

Florida ARF & FADSP Celebrate Direct Support Professionals (DSP) Recognition Week



DSP's Making a Difference Across Florida

As part of DSP Recognition Week, FADSP is pleased to recognize direct support professionals (DSPs) who are making a meaningful difference in the lives of the people they serve. DSPs that are making a tremendous difference across the state are:

Osbill Burrell – Ann Storck Center
Marcella Thomas – ARC Broward
Elaine Williams – ARC Broward
Aprella Standley – Central Florida Communities
Joel Yoder – PARC
Tanyell Henry – Quest
Crystal Julsaint – Quest
Jackie Knight – Quest
Mike Madoff - Quest
Maria Marcano – Quest
Eileen Neal – Quest
Mayra Quinonez-Vargas – Quest
Wendy Ramsay – Quest
Lashara Thomas – Quest
Stephanie White – Quest
John Worsham, Jr. – Quest
Glori Biglow – Quest
Jeanette Chabot – ResCare
Amelia Harris – ResCare
Tammy Walker - ResCare

Florida ARF and FADSP know that DSPs are the backbone of our service system. Without the thousands of Direct Service Professionals in this state, the DD service system could not function. To all DSPs in Florida, including those identified above, "Thank you" for your continued service and support of the individuals served. To the DSPs at Ann Storck Center, ARC Broward, Central Florida Communities, PARC, Quest, and ResCare, please know that your efforts have been acknowledged by your agency and that your contributions are truly valued!

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DSP's Making a Difference: Robert Little



As part of DSP Recognition Week, FADSP is pleased to recognize direct support professionals (DSPs) who are making a meaningful difference in the lives of the people they serve. Robert Little is one of those DSPs.

Robert Little has spent his career with Carlton Palms Educational Center and previously in Kentucky working with individuals with intellectual and developmental disabilities. He has worked in many roles throughout his professional career. Robert is dedicated to supporting and enhancing the lives of the individuals he supports by increasing their vocational skills and artistic abilities. He began this journey in 1990 working in a sheltered workshop, designing a program to enable the individuals to creatively express themselves during day activities and has also served as group home manager. In that capacity Robert's core professional values centered upon promoting physical and emotional well-being. Robert was involved in a workshop that had many contract work opportunities for major companies. This workshop packed 2,500 lunches per day to feed disadvantaged children during the summer months when they were not receiving school lunch. This type of active involvement in the community highlights Robert's aspiration of fully involving individuals with their community and to establish relationships in the community.



At Carlton Palms, Robert was instrumental with opening the behavioral medical program. He did everything from assisting individuals with their basic needs, making them feel comfortable in their new environment, and helping them increase their skills and abilities. Robert accepted the challenge of re-structuring the vocational program. In this role he has helped organize work enclaves in the Mt. Dora community. He has expanded volunteer activities to include visiting retirement homes to assist residents with art projects, volunteering at a local nature preserve, and participating in service oriented activities that include Adopt a Lake.

Robert is an artist through and through, he paints, does stain glass, and enjoys photography. He loves to bring out the creative side of the individuals he works with and to assist them with hobby development. His vocational program creates crafts that are showcased at events such as our family fall festival, local craft festivals, and at the day program site. For many years individuals at the day program have made handmade Christmas cards that are sold to the Federal Reserve Bank of America, which are then distributed globally. Robert's dedication to enhancing the lives of individuals is stellar and he is a valued and respected member of the Carlton Palm's Family! Robert has always believed that vocational, activities, and leisure skills as well as hobby development should be related to the interest, skills, and choices of the individuals involved. He readily adjusts activities based on individuals' preferences. Robert communicates with individuals using his voice, his hands, and his heart. He is able to connect with individuals of all abilities.

Thank you Robert for your continued service to the individuals served at Carlton Palms!

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***Celebrate Direct Support Professionals (DSP)
Recognition Week
DSP's Making a Difference: Marie Lazare***



As part of DSP Recognition Week, FADSP is pleased to recognize direct support professionals (DSPs) who are making a meaningful difference in the lives of the people they serve. Marie Lazare is one of those DSPs.

Marie Lazare has been an ARC Broward employee for over 14 years and currently serves as an Instructional Associate. The residents at Venice House, the ARC Broward group home that Marie currently works in, feel that Marie is a part of their lives, not just a staff member. Marie is able to walk that delicate tightrope between being a Direct Support Professional and having personal relationships with each and every consumer whose life she touches. She is dedicated to the field and has shown this through her commitment in becoming certified through the DS PATHs program and credentialed as a DSP with the National Association of Direct Support Professionals (NADSP).



She consistently provides support and training to consumers to help them achieve their goals. Marie follows the programs and training, but, even more importantly, she trains through her interactions with consumers, and she always expects them to continually strive to become all they can be. She knows each consumer, their likes, dislikes, what makes them laugh, cry and what they need as individuals to fulfill their personal desires and aspirations. Her relationships are based in mutual respect and kindness which provides the consumers the support and security they need to grow and reach their full potential.

Marie actively teaches, encourages, and models healthy lifestyles. She does this by educating residents in the areas of healthy food choices, the need for physical exercise, and the importance of properly taking medications. Marie provides residents the opportunity to learn how to express their feelings in a positive manner. She remains in constant contact with the nursing staff to ensure all residents receive necessary medical care and follow up needed to maintain optimum health.

Marie is respectful of all those around her at all times. Not only has she earned the trust of the residents she serves, but she has earned the respect and trust of the individuals' family members, team members at all levels, and all agency departments. She is respectful and professional at all times. She exhibits this respect in her daily communication, her ability to listen to others, and her genuinely positive attitude in all experiences. Not only is Marie a strong advocate for those she serves and supports but she teaches the consumers how to advocate for themselves. Teaching self-advocacy to the consumers is one of the most valuable skills that clients can learn in order to assure that they are in charge of their own lives.

Marie has received several awards from ARC Broward recognizing her commitment to the agency's core values.

Thank you Marie for your continued service to the individuals served at ARC Broward!

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DSP's Making a Difference: Lola Maggard



As part of DSP Recognition Week, FADSP is pleased to recognize direct support professionals (DSPs) who are making a meaningful difference in the lives of the people they serve. Lola Maggard is one of those DSPs.

Lola Maggard has been a dedicated MacDonald Training Center (MTC) employee for over 28 years and currently serves as a Life Skills Coach. Lola is above all an outstanding role model for other team members that provide direct support and care to the individuals served.



Lola is a very strong advocate, treats individuals equally, and allows others to exercise their rights. With Lola, individuals served by MTC always come first; "nothing about the person, without the person." Lola provides opportunities for clients to have integrated experiences in the community such as volunteering at local food banks, becoming aware of community events, and enhancing their social networks. She also ensures that individuals are given the opportunity to partake in the array of activities offered at MTC to include computer, music, and art in order to express themselves and to be creative. In addition, Lola has created an "outstanding bond" with the individuals and their circle of supports.

In years past MTC had a successful wholesale nursery in which Lola oversaw. She taught and trained individuals on the daily aspects of the nursery, from planting seeds, using the greenhouse, and selling plants to potential buyers. This experience provided the involved individuals with self-confidence and determination and taught them to continue striving to someday obtain employment in the community.

The utmost advocate, Lola continues each day to make those individuals around her feel very special. She encourages independence and facilitates full participation in meaningful daily activities. In 2006, Lola received the "Most Valuable Team Member Award" and also was a Team Member in Life Skills who received an award for "Outstanding Gate Way Services Team." As MacDonald Training Center says, "Lola empowers people with disabilities to lead the lives they choose."

Thank you Lola for your continued service to the individuals served at MacDonald Training Center!

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DSP's Making a Difference: Fredrick Caulder



As part of DSP Recognition Week, FADSP is pleased to recognize direct support professionals (DSPs) who are making a meaningful difference in the lives of the people they serve. Fredrick Caulder is one of those DSPs.

Fredrick Caulder has been a Quest employee for one year and currently serves as a Direct Support Professional. Fredrick currently works in the high-intensity behavioral group room and at the Tampa ADT. He has a clear understanding of what his job expectations are and he consistently comes in with a positive attitude. He understands the importance of consistency and being present for the individuals served. Fredrick goes above and beyond to ensure the needs of the individuals are met. His communication with his peers and supervisors is stellar. He independently advocates for the individuals in his room and ensures that follow up occurs. Quest is very proud to have Fredrick on their team.



Fredrick recognizes the individuality of each of the individuals Quest serves and ensures that they are treated with the respect and dignity they deserve. He sets an amazing example for his peers through his interactions and training of the other staff in his room, although it is not his responsibility to train, Fredrick never asks, he simply does. He understands that the individuals we serve are our best teachers, and he allows for the right of risk while supporting individuals towards success. For example, Fredrick recognized that an individual was coming in wearing the same items of clothing. He brought a ton of clothing in, specifically jerseys for the one individual who loves football. This was not asked of Fredrick but because he truly cares for the people we serve, he would not have it any other way.

Fredrick interacts with some of the most challenging individuals Quest serves. His supervisor says he continually remains positive and tries to create an environment for the individuals that will truly lead them to success. He listens to the needs of the individuals we serve and follows their lead. Fredrick continually rearranges the room, speaks to group home staff and behavior analysts, and communicates with his supervisor to ensure that the individuals in the room are understood and heard. He understands that it may be challenging to get individuals into the community, but when he is able to he loves taking them to local parks and community stores such as Walmart as often as possible.

Fredrick brings a sense of calmness and order to a chaotic day, and that is just one of the many reasons Quest is so proud to have Fredrick as a part of the Quest team.

Thank you Fredrick for your continued service to the individuals served at Quest!

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DSP's Making a Difference: Samantha Pease



As part of DSP Recognition Week, FADSP is pleased to recognize direct support professionals (DSPs) who are making a meaningful difference in the lives of the people they serve. Samantha Pease is one of those DSPs.

Samantha Pease has been a Salem Homes of Florida - ResCare employee for five years and currently serves as a Direct Support Professional. She is very well thought of by all of her peers and management at the group home, but more importantly she is a favorite of the people served. When she arrives at work, one individual announces her arrival by yelling her name and dancing around. He walks around telling everyone that she has arrived. No matter where he is when she arrives, he comes up to her to say hello. Samantha has a unique capability to interact well with all the people she supports. She is able to get one individual to sit down and get her nails painted, this person does not always have the patience needed to sit for long periods but she likes it when Samantha paints her nails and helps her feel pretty.



Samantha plays a vital role in helping people recognize the contributions the people we serve make to the community. She helps develop program ideas to promote independence. She is a link to the community that we live in and takes the people she supports out every day to be part of it. The people at the food bank where we work every day love when our group arrives because Samantha and the gang are friendly and positive.

Samantha is a single mother of three young children. Even at times when she would like to be home with her family, Samantha will often stay at work, rearranging her family's schedule in order to help out when no one else can. The individuals respond well to her and she always treats them like they are more important than anyone else. She displays a positive attitude with everyone she is around. Samantha is very well liked by the guardians and parents of the people she supports. The parents see the way Samantha treats their family member and know that their loved one is in good hands.

Samantha has keen observation skills. She makes sure the nurse is aware of any health issues and notices even small changes that may be the start of something requiring follow-up. Her focus on each person helps keep the individuals healthy. She knows when someone is not doing their best and alerts everyone that there may be an issue, either physical or personal challenges which should be addressed. Samantha participates in developing ideas with the consumers so the home is always decorated for the season. Many of the formal programs developed over the past five years have been developed because of Samantha's insight into the potential she sees in the individuals we serve.

Samantha embodies the mission of ResCare. Medical or emotional challenges are not fences, rather they are opportunities to find a way to reach out, help, and solve the challenges that the individuals face. Her respect, compassion, and care is apparent in her quiet voice and gentle hand, and they enable her to often get a response others may not get. She is a dedicated individual who provides excellent human services to the people she serves while working side-by-side in harmony with her coworkers. She provides a positive role model to people in the community and advocates for the individuals she works for and with. She embraces the idea of doing tasks with the individual instead of doing the task for the individual so that they achieve their independence.

Based on all this we can see why Samantha was selected as the Florida Direct Support Professional of Year for ANCOR. Thank you Samantha for your continued service to the individuals served at Salem Homes of Florida - ResCare!