



Individual focus. Community perspective.

NCIA Gazette

The Newsletter of the National Center on Institutions and Alternatives

November 2014

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Ready...Set...Go Have Fun!

Three....Two....One.... Go! As soon as the race began, our individuals were speeding as fast as possible to the finish line. But this was no ordinary race since they had to run while balancing an egg on a spoon! Luckily not one person dropped their egg as they twisted and turned, making their way to the end of the race course. Friends and staff cheered the contestants on, making them all feel like winners!

It was obvious through all the shouts of laughter and cheer that everyone had nothing but fun at our Career Development Center's 9th Annual Athletic Games event! The Athletic Games took place on September 10, 2014 at Patapsco State Park. Not only did our individuals participate in wacky relay races, but they also played football, soccer, volleyball, horseshoes and corn hole!



It was a full day of adrenaline, friendly competition and tons of excitement. We even had a special visit from WBAL's Sports Reporter Keith Mills, who provided media coverage for the event!

After the games were over, lunch was served which restored everyone's energy just in time for the dance party that was soon to follow. Our DJ played tons of music and pumped up the volume! Our individuals rushed to the dance floor and had dance competitions, showing off their best dance moves. Boy was that fun!

The day ended perfectly as medals were handed out to each individual that participated in the Athletic Games! Everyone is a winner in our eyes and as a reward, cake was served to celebrate.

Our individuals in the Career Development Program look forward to our Athletic Games event every year because it's our gift to them for working so hard at their job assignments every day. This is one of many fun and exciting events that we organize for our dedicated individuals. Hard work really does pay off!

What's New at the YIT School Farm?

On October 1, 2014 we received 50 female baby chicks on our school farm. Since this is the first time our farm has had chicks, our students couldn't be more excited to learn all about these new animals.



As soon as we put the chicks in their homemade chicken coup, the students had to help dip each chick's nose into their water bowls and food bins to help them identify their food sources. It didn't take long before the chicks were stuffing their tiny beaks with food and hopping around to explore their new environment. The chicks have tons of energy and love to run around in circles and chase each other around.

When our baby chicks get between 20-25 weeks old, they will be able to lay eggs!

Andrew Williams: A Success Story!

As a non-public school, it is our goal to provide educational and behavioral supports required for students to be successful in their learning environment. Ultimately, these non-public students will then be able to transition back into their zone public school and utilize all the skills learned at the non-public school to be successful in their new school setting.

With that being said, the Youth in Transition (YIT) School is proud to announce Baltimore County student, Andrew Williams has returned to his zone public school (Overlea High) as of August 27, 2014; He will also be trying out for the school's football team. Touch down!

However, Andrews's journey was not an easy one. We always say, "Where there is a will, there is a way". Andrew Williams had the will and found his way through enrolling at YIT School.

In the past, Andrew failed out of his previous schools. Even in his arrival to YIT School he was non-compliant. After a month, with the help of our dedicated staff, Andrew recognized the importance of his education and the impact it has on his future. From then on, he committed himself to do well academically and behaviorally.

It was an honor to see Andrew transform into an increasingly mature young man.

Baltimore County and the YIT School team are extremely proud of Andrew and his success. We know that he will continue to be successful in pursuing his future goals.

Way to go Andrew!

*Front page story and all articles relating to our programs
were written by
India Gordon, Program Development Assistant*

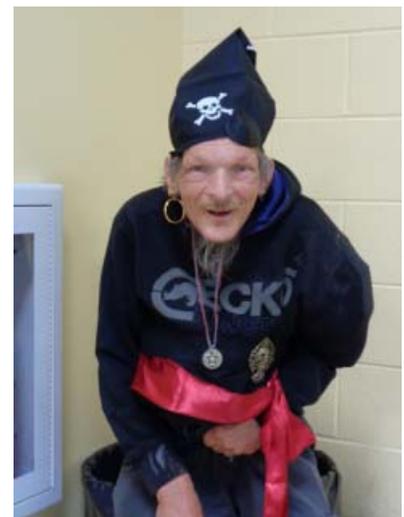
Monster Mash!

Mwauhahahahaha! When the clock struck 12, the ghouls, ghosts and goblins came out to haunt the Career Development Center for a Spooktacular Halloween Party! Monsters were lurking



around in the shadows, just waiting for the perfect time to scare. Our individuals dressed up as werewolves, pirates, zombies and much more!

Aaaahhh! What great costumes. Everyone had a scary good time as they socialized with each other, scared the staff and danced to Halloween music! It was truly an unforgettable experience and will be sure to haunt us for years to come.



Holiday Door Decorating Contest

Decorate your office door for the holidays!

1st, 2nd and 3rd place prize winners!



Door decorating to begin on December 1 at Noon and end on December 2 at 5:00 p.m. Judging will commence on December 3 at 1:00 p.m. and winners

will be announced on December 5!

Good luck to all!

Cookies for YIT School

Help make the holiday special for the students at NCIA's Youth In Transition School by purchasing holiday cookies!

All proceeds will go towards buying each student a very special gift for the holidays.



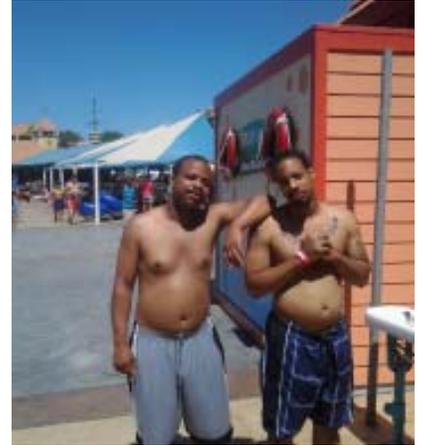
\$4.00 for 1 pack of cookies

Cookies will be sold on November 21 and December 5 at 1:00 p.m. in the lobby at 7222 Ambassador or call 443.677.2912.

Field Tripping!

You are never too old to go on a good ole' field trip with your friends to fun and exciting places that will leave you with memories to last a lifetime! Well here in our adult program, our residents get to experience these exciting times way more often than you would think. Over the course of the summer, we coordinated over five field trips for our individuals! These destinations include:

- Not one, but TWO bus trips to Six Flags America!
- Adventurous Camper Trip – Our individuals had a chance to ride up and down the East Coast, visiting Virginia Beach and Ocean City
- Las Vegas
- Cruise to the Bahamas
- Atlantic City
- South Beach Miami, Florida



Wow! Just think about how much fun our participating individuals had over the course of just a few months! Not only are these trips planned by staff, but our individuals request places they want to visit and we make it happen!

Our individuals are living the life! We can't wait to see what more great adventures are in store for them!



From the beaches to Las Vegas, NCIA adult individuals enjoyed their summer!

Financial Training for NCIA Employees

NCIA has partnered with SunTrust Bank to provide financial education to our employees. If you want to maximize your savings, are thinking about buying a home, or would like help with budgeting your finances, you will want to be part of this.

The one hour sessions are being rolled out with YIT School in November and December 2014; CDP will start in February 2015.

A wealth of information is coming soon to an NCIA location near you! Contact Kay Glover, extension 1332 for any questions.

*Kay Glover, SPHR
Benefits & Compensation
Human Resources*

NCIA Career Opportunities

Interested in trying something new or applying your talents in a different position? You can check out all open positions on NCIA's website at www.ncianet.org

Positions Available

- Residential Counselors for Adult Residential Services
- Van Driver
- Accounts Payable Manager
- Part-time Special Education Teachers (Physical Education, Health and Spanish)
- Registered Nurse

*LaToya Dow
Employment Specialist/Recruiter*

Performance Review Dates are Moving

NCIA is moving to a calendar year performance review period for all employees. This means that all employees will receive a performance review between now and December 31, 2014. If you already had a review in 2014, you will receive a second abbreviated review to move you to the calendar year schedule. Beginning in 2015, all employee performance will be reviewed on a calendar (January 1 - December 31) year cycle.

Why are we making this move? Performance feedback is an important component of your employment experience. By dedicating one 6-8 week block of time to this process, it will be easier for managers to focus on completing them and no one's review will be missed.

So when your manager tells you it's time to sit down and review your performance *again* this year, you know your manager is doing his or her job to get you on track for the calendar review transition.

Paperless Paystubs

Remember that your pay history is always a click away in ADP. From any computer you can access your paystubs through portal.adp.com. From the ADP homepage open the Pay & Taxes tab. (*Nathaniel Smith*) Click on the date of the paystub you want to see to open your paystub. Stubs can be printed from any computer with a printer.

You've Got eMail!



Remember – check your NCIA email for NCIA announcements and communications. Also, training schedules are being sent to your email accounts. **You must check your emails regularly for any training updates.**

*Rhonda Pierce
Vice-President, Human Resources*

On the Move

Congratulations to the following employees on their promotions:

- Denise Barnett promoted from YIT Administrative Assistant to Executive Administrative Assistant supporting Rodney Norris and Adult Residential Services.
- Dwain Cherry promoted from Instructional Assistant to Special Education Teacher for YIT School.
- DeWayne Faison promoted from Instructional Assistant to Special Education Teach for YIT School.
- Danielle Gould promoted from Special Education Teacher to Master Teacher for YIT School.
- Vanessa Harrison promoted from Employment Specialist to Co-Director of Operations for CDP.
- Tracelle Higgins promoted from Residential Counselor to House Manager I on Richard Tringali's team.
- Michelle Kilkenny promoted from IEP Coordinator to Principal for the YIT School.
- Virginia Nakel promoted from House Manager I to House Manager II on Richard Tringali's team.

*Rhonda Pierce
Vice-President, Human Resources*

*"The right attitude is the root of success. It enables us to stand strong and prevail."
-Lee J. Colan*



December 1st

Rosalynn Joyner
Pamela Myers
Anjanette Paul

December 2nd

Tracy Barnes
Teresa Coston
Flame Hair

December 3rd

Kelley Harcum
Charlotte Johnson
Roderick Milligan

December 4th

Adetola Afolabi

December 6th

Olufunmilola Adebanjo

December 7th

Anthony Allen
Sada Estep
Jermel Jackson

December 8th

Maurice Blue
Jerome Gourdine
Jerome Miller

December 9th

Mark Johnson
Takuma Tate

December 10th

May Nnakaenyi

December 11th

Joan Miller

December 12th

Alberta Kesler
Tawana Speight

December 13th

Jeivaughn Gordon
Bailus McLee

December 15th

Ivan Jordan
Teresa Robinson

December 18th

David Burgess
Darryl Harris

December 19th

Daniel Coates
Dante Couther
Darren Davenport



December 21st
Saddiquie Mickens

December 22nd

India Gordon
James Mitchell
Abdul Omidia

December 24th

Robert Lindsa

December 26th

Melissa Redmor
Natalie Thoma

December 27th

Shakia Quickle
Marlo Saunders
Tobina Spears

December 29th

Sheila Horsey

December 30th

Daniel Takele

December 31st

Bryant Dillard



Anniversaries

September-December 2014

15 Years

Ernest Hatton
Adult Residential Services

William Smith
Adult Residential Services

10 Years

Denise Barnett
Adult Residential Services

Arthur Forrest
Adult Residential Services

Danny Lanier
Fiscal

Quentin Johnson
Adult Residential Services

5 Years
Roderick Milligan
Adult Residential Services

Michele Lawson
Adult Residential Services

George Gray
Adult Residential Services

Tobina Spears
Adult Residential Services

Timothy Sinkler
Career Development Center

Win \$\$\$ for Reading the NCIA Gazette!

Read the *NCIA Gazette* and you could win \$25! If you find your name displayed like this: (*Jane Doe*) in the *Gazette*, contact Jayne Gessner, HR (443.780.1313) by 10:00 a.m. on Friday, November 21, 2014, to claim your \$25!

Missed Training Fee Charges are in Place

If you haven't heard, staff who miss scheduled trainings are now being charged a \$20 "No Show" fee. Please don't end up on this list.

If you can't make a scheduled class, *just inform your director* as far in advance as possible and ask to reschedule your class.

