

Inside YCS

A NEWSLETTER
BY AND FOR ALL YCS EMPLOYEES



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PRESIDENT/CEO
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INSIDE YCS

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President's Message



Tara Augustine

Dear Colleagues,

In every newsletter, there always seems to be a golden nugget — something that stands out and gives us a boost, if we take the time to look for it. For me, I am especially uplifted by our agency's ability to offer scholarship funds to our employees. This August, 24 staff members applied for financial assistance to advance their professional development. As their lives shine brighter with new knowledge and self-confidence, I hope their success will inspire their coworkers and, most importantly, the recipients in our care.

September is always a transitional month between summer and fall, filled with long "to-do" lists. For YCS, it is a busy season of helping children adjust to a new school year while welcoming both children and adults into our programs.

As for the agency, I am preparing for our upcoming Town Hall meeting, the launch of our new employee engagement survey — prophetically titled Great Place to Work — the publication of the 2025 YCS Annual Report, and our annual YCS Board meeting. YCS is moving forward on a very positive trajectory, and I hope you can share in this joy with me.

Soon we will also host our annual Charity Golf Classic on September 15. This is the agency's only fundraiser of the year, and I encourage you to support it in any way you can. The rewards of this event directly benefit our programs and the individuals we serve.


Together, let us continue to seek out the golden nuggets present every day and be the beacon of hope for our participants, their families, and our community.

Sincerely,

Tara


Upcoming Events

Save The Date!




YCS Town Hall

with Tara Augustine
President/CEO



Nurturing Hope.
**BUILDING
FUTURES.**

Thursday, October 16th at 11:00 AM

This event will take place on Teams. 

Limited seats are available for in-person attendance at the Newark Headquarters. More information to follow.

Your Voice Matters!

Save the date for the second **LIVE** YCS Town Hall on Thursday, October 16th where CEO, Tara Augustine, will share important updates and kick off the next Employee Engagement Survey.

YCS Charity Golf Classic 50/50 Raffle

The YCS Charity Golf Classic 50/50 raffle is a fun opportunity to support YCS and the ticket is only \$10, with the winner taking half the pot! It's an easy way to get involved, even if you cannot attend the event — and best of all, every dollar raised by the Foundation goes right back into the YCS' mission: facility improvements, fun activities for our participants, and more!

🎟️ [Click here to purchase a ticket!](#)

💳 Need to pay in cash or through an app? Contact Heart@YCS.org to coordinate.

This link will be open until the outing on 9/15!

Feel free to spread the word to family and friends — they can get in on the fun too! (winner does not have to be present!)

Welcome New Employees

New Employees and Interns who completed 90 days by August 31, 2025

Auriemma, Janine Personal Assistant DDD-Pearl	Jacobs, Brianna Residential Assistant DCF-IRTS Kilbarchan	Mainelli, Meghan Intern - UnPaid DOE-George Washington	O'Bryant, Christopher Kitchen Manager Food Services
Baker, Erykah R. Residential Assistant DCF-PCH Haddon Heights	Kaptan, Sama Service Coordinator CBP – Passaic Svc Coord U	Mangar, Jennah M. Shift Supervisor DCF-PCH BHDD Estell Manor	Okpara, Chidi F. Personal Assistant DDD-Burning Bush
Caldwell, Latrica Residential Assistant DCF-PCH Haddon Heights	Klein, Danielle Personal Assistant DDD-Apts Supvr Buffalo	Mayo, Nakima Residential Assistant DCF-PCH Coopers Crossing	Spencer, Jahmila Residential Assistant DCF-PCH Fisher Hall
DeLaCruz, Ivette Intern - UnPaid CBP-Parent Linking Progr	Landers, Melonie Intern - UnPaid DCF-PCH IDD Cedarbrook	Mcneil Jr., Davis Residential Assistant DCF-CSAP Winslow	Tierney, Ericka Intern - UnPaid DCF-PCH Sayre
Dootay, Justin E. Personal Assistant DDD-Blackwood	Lighty, Denim Residential Assistant DCF-SPEC Kilbarchan	Medorzil, Miss-Eve Personal Assistant DDD-Walnut	Wade, Kimora Residential Assistant DCF-IRTS Holley Muller
Hall, Nitketa Personal Assistant DDD-Absecon	Lighty, Ortisha M. Residential Assistant DCF-RTC Kilbarchan	Mickey, Terista Residential Assistant DCF-CSAP Winslow	Wilson, Phillis Personal Assistant DDD-Morris
Jackson, Jesseia Residential Assistant DCF-GH1 IDD Wood Haven	Lomax, Aqiera L. Residential Assistant DCF-PCH IDD Sewell	Mullen, Carolyn F. VP Business Affairs Exec Administration	

"Success is the sum of small efforts, repeated day-in and day-out." — Robert Collier

Work Anniversaries

Congratulations!!!

25 YEARS

Sharon L. Marshall, Nurse LPN, HealthSvc-ResidentNurse-S

15 Years

Oscar O. Tovar, Personal Assistant, DDD-Apts Supvr Thomas

10 Years

LaQuanna Smith-Frierson, Administrative Assist, CBP-NFP Essex

Melissa Pratt, Shift Supervisor, DCF-PCH Sicklerville

Hakeem Harvey, Residential Assistant, DCF-RTC Holley

Angelina Okoli, SRT Supervisor, SRT - S

5 Years

April Anderson, Residential Assistant, DCF-PCH Laurie Haven

Tia L. Solomon, Personal Assistant, DDD-Willingboro

Natasha Lewis, Residential Assistant, DCF-PCH Laurie Haven

*Wishing you a wonderful work anniversary filled
with pride in all you've accomplished!*

Shoutouts

To All Our Amazing Employees!

- ★ **Chitima Enyart**– Thank you for always being kind and patient with the youth. You are phenomenal!
- ★ **Jada Carter**: I appreciate all of the time and dedication you have demonstrated! Your hard work has not gone unnoticed! Thank you! Great job on your ECR notes 😊
- ★ **Jessica Quinones**: Thank you for your continued support and continued advocacy for the youth! You are amazing!
- ★ **Jessica Waters**: You are so amazing! You are so passionate and dedicated with all you do! I appreciate you, Thank you!
- ★ **Lekyha Watkins**: I appreciate your passion you display for the youth! You are a great RA! Thank you !
- ★ **Katrina Watkins**– You have been an amazing on-call RA! I appreciate your dedication and flexibility.
- ★ A big thank you to **Mark Scanish** and his team for their support in helping the Treatment Homes staff organize and rearrange our office spaces. Your hard work and teamwork made a big difference — we truly appreciate it!
- ★ **Willette Isaac**: You have been such an asset to Woodhaven! I truly appreciate all of your hard work and diligence. You rock ! Thank you!

Moving On

It's Hard to Say Goodbye

Wishing Our Colleagues All the Best as They Begin Their New Journeys



Delroy & his son Malik

Delroy Reed has been softly making a difference in the lives of the children at YCS for the past 37+ years. He started his career with YCS working both as a teacher assistant for the first-grade class at GW school and residential assistant at the Holly Center where the children affectionately called Uncle Delroy. He was instrumental in the creation of the first YCS summer Sleepaway camp, introduced the idea for a camp T-shirt and organized a car wash fundraiser to pay for the first shirts. Later, he was part of the team that created the SRT and worked on the team when they needed his gentle, respectful, presence to help children who were having a difficult time adjusting to their placement in a home.

Over the years, his compassion and commitment for the children's happiness and well-being never faltered as he rose in the ranks from supervisor to assistant to the program director. Despite his administrative duties at his current position at Laurie Haven, it would not be unusual to see Delroy cooking dinner for the children or working with them in the vegetable garden that he so lovingly built from scratch. (The garden that is still prospering today at the Holley center today was also built by Delroy.)

On behalf of the YCS Family, we wish Delroy many years of health, happiness, and prosperity as he begins his retirement.

Delroy was one of the original staff who helped start the first YCS sleep away camp and was also part of the original SRT-team that was dispatched to the southern region to help transition the children into the new Cedar Brook home.

Delroy was a pleasure to work with. He taught me a lot when I first came to this agency. His relationship with the kids that he worked with was priceless. He will be missed by this agency. ~Andrew Beckford

As Delroy Reid steps into this new and well-deserved chapter of life, I want to express how deeply he will be missed — not only as a dedicated colleague, but as a true friend. Delroy's unwavering commitment, integrity, and work ethic will leave a lasting mark on YCS. He has been a steady presence through challenges and successes alike, always bringing wisdom, patience, and a quiet strength that has lifted those around him.

But beyond the job, Delroy is a devoted family man, a kind soul, and someone we've all been lucky to know. Delroy, you've led by example, showing us how to balance work, life, and values with grace and humility. ~ Ruthie Harper

Happy Birthday!!

August Birthdays

Aaron Clark	Demosh Matthews	Jonquea S. Walker	Olivia T. Oechsner	Shanaya Battle
Abu Beyallah	Devian Cobbs	Joshua Warren	Olusola A. Oyefesobi	Shani Dean
Adriana Estanislado Santos	Edward Gerardino	Kelvin Williams	Oluyemi T. Olubodun	Shelina J. Williams
Andrew E. Friedrich	Emani Hammond	Kimora Wade	Oscar O. Tovar	Siani Walters
Angela Hunter-Ali	Erick A. Delmonte	Kisanna Owens	Paris Mears	Silas Johnson
Annika Shakes	Francesse Charles	Lakeisha J. Holt	Patrick McBride	Tamacsha A. Thomas
Ashia Jenkins	Frank D. Burno	Lakirah McNeal	Perry Ohemeng	Tamya Simmons
Ayannah Richardson	Gabrielle Clarke	Lasheera Barbary	Philomena Azure	Tanasia Smith
Barry Lastra	Gary S. Wright	Leidy J. Gomez	Printayzha Carter	Tara Worley
Brittany Daniels	Generia Burgess	Lenward L. Palmer	Providencia Zapata	Theresa Coleman
Busola Oladele	George Rudisill	Lifaite Jean Pierre Sr.	Rachel Sumo	Tia L. Solomon
Cardinal Johnson Babalola	Gerald Cooney	Linda A. De Robertis	Rashida Harrison	Tiffany Peeples
Cassandra R. Smith	Hakeema Vaughan	Marilynn D. Bragg	Richard R. Duvivier	Tracey Ridley
Christian Wallace	Ivory A. Williams	Marlene Lopez	Ronald E. Thomas III	Twanda Washington
Christine A. Hinman	Jacqueline Bragg	Maya Echevarria	Ronald P. Hart Jr.	Uzoamaka Njoku
Clea Barnes	Jacqueline Perez	Meghan Mainelli	Ronde Barnes	Veronica Holmes
Cleo Chance	JahQueena Allen	Melissa Ottey	Ruthie Harper	Wilton L. Douglas III
Dale L. Billiard	Jamil Miller	Michelle Robbins	Ryan D. Fredrickson	Yazming Downey
Damita D. Small	Jason Rogers	Najla Daley	Sade Collins	
Dantaisha Fields	John G. Tillman Jr.	Nayata T. Sylvester	Sean L. Harvey	
Delroy Reid	Jonathan Andersen	Nijasha Z. Wright	Shamaine L. Williams	



HAPPY
Birthday



Agency Updates

Gordan Family Trust Employee Scholarship

Thanks to the generosity of the Gordon Family, YCS employees were awarded more than \$40,000 in scholarships* in September to continue their professional education. From master's programs in Social Work, Clinical Mental Health Counseling, and Applied Behavior Analysis to specialized training in PROMPT speech therapy, DIR Floortime, and Infant & Early Childhood Mental Health, these scholarships make it possible for our staff to deepen their expertise while serving youth and families every day.

Recipients represent programs across the agency — from Fisher Hall, Holley Center, and Sawtelle schools to Human Resources, Food Services, and Early Intervention Services — reflecting the diverse professionals who bring their skills and heart to YCS.

We are deeply grateful to the Gordon Family for investing in the future of our workforce and the children and families we serve.

YCS Foundation Team

Training Reminder



Have you completed your Relias trainings due for the month of July and/or August?

Do you need to register for a training that is about to be due?

CCADAC Membership Drive

The Cultural Competence and Diversity Advisory Committee (CCADAC) is looking for new members. YCS employees, participants, and stakeholders are all welcome. The committee meets once a month. If you are interested in becoming a member, please contact Barbara May (barbara.may@ycs.org).

Agency Updates

Informal Loan Groups (Susus) are Prohibited

We are aware that some employees have organized informal loan groups, or susus, with their coworkers. YCS employees cannot form loan groups with other employees. These systems run the risk of mismanagement or even fraudulent activity, which creates tension among employees and impacts the workplace environment. If there are any current employee loan groups they should be disbanded.

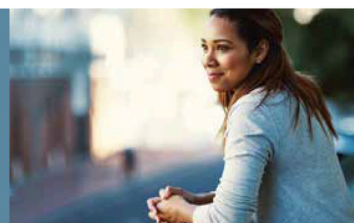
If you are having personal financial challenges, you can contact the YCS Employee Assistance Program and speak to a financial counselor (800-854-1446 or www.unum.com/lifebalance).

~Steven Kessler, Chief Human Resources Officer



Help, when you need it most

With your Employee Assistance Program and Work/Life Balance services, confidential assistance is as close as your phone or computer.



Always by your side

- Expert support 24/7
- Convenient website
- Short-term help
- Referrals for additional care
- Monthly webinars
- Medical Bill Saver™
— helps you save on medical bills



Who is covered?

Unum's EAP services are available to all eligible employees, their spouses or domestic partners, dependent children, parents and parents-in-law.



Employee Assistance Program — Work/Life Balance

Toll-free 24/7 access:

- 1-800-854-1446
(multi-lingual)
- www.unum.com/lifebalance



*Turn to us, when you
don't know where to turn.*

Employee Assistance Program (EAP)

Your EAP is designed to help you lead a happier and more productive life at home and at work. Call for confidential access to a Licensed Professional Counselor* who can help you.

A Licensed Professional Counselor can help you with:

- Stress, depression, anxiety
- Relationship issues, divorce
- Job stress, work conflicts
- Family and parenting problems
- Anger, grief and loss
- And more

Work/Life Balance

You can also reach out to a specialist for help with balancing work and life issues. Just call and one of our Work/Life Specialists can answer your questions and help you find resources in your community.

Ask our Work/Life Specialists about:

- Child care
- Elder care
- Legal questions
- Identity theft
- Financial services, debt management, credit report issues
- Even reducing your medical/dental bills!
- And more

Help is easy to access:

- **Online/phone support:** Unlimited, confidential, 24/7.
- **In-person:** You can get up to 3 visits available at no additional cost to you with a Licensed Professional Counselor. Your counselor may refer you to resources in your community for ongoing support.

* The counselors must abide by federal regulations regarding duty to warn of harm to self or others. In these instances, the consultant may be mandated to report a situation to the appropriate authority.

Unum's Employee Assistance Program and Work/Life Balance services, provided by HealthAdvocate, are available with select Unum insurance offerings. Terms and availability of service are subject to change. Service provider does not provide legal advice; please consult

your attorney for guidance. Services are not valid after coverage terminates. Please contact your Unum representative for details.

Insurance products are underwritten by the subsidiaries of Unum Group.

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FOR EMPLOYEES

Promising Pathways to Success

■ Promising Pathways to Success ■

A Shared Journey to Success, Where Your Voice Leads the Way

■ Date:	Friday, September 26th
■ Time:	11:00 AM – 12:00 PM
■ Presenter:	Jackie Maddi, BCBA

Featured Presentation

“Effective Behavioral Tips, Tricks, and Techniques”

Join us for an engaging and practical session where Jackie Maddi, BCBA, will share evidence-based strategies to enhance positive outcomes with youth. Learn simple, effective, and proactive tools you can use every day to strengthen connections, manage behaviors, and foster success.

■ Why Attend?

- Gain practical behavioral strategies you can apply immediately.
- Strengthen your professional toolkit for working with youth.
- Connect with colleagues across the agency as part of the PPS initiative.

■ Open to all YCS staff.

Let's continue our shared journey to success—together!

Highlights

Treatment Homes in the Community



One meaningful way for our Treatment Home youth to appreciate what they have — and to gain a deeper perspective on life — is by giving back to the community.

With the support of our Mentor Ms. Anitra, four of our youth recently prepared meals and distributed them to individuals experiencing homelessness in the community.

This hands-on experience not only helped those in need but also offered our youth a valuable opportunity to practice empathy, teamwork, and gratitude.



A heartfelt goodbye and best wishes to one of our youth who will be transitioning from our Treatment Homes Program as she begins her first year of college!

With the guidance and consistent support of her Clinician, Ms. Demira, and our dedicated Treatment Home Parents, Hassan and Ashley, ZA ZA has reached a major milestone. She will be successfully discharged from our program this September.

We are incredibly proud of ZA ZA and all that she has accomplished. Her hard work, resilience, and determination have brought her to this exciting new chapter — and we can't wait to see all that she achieves in the future!

Highlights

Holley Resident Finds Joy in Creative Expression



Abigail is a 15-year-old resident at YCS Holley Center RTC who finds joy and expression in her creative pursuits. She's an avid reader, consuming roughly four books a week, particularly enjoying the "Warriors" series. She started reading in the 3rd grade.

Legos are another passion for Abigail, and she's found them more accessible since being at Holley Center. Her specialty is building animals and gifts for her family. She's crafted a heart box and a miniature dollhouse for her sister, as well as a miniature camera. Her room showcases her talent with Lego designs of Simba, Stitch, dinosaurs, and various animals. She's particularly proud of constructing a complex Technic Car with moving parts (wheels, engine, hood, and doors), emphasizing the challenge of creating a realistic and functional model using specialized pieces like axles and gears.

Abigail also enjoys arts and crafts, demonstrating her creativity by transforming an old boot into a vase for her mother.

Looking to the future, Abigail has ambitious career goals: she aspires to be a Lego Designer, an Art Designer, and to "give back" by working as a 911 crisis worker.

Beyond her creative side, Abigail has also made significant progress in her family relationships while at Holley Center. Despite the two-hour distance from her home, she feels closer to her family than she did in a previous, closer placement. She credits family and individual sessions for this improvement, noting her mother's recent expression of pride in her progress. Abigail also reports feeling happier.

2025 Pre-Doctoral Psychology Intern Graduates



Congratulations to the 2025 Pre-Doctoral Psychology Intern graduates who completed a year-long internship at the YCS Institute. This year's graduates are:

Brenna Klessel
Yisel Maldonado
Ilissa Kaufman

Highlights

Morris County NFP Mother's Morning



Morris County Nurse Family Partnership held a Mother's Morning in the park. The theme was DIY toys! Children had a great time playing with their homemade toys.

Highlights

Northern Region Pre Labor Day Family Carnival Cookout



Managers Meeting Bulletin

Here is an overview of action items from the managers' meeting as a guide for you to follow up with your colleagues at your staff meetings. When you or your team have any questions relating to UKG, Oracle, Payroll etc. Please refer to the training instructions first. If you cannot resolve your problem with the written instructions, please contact the corresponding department for help. As always thank you for your support in keeping the lines of communication flowing efficiently.

Key points from G&A Meeting August 21, 2025

Human Resources

All employees need to acknowledge their performance review for FY 25. Also, please discuss with your managers your goals for FY 26. If you need other goals than the ones already in the KPI performance goals, please add to assigned employees

This year's Employment Engagement Survey will be on a new UKG platform called "Great Place to Work". The new survey will be launched in October following the town hall.

Save the date for the next Town Hall with Tara Augustine on Thursday, October 16, 2025.

Foundation

Golf Dinner: If you plan to attend the dinner, please reach out to the Foundation at heart@yycs.org. Or go directly to www.yycs.org and pay directly. The cocktail hour starts at 5 PM and dinner at 6PM.

Thank you to all the departments that have volunteered to create baskets for the silent auction, we have matched last year's number of 15.

Summer Enrichment Activities Photos: Please send photos of all outings as soon as possible to the Foundation. Please send thank you notes from the children and/or staff. It is important that we share these photos and messages with the donors.

Robert Gordon Trust Scholarship: The scholarship review committee is now in the process of reviewing all applications. If your application does not contain a letter of support, the Foundation will reach out to you shortly. More information to follow.

Allied Therapy Instructors: There are job opportunities for staff that have experience as an Allied Therapist or facilitators. A formal communication will be sent out shortly by Caitlyn Yerves outlining the steps for once a candidate has been approved. The Program Director will be responsible for submitting a PSF. Note: Program Directors and the VPs will assist in approving the rate for each Allied deliverable.

Managers Meeting Bulletin

Prospective allied providers can begin the application process at

[https://forms.office.com/Pages/ResponsePage.aspx?](https://forms.office.com/Pages/ResponsePage.aspx?id=A130IK3suU6xGb3UJmnYxJGLlpzlPnBCoOzNTDkMCDJUQUEwQjhJVEo2WklFNkc5NFhJUUXDR1cxVi4)

[id=A130IK3suU6xGb3UJmnYxJGLlpzlPnBCoOzNTDkMCDJUQUEwQjhJVEo2WklFNkc5NFhJUUXDR1cxVi4](https://forms.office.com/Pages/ResponsePage.aspx?id=A130IK3suU6xGb3UJmnYxJGLlpzlPnBCoOzNTDkMCDJUQUEwQjhJVEo2WklFNkc5NFhJUUXDR1cxVi4)
[u](#)

This form helps determine whether a candidate should be onboarded as a consultant or as a per diem employee.

If you are concerned about reaching your allied therapy targets in the fall, please reach out to Caitlyn at Caitlyn.yerves@ycs.org for help.

Congratulations to the DCF programs for the outstanding progress in their documentation quality and reaching their targeted hours.

QAPI

Bone Injuries: All bone fractures require a UIR report whether it is for a youth or an adult.

Old Electronic Equipment: If you have computers, printers, scanners, etc. that you are not using and that are in a storage closet or basement, contact the IT department so they can arrange to pick the items up.

Fire Drills and Emergency Evacuation Plan: There have been inconsistencies in the correct logging in of information for the drills. Please see complete report breakdown by program. [Summary of all FY'25 Fire Drills.xlsx](#) Please contact Aja at aja.wallace@ycs.org if you have any questions or would like a review of the procedures.

IT

Since May, the agency has been trending downward in employee user adoption. If every employee uses a single sign-on, we should not have a problem staying above the 85% threshold. If your employees need more training, please reach out to IT at helpdesk@ycs.org

Reminder: For the agency to receive Microsoft 365 free of charge, we need to keep the user adoption above 85%. Please click for the full report [YCS Microsoft User Adoption](#)

Managers Meeting Bulletin

Communications

The Communications Department will be sending out an email to everyone with instructions for submitting program shout-outs, highlights or any information you'd like to share with us.

We want to extend our thanks to everyone who is supporting the newsletter by sending us information and stories. The newsletter is by YCS employees for YCS employees! We can't do it without you, so THANK YOU!

IMS

UKG: IMS will be providing "retraining" and a "reintroduction" to the utilization of UKG. The training material is being redesigned. IMS noted that we are not optimizing all of its functions.

IMS is also redesigning treatment plans in Evolve. Training materials will be available. The roll out date is pending but may be within the next month.

Nursing

Admission Packets have been revised for DCF and DD programs. Please click on the links below:

[DCF Programs](#)

[Adult DD Programs](#)

Nutrition: Nutritional risk screenings will only be done at the time of admission.

Annual Nursing Summaries will no longer be done. All nursing summaries will be completed monthly.

Dispensing Medications: Recently there has been an increase in the number of clients ingesting another client's medication. Upon investigation, it was discovered that staff were pre-pouring the medication. **This is an absolute health and safety violation.**

Please review the following protocol with your staff:

- If a client has taken the wrong medication, it must be immediately reported to poison control, including the wrong medication taken, and the correct medication that the client should have taken.
- Poison control will give additional instructions whether it be to take the child to the emergency room or to be monitored.
- The individual's physician also needs to be notified as well.
- Staff notes must include who they spoke to with either the police or poison control, and all the instructions given.

Managers Meeting Bulletin

Practice Integration

Documentation Time for Clinicians: Program Directors, please work with your Clinicians to ensure they have efficient time, without interruptions for documentation of their notes outside of meetings and time spent on the floor.

Intern survey results: Interns had very positive experiences at the sites and appreciated inclusion in treatment team meetings, clinical rounds, etc. However, one area of growth that they identified is in consistency the way staff addressed issues with the clients.

Upcoming trainings:

Sept 11th: "Reactive Attachment Disorder and Case Presentation" – Virtual

Oct 2nd: "Parent & Child Relational Therapy." This virtual training will be facilitated by an outside trainer. All PDs, Clinicians and Interns are encouraged to attend.

Nov.7th: "Polyvagal Theory part 2—In-person training in East Orange. RSVPs will be sent and CEUs will be available.

Note: Medicaid auditors are scheduled to come the middle of September. Please make sure everyone has completed all their required trainings.

Tara's Agency Update

- The monthly Life Skills stats reflect an increase in compliance for Life Skills except for 3 programs that have been non-compliant for the past two months. Managers, please review this report for your program's status and newer program managers are encouraged to get familiar with the information in the report.
- We are seeing patterns that may indicate staff's uncertainty in routine tasks in some programs. Managers are encouraged to consistently look at and enforce daily, weekly, and monthly responsibilities holding staff accountable so the "shining stars" shine bright and our clients can continue massive improvements.
- There is a DDD audit scheduled for mid-September. Please be sure that all of the adult DDD staff are completing their training. Please contact Mike at pbaguidy@yycs.org regarding any training questions or issues.



Embracing All the Possibilities®