



Adult Learning Systems-U.P., Inc.

IN—S.I.T.E.



Volume 8, Issue 1

In—staying in Touch w/Everyone

Spring 2016



It's hard to believe that winter is somewhat behind us. I was able to attend a few of the program/area holiday parties and was truly humbled at the compassion and care the employees showed the consumers and each other. I am so proud to say that I'm part of this amazing team at ALS-U.P. This is a time to look forward to warmer weather and all the opportunities that come along with it; the consumers we serve enjoy getting out for hikes and picnics.

A goal of Adult Learning Systems-U.P. is to recruit qualified staff for the programs we operate. Many of the programs have been running short and this causes undo stress on the current staff. We have participated in many job fairs at local universities, colleges, and MI Works locations. We would like to thank all the staff who have referred a potential employee to us and encourage this practice to continue. We also encourage all stakeholders to contact the elected officials in Lansing regarding the Direct Care Wages. There is a lack of adequate Medicaid funding provided for community living supports, personal care and other services. Specifically, Direct Service Providers have consistently not received economic increases for several years. Substantial funding reductions have been sustained by Direct Service Providers. We will continue to work hard and be creative in the recruitment process.

In closing, I would like to thank all the staff for their hard work and dedication. Let's keep our fingers crossed for an early spring!!

Karen LaFave, CEO/President

Inside this Issue

Gem Season

S.W.O.T.

Tootsie Rolls

Mission Statement

Editor: Diane Aquino Pérez, Quality Control Coordinator

The Season of Germs

In the U.S., about a billion people each year catch a cold. According to the CDC (center for disease control) 5 to 20 percent of the population catches the flu annually as well. The influenza season in the U.S. typically runs from November to April. Children and the elderly are most likely to catch it, however anyone with a chronic health condition is at higher risk also. Complications from the flu can include bacterial pneumonia, dehydration, worsening congestive heart failure, worsening asthma, and worsening diabetes.

Germs are spread through droplets that float up to 3 feet in distance through the air. This occurs when someone sneezes or coughs. You can take precautions by covering your mouth with a tissue or your shirt sleeve to prevent the droplets from traveling through the air. Make sure to throw the tissue into the trash right away and then vigorously wash your hands with soap and water. You should rub them for 15-30 seconds under running water. Using proper precautions can halt the spread of a cold or virus very effectively. This is why nurses and doctors don't get sick every day when they are in close contact with sick people.

No matter what the illness, it is important that you use common sense and good judgment when deciding whether you can work or not. If you are able to practice good hand hygiene and prevention strategies, then you will be fine to go to work.

Eating right, keeping active, and practicing good hand washing techniques, and getting the flu shot annually is the best way to prevent yourself from getting sick!

Sherry Dyszel, RN
Area Director



Symptoms of the flu:

High fever of 102-104°F

Severe headache

Extreme fatigue

Dry cough and sore throat

Runny or stuffy nose

Muscle aches

Nausea, vomiting and diarrhea

Symptoms of the common cold:

Sore throat

Cough, chest discomfort

Mild fatigue

Fever and headache (rare)

Runny nose

WRIGHT STREET TEAM BUILDING

ON A SATURDAY AFTERNOON IN JANUARY, WE
OVERTOOK THE CONFERENCE ROOM AT THE MAIN OFFICE.



We did a “ROPE” exercise where the team had to make a perfect square while wearing blindfolds. They were given a 75 foot rope and no other instructions. Right away everyone had their own idea on how to complete this task and most voices went unheard. They worked like this for about 30 minutes until they all felt like they had a perfect square. They were close, however they asked to do the exercise again. This time, they were listening to each other, taking turns talking and allowing a leader to step up and guide the team. Communication was KEY to this exercise. We had some great discussions afterwards and we believe it will help the communication and teamwork in our home as we move forward.

We also conducted a SWOT exercise where we identified our Strengths, Weaknesses, Opportunities and Threats. This was done by using large easel sized sticky notes placed around the conference room. Each team member was given a marker and asked to identify three things on each sheet. Together we had some great discussions about the things we are doing right, and the areas in which we feel need attention.

S.W.O.T.

By: Cole Landberg, Caseworker



2015 Tootsie Roll Drive



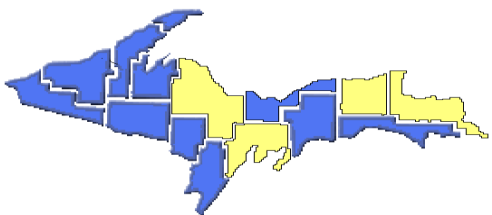
2014 Tootsie Roll Drive

Every year, the Knights of Columbus hold a Campaign for “People with Intellectual Disabilities” in their communities. The campaign has come to be known as the “Tootsie Roll Drive” because the fundraiser consists of the Knights distributing candy bars, many of which are specially marked Tootsie Rolls, in exchange for donations that are then used to support programs geared to improve the quality of life for people with disabilities in their communities.

Pictured to the left is Cheryl Starnes, Escanaba SIPS manager, who has been the point person for receiving the donation for the Delta County homes for several years now.

Adult Learning Systems—UP

290 Rublein St, Suite F
Marquette, MI 49855



We are currently operating in 4 UP Counties.

It is the mission of Adult Learning Systems—UP to promote a positive quality of life while providing a partnership for individuals with disabilities and their communities.