



Mission:

At NCC we devote our resources to enabling individuals with developmental disabilities to reach their full potential. Our person-centered approach recognizes challenges and promotes strengths to ensure a comprehensive and individualized method of program development. We are an agency committed to creating opportunities while growing together in a caring community.

LIMITLESS. OPPORTUNITY. TOGETHER.

Vision:

Building lives without limitations by:

- Valuing the ambitions and individuality of individuals by treating them with dignity and respect.
- Encouraging and empowering our individuals to make and achieve personal goals.
- Giving our individuals a role in the community.
- Teaching skills that promote independence.
- Developing and retaining employees that provide excellent care.
- Evaluating the services we offer on a consistent basis.
- Giving a voice to people who cannot speak for themselves and providing a platform for those who can.

NCC WEEKLY BULLETIN

February 13, 2019

Culture Change Idea of the Week:

... for interacting with individuals you support in more sensitive, compassionate ways...



Decorate the home with live plants; purchase non-poisonous herbs and edible plants if necessary.

CALENDAR THIS WEEK

WED 02/13

Med Cert 1 - 10a-3.3p - AdmClass
Orientation - 9.3a-3p - FP2
Waiver - 1-3p - AdminConf
HR Seminar - 2-3p - FP2

THU 02/14

Med Cert 1 - 10a-3.3p - AdmClass
Orientation - 9.3a-3p - FP2

FRI 02/15

CPR/1st Aid - 10a-12.45p - FP2

TUE 02/19

OADSP - 10a-1p - FP2
ICF Meeting - 1-3p - AdminConf



BIRTHDAYS THIS WEEK

WED 02/13 Thomas Boyd
Kimberly Case

THU 02/14 Dhan Pyakurel

SAT 02/16 Belinda Anderson
Jillian Donmoyer
Fabrice Dorantes
Tonya Linden
Dory Nash

SUN 02/17 Kwabena Bediako
Gania Hinton
Danielle Pietruszka

MON 02/18 Ashley Peacock
Julianne Toler

TUE 02/19 Nancy Hargett
Tyasha Jackson
Ashley Stotts

Safety - Handling Worker Conflict

Work can be demanding and a conflict with a coworker can add to the stress.

Learn how to identify, avoid or diffuse potentially violent situations by attending any safety programs that your employer may offer. If you find yourself in a conflict, take these steps to solve the problem before it escalates to violence:

- ➔ **SPEAK** to your coworker in a calm voice if a nonviolent disagreement occurs. Avoid using blaming words or phrases, such as "you," "You always" and "When you do this." Say, "When this happens" instead.
- ➔ **LISTEN** carefully to what the other person says. Don't interrupt and don't react. Instead, after the other person finishes speaking, rephrase what was said to make sure you understood it.
- ➔ **PRIORITIZE** and discuss points of conflict. Figure out the most important conflict to solve and develop a plan to resolve it.
- ➔ **REPORT** and document any threats or incidents if the other person won't remain calm or if his or her anger escalates.

Refer to NCC policy 16-007 Workplace Harassment and Violence. This may include informing your supervisor or contacting Human Resources.



HUMAN RESOURCES

ALPHA BONUS EXTENDED THROUGH 2/17/19

The weekend staff rate of \$14/hour will apply to all three **Alpha houses** for the weekend 2/16-2/17:

Alpha One: 3rd shift will make the rate of \$14/hour for the hours of 9p-7a for the time period of 2/4-2/16 (in addition to the dates/shifts listed above)

Alpha Two: 2nd shift will make the rate of \$14/hour for the hours of 2p-10p between 2/11-2/15

OPEN INTERVIEWS

Refer Friends & Family

WHEN SAT February 23 10am-2pm

WHERE 12627 York Road
North Royalton, Oh 44133

Hiring Direct Support Professionals to make a difference in the lives of individuals with disabilities by providing compassionate and quality services.

JOB FAIR



OPEN HOURS

February 13, 2019 – Please check with individual units for current openings.

House	Positions/Shifts
Admin - Rich T. 582-3300 x491	
Day Program - Virginia B. x495	4 openings, Shifts vary from 8a-3p, 8a-4p, and 8:30a-3:30p
Nursing – 440-582-3300	Alpha Medication Administration Professional; 2nd shift and weekend LPN
Alpha I - 440-582-4694	#1 Mon - Fri 10a-6p (cook-40 hours); #2 Sun, Wed, Thurs and Sat 9p-7a (thirds 40 hours); #3 Mon, Tues, Thu, Fri 9p-7a (thirds 40 hours); #4 Wed and Fri 9p-7a (thirds 20 hours); #5 Tues, Wed, Thurs 3p-9p Fri and Sat 1p-9p (second 34 hours); #6 Sun 3p-9p, Fri and Sat 1p-9p (weekend gladiator 22 hours); #7 Sun, Mon, Tues, Fri and Sat 3p-9p (second 30 hours); #8 Mon, Tues, Wed, Fri and Sat 3p-9p (second 30 hours); #9 Sun, Mon, Wed, Thurs and Sat 3p-9p (second 30 hours); #10 Sun 7a-1p, Mon 6a-2p, Fri 6a-2p and Sat 7a-1p (first 28 hours)
Alpha II - 440-582-4692	5 full time 2nd shift; 2 part time 2nd shift
Alpha III - 440-582-4693	SUN-6am-2pm;2pm-10pm;10pm-6am MON-5am-10am;4pm-12am;10pm-6amTUE-5am-10am;3pm-9pm;3pm-9pmWED-5am-10am;3pm-9pmTHU-5am-10am;3pm-9pm;11pm-7am FRI- 10pm-6am SAT-2pm-10pm;10pm-6am (REVISED as of 12.4.18)
Bagley - 440-891-8444	1st Monday 5a-9a; Tuesday 5a-9a; Wednesday 5a-9a; Thursday 5a-9a; Friday 5a-9a 3rd Mondays 10p-8am
Maple - 216-469-5243	24hrs- 7a-3p(Sat) 5a-1p(Tue,Wed); 31hrs - 12p-9p(Tue, Wed, Fri) 3p-8p (Thur); 14hrs – 8a3p (Sun, Sat) , 3p-10p (Wed, Fri); 32hrs 3p10p (Sun,Mon,Tue,Wed) 3p8p (Sat); 30hrs shift- 10p-8a (Fri, Sat, Sun)
Ridge - 440-888-9328	Part time first shift- 16 hours Part time second shift – 16 hours
Royalton - 440-582-2775	Mon-Sun 2-10; Mon-Sun 2-10; Mon-Sun 2-9; Sat and Sun 8-4; Sat and Sun 8-2; Mon and Fri 6-11
Sprague 216-469-5648	27 hrs.= (2nd) Sundays, Monday & Thursday 3p-10p & Saturdays 3p-9p 30 hrs.= 1st & 2nd Mon & Wed. 5a-11a, & Tuesdays 5a-1p. Saturdays & Sundays 3p-8p 26 hrs. = (3rd & 2nd) (Sundays & Thursdays) 10p-8a, Fridays 3p-9p 30 hrs. = 2nd. per week (Sun thru Wed.) 3p-9p & Thurs 4p-10p

Waiver

Adrian (Berea): - Sunday 2p-10p (must be female) Tuesday 10p-8a Friday 10p-8a Saturday 10p-8a - Carlynn Banks 216-903-0479
Barrett (Berea): - Sun 230p-1030p Tues 1030p-830a Fri 1030p-930a Sat 4p-8p LeKeshia Tucker 216-536-4249
Beta East (Cleveland East)7am-2pm (Mon & Fri) 11p-7a (Sat); 9a-3p (Sat & Sun) - Margaret Wilson 216-973-1539
Beta West (Lakewood): None - Janice Matos 216-410-8636 (Female Staff)
Brandywine: (Parma) Sunday 12a -830 Sunday 5p-12a Monday 5p-12a Tuesday 12a-830a - Temekca James 216-704-0786
Delta (Cleveland): NONE- Pam Shelley 216-973-1508
Eldridge (Bedford Hts.): Every other Sunday 7a-3p and every other Saturday 7a-3p – Carol Moore 216-482-4723 (Female)
Fairview (Fairview Park) NONE– Jackie (216) 407-7950
Gamma (Cleveland West): 7a-3p mon-fri driver - Pam Shelley 216-973-1508
Garfield: Saturdays 1st shift I need a driver – Drake Douglas - 216-956-6567
Hawthorne (Strongsville): Sunday 8a-5p, 4p-9p Monday 2:30p-9p, 2:30p-10p Tuesday 2:30p-10p; Wednesday 2:30p-10p Thursday 2:30p-9p, 2:30p-10p Friday 2:30p-9p, 2:30p-10p; Saturday 8a-5p, 4p-9p, 5p-10p, 10p-8a - Marsha Jackson 216-339-0326 (Female Staff)
Highland View (Cleveland West): Sun 10p-8a; Tues 3p-9p; Thurs 3p-9p; Sat 3p-9p - Michelle Nicola 216-536-0970
Kingswood (Olmsted Falls): Sundays 9a to 3p ,11p to 9a Monday 2p to 10p Tuesday 3p to 11p Wednesday 2p to 10 p 3p to 11p Thursday 3p to 11p Friday 3p to 11p Saturdays 3p to 11p 11p to 9a (MUST BE A DRIVER FOR mosts SHIFTS) - Keisha Burdett – 216-956-1503
La Bianca (Parma): 2nd shift Mon-Wed-Thur 3p-9p Tue-2-9; Sat-Sun, 10a10p; Sun- 8a-8p, 9a-9p 3rd shift Sat- 10p-9a – Jalissa Ramos 216-536-4251
Lakewood – Sat: 11p-7a; Sun: 11p-9a; Mon:9a-2p, 11p-9a; Tues: 9a-2p,11p-9a; Wed: 9a-2p; Thurs: 9a-2p; Fri: 9a-2p - Sonni Thomas 216-401-5352
Laurel (Berea): Sunday 8a-6p – Sherry Haynes - 330-225-0801
Oakbrook Apartment (Division) – NONE – Bobby Borts - 216-469-5487
Seven Hills: None - Temekca James 216-704-0786
Triskett (Cleveland West): None – Cathleen Anderson 216-469-5742
Valley View (Cleveland West) – SUN 9A – 3P, MON - FRI 2:30P – 8P, SAT 9A – 3P – Lydia Huffman - 216-408-0746
W. Sprague (Strongsville): Monday 230p-8, Tuesday 230p-8p, Wednesday 230p-8p, Thursday 230p-8p, Friday 230p-8p Saturday 8a-4p (2x) or (8a-8p), 4P-10P(2x), Sunday 9a-4p – Sonni Thomas 216-401-5352