

CONNECTIONS

Community Options exists to help people live individually and be active in their community.

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Back to School:

How you can help your Child Succeed

With back to school around the corner, many parents ask how they can help their child succeed. Is empathy part of that success? Below is an article written by Michele Borba, Ed.D, an award-winning educational psychologist and an expert in parenting, bullying, and character development. She is the author of 22 books including her latest, UnSelfie: Why Empathetic Kids Succeed in Our All-About-Me World

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UPCOMING EVENTS

DSP Week ... coming up- Sept. 11-15th

The Key to Success is Within Your Child’s Developing Mind



Every parent wants to know the *key to success* that will help a son or daughter thrive in life, that “secret sauce” for raising a healthy child. Does such a sauce exist? The answer depends on your mindset as a parent and how you turn your mindset into practice with your children.

Here’s a quiz: Does your child believe empathy is something people are born with or an ability that can be developed? What about you? Surprisingly, the answer has an impact on whether children become caring, compassionate, and successful adults. What they believe about empathy is a big factor in determining their actions in the world — actions that help each child define and realize their own key to success.

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PROMOTIONS



Nicole Lewis, OO-Residential, Bismarck

Nicole Lewis has been promoted to the Operations Officer and will be overseeing the Residential Programs in Devils Lake and Day Program in Bismarck.

Nicole graduated from the University of Colorado with a bachelor's of science in business management with an emphasis in human resources. She obtained her master degree from the University of Mary in business.

Nicole started with Community Options in August of 2010 as an Operations Specialist for Employment Services. From 2012 to 2014, Nicole held various positions within Residential Services. Nicole has been the Lead Supervisor of the Bismarck Day Program since 2014.

Nicole is married to her husband Kaylon and is kept busy with their 6 year old Springer Spaniel named Mowgli and being foster parents to an active 8 year old girl!

Zac Bernier, Staff Development Coordinator Employment-Grand Forks

Zac Bernier has taken the new position of staff development coordinator. Zac is a graduate of the University of North Dakota with a Bachelor's Degree in Sociology and a Minor in Education.

Zac has been with Community Options for over three

years in the Grand Forks office. As a previous employment specialist, he helped customers overcome their barriers and achieve their goals, and as an Operations Specialist, he worked to compile and analyze data and statistics within each program, along with assisting offices across the state as needed.

Now, as the new Staff Development Coordinator, he will provide initial training for new employees, as well as working to further the skills and education of our current staff.

Zac has a wonderful wife and a beautiful baby daughter. He enjoys playing sports, doing outdoor activities, and making people laugh!



A study by psychologists Carol Dweck, Karina Schumann, and Jamil Zaki found that people who believe empathy can be developed extend more effort to understand and share the feelings of another than those who think empathy is a fixed trait that can't be improved. The fact is, we tend to empathize with those "like us." Changing the way your child thinks about empathy so he believes the core trait of humanity can be improved will help him feel with others "not like me." This mindset positively affects another important key to success — our ability to experience positive relationships. Shifting to a growth mindset about empathy has potential for reducing bullying, racial dissension, and hatred as well as shaping children into compassionate, altruistic leaders who make their mark in the world.

4 Mindful Steps to Nurture Empathy: Your Child's KEY TO SUCCESS

If you follow these simple steps at home, you will not only help your child develop a mindset for growing empathy but you'll also help them discover their own key to success, a philosophy of life they'll learn to call their own.

STEP 1: Teach the Growth Mindset Model

Tell kids: "Empathy can be increased with practice just like your muscles stretch with exercise. Practice is a key to success. The more you practice, the better you'll be at understanding another's thoughts and feelings."

STEP 2: Emphasize Effort

Underscore *process* as a key to success. ("You are really making an effort to help others. Look how happy your kindness made Grandpa feel"), not the end *product* ("You delivered twenty canned goods today!"). This subtle switch stresses that empathy can be expanded.

STEP 3: Encourage Practice

Kids who see themselves as altruistic are likely to lend a hand because we tend to behave in ways that mirror our views of ourselves. So provide ways for your kids to see themselves as altruistic.

- Keep a box handy so they can donate their gently used toys to a shelter.
- Encourage giving a part of their allowance to a charity.
- Find ways to help others (helping an elderly neighbor rake her lawn).
- And keep stressing: "Practicing empathy is how we become more caring."

STEP 4: Recap the Impact

Dr. Ervin Staub found that children who are given the opportunity to help others tend to become more helpful, *especially if the impact of their helpful actions is pointed out*, so they can reflect upon it. This opportunity to reflect is a key to success. It nudges kids to develop a growth mindset about empathy. So encourage your child to reflect on her servicing experiences: "What did the person do when you helped? How do you think he felt? How did you feel? Is lending a hand easier than it used to be?"

The Special Sauce Recipe

As we ponder over that "special sauce" for raising a healthy child, let's remember that the key to success is in the growth and development of the recipe over time. With the belief that success is in a child's developing mind, we can raise children with growth mindsets who see empathy as the True North of their internal compasses.

Above all, let's remind our kids that they are kind people, and their caring efforts are making a difference. Our first step is to start asking not only "What grade did you get?" but "What kind act did you do?" Only then will our children recognize that we believe caring matters.

Recently Hired-Minot



Mike Chappo, DOS, Residential, Minot

Michael graduated from North Dakota State University in 2008 with a BFA in Theater Performance. He used to be a professional actor but now much prefers making an impact in the communities he serves. He started working for Community Options in May, 2017 as the Director of Residential Services in Minot.

Michael enjoys camping, being outside, traveling and looks forward to one day starting a rescue mission for senior dogs.

Linde Paige, DOS, Employment, Minot

Linde, who is originally from Minot, comes to us after being in higher education for 12 years. She was employed with both her alma maters: Central Michigan University where she earned her Master of Science in Administration degree and Minot State University where she earned her B.A. in Psychology with education and sociology studies. While employed with CMU, she was the Program Administrator at the Minot Air Force Base site for 9 years. Recently, she was employed with Minot State University as the Graduate School Coordinator. She is also an adjunct faculty member teaching management courses. She also has previous experience in the medical and travel industry.



Shining Star

Stacy S. - DSP, Minot



Stacy Sorenson assisted with a difficult situation that arose at a local organization between two customers. Stacy remained calm and assisted the customers to deal with the situation appropriately. Stacy's calm demeanor helps situations remain minimal and looks out for each individual's needs. Stacy is always looking out for teachable moments and able to assist and teach customers throughout natural environments. Stacy is a true asset to the Community Options team and the customers enjoy working with tacy Sorenson assisted with a difficult situation that arose at a local Minot organization between two customers. Stacy remained calm and assisted the customers to deal with the situation appropriately. Stacy's calm demeanor helps situations remain minimal and looks out for each individual's needs. Stacy is always looking out for teachable moments and able to assist and teach customers throughout natural environments. Stacy is a true asset to the Community Options team and the customers enjoy working with her!

DSP Week - September 11th -15th

Watch for planned activities in your region!

Just Ask HR

Question #1 – I know that AFLAC coverage is available to all employees year around to sign up. What does OPEN ENROLLMENT for AFLAC mean to employees?

Answer: Community Options provides the option to sign up at any time during the year for AFLAC coverage to all part-time and full-time status employees. The premium is automatically deducted from your monthly paycheck. **The reason for the open enrollment date for AFLAC is that this is the only date during the year that current AFLAC covered employees may drop or reduce their coverage.** The policies carried are Cancer, Accident, Hospital and Short Term Disability. Some limitations apply, so please check with the AFLAC representative to find out more information.

Question #2 – I have heard that there is possible maternity coverage available. How does that work?

Answer: Maternity benefits are available through AFLAC with their Short Term Disability insurance policy and is only available to employees only. There are limitations of when you need to be signed up for this policy. You must check with the AFLAC representative for further details.

Question #3 – What are the costs of the AFLAC plan coverages?

Answer: Depending on the number of people you want covered or the different time periods covered under the Short Term Disability, the costs vary. The AFLAC representative can answer those questions to what the cost will be exactly. If you are interested in any of the possible coverage plans, let HR know and we can have the AFLAC representative contact you personally about your options.

Open Enrollment now through August 15th

September 1st is the effective date for open enrollment. **Sign up begins on July 15th and goes through August 15th.** Below is the information for company sponsored insurance plans.

Health Plan: Blue Cross Blue Shield of North Dakota (Family, Employee + Child(ren), Employee only plans)

Dental Plan: Standard Dental (Family, Employee + Spouse, Employee + Child(ren), Employee only plans)

Vision Plan: Avesis Vision (Employee + 2 or more, Employee + 1, Employee only plans)

Aflac Plan: Aflac (*Short Term Disability, Cancer, Hospital Confinement, Accident) (Two parent family, Insured & spouse, One parent family & Individual plans) (STD is for employees only)

These plans all have open enrollment beginning September 1, 2017. This is the only time of the year that you can make changes without having a Qualifying Event with a few exceptions.

On health coverage, dental coverage & vision coverage, you can sign up for the first time, change plans or who is covered on your plan. You must be eligible for insurance benefits and be a Full-time employee.

On Aflac coverage, this is the only time you can delete or lessen your plan coverage unless you terminate employment. Otherwise you can sign up for the first time, change or add anything to your existing plan (s). You can add to your Aflac coverage or begin new coverage at any time during the year (there is a waiting process when signing up). This plan is an option for all current Community Options employees whether they are Full-time or Part-time. Aflac also offers a plan for *maternity benefits.

All plans are Pre-tax except for Short Term Disability from Aflac which is Post-tax.

If interested in any of the open enrollment options or you have any questions about the insurance benefits, please contact the Human Resource Department in Bismarck at the following numbers or email susanm@coresinc.org.

1-800-823-2417 or 701-223-2417 Extensions (Brad - 126, Brittany - 142 or Sue – 125).

4U Mobile Outreach Event

The 4U Mobile Outreach Event is an event for low-income families. Think of it as a free rummage sale. In addition to giving away items, the Community Options Employment staff will be screening voluntary participants for areas where they may need help and assist in people signing up for things like the Low Income Heating Assistance Program, SNAP, TANF or referrals to other agencies that provide assistance.

Wednesday, Aug. 16th

Lord of Life Lutheran Church, 1143 N 26th St., Bismarck

1:00-5:00pm

Donations Are Needed!

Please give if you can-bring to work or we will pick it up!

Call DeeDee at 701-269-9308

Apparel

- Adult and Children's Clothing (all sizes)
- Adult and Children's Sneakers (no high heels)
- Adult Work Boots

Furniture

- Beds ▪ Dressers ▪ Tables and Chairs ▪ Couches

Personal Hygiene

- Toothpaste ▪ Toothbrushes ▪ Feminine Hygiene Products ▪ Lotion ▪ Hand Soap ▪ Body Wash ▪ Shampoo/Conditioner
- Dry Shampoo ▪ Deodorant ▪ Toilet Paper ▪ Insect Spray ▪ Sunscreen ▪ Lip Balm ▪ Nail Clippers ▪ Nail Files
- Disposable Razors ▪ Tweezers ▪ Diapers (all sizes)

Cleaning Supplies

- Dish Soap ▪ Laundry Detergent ▪ Dryer Sheets ▪ Toilet Cleaner ▪ Glass Cleaner ▪ Paper Towels ▪ Broom and Dustpan
- Sponges ▪ Scrub Brushes ▪ Trash Bags ▪ Multi-Purpose Cleaner

Household Supplies

- Bakeware ▪ Can Openers ▪ Cooking Utensils ▪ Dishes ▪ Glasses ▪ Pots ▪ Pans ▪ Microwave/ Toaster Ovens ▪ Blankets ▪ Bedding ▪ Pillows ▪ Towels ▪ Lamps ▪ Air Conditioners
- Vacuum Cleaners ▪ Washer/Dryers

Non-Perishable Food



MILESTONE ANNIVERSARIES

7 Years

Nicole L., AYS - Bismarck

Brenda G., AYS - Minot

Rachel H., ADMIN - Grand Forks

5 Years

Rozanne W., FS - Jamestown

Nathan L., COSE - Fargo

3 Years

Adam P., ISLA - Bismarck

Indeca K., ISLA - Bismarck

Todd Z., AYS - Bismarck

Jerry J., DSP - Bismarck

Mary Jo K., FS - Jamestown

Congratulations!

DD Certifications

Courtney W., AYS-Bismarck

Kori H., AYS-Bismarck

