

# ***THE PACESETTER***

## QUOTE OF THE MONTH

**Shoot for the moon. Even if you miss, you'll land among the stars. –Norman Vincent Peale**

## NEWS CORNER

- ❖ Pacesetters is happy to announce that effective 3/4/22, we have officially been accredited by The Council on Quality and Leadership (CQL). This is an amazing step for us toward ensuring quality, person-centered supports!
- ❖ Bingo has officially begun again in Putnam County! Join us every Tuesday at the Cookeville Community Center at 11am for food, fun, and prizes! The cost is \$5 per person to cover the cost of food. These events are open to the public so tell your friends!
- ❖ Did you know effective 11/1/21 we changed the requirement for Comprehensive Site Reviews to only having to complete one section per month? Your Executive Team is working hard trying to lighten the load whenever possible! Got an idea? Let us know!
  - ❖ Our annual Fiscal Accountability Review is scheduled for 3/28-3/29. Keep your eyes peeled for updates on how we did!
- ❖ You should have received an Employee Engagement Survey with your 3/18/22 pay stub. If you haven't already, please make sure you send that back to us by 4/18/22. We want to hear from you!
- ❖ Open Enrollment information will be coming soon!

## SERVICE ANNIVERSARIES

**Kristin Farmer—1 year**  
**Chris Dean—1 year**  
**Samantha Cintron—1 year**  
**Anthony Titsworth—3 years**  
**Katie Shirley—3 years**  
**Matricia Wingo—3 years**  
**Lindsay Young—4 years**  
**Billy Smallwood—4 years**  
**Tammy Walls—11 years**  
**Ann Braswell—16 years**  
**Bill Toye—26 years**

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

## JOB OPENINGS

**Med SL Overnight LPN**  
**Med SL DSP**  
**DSPs**

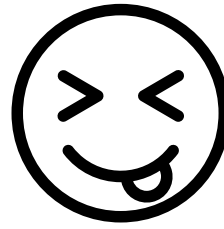
**Know anyone you think would make a great DSP? Don't forget about our \$500 recruitment bonus!**

## **Easter is April 17<sup>th</sup>!**



## JUST FOR GIGGLES

IF YOU SEE A CRIME AT AN  
APPLE STORE, ARE YOU  
AN IWITNESS?



### DSP SPOTLIGHT:

This could be you! Beginning in May 2022, we will start showcasing our amazing DSP staff and all the hard work you do!

# THANK YOU!!

Want to nominate someone? Send their name and a brief description of why you think they should be showcased to Lindsay Young at [Lindsay.young@pacesetterstn.com](mailto:Lindsay.young@pacesetterstn.com).

*A Note from Your Quality Assurance Director: I want to say a huge thank you to all of you for your hard work and dedication! Our CQL Accreditation would not have been possible without each and every one of you, and I am so thankful to work with such an amazing team.*

## Happy Birthday!

### Supported Individuals

Rick—4/1  
Carl P.—4/2  
Jason L.—4/4  
Anna H.—4/7  
Amy P.—4/7  
Ricky W.—4/8  
Barron G.—4/23  
Adam B.—4/28

### Staff

Julie Reed—4/4  
Sharman Farris—4/6  
John Yates—4/14  
Gail Thurman—4/15  
Cindy Mabery—4/18  
Ann Braswell—4/21  
Georgette Sullivan—4/25  
Carol Glover—4/26  
Jessica Hare—4/26  
Taylor Hyden—4/27

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### GOT SOMETHING TO SHARE?

Have any great news or something you would like to share? We're always looking for great content to add to our newsletters! Send any suggestions to Lindsay Young at [Lindsay.young@pacesetterstn.com](mailto:Lindsay.young@pacesetterstn.com).

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## **“Let’s Talk About” Decision-Making for People Supported**

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Having an intellectual or developmental disability does not preclude a person from being able to engage in informed choice, as decision-making abilities are individualized and can vary with the person depending on topic, skills that have been developed, or other factors. A person may be capable of understanding risk or making a choice with or without a conservator. If a person has a conservator that does not create the presumption that the person is incapable of making a choice, understanding risk, or giving consent, as each case must be assessed individually. This assessment should include a review of the conservatorship order if there is one. However, depending on the needs and strengths of the person, the person may engage decision-making support to understand potential risks and outcomes before taking action.

### **What is Informed Choice?**

Informed choice means the person is well informed to make an educated and voluntary decision about moving forward with his/her goal or planned activity after s/he has had a meaningful discussion about risks and potential outcomes, both positive and negative, that may result. ***Only after the person understands how the identified risks could be mitigated can s/he make a truly informed decision about whether a particular risk is a tolerable risk that s/he wishes to accept/take.***

### **What is Dignity of Choice?**

The right of a person to make an informed decision to engage in experiences of his or her own choosing, which are necessary for personal growth and development. Supporting dignity of choice means honoring a person’s right to make choices and engage in activities that may involve risk associated with these types of choices and activities, and committing to assist the person to identify, consider, and implement strategies to mitigate the identified potential negative consequences of these choices. Per Center for Medicare and Medicaid Services (CMS), **Dignity of risk** is the idea that self-determination and the right to take reasonable risks are essential for dignity and self-esteem and so should not be impeded by caregivers, concerned about their responsibility to ensure health and welfare. Discussion and consideration of specific risks should always balance identifying the potential benefits with the potential harm instead of only focusing on the potential harm that may result from taking a specific risk.

**Three components of balancing choice and risk include actions to:** 1. Identify and document choices and risks . 2. Ensuring the ISP/PCSP includes individualized strategies to honor choices and address each risk. 3. Regularly revisit choice and risk discussion, analyze data (e.g. critical incident management system), monitor individual risks, and modify plans as needed.

The principle of dignity of choice closely aligns with the values of person-centered thinking and the concept of self-determination. More specifically, person-first approaches emphasize valuing the autonomy of the person, the importance of striving to assist persons to reach their full potential, and the critical importance of providing people with well-supported opportunities to learn to make good choices and informed decisions as others do: **through experience, education, and practice.**



## **Covering the Bases:**

These are exciting times to be in the family of Pacesetters. Spring always reminds us of the renewal and rebirth, the possibilities that are before us. I would like to take this opportunity to ask you to submit topics that you would like to be discussed in “Covering the Bases” to [robbie.phillips@pacesetterstn.com](mailto:robbie.phillips@pacesetterstn.com).

