

October 2024

BIS NEWSLETTER

UPCOMING EVENTS

TRUNK-OR-TREAT

BIS will be hosting Trunk-or-Treat this year to celebrate Halloween.

Trunk-or-Treat will be held in the parking lot of the main office on **Tuesday, October 29th from 3pm-5:30pm.**

RSVPs are not necessary; however, if you plan on decorating your trunk, please let Margaret know your ideas by emailing mgraves@bis-slt.com by October 18th.



GROW HALLOWEEN PARTY AND CHILI COOK-OFF

Join us at GROW for a Halloween party and chili cook-off on **Friday, October 18th from 3pm to 5pm.**

There will be music, costumes, food, and much more!

4100 Rider Trail South
Earth City, MO 63045

RSVP to Lynn Brook: Lbrook@bis-stl.com



CORE VALUES: **HONESTY**

Possessing truthfulness and sincerity.

UPCOMING EVENTS

NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

October is National Disability Employment Awareness Month (NDEAM), a time to celebrate and recognize the contributions of people with disabilities in the workforce.

Take the opportunity to celebrate by attending the NDEAM celebration in the Harry S. Truman building in Jefferson City on **October 21st from 11:00am to 1:00pm.**



WORLD MENTAL HEALTH DAY

Thursday, October 10th

World Mental Health Day is an international holiday intended to raise awareness of mental health education, awareness, and advocacy.

This year's theme is *"Mental Health in the Workplace."*

For tips on how to manage a better work/life balance, visit the Mental Health America website: mhanational.org.



OCTOBER BIRTHDAYS AND ANNIVERSARIES

Birthdays:

- Lisa Arnett
- Kira Arthofer
- Collin Bazin
- Tanija Doss-Heidleberg
- Victoria Franco-Wright
- Jordan Howell
- Nica Lovett-Bingham
- William Metroff
- Madisen Salls
- Dawn Schmitt
- Kayla Tipton

Anniversaries:

- Zemonde McKinzie- 1 year
- Charo Stovall- 1 year
- Surlander Scott- 4 years

UPCOMING EVENTS

BREAST CANCER AWARENESS MONTH

October is Breast Cancer Awareness month. All month long, various charities and organizations raise money and awareness for early detection and treatment of breast cancer.

According to the National Breast Cancer Foundation, when caught early enough, the five-year survival rate for breast cancer is 99%.

To learn more about early detection or how you can help, visit the National Breast Cancer Foundation's website:

nationalbreastcancer.org



INDIGENOUS PEOPLES' DAY

Monday, October 14th

Indigenous Peoples' Day was created in 1992 to honor the many accomplishments and contributions of indigenous communities.

"Since time immemorial, American Indians, Alaska Natives, and Native Hawaiians have built vibrant and diverse cultures — safeguarding land, language, spirit, knowledge, and tradition across the generations. On Indigenous Peoples' Day, our Nation celebrates the invaluable contributions and resilience of Indigenous peoples, recognizes their inherent sovereignty, and commits to honoring the Federal Government's trust and treaty obligations to Tribal Nations."

-The White House



A WARM WELCOME TO NEW EMPLOYEES

We are pleased to welcome 2 new BCBAs to our BIS family!



Quincy Huff

Our newest BCBA addition to Dayhab/ISL adults

Quincy, who is originally from Nashville, TN, moved to St. Louis in the last few years and is excited to be here!

He attended Southern Illinois University Carbondale for both his undergraduate and graduate studies and was fortunate to be part of the first graduating class in the behavior analysis undergraduate program.

He has worked with a variety of populations across several different types of settings, including a no-cost behavioral clinic, a behavioral clinic focusing on developing social and emotional skills, an alternative placement school for students with disabilities who were not being well-served in their original school placements, a traumatic brain injury facility, and with adults with developmental disabilities in CILA homes in Illinois.

Katie Londrigan

Our newest BCBA addition to Sprouts

Here's a few things to know about Katie:

- Masters of Arts in Special Education, Applied Behavior Analysis from Arizona State University
- 6 years as a special education teacher serving students on the Autism Spectrum and students with Emotional Disturbance and 3 Years in the ABA field.
- Certified PEERS Provider, ACT Provider, and Safety and Prevention Support Certified
- Passion: "I have a passion for developing strong, supportive relationships to help others reach their goals and break barriers. I believe everyone deserves to be seen and heard."
- Interests: "I love plants, traveling, being active, and experiencing new things. Most importantly, I LOVE my sweet dog, Bandit."



GROW OUTING



“On Tuesday, Oct 1st, GROW@BIS spent the afternoon at Herman's Farm in St. Charles, MO.

Herman's Farm is a wonderful, family-owned market and orchard that has fun and educational experiences all year long. While we were there we picked pumpkins, went on hayrides, and traveled to the park afterward for some swinging.

We really try to make the most of the beautiful weather when we can and we love to support other local, small, family-owned businesses!”

-Lynn Brook, GROW Director



HR CORNER

SEPTEMBER PERFECT ATTENDANCE AWARD

We would like to congratulate Ouida Bell, a DHSS from GROW for her perfect attendance in the month of September! As a result, she has won a \$50 gift card and a spin on the prize wheel!

We appreciate all our employees who show consistency and a passion for their career.

JULY CORE PERFORMER

Our CORE Performer for July is Zemondre McKinzie! As a result, he has won a \$50 gift card and a spin on the prize wheel!

Zemondre is a DSP who works at the Fenton and Teson ISLs. In his time here at BIS, he has shown an exemplary performance of our core values. Here are the amazing things his supervisors had to say about his performance:

"Zemondre is a great staff who stepped in to help at a house that is more challenging than the one he currently worked in. His compassion for what we do and his calm demeanor even in the midst of crisis is exemplary. We are so lucky to have him in the ISL Department!"

POLICY SPOTLIGHT

517 Internet Usage

The following behaviors are examples of previously stated or additional actions and activities that are prohibited and can result in disciplinary action:

- Sending or posting discriminatory, harassing, or threatening messages or images
- Using the organization's time and resources for personal gain
- Stealing, using, or disclosing someone else's code or password without authorization
- Copying, pirating, or downloading software and electronic files without permission
- Sending or posting confidential material, trade secrets, or proprietary information outside of the organization
- Violating copyright law
- Failing to observe licensing agreements
- Engaging in unauthorized transactions that may incur a cost to the organization or initiate unwanted Internet services and transmissions
- Sending or posting messages or material that could damage the organization's image or reputation
- Engaging in any other illegal activities
- Participating in the viewing or exchange of pornography or obscene materials
- Sending or posting messages that defame or slander other individuals
- Attempting to break into the computer system of another organization or person
- Refusing to cooperate with a security investigation
- Sending or posting chain letters, solicitations, or advertisements not related to business purposes or activities
- Using the Internet for political causes or activities, religious activities, or any sort of gambling
- Jeopardizing the security of the organization's electronic communications systems
- Sending or posting messages that disparage another organization's products or services
- Passing off personal views as representing those of the organization
- Sending anonymous email messages

AUGUST- SEPTEMBER SETWORKS STATISTICS

Below are the SETWorks statistics for entered and on-time notes for August and September:

Entered Notes

Location	08/2024	09/2024
Ballas	71%	86%
Canfield	94%	100%
Clinic	100%	100%
Crestwood	94%	93%
Fenton	92%	76%
Fenton - David	78%	57%
Florent	85%	72%
Fox Bridge	74%	100%
Gilbert	84%	68%
Hidden Ridge	90%	100%
North Lang	89%	83%
Ridge	93%	97%
St. Ann	84%	78%
St. Charles	99%	100%
St. Peters	97%	86%
Stone Creek	96%	94%
Teson	83%	62%
Turf	80%	82%
Welsh	90%	84%

On-time Notes

Location	08/2024	09/2024
Ballas	97%	100%
Canfield	91%	95%
Clinic	95%	96%
Crestwood	96%	98%
Fenton	85%	100%
Fenton - David	99%	97%
Florent	99%	100%
Fox Bridge	97%	100%
Gilbert	99%	99%
Hidden Ridge	100%	100%
North Lang	90%	97%
Ridge	90%	96%
St. Ann	99%	99%
St. Charles	99%	100%
St. Peters	92%	91%
Stone Creek	97%	97%
Teson	89%	99%
Turf	87%	84%
Welsh	97%	100%

Entered Notes - ISL Average

08/2024	09/2024
88%	85%

On-time Notes - ISL Average

08/2024	09/2024
95%	97%

Congratulations to Hidden Ridge, St. Charles, and Canfield for having the highest percentages of entered notes in ISL!

Congratulations to Hidden Ridge, St. Charles, St. Ann, Gilbert, and Florent for having the highest percentages of on-time notes in ISL!

Keep up the good work, and be sure to turn in your notes on time!