a very memorable evening. Sadly though, our program began with a moment of silence to remember the staff and individuals we've lost over the past year:

Staff: George Jallah, Jean Kennedy and Shakeya Kennedy

Clients and Day Students: Isaiah Johnson, Richie McGraw and Tianna Monroe

During my talk, I spoke about the year that was behind us that began with the DRNY report and the intense scrutiny by our funders and licensing agencies and our transformation process. It has been a year of significant and necessary change with still more to come. Regardless of what is to come, I am confident that if we continue together as one unified team and family, we will be fine. As I recounted our accomplishments, we had much to be proud of and to celebrate. I read grateful messages from several families who talked of the hallmark qualities of care and support and our intentional culture of supporting with heart and comfort.

I was honored to present two very special people with awards that night and share their photos and presentations below along with the listing the many other honorees of the evening. This event is a unique tradition that relies upon your feedback to help us improve it each year. I welcome you to share your thoughts at tine@woods.org.

MOLLIE AWARD—TRISH COTTMAN



Woods' most prestigious award is given to an employee who demonstrates the utmost commitment to the overall mission and ideals of Woods Services. Trish has been instrumental in shaping the delivery of services that our individuals receive and prepares staff to be fully present in their jobs everyday.

She leads the Ukeru effort and is responsible for our culture shift from one of control to comfort.



THE PRESIDENT'S AWARD—DR. SUSAN MILLS



The President's Award is presented to someone in a management or supervisory position whose consistent use of sound management practices has contributed to the continued success of Woods Services. Susan has been instrumental over her

19 years working at Woods, in helping our clinicians and program staff to meet the specialized needs of our most behaviorally and emotionally challenged individuals.

2018 EMPLOYEE RECOGNITION HONOREES

Phyllis Gross

Justin White, Life Skills Trainer, Beechwood
Bunmi Olaore, Staff Mentor, Woodlands
Robin Manning, Residential Counselor, Harewood
Azia Montgomery, Instructor, Holland

Bryce Maxwell Support Services

Valerie Durden, Enhanced Benefits Specialist, Training
Xavier Bartley, Technical Analyst, IT
Wah Wah, Security Guard
Dominic Raczkowski, Maintenance

Social Innovation

Karl Austell, School Bus Driver, Transportation

Beverly Stabler Award

Sheree Washington, Life Skills Trainer, 587 Beechwood

Mindi Joy Yatsko

Fumba Kamara, Staff Mentor, Maplewood, Birchwood, 349
Bellevue

Lois Seitter

Kathleen Davis, RN, MW Nursing

Simon and Lisa Kimmelman Special Recognition

Adrienne Disley, LPN MW Nursing
Casey Chuhinka, Program Specialist Kinderwood
Stephen Kay, Manager, Employment Services
Deon Theron, Acting Supervisor, Woodlands
Samantha Wesner, OT, Beechwood



25 year awards

Nancy Prochorenko, RN, MW Nursing
William Potye, Facilities
Elayne Lloyd, Residential Counselor, Harewood
Andrew McGeth, Driver, Beechwood
Jonathan Riley, Housekeeper, Forrest Hall
Mary Ann Dietz, Life Skills Trainer, 166 Brendwood Drive
Kenneth Mitkus, School Bus Driver
Sarah Wilson, Meal Inspector
Sidney Jones, Residential Shift Leader, 587 Beechwood
Winifred Ivey, Residential Counselor, Heatherwood
Joseph Kovalcheck, Associate VP Residential, Woodlands
Leon Dodson, Assistant Transportation Clerk/Dispatcher
Tracy Brown, Sr. Physical Therapist, Beechwood
Victoria Davis, Residential Counselor, 366 Station Ave
Kathleen Hunt, Residential Director, MW
Kevin White, Training Specialist

30 year awards

Scott Cowan, Residential Manager, Beechwood
Gail Martino, Assistant Director, Admissions
Sharon Stevens, Housekeeper, Kinderwood
Michael Smith, Residential Shift Leader, 586 Beechwood
Lesley Sterns, Education Support Coordinator
Minnie Simmons, Residential Counselor, Heatherwood

35 year awards

Maria Wang, RN, MW Nursing
Shari Dohl, Residential Shift Leader, Brown Hall
Shawna Murrell, Residential Counselor, Heatherwood
Dawn M. Shaffer, Residential Director, Beechwood
Margarite Thompson, Residential Shift Leader,
585 Beechwood
Sally A. Arnold, Secretary, The Medical Center at Woods
Patricia Swaim, Program Specialist, Harewood

40 year awards

Sharon Spraw, Residential Shift Leader, Tareyton Apartments
Elizabeth Kline, Life Skills Trainer, 230 W. Richardson



Our lip sync winners, The Weather Girls!! Congratulations!



Celebrations is a great venue enabling us to spread out the cocktail reception, photo booth, and caricature artists, AND we still had room to dance!



Thank you to All-Star, Sandi Narciso for emceeding the evening's festivities.



Beechwood NeuroRehab along with BIAPA (Brain Injury Association of Pennsylvania) staff participated in developing the attached National Position Statement titled "Identifying and Responding to Youth with Brain Injuries within the Juvenile Justice System", published in September 2018 by the National Partnership on Juvenile Services—<http://npjs.org/>.

This is a great accomplishment in that this National Position Statement came out of Beechwood's Pennsylvania Juvenile Justice work through the PA Department of Health (Beechwood NeuroRehab was a subcontractor), and funded by the Federal Administration on Community Living (ACL).





We are still in need of **Secret Santas** for our residents!
Visit: <http://bit.ly/2018WoodsSS>
if you would like to sign up!



Congratulations to Brookwood student, Ca'Seem Sexton who was presented with the Central Bucks Chamber of Commerce Young Citizen Award last week!

Ca'Seem has become a role model to his peers. He is frequently found counseling others on behaviors they are having. Ca'Seem shares what he has gone through to help others overcome what they are experiencing. He has grown into an outstanding individual who has risen above extreme challenges and barriers in his life. Ca'Seem recently starting working at Woods Wear and we wish him the best of luck!

SOCIAL INNOVATIONS

Journal, Institute & Lab

We had another great Social Innovations Lab with participation by 20+ staff from Woods and several affiliates. I am pleased to announce that the Woods Services Foundation has awarded the following funding:

The **Artist out of the Woods** proposal was awarded \$10,000 to produce and sell art work.

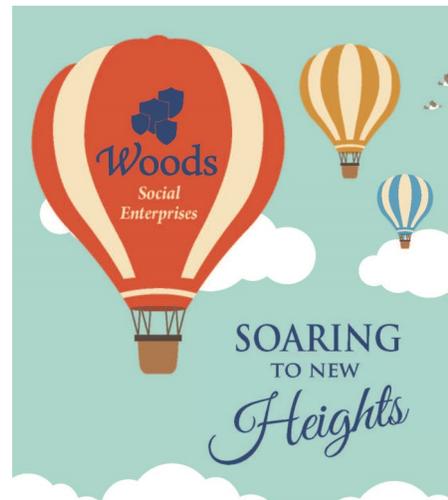
The **Heartfelt Adventures** proposal was awarded \$5,000 to develop a competitively priced social recreational program.

The **Leadership Development** proposal was awarded \$37,800 to pilot a training and coaching program designed around the principles of emotional intelligence.

The **Sanctuary Room 2.0** proposal was awarded \$15,000 to create a room and resources that address secondary traumatic stress and staff burnout.

The **Social Market Garden** proposal was awarded \$5,000 to pilot the production and sale of organic vegetables.

The **Blue Violet Flower and Gift Shop** proposal was awarded \$24,200 to develop a retail social enterprise.



Woods Fête and Fundraiser

Rose Bank Winery
THURSDAY, JANUARY 17, 2019

Please join us for a fun-filled night enjoying great food & beverages and helping to raise support for Woods Greatest Need!

Staff tickets are discounted at \$100.

Purchase your tickets at: <http://bit.ly/WoodsStaff>

You may also enter a raffle drawing for one of 10 free tickets by sending an email to: communications@woods.org
Raffle ticket winners will be drawn on December 20. If you won a ticket last year, you are ineligible to win this year.