



## QUOTE OF THE MONTH

“What the new year brings to you will depend a great deal on what you bring to the new year”



## COLD WEATHER IS APPROACHING!

### Here are some things to remember:

1. Disconnect and drain all garden hoses and install covers on outside faucets.
2. Keep garage doors closed. Most water heaters are placed in the garage area.
3. Open kitchen and bathroom cabinet doors to allow warmer air to circulate around the plumbing.
4. Regulate indoor temperature around the clock, primarily by keeping your thermostat set to the same temperature during the day and at night. Temporarily suspending the use of lower thermostat settings at night may raise your heating bill, but it can lower the chances of a frozen and busted pipe causing potentially serious damage to your home. Water damage repairs are expensive.
5. Don't leave exterior doors open after entering the house.
6. Send a maintenance request in if you see day light around doors. This is letting cold air in.

If your out in the cold weather for long periods, don't ignore shivering. Your body temperature is dropping quickly and putting you at risk of hypothermia and frostbite.

## Congratulations



Teffanie Nodine of Putnam County earned her DSP-II Certificate on 12/9/24 & DSP-III Certificate on 12/17/24.



Michelle Taylor of Putnam County earned her DSP-II on 12/18/24 & DSP-III Certification on 12/23/24.

Starting in 2025, we will transition to quarterly Employee Spotlights for each county instead of monthly. If you would like to nominate someone for the first quarter of 2025, please submit your nomination to your County Director by March 1st. Let's continue to celebrate the amazing contributions of our team members!

## THINGS TO DO

**Ring in the New Year at Tennessee Legend Distillery**  
 When: December 31st @ 6pm  
 Where: 323 E Spring St.  
 Cookeville, TN 38501

**Extreme Dwarfinator's Wrestling Revolver Dance Hall & Saloon**  
 When: January 17th 2025 7pm  
 Where: 565 S. Jefferson Blvd Suite# H  
 Cookeville, TN 38501

**Scrapbooking Keepsakes with Aly Parks**  
 When: January 23rd 2025 5-7pm  
 Where: 127 W Broad St.  
 Cookeville, TN 38501

**6th Annual Miss Tennessee Snow**  
 When: January 26th 2025 12:30pm  
 Where: 90 E. Spring St.  
 Cookeville, TN. 38501

## A message from Larry Rector our Executive Director

Hello to all Pacesetters staff,

2024 has been a rollercoaster of a year. Sadly, this year we have lost several of our beloved Individuals. Many of them had been part of the Pacesetters Family for many years and will always hold a special place in our hearts. These wonderful Individuals knew they were genuinely loved by their supporting staff.

This year also brought several new Individuals into the Pacesetters Family for support. I love seeing the progress these Individuals make in increasing their skills and becoming more independent. None of this would be possible without our hardworking, dedicated staff who encourage and challenge the Individuals daily.

I'm looking forward to 2025. We will be rolling out new Programs and Services that Pacesetters will provide to assist Individuals with Intellectual Disabilities.

**Happy New Year!**



## WELCOME NEW HIRES!

Sabrina Haney    Monika Raquel Sircy Alvarez

## SERVICE ANNIVERSARIES

Name	Years	Name	Years	Name	Years	Name	Years
Rocky Madewell	19	Ashley Key	9	Chrissy Sumbler	3	Lauren Myers	1
April Thomeczek	18	Debra Dailey	9	Wendy Allan	3	Jane Loyd	1
Randall Bale	16	Presley Thompson	6	Rachel Whittaker	2	Courtney Thomas	1
Rachael Roberts	13	Barbara Jennes	5	Chasady Eells	2	Danny Warden	1
Diane Derossitt	13	Edna Franklin	4	Lauren Polston	2	Elizabeth Seitz	1
Susie Mansell	13	Jennifer Poindexter	3	Danielle Gregory	2	Bailey Gude	1

*Congratulations!*

## HAPPY BIRTHDAY

### Supported

1/12 - Susan Jasper  
 1/12 - Michael K.  
 1/11 - Rebecca Welsh



### Staff

1/2 - Bill Thompson      1/14 - Jamie Martin      1/21 - Peggy Montijo  
 1/2 - Deborah Mahan    1/14 - Tammy Gibbs      1/24 - Matricia Wingo  
 1/12 - Travis Cothron    1/17 - Roberta Burton    1/25 - Kaleb Selvidge  
 1/12 - Lydia Antonetti    1/19 - Wendy Allan      1/28 - Leann Heady  
 1/12 - Breana Vaughn    1/21 - Amanda Richardson 1/31 - Anita Akers  
 1/13 - Tristan Whittemore 1/21 - Billy Smallwood  
 1/13 - Jodi MacDonald    1/21 - Dora Cash

Oops! Don't see your name or see your name and don't want it seen? 😞  
 Change this by contacting HR/Isabel Koceja at [isabel.koceja@pacesetterstn.com](mailto:isabel.koceja@pacesetterstn.com)!

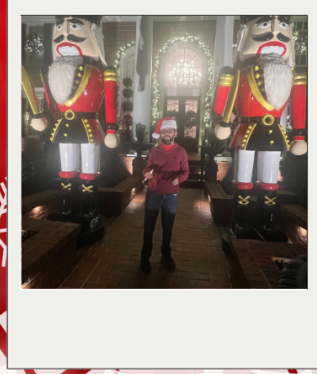
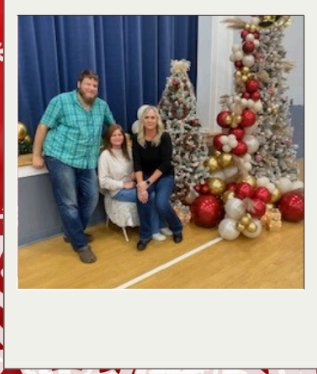
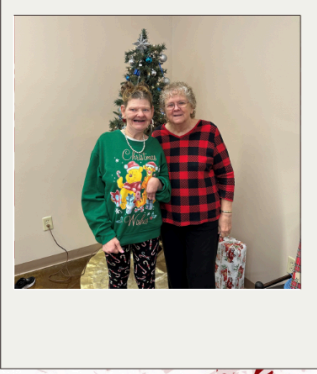
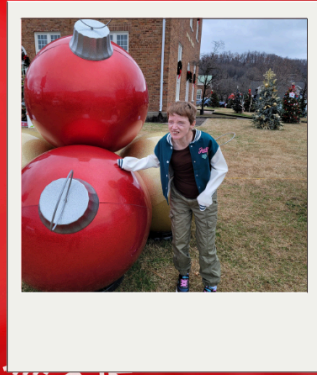
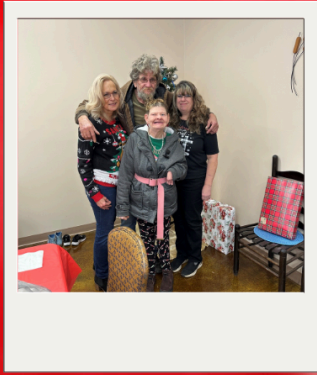
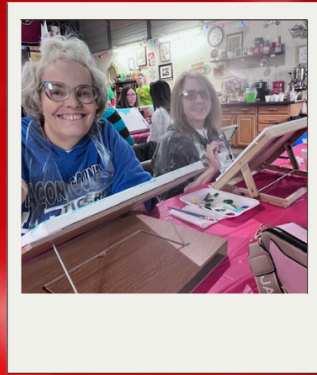
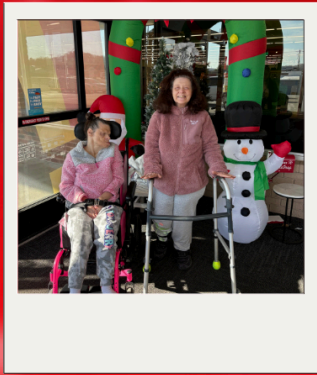
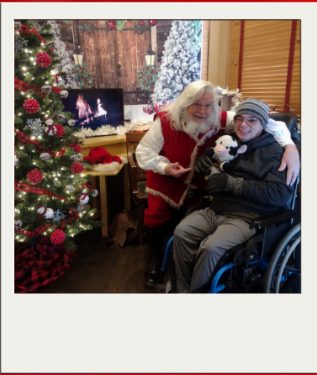
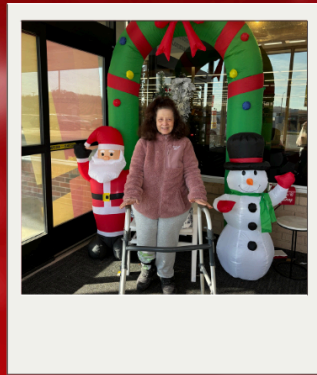
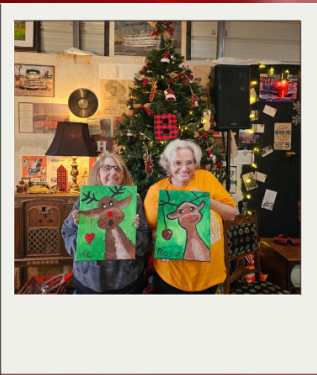


**Direct Support Professional**  
 Visit our website for more information

- Sign On Bonus is \$500
- Referral Bonus is \$250



Christmas with Pacesetters



"Check out more photos at [pacesetterstn.com/christmas2024/](https://pacesetterstn.com/christmas2024/)!"

## NADSP E-badge Academy Program - Get-Started Guide for DSPs

### Where to begin?

If you are a DSP and want to participate, please talk to your supervisor/CD to let them know you want to participate. One of your local administrators (Your CD, Barbara Jennes & Tammy Walls) will invite you to enroll in E-badge Academy so you can begin to work on badges/certifications.

### During Training

Go to the Log In page. Your username should be the same as your email address, and it must be entered in all lowercase letters. If you have forgotten your password, you can reset it by entering your email address on the Forgotten Password page, but your email address must be entered in all lowercase letters here as well. Click on Catalog to see all the badges that are available. Note: you must complete the required Attestation Form and Survey at [https://stateoftennessee-cvlyz.formstack.com/forms/ebadge\\_dsp\\_attestation](https://stateoftennessee-cvlyz.formstack.com/forms/ebadge_dsp_attestation) (underscore where spaces are before dsp & attestation) If you are a DSP, make sure you enroll in the NADSP Certifications for DSPs course, which will track your progress towards DSP-I, (\$1,000 bonus for completed certification) DSP-II (\$1,500 bonus for completed certification and DSP-III (\$1,650 bonus for completed certification). The Code of Ethics Commitment badge is a prerequisite for all other badges, so it must be earned before any other badges can be awarded. Make sure to read the NADSP Code of Ethics and the Certification Fraud Policy, which is included in that badge course, carefully before completing this requirement. · Accredited Education badges are purple and orange in color. These badges require the upload of training records from a NADSP Accredited Curriculum (ex: Relias, Direct Course, TN DSP Training, Open Future Learning, etc.). · Core Competency badges are green and orange in color. These badges require the upload of a testimonial describing an example of your work that meets the requirements for the badge. Testimonials should be about half a page of written material (or a few minutes of narration if you prefer to submit an audio recording.) If you would like to know how many badges you have earned, that information can be found on the Manage Badges page.

### Final Steps

Once each DSP certification level is complete, TennCare will send a post survey to fill out. If DSP achieves all 3 levels, they will have completed the post survey 3 times. Workforce bonus payments will be paid to DSPs who have achieved certification(s) on a quarterly basis. Work with your agency to find out how this payment will be made directly to you.

**If you have questions or suggestions, please contact TennCare LTSS Workforce Development at [LTSS.WorkforceDevelopment@tn.gov](mailto:LTSS.WorkforceDevelopment@tn.gov)**

### **Let's Focus on Personal Quality of Life**

CQL's Personal Outcome Measures®(POM) interviews are used to identify people's quality of life outcomes, plan supports, and gather information and data about individual outcomes. We conduct Personal Outcome Measures® interviews to demonstrate the linkage between personally defined quality of life and excellence in person-centered services and the importance of data in planning and making change.

- Are people achieving their priority life outcomes?
- What organizational practices are in place to ensure that people are supported to achieve their outcomes?



### **Using Personal Outcomes**

Personal Outcome Measures® (POM) interviews are a powerful tool for evaluating personal quality of life and the supports that are in place for the person supported. People define outcomes for themselves. The outcomes are non-prescriptive; they have no norms. We all define friendship, health, or respect uniquely. Thus, the meaning and definition of personal outcome indicators will vary from person to person.

Personal outcomes are important because they put listening to and learning from the person at the center of the organization. Personal Outcome Measures® enable us to learn about people in new and different ways. They provide a guide to person-centered planning.

Conducting Personal Outcome Measures® (POM) interviews enables Pacesetters, Inc., and like organizations, to identify people's priorities. Knowing about people's priority outcomes directs planning efforts. Information gathered about outcomes in the factors My Human Security, My Community, My Relationships, My Choices, and My Goals guides person-centered planning.

Since personal definitions of outcomes will vary, supports must be individualized. The supports that facilitate a particular outcome for one person may not do so for another. Supports chosen by one person may be a burden for someone else. Personal Outcome Measures® (POM) interviews are used to understand, measure, and improve personal quality of life.