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ISSUE 11

Community Newsletter



Partners in AUTISM

FAMILY OWNED • FAMILY FOCUSED



A Word from the Owners

Seasons greetings from our family to yours! This time of year we take time to pause and reflect on our successes and the challenges we have faced. We are grateful to our clients for continuing to choose us for services and to our dedicated staff for the heart with which they serve our clients. Every one of you shares in the success of this company and helps us continue to grow our services. We look forward to another year serving our community, and hope your new year will be prosperous and full of success.

- **Tommy Guest and Camile Voglewede**

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PASSION FOR CLIENT SAFETY

Depth of Knowledge Fuels Quality ABA Care

Behavior Analyst and Safety-Care Trainer:
Becca Schaub



“Passionate” doesn’t begin to do justice to the energy that radiates from Becca Schaub.

As both a Board Certified Behavior Analyst and a licensed Safety-Care trainer, Becca is highly invested in the success and wellbeing of our clients. Becca is not only an expert in Safety-Care strategies (research-based, dignity-focused methods for preventing and deescalating challenging behaviors) but also equally skilled in teaching these strategies to her colleagues.

Becca understands Safety-Care principles at such a deep level that she is able to apply them in non-typical situations. This has been critical for some of our clients.

She is always ready to spring into action for any client with tireless positivity. Her deft leadership orchestrates coordinated responses which allow clients to re-regulate emotions as swiftly as possible. Becca’s knowledge, skill, and alacrity engender trust and rapport with parents and colleagues. We are grateful for the energy she pours into her clients directly and into training others to serve clients well.

Mentoring Masters

There is a limit to what a textbook can teach. Being a high quality Behavior Analyst requires a rich depth of knowledge and experience, but often BA’s do not receive much support while they gain experience.

We decided to make a difference by creating a mentorship program for our BA’s who are new to the field.

In this program, they work closely with our Director of Behavior Analysis to hone skills they began developing in their masters classes. This builds a lasting foundation of peer-to-peer collaboration that guarantees quality support for our clients and families.

Training is customized to each BA’s needs - just like the care they provide to their clients.

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ALWAYS THANKFUL

The skills and dedication that our staff bring each day astounds us, and we are so grateful for the difference they make each day.

ABA: Our lead behavior technicians work hard to be fluent on all of the clients in the clinic, as well as supporting all of the staff. Tayler, Abby, Delaney, Kaydn, and Beth help the directors, behavior analysts, each other, and all of the technicians at the drop of a hat all day long.

Waiver: Our DSPs dive into whatever interests their clients. Whether they are riding the zoo train or raking leaves into a pile for the neighbor kids to play in - it's clear how much their clients mean to them when they boast about their clients' successes.

Employment Services: Our employment specialist create such a supportive and motivating work environment. By supporting each other, they strengthen the support they provide to each of their clients.

Admin: From making sure that billing is flawless to making sure that clients and families are greeted with a warm smile, our admin team rocks! Thank you for making things runs so smoothly.

Community members: A special, deep thank you to the **Elks Lodge #155** for their generous donation which allowed us to provide additional enrichment opportunities for our PAC clients above and beyond the scope covered by other funding sources. Their funding also allows us to provide continued ABA services to families if they transition between insurance policies.



Welcome Rachael, BCBA

We are excited to welcome Rachael Hope as our newest Behavior Analyst. She has 3 years of experience as a BCBA and has an aptitude for supporting clients who display aggressive behavior. Rachael has jumped into her role with infectious enthusiasm. We are excited for her to be a part of our team and look forward to all the insights we will be able to exchange.

CREATING INCLUSIVE EMPLOYMENT

A Seat At the Table



Hiring individuals with disabilities is not just a matter of social ethics but also a strategic decision that can positively impact a company. Their unique perspectives, problem-solving abilities, resilience, and diverse skill sets contribute to a more innovative and inclusive work environment. Embracing the talents and capabilities of individuals with disabilities fosters a more robust and successful company culture in which all employees feel they belong.

Diversity within a company, especially when at all levels within a company, creates a positive feedback loop in which the needs of all individuals are more likely to be noticed and supported. When individuals with disabilities have a seat at the table of company decision making, they can acutely identify and advocate for ways to increase accessibility. They are able to demonstrate first-hand the value that individuals with a diverse array of abilities can bring to a company and thus increase acceptance through personal connection.

Improving employment for people with disabilities as well as their non-disabled peers requires continual innovation and education - best done by listening to the voices of those who know their needs and their potential directly.

Running the Numbers

The percent of the population that is employed with a disability increased from 19% in 2021 to 23% in 2023, the highest on record (data has been collected since 2008). But compared to the same ratio for individuals without a disability (65%), there's still significant work to be done. Individuals with a disability who are employed are less likely to work in management or professional positions than those without a disability (36.3% vs 43.3%). This is due to many compounding factors that affect education levels: discrimination, difficulty accessing education, low expectations, etc. Even when education levels are identical, greater acceptance is needed to increase the rate of employer interest.



PAC – CELEBRATING SKILL BUILDING

The holiday season provides great opportunities for our clients to work on many skills in fun ways and at all ages. For younger clients, seasonal festivities and crafts bring novelty that is engaging. For older clients, tasks such as budgeting, multi-tasking, and practicing social skills are baked into the holiday season. Activities such as shopping for gifts, making cookies, and writing cards help develop skills that extend year-round across many different settings.



WELCOME NEW BEHAVIOR CONSULTANT

We are delighted to welcome Jennifer Baldwin as our newest Behavior Consultant! Jennifer has a background in developmental psychology and has a wealth of experience supporting individuals as a case coordinator. She loves helping individuals and their families achieve their goals and build independence. She is new to the BC field, but with her experience and passion, she is already a vital asset to the team.

Want to learn more about our Behavior Consultation? Contact Megan.P@PartnersinAutism.com

GIFT REMINDER

To our Clients: though we appreciate expressions of gratitude, our staff cannot accept individual gifts from their clients or family members.

Get Paid for Care You Already Give

A “Preferred Caregiver” is a Direct Support Professional who provides PAC services to someone they already know and love. Parents can be preferred caregivers of children over 18. Other relatives, in-laws, or family friends can be preferred caregivers for any age!

Want to learn more about being paid for the support you currently give to a loved one? Contact Megan.P@PartnersinAutism.com for more information!

New Staff
ABA, BC, and PAC



Behavior Technicians: Dioni, Mackenzie, Heather, Jadelyn, Mackenzie, Taegan

Behavior Analyst: Rachael

Behavior Consultant: Jennifer

DSPs: Julie, Brooke, Marissa, Julia



ALWAYS GROWING

Considering a career
as a BCBA?

We offer after-hour tours
so you can get to know us
at your own pace and on
your own schedule.

Contact Courtnie@PartnersinAutism.com



Want to earn a BCBA certification on the job? Learn about our Program Coordinator position and the supportive benefits we offer such as paid, concentrated supervision hours to fast-track your certification.

COMMUNITY



PAIRING

Connecting with Each Other to Strengthen Our Care

“Pairing” is critical in quality ABA. To “pair” means to connect a person, place, or item with topics or activities the individual enjoys. When behavior technicians begin working with a new client, they must first pair themselves with their client’s interests. They do this by engaging with topics or activities the client enjoys while not placing any demands on the client. They take the time to just have fun.

But it’s fun with purpose. Pairing shows the client that the technician cares for them as a unique individual. It builds a bond based on trust, joy, and understanding. This bond is a critical foundation for the hard work the client and technician will do together later.

It is equally important that our staff be connected by bonds of mutual trust, joy, and understanding. This bond demonstrates that they can rely on each other. So we take time to make sure our technicians connect outside of work, doing things they enjoy and getting to know each other better. Whether it’s an evening of bowling, roller skating, going out to eat, or doing silly games at the clinic, these moments form the foundation for the important work ahead and let them know how deeply we value them.

ADAPTIVE AND RESPONSIVE

Director Spotlight



Director of
Operations:
**Amanda
Herald**

Serving individuals with diverse needs requires a commitment to learning diverse skills. It also requires persistent innovation and attention to detail. Couple those requirements with a dedication to making sure clients and staff feel valued and appreciated, and you will have described Amanda Herald, our Director of Operations.

Amanda has been a director at Partners for over eight years and has adapted to be whatever role we need - from ABA Clinical Director to Director of Employment Services to Director of Compliance and Director of Operations. She never hesitates to learn new things or do whatever task is needed - large or small. Her knowledge of regulations and policies is critical in everything from daily operations to making long term decisions to maximize our quality of care.

While being responsible for the highly detailed work of compliance and operations, she is also responsive to the needs of those around her. She is always ready to help wherever needed and looks for ways to make sure staff know they are appreciated. We appreciate her as well.

Upcoming Events

Adult Aspergers Support Group
2nd Monday monthly
6:30-8:00pm at Partners in Autism

Allen County Autism Caregiver Support Group
2nd Thursday monthly
6:30-8:00pm at Partners in Autism and via zoom.
For zoom link, email info@myautismally.org

Spectrum Sisters
2nd & 4th Tues. monthly
6:30-8:00pm via zoom.
For zoom link, email info@myautismally.org