

Adapt Newsletter



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As we complete nearly two years of working our way through the Covid-19 pandemic, we would like to take this opportunity to share some information with you. Recently, Adapt initiated its Vaccination Incentive program for all employees. The policy and program were explained to most employees during staff meetings. Educational information was also shared and made accessible to employees. Adapt's administrative team members have information on the Incentive Program and educational materials for anyone who is interested. Educational information includes a list of providers where one can get the vaccine in each county, the ingredients in each of the different vaccines (Moderna, Pfizer, and J&J), as well as other useful facts from the Center for Disease Control (CDC).

Adapt's Vaccination Incentive Program was initiated to encourage all employees to get vaccinated for the health and safety of the people we serve as well as our coworkers. Adapt is offering a one-time \$250 payment for those who are fully vaccinated and a one-time payment of \$100 for those who receive the first booster. The program runs through September 30, 2022. A Request form to participate in the program can be obtained from your supervisor or the office in either county.

With the vaccine mandate being upheld recently, Adapt will begin offering weekly testing to those who are not vaccinated and do not intend to be vaccinated. The vaccine mandate applies to the Day Programs, Workshop, Outlook Clubhouse, and employees working in both offices. The testing requirement is weekly, but beyond that, we do not yet know most of the details of how Adapt must implement a testing program. Although we are opting to implement the testing program at this time, this position will be re-evaluated in the future. At this time, all employees in the Residential and In-Home Supports Programs are not required to be vaccinated or tested weekly, although we strongly encourage you to do so.

Long-time Supervisor, Robin Hughes, Retires from Adapt

Adapt has been quite fortunate to have some great employees stay with us for many years. Robin Hughes, Home Supervisor, is one such employee. Robin began her career with Adapt in 1982. One of her tasks was to start a home licensed for children. She accomplished this and went on to work with some of those residents for many years. In some ways, they grew up together.

Robin is known to be a strong-willed person. She took care of business, and her primary focus was always the people she served. A co-worker who has worked at Adapt almost as long as Robin, said the quality that stood out most about Robin was her knowledge of the residents she served and her unwavering commitment to advocate on their behalf. Robin has worked with many people who have been medically fragile and unable to communicate in a traditional manner. Robin has been described as being “in tune” with the people in her care and very often was correct about what the issue was for the person.

Unfortunately, the Covid health crisis altered Robin’s trajectory with Adapt. She has been off work for about a year and a half. After much consideration, retirement was the path Robin chose. A telephone call was made to Robin, informing her Adapt would like to feature a write-up about her to celebrate her long and successful career at Adapt and announce her retirement.

Robin had the following words to share:

I never dreamt how hard this would be not being with Adapt, day to day, with the folks we serve and co-workers. I have been with Adapt since 1982 and it amazes me how much we have grown and how we will continue to grow- we will never stop improving! Our success has always started with the leadership but has persisted through the years because of the people who directly provide the care to the people we serve. Providing quality services is part of the Adapt culture regardless of an employee’s position within the company. Our supervisors support us and ensure that we can provide for our folks. Because we care so much for those we serve, their family members can see all the love and support we have for their friends and family. This compassion has been seen through the prior leadership and with the current leadership. Adapt truly cares.

Now that I am retired, I plan on traveling, but doing so safely. I cannot wait to see my friend from childhood (since we were three years old!) and possibly travel to El Paso to see another friend.

We would like to take this opportunity to thank Robin for all her hard work and dedication in her nearly 40-year career with Adapt. Thank you for taking the care of the people we serve so seriously and remaining committed to the very best for them over your entire time with the organization. We wish you the very best – good health with family and friends and opportunities to see the places you want to see! Congratulations on your retirement Robin!

Nurse News

Please let me take this opportunity to introduce myself. My name is Deb Yesh, and I have been a registered nurse for over 40 years. On March 23, 2020, I was hired to work at Adapt in Branch County, but due to the Covid-19 health crisis, my start date was significantly delayed. I love what I do. I retired once but soon realized I wasn't ready to retire! The employees and people we serve at Adapt are phenomenal! I currently work Tuesday, Wednesday, and Thursday mornings. If I can be of assistance, please call the office.

This has been a very trying time for everyone with the pandemic. I hope you are all doing your part to stay healthy and safe. Wishing you all a joyous and happy holiday season.



Anniversaries!

The names listed below have worked for Adapt for various years.

Thank you all for your hard work and dedication.

- * Billy Jo Lapratt 7 years
- * Joan Sauerman 13 years
- * Angela Boyd 7 years
- * Linda Hyska 24 years
- * Karrie Frederick 8 years
- * Diana Cruea 2 years
- * Sherry Steinmann 5 years
- * Victoria Kohler 2 years
- * Madison Fougrousse 1 year
- * Brittni Towery 9 years
- * Debra Kinsey 7 years
- * Kristy McLatcher 11 years
- * Kimberly Zimmerman 3 years
- * Gregory Mitchell 4 years
- * Karrie Frederick 8 years
- * Julie Smitley 7 years
- * Deborah Yesh 1 year
- * Christine Maher 13 years

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Training News

MDHHA and LARA provide standards for required training and provide a basic training curriculum that is designed for employees who work in wide range of community residential settings and supported independent placements, as well as employees working in adult foster care homes. ***Providing Residential Services in Community Settings Training Manual*** is the basic training curriculum that is provided and includes a training guide. Adapt has created its own training curriculum based off this training manual which is used when training new employees. Over the years, we have updated our training curriculum to include changes in the information provided and/or how the information is presented to employees. Most recently, the Adapt administration decided the organization's training materials needed to be updated. The process began by adding in changes that have occurred within the industry as well as any changes to the content of the curriculum. The subjects within the updated curriculum include *Role of Direct Care, Working with People, Personnel Policies, Documentation, Health, and Nutrition*. Each subject was also updated with a new PowerPoint and modifications to the presentation of content occurred to further enhance the training experience for employees.

COMPLIANCE REMINDER...

When correcting documentation errors, use one line through the error, initial, and date the mistake. You will want to provide an explanation if the mistake is not obvious.



Thank you,
MR 12/16/21
Mellisa ~~Bean~~-Rice

Anniversaries continued

- * Mickey Powell 13 years
- * Julia Pelmear 4 years
- * Brianna Cooper 6 years
- * Kate Avery 6 years
- * Patricia Dils 5 years
- * Tambra Hurley 35 years
- * Nevada Wickham 19 years
- * Velvie Tullos 2 years
- * Cassandra Hegeman 1 year
- * Debra Bowerman 22 years
- * Caren Steven-Grate 15 years
- * Jeffery Holmes 6 years
- * Art VanWagner 5 years
- * Tracey Turmell 29 years
- * Lindsey Riddle 10 years
- * Tomi Tullos for 1 year
- * Michael Wooten 7 years
- * John Grigg 5 years
- * Hannah Emerick coming up on 1 year!

Look for more familiar names in the spring edition

Results from the Annual Satisfaction Surveys

Adapt conducts an annual satisfaction survey which includes stakeholders, employees, and the individuals we serve. The data we receive is used to devise goals for the upcoming year and can be found in Adapt's Annual Outcomes Report. The Outcomes Report is part of an overall Program Evaluation system. This year, as is the case every year, the results of the surveys indicate a high level of satisfaction throughout Adapt and some areas for improvement. Scores are either calculated with a five-point scale, with five (5) meaning "excellent" and one (1) meaning "poor". There is also a three-choice selection, with options of "yes", "sometimes", or "no". For the purpose of presenting the information here, all scores are converted to percentages. Below is some preliminary data. Although these results show definite trends, they do not represent the final report, as we are still receiving information to complete the Annual Satisfaction Survey.

Adapt Residential Programs

- ⇒ 97% of individuals served at Adapt are satisfied with their services overall
- ⇒ 100% of individuals feel the Home Supervisors were helpful

Adapt's Employees

- ⇒ 95% of employees feel they are making a positive impact in the lives of those served. Staff members are very pleased with the relationships they have built with the people they serve
- ⇒ 89% of staff surveyed enjoy their job!
- ⇒ 86% feel that when Adapt makes significant changes to policies, benefits, etc., that these topics are explained clearly.

In-Home Supports Employees

- ⇒ 98% of employees understand the goals of the individuals with whom they work
- ⇒ 88% of employees feel their ideas and suggestions are listened to and considered
- ⇒ 92% of employees feel the quality of the training they received was very helpful

Results from Annual Satisfaction Surveys continued...

Outlook Clubhouse (Branch County)

⇒93% of Clubhouse members feel they are making progress towards their goals.

⇒94% of Clubhouse members feel the things they work on at Clubhouse are important.

CLS Program (also known as the Day program)

⇒ 98% of the individuals surveyed indicated they like the community activities offered

⇒ 96% of the individuals surveyed feel staff treat them with respect

Stakeholder Surveys - Branch County:

⇒ 96% surveyed stakeholders are satisfied overall with the services their individual is receiving at Adapt

⇒ 96% feel the community activities the CLS program (Day Program) engages in are positive and beneficial to the person served

⇒ 96% feel satisfied about the communication between the In-Home Supports worker and the family

⇒ 96% feel their individual's personal care/safety needs are being met in his/her Adapt home

Stakeholder Surveys - St. Joseph County:

⇒ 95% surveyed stakeholders are satisfied overall with the services their individual is receiving at Adapt

⇒ 94% feel the community activities the CLS program (Day Program) engages in are positive and beneficial to the person served

⇒ 96% feel satisfied about the communication between the In-Home Supports worker and the family

⇒ 96% feel their individual's personal care/safety needs are being met in his/her Adapt home

Results from Annual Satisfaction Surveys continued...

Adapt's employees were asked what they were most proud of while working at Adapt, here is what some had to say:

- I am proud too see the individuals-served smile and laugh, and do fun activities with our folks.
- I am proud of the relationship I have built with the people we serve, understanding what makes them happy and safe, and just building trust through relationships.
- I am proud of my team, week 2 at Orion.
- I am proud that the people we serve have been put first when dealing with COVID... the teamwork between employees has increased!
- I love seeing our folks enjoying being here- happy and excited about the activities they are taking part in doing.
- I am proud to interact with the people we serve and helping our folks out in the community.
- I am proud of the care I provide, that it is the same care I would provide to my family. Our folks matter and their happiness is just as important.
- I am proud of the love and respect given to our folks.
- I am proud to help my friends at Argosy.
- I am proud that I make a difference in someone's life, and I love coming to work because it is more than just a job!
- I am proud to know that the individuals we serve have a home, with employees that care, and support them in their everyday lives.
- I am proud of the care and support Adapt gives to the consumers and a listening ear to their employees.
- I am proud of the OSHA bags at Quimby.
- I am proud that I work with loving and caring residents and I am able to make new friends with co-workers.

CLS Programs at the Strike Zone

St. Joseph County and Branch County’s CLS Programs began a bowling league, at the Strike Zone in Bronson. The league went for 7 weeks including a celebratory game on the 15th of December. Each team had a chance to compete against a new team every week. They are all looking forward to the next league in 2022.



High scores:

Week one- Robert and Amy

Week two- Nathan and Tammy

Week three- Shaun and Crystal

Week four- CANCELLED

Week five- Robert, Vicky and Kim

Week six- Shaun and Vicky

Week seven- Awards day

Congratulations!

OUR MISSION AS AN ORGANIZATION

The purpose of ADAPT is to provide residential services, Community Living Supports (CLS) Services, work experiences, and other opportunities for individuals with developmental/intellectual disabilities and/or chronic mental health issues. It is the intention of this organization to provide the highest degree of community integration, personal growth, and self-sufficiency possible based upon the personal choices and preferences of each person served by Adapt.

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Look for our next newsletter in the spring of 2022!