



Mission

Our Mission is to provide services of the highest quality for people with cognitive and developmental disabilities and related disorders including autism that optimize each individual's independence and capabilities, ensure self-determination and rights and, with partnerships in the community, enhances their opportunities to live healthy, safe and valued lives.

Vision

Our Vision is to provide programs and services to individuals with developmental disabilities and related disorders including autism to live and work in the community and exercise their rights, choice and freedom and to live independent of institutional life through integrated efforts of change agents who are passionate about changing lives of people with disabilities throughout the world.

Current Job Openings

Direct Care Staff: Multiple positions during weekday, weekends, and awake overnight.

Requirements: High School Diploma, CMT, Valid Maryland driving license with less than 2 points in driving record at all times and Minimum one year of experience of working with individuals with developmental disabilities.

EMPLOYEE OF THE MONTH



William-Muda Salami: William has been highly recommended for the employee of the month. He is a very dedicated staff member and has great teamwork skills, going above and beyond his job duties. William has proven to be a team player working well with others, always willing to change roles or units and to help when needed. He is known for his excellent work ethics, dedication, and quality of work.



Congratulations

Donna Bowles: Donna has been working with CSC since August of 2017 and since then has shown her dedication to the individuals that we serve at the day program. Donna has built many close relationships with the individuals and works diligently. Donna keeps everyone on their toes with her wit and wisdom and is always quick to offer a helping hand when other staff members are in need. Donna is a wonderful and loyal employee.



Congratulations



Mandatory House Managers /Lead Staff Meeting

Arrive at 12pm promptly!

- ◆ Wednesday, 10/03/2018
6600 Amberton Dr.
- ◆ Wednesday, 10/17/2018
9300 Liberty Rd.

Mandatory All Children Home Staff Meeting

Arrive at 12pm promptly!

- ◆ Thursday, 10/11/2018
9300 Liberty Road.



When a team of dedicated individuals makes a commitment to act as one
"The sky's the limit."



- Adeola Okuseinde
- Chika Ugwuoke
- Olubukola Oyeyemi
- Eytayo Balogun
- John Odelola
- Modupe Osinkolu
- Michael Faulks
- Harbhajan Singh
- Gay Jones
- Morakinyo Daramola
- Jamal Howard
- Grace Nufea
- Funke Oguntade
- Eshetu Dana
- Oluwaseun Ojo
- Gifty Conteh
- Victory Okhuevbie
- Adeoye Adeniran
- Denisha Gaither
- Adedapo Adefisan
- Monigo-Baysah Caine
- Cesare Mundell-McGill
- Olunmi John Eniola
- Justin Knuckles
- Ibidunni Sangotikun
- Karen Swift
- Josephine Mckellar
- Taysha Bernard
- William-Muda Salami

Why Driving in the fall can be dangerous:

Rain: The first rain in a few weeks can be particularly dangerous, as water pools on top of dust and oil that haven't had a chance to wash away and makes the pavement extremely slippery.

Leaves (and leaf peepers): Fall foliage is certainly beautiful, but as leaves begin to fall, they litter the roads, making streets slick while obscuring traffic lines and other pavement markings. They also hide potholes and other road hazards. And when it rains, it can make those wet leaves on the roadway as dangerous as ice.

Fog: Cold fall mornings often lead to fog, which can greatly limit your driving visibility and perception of distance. Fog tends to occur in low places or areas surrounded by hills, water, mountains, and trees. When driving through fog, slow down and stay well behind the car in front of you so you'll have adequate time to stop if you need to.

Frost: During the fall, temperatures tend to drop dramatically during the night, which can lead to morning frost and icy spots on the road. This is especially common on bridges, overpasses, and shaded areas of the road.

Sun glare: Fall is also a bad time for sun glare on the roads. Sun glare can impact your sight for seconds after exposure, making it hard to see pedestrians, oncoming traffic, or the car in front of you. According to the National Highway Traffic Safety Administration, drivers describe being "blinded" after exposure, and this sometimes leads to accidents or near misses.

Deer: The fall season brings an increase in deer activity because it's their time for mating and migrating. If you live in a deer-heavy area, watch for darting deer, especially when driving at night.

Driving Tips for Fall Season

- ◆ Being prepared for fall's inclement weather and hazardous driving challenges is half the battle.
- ◆ Watch your speed: Drive a bit slower when faced with fall driving hazards, especially if you're driving around a school bus.
- ◆ Keep your distance: Leave a little more space between you and the car in front on rainy or foggy days, during dawn or dusk, and in areas with wet leaves. This will give you more time to react.
- ◆ Stick with low beams: Keep your headlights on low when driving in the fog (and rain). High beams will only cause glare.
- ◆ Clear frost away from your windows: Frost can reduce visibility and response time on the road.
- ◆ Approach traffic lights carefully: Sun glare can make it harder to see traffic lights change, so approach them with more than the normal care.

The Role of Caregivers for People with disabilities

Caring for someone with a disability is a complex and demanding role, and it is normal for caregivers to experience a range of feelings about it.

Communication: Good communication is difficult at the best of times. When situations become really difficult, it is even more important to share feelings and thoughts in a way that avoids unwelcome responses.

Posture and gestures : Maintain an open posture, which means not crossing your arms which can be taken as unwillingness to listen. Try to avoid exaggerated movements such as pointing, waving your arms or putting your hands on your hips, which may appear aggressive or confrontation

Facial expressions and eye contact Faces express feelings but sometimes when we speak, our facial expressions don't match the meaning of what we are saying. It is important to be honest and learn to share in a non-confrontational way what you are feeling and thinking. Maintain a comfortable level of eye contact: looking someone in the eye shows you are listening to them and not bored or frightened.

Personal space We all feel the need to keep some personal space between another and ourselves. Standing too close can cause the other person to feel uncomfortable. If a person is feeling vulnerable or disturbed, standing too close can increase discomfort.

Voice tone and pitch Try to maintain your normal tone and pitch when speaking. Some situations may cause a caregiver to unnecessarily raise or lower their voice. Despite your best intentions, this can be disturbing.

Listening skills Listening to what a person is saying without interrupting can be difficult, especially when you disagree with what is said. But if you do this, you are more likely to be heard too. Acknowledgement is another aspect of listening. It is done by making sounds like "uh huh" or "Mmmm". This does not mean that you agree but shows you are paying attention.



- Kanisha Joynes Philippe Youssa
- Morakinyo Daramola Olubukola Komolafe
- Damisha Hebron Linda Asanga
- Adeoye Adeniran

October Observance

- 10/1 Child Health Day
- 10/8 Columbus Day
- 10/15 White Cane Safety Day
- 10/24 United Nations Day
- 10/31 Halloween

Share your input on the Employee Connections.
 Send information
 to Fahad Arshad (System Support Analyst)
 via phone 410-579-6789*809
 Email: fahad@centerforsocialchange.org