

Adult Learning Systems-U.P., Inc.

IN—S.I.T.E.

In—Staying in Touch w/Everyone



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It is hard to believe that we are already half way through this fiscal year. The programs are stabilizing after the devastating cuts we received last fiscal year. I would like to thank all the employees for working so hard and putting their ingenuity into each program to ensure the consumers continue to receive the highest quality of care possible. I am so proud to say that I am part of this team.

With the recent CARF survey behind us I am excited to let everyone know that we had no recommendations!! This accomplishment shows that we are the leaders in the field. I believe that we never stop improving or thinking up new ways to carry out services more efficiently. I am looking forward to the second half of this fiscal year to see what new and exciting things will happen within the programs we operate. Enjoy this newsletter and hopefully the warmer weather if it ever decides to arrive.

*Karen LaFave, CEO*

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Editor: Diane Aquino Pérez, Quality Control Coordinator

# NMU JOB FAIRS



So far this year, ALS-UP has participated in two job fairs in search of employees for our programs. Preparation for the job fairs started in January with the re-vamping of our company logo, the ordering of a banner, table cloth, pens, sticky notes, coffee cozies and shirts, in addition to updating our brochure.

Participating in the job fairs were Sherry and Karen in February, then the Life Options' Management Team: Loni, Matt and Ashley, in March. Both job fairs were held in the Great Lakes' Rooms at Northern Michigan University and were well attended.

Many thanks to all involved in the preparation process as well as those involved in participating in the job fairs.

## HEALTH & SAFETY

Health and Safety meetings are held on a quarterly basis in the conference room. If any liaison is not able to attend they should forward site inspections to the Main Office.

Special thanks to Chairperson, Amanda Tonn-Carlson, for her current work on organizing annual site inspections, as well as her ongoing work on the quarterly H&S newsletters, and annual reports.

The next meeting is scheduled for Wednesday, June 10th at 10 a.m.

Reminder that the next Corporate Compliance/Ethics meetings will be held following the H&S meeting on June 10th.

The following caregivers will reach landmark anniversaries this year with ALS-UP:

### 10 Years

Lesley Humphrey (Apr)

Grant Ryan (Apr)

Vickie Piirainen (Apr)

### 15 Years

Steve Perry (July)

Christina Nelson (Sep)

Tracy Skoien (Sep)

### 20 Years

Doug Garn (Oct)

**Happy  
Anniversary!**

# NURSE'S CORNER

Due to recent waves of “stomach flu” and upper respiratory colds, I have chosen to give some insight as to how you can protect yourself and the consumers from these uncomfortable and inconvenient diseases.

Norovirus is what people typically refer to as the “stomach flu”. It is a very contagious virus that can infect anyone. It is transmitted by contaminated food or water, or by touching surfaces contaminated with this virus. This virus causes your intestines and stomach to become inflamed which causes pain, nausea, diarrhea, and vomiting. These symptoms can range from mild to severe.

You are most contagious when you are sick with norovirus illness, and during the first 3 days after you recover from norovirus illness. Norovirus can spread quickly in closed places like daycare centers, nursing homes, schools, and cruise ships. Most norovirus outbreaks happen from November through April in the U.S.

Foods most commonly involved in outbreaks include:

- Leafy greens (such as lettuce)
- Fresh fruits
- Shellfish (such as oysters)

But remember, any food served raw or handled after being cooked can become contaminated.

## WAYS TO PROTECT YOURSELF FROM NOROVIRUS

Practice proper hand hygiene—wash your hands carefully with soap and water, especially after using the restroom or changing someone’s brief. Always wash your hands before eating, preparing, or handling food. (Hand sanitizers can be used in addition to hand washing, but they should not be used as a substitute for washing with soap and water.) Good hand washing will also protect you from rhinovirus which is the “common cold.”

Wash fruits and vegetables and cook seafood thoroughly—carefully wash fruits and vegetables before preparing and eating them. Cook oysters and other shellfish thoroughly before eating them.

Clean and disinfect contaminated surfaces immediately with a chlorine bleach solution with a concentration of 5-25 tablespoons per gallon of water. You can also use any other disinfectant that is registered as effective against norovirus.

Be aware that norovirus is relatively resistant. It can survive temperatures as high as 140° F and quick steaming processes that are often used for cooking shellfish. Any foods that might be contaminated with Norovirus should be thrown out. Keep sick people out of areas where food is being handled and prepared.

Following the above precautions will keep you healthy and happy for spring and summer fun!!

## NOW FOR SOME

### INTERESTING FACTS:

More than ten people a year are killed by vending machines. The solution is to eat less of the foods from those machines.

Smelling bananas and/or green apples (smelling, not eating) can help you lose weight!

Men who kiss their wives in the morning live five years longer than those who don’t.

The KFC slogan “Finger Lickin’ Good” translates in Chinese as “eat your fingers off!” This might explain why you don’t see a lot of KFC’s in China.

Holding hands with someone you love can alleviate physical pain as well as stress and fear.

Music has the ability to repair brain damage and return lost memories.

*By: Sherry Dyszel  
RN/Area Director*

# CARF

On March 25-27th, CARF Surveyors Mary Spencer of Florida, and Carla Alway of Ontario, Canada, visited our homes, read through many of our policies, conversed with several consumers and other stakeholders at all levels and were thoroughly impressed by what they saw and heard.

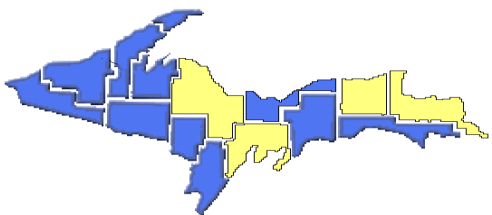
To quote Mary Spencer, the surveyor that was in charge of reviewing our Business Standards, “we went through 900 CARF standards and found nothing wrong with you, which is rare in the CARF world.” Additionally, she shared, “We spend a lot of time teaching during surveys, but we learned from you.”

Carla Alway was the surveyor in charge of Housing Standards and as such did most of the house visits with Nurse Sherry as her guide. Carla was impressed by several things she experienced at our programs. She enjoyed staff interaction with consumers, the wonderful scent of cookies being baked, the sense of “home” each program created, how we chart and assist consumers with programs, and our ability to accommodate specific consumer needs in different areas of the homes, just to name a few.

The two ladies repeatedly described us as **excellent** and **awesome** during our exit survey and gave us a perfect score. Everyone of you should be very proud of all your hard work, your dedication to individuals with disabilities, and your role in this organization. We are thankful for each and everyone of you. *By: Diane Aquino Pérez*

## **Adult Learning Systems—UP**

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*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.