

New Year - New News

As we enter into the year 2016 we are going to be diligent keeping abreast of the rules and regulations set forth by the Illinois State Board of Education (ISBE). Required changes in documentation and record keeping are current and our students' parents and home school districts have received progress reports on the student's IEP Goals for November 2015 and December 2015. This is a very good way to see student success and/or to make an adjustment to student's goals if we do not see the progress that we expect.

We welcome two Certified Special Education Teachers to our school, please make them feel welcome. We have paralleled our curriculum to the Illinois Learning Standards and some of our students will be tested as per the ISBE's mandate. If parents/guardians decide they do not want their child to be tested they can put this in writing and sent the request to the home school district. Testing will take place in March, 2016, so requests must be submitted before the testing starts.

As with the New Year we have some new projects coming. The focus of our classes will be on learning about bridges and then building bridges. We will be using a variety of materials such as wood, toothpicks, cardboard, K-nex and plastic tubes to construct our bridges. The magazine "Time for Kids" recently had an article about bridge building in New York State. This gave us the idea to look at local bridges in our town. We will also be taping on the floor in the hallway various lengths of specific bridges from all over the world and compare them to each other. We are all looking forward to this project.

In February we will be having our 4th annual "Willowwood Derby" on February 25th. Students will be designing, painting their own race cars, and then they will practice racing their cars to prepare for the **Willowwood Drag Championship**. Racing will start at 1:00pm.



Mark March 24th on your calendars for our 3rd Annual Science Fair. More information will follow.

We will continue to use the local YMCA on Wednesdays for swimming during the winter months. The YMCA continues to be a great partner with us.



Neal Trainor

Willowglen Academy



Inside This Edition:

Anniversaries.....2
Employee of the month.....2
Greeting from HR.....3
QA Corner.....3
Residential and Clinical.....4
Nurses Corner.....5
Principals Corner.....6

MESSAGE FROM THE EXECUTIVE DIRECTOR

I would like to wish everyone a Happy New Year! We have been blessed with a mild winter thus far, so our activities and outings have not been affected and our consumers are as busy as ever. The holidays are behind us and spring is before us.

A challenge we experienced in 2015 has carried into the new year: hiring qualified applicants to fill our open positions. Our employee utilization rate has been consistently low in 2015 as compared to the last five years. I would like to remind everyone about the referral bonus available if you refer someone who is hired and remains employed for three months. Please see the Human Resources Department for details.

The State of Illinois continues to struggle financially, and has not yet finalized a budget for 2016. Thus far we do not know if there will be any cuts to our funding and I do not anticipate that the state will increase our funding. With the state's financial uncertainty, we have put expansion plans on hold and will revisit that option as Illinois' financial status stabilizes.

October 2015 brought the passing of our dear Dr. Rodger Kinard. He was a brilliant man who loved God and life and was committed to ensuring the care and safety of our consumers and staff. He is sorely missed, but has left many fond memories, much knowledge and a variety of acronyms! Willowglen Academy is a better agency as a result of his guidance, direction, and instruction.

I appreciate and thank you all for your continued steadfastness in the work you do!

Sincerely,

Betty Kinard
Executive Director



Employee Anniversary

Fourth quarter of 2015 we celebrated the anniversary of 3 staff.

Stalena Yates 10 years

Laura Eaton 5 years

Sarah (Liz) Rummel 5 years

Happy Anniversary

Going forward we will be announcing the 5th and 10th year anniversaries every quarter in our All Staff meeting. The staff will also receive a gift card in honor of their service.

Thank You for the years of service you have provided to our consumers.

Employee Of The Month 2015

January-Raykeya McClain

February-Rori Schrader

March-Shyanne Driver

April-Phyllis "Gina" Alassoli

May-Jessica Robertson

June-Andy Miller

July-Genevra Snetcher

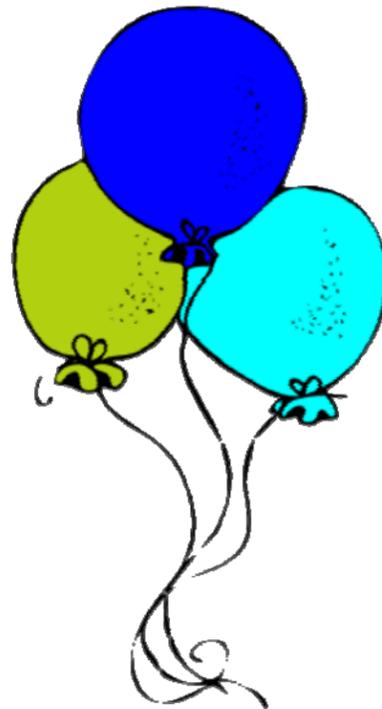
August-Roland Aguocha

September-David Heller

October-Liz Rummel

November-Khalida Stidmon

December-Richard Rankin



From The Nursing Department



Once again we are facing the challenge of providing for the safety of the individuals that we are caring for in a winter environment. Many of our clients have difficulty ambulating even without the added risk of falling due to slippery or icy conditions. Accidental falls can have tragic outcomes. It is essential that all possible precautions be taken to minimize the risk of our individuals being injured by a preventable fall.

Cold weather can present additional risk of injury to our individuals. Approximately one year ago a Willowglen Van became disabled during a period of cold weather and several clients and staff were forced to wait for assistance in an unheated vehicle. All vehicles should have an emergency cold weather kit available for use.

Cold and Flu season is here!!! Without thinking, we rub our eyes, cover our mouths, or rub our noses with our hands. The most effective way to avoid a cold or flu is to avoid people who have a cold or flu. If you must have contact with individuals that may be sick, you can minimize your risk of becoming ill with frequent hand washing and practicing universal precautions. Most of our clients received the influenza vaccine and preliminary indications are that the vaccine is very effective this year.

There is no vaccine available for the common cold virus as it mutates so rapidly. Individuals that contract a cold will require additional rest and management of symptoms during their recovery. Clients that have a compromised immune system or have a history of respiratory difficulties will need close monitoring during their recovery. The risk of succumbing to the common cold can be minimized through dressing appropriately, practicing good hygiene, good nutrition, and good hydration.

GOOD LUCK AND GOOD HEALTH!!!

David Heller
RN

Gloria Ennenbach
RN

Nancy Riem
Medical Counselor



Residential and Clinical

As many of you may already know, we at WGA-IL are currently undergoing a restructuring. There have been changes to both the Residential Supervisor Team, and the Clinical Team. These changes are intended to improve the efficiency and the quality of care provided by WGA-IL.

Beginning January 17, 2016, there will be one supervisor for every two homes. Each supervisor will be responsible for one Child and Adolescent Home and one Adult CILA Home. These supervisors will be part of the staffing census less often so that they will be better available to provide supervision to the staff in the homes that they oversee. The supervisors will also take on the Administrative On-Call responsibilities for the homes that they supervise. The new supervisor assignments are as follows:

Susan Euells: LaSalle and Washington

Lezette Green: Whistler and Winnefred.

M. Linda Green: Winchester and DeBoer

Maria "Tess" Johnston: Brewster and Arcade

Marvetta Phillis: Kunkle and Greenfield

There have been two major changes within the Clinical Team. The first change is that the team now has two different types of positions. As always, there will continue to be the Clinician/ QIDP position. The individuals in this position will continue to provide Case Management Services and will continue to assist the consumer in the development of the ISP. Beginning in January, a new position, Behavioral Consultant was created. These individuals will work with the QIDP to insure that the best BIP is developed for the consumers we serve. We have three QIDPs who have transitioned to this new position. Mishea "Mia" Boggess, who is also the Sr. Clinician, Jeff Gilbert, and Patricia "Pat" Canier.

The second change is that there are several new members of the Clinical team. Please join us in welcoming:

Ervin Wainwright

Antoinette Moore

Natalie Horseman

Carrie Snow

And please join us in congratulating Roland Aguocha in his promotion to QIDP/ Clinician!

Michelle L. Young

Director of Clinical and Residential Services



Greetings From HR

Safety is always a topic here at WGA-IL.

We train and retrain on how to do a proper restraint and how to block and evade in the All Staff Meetings. You may think it is just repetitive training, but our workers compensation numbers tell us otherwise.

WGA-IL looks to reduce our numbers by 25-50% every year.

Congratulations to all staff as we reduced our numbers from 46 in 2014 to 28 in 2015.

Now let's make **2016** an even better year than 2015

WORK SMART WORK SAFE

Rose Smull
HR Manager

Cindy Cuplin
HR Representative



QA Corner

It is once again time for WGA-IL to go through the Council On Accreditation (COA) Reaccreditation process. At the last reaccreditation WGA-IL received a 4 year accreditation. For those of you not familiar with Council on Accreditation (COA), their mission is: "Mission has been to partner with human service organizations worldwide to improve service delivery outcomes by developing, applying, and promoting accreditation standards." COA develops their standards through a continuous process that relies heavily on collection and in-depth data review. How does this affect Staff? When completing Incident Reports (IRs) please remember to be as thorough and detailed as possible. By having reliable IR data, WGA-IL can illustrate current behavioral trends within our programs. Not only will that assist COA in obtaining an in-depth look into our program, it can also affect DHS and DCFS licensing. Leaving out the smallest detail can change the reviewers' perception of the incident. When analyzing data, there can never be too many details. A properly written, thorough IR can paint an exact picture of what occurred during the incident. WGA-IL has been accredited by COA since opening our doors in 2002. Due to DCFS regulations WGA-IL must maintain COA accreditation. The majority of the process will occur via MyCOA portal on the COA website. Sometime this spring, COA reviewers will visit WGA-IL to complete the on-site portion of the reaccreditation process. This will be my second go round of the process and I am looking forward to it.

Kelly Bismark Stott

Manager of Quality Assurance, Data Management and Risk Management

