



BIS Newsletter

February 2025

A NOTE FROM THE EXECUTIVE DIRECTOR

Dear BIS Team,

At Behavior Intervention Services we remain steadfast in our commitment to **Diversity, Equity, and Inclusion (DEI)** as core values that define our workplace and culture. We believe that every individual—regardless of race, ethnicity, religion, gender identity, sexual orientation, or background—deserves respect, belonging, and equal opportunity.

Recent national conversations and policy changes may create uncertainty, but we want to be unequivocal: **BIS stands firmly by our DEI principles.** We are dedicated to fostering an environment where every team member feels valued, safe, and supported in bringing their authentic selves to work.

As always, we encourage open dialogue, inclusivity, and respect for all perspectives. If you have any questions or concerns, please know that our leadership and HR teams are here to listen and support you.

Thank you for being a part of our diverse and inclusive community.

Dawn Schmitt
Executive Director

HR CORNER

JANUARY PERFECT ATTENDANCE AWARD

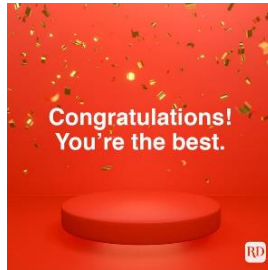
We had some stellar attendance for last month! I'm happy to announce that our **Perfect Attendance Winner for the month of January is Chris Wild!** Chris is a DSP who's been with BIS for over 10 years! We feel so lucky to have him on our team! Thanks so much for your great attendance last month! To show our appreciation, you will be receiving a **\$50.00 gift card**. Also, you are eligible to spin the **prize wheel** up at the BIS office! Look out for a separate email from Jamie on how to claim your prize. **Congratulations Chris!**

JANUARY CORE PERFORMERS

Kayla Tipton – She is an RBT who works in the Sprout ABA Clinic! She’s been with BIS since May 2023. In her time here at BIS he has shown an exemplary performance of our core values! Her supervisors had these amazing things to say about her performance:

We’re so lucky to have Kayla as part of the team! Kayla just got promoted to Tier 4 RBT, which is well deserved. Kayla comes to work every day with a positive attitude and does whatever it takes to make sure the clinic is set up for success. She lends a helping hand to whoever needs it: clients and coworkers. Thank you, Kayla!

Congrats Kayla! We’re so excited and happy to have you on the BIS Team. You exemplify our core values of Compassion, Honesty, Commitment, and High Standards! You’ll be receiving a **\$50.00 gift card** and a spin on the **prize wheel** at the BIS office! Look out for a separate email from Jamie on how to claim your prize.



We’d also like to recognize the exemplary performance of Core Values during the snowstorm in January!

Shantania Banks—She stepped up and has been helping with open shifts. She also helped during the snowstorms and when the client was home due to a medical issue.

Mary Choate and Angel Humphries: They stepped up during the snowstorms and created a schedule between themselves to ensure there was coverage at their home during the whole time. They also made sure there was food/household supplies in the house ahead of time.

We’re so excited and happy to have each of you on the BIS Team. You exemplify our core values of Compassion, Honesty, Commitment, and High Standards! You’ll each be receiving a **\$50.00 gift card** and a spin on the **prize wheel** at the BIS office! Look out for a separate email from Jamie on how to claim your prize.



BIS BUCKS STAFF RECOGNITION PROGRAM

The BIS Bucks system is our way of allowing our staff and supervisors a quick way to say “Thank you” and “Way to Go!” for any and all deeds that coincide with our CORE Values of

Compassion, Honesty, Commitment and High Standards.

Each employee can nominate up to 5 times monthly, 15 times per quarter (Supervisors have 7 / 21, respectively)

To utilize the system:

- If you would like to recognize someone, go to behaviorinterventionservices.com/bis-bucks/ and fill out the form.
- Choose the recipient’s name and CORE Value that you feel best defines why you are recognizing them.
- Add your words of appreciation, encouragement or just something fun. (We ❤️ funny quotes!)
- Each time you nominate, your recipient will be given 1 BIS BUCK (½ monetary value) 📄
- Accumulate BUCKs for grandiose prizes, lavish trips and outrageous fortune 🌴💰💎 (ok, ok, that is completely false...but you can turn them in for great gift cards to the store of your choice.)
- Contact Hiring Manager Lisa Arnett at larnett@bis-stl.com for additional information regarding your balance and available electronic gift cards.

TRAINING OPPORTUNITIES FOR DSP POSITIONS

We are thrilled to announce a series of upcoming training opportunities for our DSP positions! These sessions are designed to support your professional development and provide you with valuable tools and knowledge to excel in your role.

Training Details

- **Location:** Metro Office Building
- **Registration:** Please contact Rebecca Kinder at the front desk or email RKinder@bis-stl.com to register.
- **Compensation:** Your time will be compensated for attending these trainings.

Below is the schedule of available trainings. Dates for February through March are confirmed, while the schedule for April through December will be finalized and shared as soon as possible:

February–March

- **February 14, 2025** | 12:30 PM–3:30 PM | *Nutrition/Cooking*
- **March 4, 2025** | 4:30 PM–6:30 PM | *MANDT Refresher*
- **March 27, 2025** | 12:00 PM–2:00 PM | *MANDT Refresher*

April–December (Tentative Topics)

- **April** | 9:30 AM–12:30 PM | *Adaptive Equipment/Vans/General Maintenance*
- **May** | 12:30 PM–3:30 PM | *HCBS/Interacting with Clients/Community Access and Activities*
- **June** | *MANDT Refresher*
- **July** | 12:30 PM–3:30 PM | *Setworks and Financials*
- **August** | 9:30 AM–12:30 PM | *Nutrition/Cooking*
- **September** | *MANDT Refresher*
- **October** | 12:30 PM–3:30 PM | *Adaptive Equipment/Vans/General Maintenance*
- **November** | 9:30 AM–12:30 PM | *HCBS/Interacting with Clients/Community Access and Activities*
- **December** | *MANDT Refresher*

We hope you will take advantage of these opportunities to enhance your skills and grow professionally. If you have any questions or need assistance with registration, please don't hesitate to reach out. Thank you for your dedication to making a difference!

IDEAS FOR EVENTS ISL CLIENTS COULD ATTEND

Looking for something fun to do with your client? Here are some events around the area. If there is a \$\$ before the event name, then there is an entrance and/or parking fee.

Purple = St. Charles County

Green = St. Louis

Laumeier Sculpture Park (STL), open from 7 am until 30 minutes past sunset. Admission is free. It is a 105-acre open-air museum and sculpture park. [Information](#)

First Friday at Foundry Art Centre (SCC), event is from 5 to 8 pm. It is held on the first Friday of each month. During this, visitors can spend time in the galleries, meet resident studio artists, engage with the community, and enjoy a wide array of art programming, entertainment, and special events. [Information](#)

St. Louis County Library Events and Classes (STL), use your library card to register for events and classes. Admission is free. Pay attention to library location when registering. See link for dates and times. [Information](#)

St. Charles County Library Events (SCC), use your library card to register for events. Admission is free. Pay attention to library location when registering. See link for dates and times. [Information](#)

First Missouri State Capitol State Historic Site (SCC), tours are available every day the site is open and begin on the hour (no noon tours). Admission is free. Tours can be reserved online or by calling or visiting the site. [Information](#)

Weldon Spring Site Interpretive Center (SCC), open Monday through Friday 9 am to 5 pm and Saturday through Sunday from 10 am to 4 pm. The 41-acre disposal cell is open to the public during daylight hours via a staircase and crushed gravel walkway. A viewing platform allows a panoramic view of St. Charles County and surrounding Howell Prairie. [Information](#)

City Foundry STL (STL), live music Friday and Saturday event. Admission is free. Join us every Friday and Saturday night from 7-9pm for live music in the Food Hall from all St. Louis artists! Enjoy a variety of jazz, acoustic, rock, covers and more while you grab food and drinks from the 17+ kitchens in the Food Hall! [Information](#)

Mildred Lane Kemper Art Museum (STL), open Monday, Wednesday through Sunday from 11 am to 5 pm. Admission is free and open to the public. It is an art museum located on the campus of Washington University in St. Louis, within the university's Sam Fox School of Design & Visual Arts. [Information](#)

Mardi Gras – Purina Pet Parade in the Historic Soulard Neighborhood (STL), Sunday, February 23 at 1 pm. The parade begins at the corner of 12th Street and Allen Avenue. It is free for spectators. See link for parade route. [Information](#)

Mardi Gras Parade and After Party (SCC), Saturday, March 1st. The City of Saint Charles is hosting a family-friendly Mardi Gras celebration in Frenchtown! Join us for the Parade on Second Street at 11:00 am followed by the After Party at 12:00 pm featuring live music, food, vendors, kids activities and more in the Foundry Art Centre Parking Lot. The parade is free. If you go to the after party, bring money if you plan on buying something. [Information](#)

\$\$ Jewel Box (STL), this is located in Forest Park. Admission is \$1 per person, but it is free on Monday and Tuesday from 9 am to 12 pm. There are special floral shows at Christmas, early spring, Easter, Mother's Day, summer and fall. It has tropical trees, foliage plants, flowers, a new water feature and fountain year round. See link for hours open to the public. [Information](#)

\$\$ Orchid Show (STL), February 1st – March 9th from 9 am to 5 pm. Admission is \$16 per person. This is located in the Jack C. Taylor Visitor Center's Emerson Conservatory. You may look around the rest of the Missouri Botanical Gardens while there as well. [Information](#)

\$\$ The National Museum of Transportation (STL), open Wednesdays through Sundays from 9 am to 4 pm. Admission is \$16 per person. Weather permitting so check link before you go. It is a private, 42-acre transportation museum. [Information](#)

\$\$ Rec Hall (SCC), Restricted to ages 21 and older. Located in St. Charles. \$5 per person on Wednesday and Thursday (5-10pm) and Sunday (12pm-1am). \$10 per person on Friday (5pm-1am) and Saturday (12pm-1am). Casual venue with corn hole, ping pong, and many more games. [Information](#)

\$\$ Plaza Lanes Bowling Center (SCC), open Monday – Saturday from 9 am to 12 am and Sunday from 9 am to 5 pm. Recreation center with bowling and food. Check website for hours of operation if you plan to buy food. [Information](#)

NOW HIRING!

BIS is now hiring for the following positions

- RBT for the ISL Department
- BCBA for SPROUTS and IRBT
- Direct Support Professional
- Behavioral Direct Support Professional
- ISL Manager
- Day Hab Direct Support Professional

If this sounds like something you would be interested in, go to behaviorinterventionservices.com/employment/ and apply today!

Not sure what position would best fit you? Give us a call at 314-395-9375 and our knowledgeable staff are available to answer any questions you may have about our career opportunities!

Open Shifts Available

- Fenton – afternoons
- O’Fallon – female house – afternoons
- North County – male house – days or afternoons
- Webster – mix of day/evening – 1 female – has a cat
- Lake St. Louis – mix of days and evenings
- North County – male house – overnights

- Behavioral Female home – overnights or days
- Behavioral Male home – part time or full time afternoons

- Day Program – Mon – Fri: 8:45 am – 4:30 pm

JANUARY NEW HIRES

Welcome all new hires who joined BIS in January

- Brian Armstead: Behavior RBT
- Tyler Marler: Sumter Behavior DSP
- Alyssa Needham: Sprout RBT
- Yencya Hallowanger: Behavior DSP
- De'Seona Jenkins: Gocke DSP
- Christana Jones: Florent DSP
- Jody LaBanca: ISL Trainer
- Nicholas Napoli: Sumter Behavior DSP
- Bethany Adams: North Lang DSP
- Shontale Jones: Day Hab Coordinator
- Ashley Kelly: St. Ann DSP
- Voltah Mogambi: St. Ann DSP
- Samariyah Spann: Florent DSP
- Shameka Welch: Gocke DSP

FEBRUARY BIRTHDAYS AND ANNIVERSARIES

Birthdays:

- Ouida Bell
- Lynn Brook
- Michael Cundiff
- Joshua Dunlap
- Tahlor Easterling
- Jennifer Layer
- Mele Manning
- Anthony McCloud
- Kimberly Reinhart
- Kent Young

Anniversaries:

- Angel Humphries – 1 year
- Chrisandra Johnson – 1 year
- Fuchsia Jones – 1 year
- Anthony McCloud – 1 year
- Tommie Towns – 1 year
- Amber Swope – 2 years
- Shantania Banks – 3 years
- Lauren Phillips – 6 years
- Kimberly Martin – 7 years
- Alexis Cross – 8 years
- Chenella VanNorman-Lewis – 13 years

UPCOMING HOLIDAYS

Groundhog Day

Sunday, February 2nd

Groundhog Day is famously connected to weather prediction, with the most prominent tradition involving a groundhog predicting the conclusion of winter by seeing (or not seeing) his own shadow. He did see his shadow, so there will be six more weeks of winter.



To learn more about Groundhog Day, visit the Farmer's Alamac website:

<https://www.almanac.com/groundhog-day>

Valentine's Day

Friday, February 14th

Besides the United States, Valentine's Day is celebrated in Canada, Mexico, the United Kingdom, France, and Australia. Americans began exchanging hand-made valentines in the early 1700s. By 1900 printed cards began to replace written letters due to improvements in printing technology.



To learn more about Valentine's Day, visit the History Channel's website:

<https://www.history.com/topics/valentines-day/history-of-valentines-day-2>

President's Day

Monday, February 17th

Originally, Lincoln's birthday was a national holiday on February 12th and Washington's birthday was a national holiday on February 22nd. In the 1980s, they were merged into what we know as President's Day.



To learn more about President's Day, visit George Washington's Mount Vernon Estate website:

<https://www.mountvernon.org/george-washington/facts/the-truth-about-presidents-day>

JANUARY SETWORKS STATISTICS

Below are the SETWorks statistics for completed and on-time notes for

Note Completion Rate

Location	10/2024	11/2024	12/2024	01/2025
Ballas	94%	96%	95%	99%
Canfield	73%	79%	97%	74%
Clinic	100%	100%	100%	100%
Crestwood	98%	98%	100%	95%
Fenton	98%	90%	91%	97%
Florent	90%	88%	97%	85%
Fox Bridge	100%	96%	100%	100%
Gilbert	89%	93%	82%	91%
Hidden Ridge	84%	100%	96%	93%
North Lang	79%	86%	90%	77%
Ridge	96%	98%	98%	93%
St. Ann	96%	88%	96%	87%
St. Charles	100%	99%	100%	97%
St. Peters	96%	94%	99%	95%
Stone Creek	97%	95%	97%	94%
Sumter	88%	81%	88%	77%
Teson	96%	96%	94%	88%
Tulane		90%	92%	88%
Turf	90%	99%	98%	95%
Welsh	94%	95%	92%	95%

On-time Rate For Entered Notes

Location	10/2024	11/2024	12/2024	01/2025
Ballas	83%	88%	94%	88%
Canfield	88%	97%	92%	93%
Clinic	97%	97%	98%	100%
Crestwood	93%	95%	89%	89%
Fenton	88%	91%	93%	90%
Florent	97%	95%	80%	87%
Fox Bridge	97%	96%	100%	100%
Gilbert	95%	92%	97%	93%
Hidden Ridge	100%	100%	100%	100%
North Lang	90%	75%	87%	82%
Ridge	90%	91%	90%	91%
St. Ann	100%	93%	92%	93%
St. Charles	99%	96%	98%	89%
St. Peters	97%	94%	91%	89%
Stone Creek	98%	98%	100%	97%
Sumter	88%	94%	86%	87%
Teson	81%	76%	79%	93%
Tulane		71%	81%	91%
Turf	86%	83%	78%	70%
Welsh	95%	98%	96%	98%

Completed Notes - ISL Average

10/2024	11/2024	12/2024	01/2025
92%	93%	95%	90%

On-time Notes - ISL Average

10/2024	11/2024	12/2024	01/2025
92%	91%	91%	91%

Congratulations to Ballas, Clinic, Fox Bridge, and St. Charles for having the highest percentage of completed notes!

Congratulations to Clinic, Fox Bridge, Hidden Ridge, and Stone Creek for having the highest percentage of on-time notes!

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