



Headwaters, Inc.

Empowering Lives

Volume 5, Issue 4

www.headwatersinc.org

October November December 2015

Headwaters Headlines

Director's Notes

Many of you know that we've been working hard on transitioning many of our classes and services in general to the community, rather than supporting people in our facility for large chunks of the day. There are several reasons we're working on this, with the primary reason being that we're really interested in supporting people to be engaged and involved in their communities. There is some federal legislation that is pushing for services for people with disabilities to be integrated into the community, and here is a brief summary of two of them:

CMS (Centers for Medicaid and Medicare Services) HCBS (Home and Community Based Services) Setting Rules:

These rules require that service settings must be:

Integrated into community and maximize opportunities to seek employment and work in competitive integrated settings, control personal resources, and receive services in the community.

Must also be consistent with individual choice, right to privacy, dignity, respect, freedom from coercion and restraint.

Must facilitate autonomy, independence, and choice of services and supports.

WIOA (Workforce Innovation and Opportunities Act):

WIOA emphasizes competitive integrated employment in the community, and requires a series of steps be taken before an individual under the age of 24 can be placed in a job paying less than minimum wage. In addition, WIOA will increase services to youth with disabilities by emphasizing the need for youth with disabilities to have more opportunities to practice workplace skills, exercise self-determination in career interests and get work-based experience. To satisfy this need, state VR (Vocational Rehabilitation) agencies will be required to offer pre-employment transition services to all students with disabilities (setting aside at least 15% of federal VR program funds).

We'll continue to provide updates related to our work on these efforts in upcoming newsletters.

New Additions to Headwaters Inc.

Thanks to a generous donation from St. Matthias in December 2015 Headwaters Inc. was able to purchase an 8X18 trailer that we will use for our confidential shredding routes in Forest, Oneida and Vilas counties.

We were also able to purchase a 2015 Honda Odyssey van that we will be able to use for community integration.

Anniversaries

October

Steve Ostermann 3 Yrs
Linnea Sandberg 1 Yr

November

Brandy Ginter 6 Yrs
Marcy Eckrich 1 Yr
Nancy Carrillo 1 Yr
Wendy Woodall 25 Yrs
Sheila Pisut 14 Yrs
Katherine Garrison 5 Yrs

December

Sheila Mollen 2 Yrs
Connie Hagen 8 Yrs
Sheryl Maxson 1 Yr





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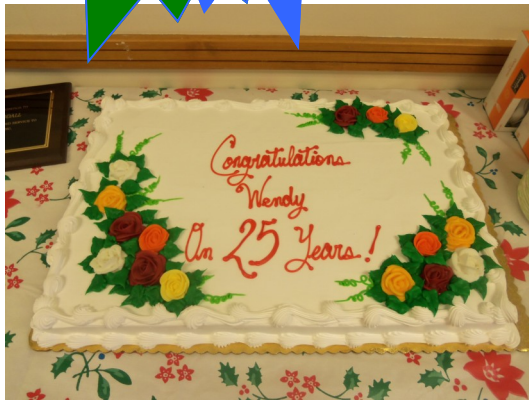
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Wendy's 25th Anniversary



Wendy celebrated her 25th anniversary of working at Headwaters Inc. with us in November. She started working at Headwaters on November 19, 1990 as a Special Client Worker. Wendy helped to create the first prevocational and Skill Development classes. She is now currently the Production II Supervisor. Wendy has always been a very dedicated and hard working employee. She gets along well with all participants and staff. Wendy says working at Headwaters Inc is a very rewarding career and plans to continue working here until she retires in 10 years .



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Birthdays

Susan W 10/7
Todd N 10/11
Tom M 10/23
Andy M 10/27
Karl W 10/31
Bobbi Jo A 11/03
Marisa M 11/24
Alia R 11/29
Larry O 12/08
Charlene P 12/18
Joseph F 12/20
Robert S 12/21
Kristene D 12/22
Amy W 12/22
Lana H 12/23
Billie Jo S 12/25
Holly R 12/28
Brian V 12/30
Jeremy D 12/30

The day services staff here at Headwaters Inc. have been learning about systematic instruction and how to apply systematic instruction to many daily living skills. For those of you who don't know what systematic instruction is; it is taking a task, such as doing laundry, and breaking it into many steps. This is very helpful when you are assisting someone with a task they have never done before.

When using this teaching method to help someone do a task, it makes the task not as intimidating as it would be if you were to explain the task all in one big step. The goal with systematic instruction is the more times the person does the task, less steps will have to be described, then ultimately the person will be able to perform the task with no assistance.





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2015 Christmas party



Nicolet College won the "Employer of the Year" award for 2015

Jonathan A won the "Participant of the Year" award for 2015

