

THE PACESETTER

QUOTE OF THE MONTH

Believe in yourself and all that you are. Know that there is something inside you that is greater than any obstacle.

Christian D. Larson

PACESETTERS NEWS

- ❖ Macon County will be hosting a yard sale in September! They are currently accepting donations. If you have questions or want to donate anything, give them a call at (615) 666-8018.
- ❖ It's time! Spirit Week 2023 is September 11th-15th! We will be enjoying multiple events to celebrate our hardworking DSPs as well as some fun, themed days! Show us what you've got! Send pictures to Lindsay if you are willing to share!

Putnam DSP Appreciation: 9/13 from 11-2 at Cane Creek Park

White DSP Appreciation: 9/12 from 11-2 at the White County Office

Macon DSP Appreciation: 9/5 from 11-2 at the Macon County Welcome Center

❖ Themes:

Monday, 9/11: Red, White, and Blue

Tuesday, 9/12: Hippie/Tie-Dye

Wednesday, 9/13: Country/Western

Thursday, 9/14: Sports/Teams

Friday, 9/15: Rock and Roll

SERVICE ANNIVERSARIES

Samuel Mast—1 year
Julianna Hotchkiss—1 year
Macie Krantz—2 years
Shelia Breedlove—3 years
Vanita Smith—3 years
Cynthia Whittaker—5 years
Deborah Mahan—8 years
Jennie Pelham—17 years
Carlos Mahaney—21 years
Dora Cash—22 years
Brenda Moore—25 years
Kim Goforth—26 years
Wanda Hix—29 years

**Oops! Don't see your name? We don't have permission to share 😊 Change by contacting HR!

WELCOME NEW HIRES!

Robin Bowman	Karen Brisendine
Travis Cothron	Savanna Hargis
Taylor Jackson	Dylan Ledbetter
Kristin Martin	Jayra Rogers
Kayla Sutton	Shelia Sutton
Ashley Turner	Robert Wonsey



Let's Talk About: CQL—The Council on Quality and Leadership
Personal Outcome Measures—Factor Expectations (What We Look For)

Indicator 6: People Are Treated Fairly

Within any society, community, or group of people, situations exist where total freedom to act, do, or decide is not possible. Limitations may occur as a result of laws, community or group norms and the needs of other people. When limitations are imposed, we expect that we will have the opportunity to be heard, fairly and impartially.

Rights limitations may occur as a result of the supports needed by a person, organizational policies or rules, lack of resources, or a desire to protect people from possible harm or risk. Regardless of the source or intent, people are entitled to have these limitations reviewed and possibly removed.

People are treated fairly if and when rights limitations are imposed, there is adequate due process. People are informed of options, consent is obtained, and they are listened to.

Due process procedures are applied when limitations on personal freedoms or rights have occurred or are contemplated. A fair and impartial hearing in disputes is provided.

Rights limitations are always viewed as temporary measures. Organizations provide training and support to people so that restrictions and limitations are removed.

Organizations also review and change policies, practices, or programmatic decisions that limit or restrict people.

People have the right to least restrictive training and treatment alternatives, freedom of movement, communication, access to personal possessions (including money), and positive behavior interventions, when necessary. Other critical areas include guardianship decisions, denial of opportunity (such as employment or services), and restrictive procedures and limitations imposed by others.

Indicator 7: People Are Respected

Respect is how we show our regard for each other. Respect indicates that we believe someone is a valued person. Everything we do and say to people makes a statement about their perceived importance. People are treated with respect and dignity.

Respect is more than the absence of negative comments or actions. Respect is demonstrated in how we interact with people. Interactions that promote respect do not draw undue attention to a person's condition or differences. Supports, in fact, emphasize and capitalize on the person's capabilities. Respect means listening and responding to the person's needs with the same promptness and urgency that anyone would expect. When people ask for assistance, they are entitled to receive a meaningful response.

Supports reflect concern for enhancing people's status. Staff respect and defer to people's opinions and preferences throughout the planning and decision-making process. People are challenged by the service activities and encouraged to try new things.

Respect is reflected, directly or indirectly, in everything that occurs in a service relationship. Positive regard and respect is demonstrated by providing people with meaningful work and activities, privacy, and advocacy.

References to, and interactions with, people promote self-esteem. Patterns of interaction reflect what is typically expected for most people. Expectations for achievement are high and supports are not intrusive or demeaning. Staff show significant concern for each person's feelings and avoid anything that might cause the person any personal, physical, or social discomfort.