

PSI delines

February 2016



Hello PSI Staff!

From the Desk of...

Colleen Lorber, Ph.D.

Executive Director of Client Services

We have rounded the corner and are heading full speed to the finish line! Every year, I am surprised when we get to this point. Time flies!

We have had a number of updates to PSI office staff in the recent months. To keep you in the loop, here is a summary of the changes: Nancy Berlan, to whom many of your schools talk concerning their contracts and to whom you talk about your time remaining or work allocations, is now working 4 days a week (M-Th). We have hired a new bookkeeping person to assist with the every growing workload in this department. Her name is Jennifer Staley. She will be working closely with electronic timesheets and Kiera Francis/Tammy Lyman, so you may start noticing emails from her.

Please do not hesitate to ask any questions you would typically ask. We are all working together during these additions/transitions and will make sure you get the answers you need.

The recruiting department is continuing to evolve. We have hired a head recruiting manager, Cyndie Nicholl. Cyndie formerly recruited for the Cleveland Clinic. She will be overseeing our recruiting department and supervising two additional recruiting team members:

Christy Breiding (former PSI health aide) who will focus on recruiting for our health department and Laura Langhans (former Cleveland Clinic recruiter), who will focus on recruiting for our educational support services department.

Marilyn Quercioli, who many of you know as our health administrative assistant, is transitioning to the new role of the recruiting department administrative assistant. Joan Cuthbert, a current PSI health aide, will begin to transition to the health administrative assistant role during the spring and will become full-time when the current school year ends.

It is an exciting time here at PSI. Please join me in welcoming the new office staff on your next visit and/or phone call.

We thank you all for the work you do in your schools and with your students. I hope you enjoy the second half of the school year with as much vigor as you began in the fall.

PSI delines, February 2016

A newsletter for the professional staff of PSI published periodically throughout the year.

Mission Statement

PSI is the market leader in high-quality educational and health services to schools. We strive in everything we do to gain the trust of our clients and to meet or exceed their expectations for quality, value, and responsiveness.

Vision Statement

PSI is The Trusted Provider of High-Quality Educational and Health Services to Schools. Together, we create the foundation that supports all students to learn, thrive, and grow.

Educational Support Services

Julie Wood, M.Ed.

Manager of Educational Support Services

Linda Grimm, Ed.S.

Regional Support Supervisor

Bob Murray, Ed.S.

Coordinator of School Psychology

Karen Heichel, M.A.

Supervisor of Psychology

Christine Worthington, M.A.

Supervisor of Speech & Therapy

Robin Caston, M.A.

Manager: Jon Peterson/Autism Scholarships

Kelly Wetula, BS.Ed.

Supervisor of Education Specialists

Beth Bendokaitis, BS.Ed.

Supervisor of Education Specialists

Anita Michael, M.A.

Supervisor of Speech Therapy

Health Services

Meredith Sitko, B.Ed., CHES, RN, NCSN

Director of Client Services

Lynn Chrostowski, NCSN, RN, MSN

Director of Staff and Clinic Services

Debbie Osysko, RN

Manager of Client Services

Barb Taylor Ross, RN

Manager of Staff and Clinic Services

Laura Sheeks, RN

Manager of Staff and Clinic Services

Paula Harris, RN, CNN, CHPN

Manager of Special Needs Services

Dave Lince, B.A.

Regional Coordinator-ESS and Health

Prevention/Intervention & Professional Development

Karen McKelvey, Ed.S.

Director

Foreign Language/ESL

Kay Almy, M.A.T.

Manager of ESL & Foreign Language Services

Administration

Steven L. Rosenberg, Ph.D.

President and CEO

Colleen Lorber, Ph.D.

Executive Director of Client Services

Nancy Musci

Executive Director of Operations & Admin.

10 Great Tips for a Successful 2016

As a PSI employee, there is always so much to learn for your current position or for the future... [Body language](#) can be your greatest career asset. Here are ten simple and powerful tips to help you have a super successful 2016.

1. To make a great first impression, begin before you enter the room.

In business interactions, first impressions are crucial. Once someone mentally labels you as "likeable" or "untrustworthy," "powerful" or "ineffectual," everything else you do will be viewed through that filter. If someone likes you, she'll look for the best in you. If she mistrusts you, she'll suspect devious motives in all your actions.

A study at the [University of Glasgow's Centre for Cognitive Neuroimaging](#) discovered it takes the brain just 200 milliseconds to gather most of the information it needs from a facial expression to determine a person's emotional state. That's why you can't wait until you're in the meeting room to "warm up." You've got to walk in, already expressing the emotions you want to project.

2. To increase your professional impact, make eye contact like Goldilocks.

Too much eye contact is instinctively felt to be rude, hostile and condescending; and in a business context, it may also be perceived as a deliberate intent to dominate, intimidate, belittle, or make the other person feel at a disadvantage. Too little, on the other hand, can make you appear uneasy, insincere, or uninterested.

In its analysis of patients' complaints, for example, one large county hospital found, that 9-out-of-10 letters included mention of poor doctor-patient eye contact; a failure which was generally interpreted as "lack of caring." (To improve your "too little" eye contact, make a practice of noticing the eye color of everyone you meet.)

"Just the right" amount of eye contact – the amount that produces a feeling of mutual likability and trustworthiness – will vary with situations, settings, personality types, gender and cultural differences. As a general rule, though, direct eye contact of about 60% of the time during a conversation – more when you are listening, less when you are speaking – makes you seem attentive, interested and informed.

3. To boost your self-confidence, ditch your cell phone and buy a newspaper.

You may be familiar with research from Harvard and Columbia Business Schools about the effects of expansive physical poses — feet wide apart, body erect, hands on hips (think "Superman" or "Wonder Woman"). Studies show that holding this kind of "power pose" for just two minutes raises testosterone levels (the hormone linked to power and self-confidence) and lowers the level of cortisol, a stress hormone.

But did you know that this hormonal effect is actually reversed when you tuck your chin in, round your shoulders and contract yourself physically? In that posture, you lower your testosterone level – and its corresponding feelings of confidence – while increasing cortisol.

So, instead of hunching over your smart phone, try leaving it in your purse or briefcase while you wait in the lobby for an upcoming meeting. Instead, take out a newspaper, and read it sitting up straight with your feet firmly on the floor, and your arms spread wide to hold the paper open. By putting your body into this expansive posture, you will not only feel more confident and certain when the meeting starts, you will also be perceived that way.

- Carol Kinsey Goman, Ph.D.

You can access the full version of the article at:

<http://www.commpro.biz/corporate-communications/10-body-language-tricks-to-power-up-your-career-in-2016/>

from the desk of...

Debbie Osysko & Laura Sheeks

February 2016

Welcome to the last half of the school year... It is downhill from here!

Although there have been far fewer snow days this year than last, keep in mind that if your school is closed due to weather, you may use a personal day if you are entitled to one. You can also speak with your building administrator about making up the time. Using a personal day for weather related closure will not disqualify an employee from the Attendance Reward Program. Be sure to check media sources when the weather conditions are poor regarding your particular school....PSI does not notify employees of such closures.

Important Reminders

For those of you who have not completed the [Diabetes Management Webinar](#), the deadline for all public school staff was January 31, 2016. If you have not completed this please do so ASAP. The email with the Webinar information was sent to all other health staff on February 1, 2016. **The deadline to have the test completed is March 15, 2016.** If you are unable to access the webinar materials in the attachment to the email, let us know and we will send you a paper copy.

[Certified Diabetes Educator, Carol Meszaros](#) has been holding a workshop at the PSI Office the second Saturday of each month from 9:00-12:00. These workshops provide PSI Health Team Members the opportunity to continue to learn about the ongoing changes of diabetes management in a small group setting. Attendees are encouraged to provide questions for Carol to answer about the management of students with diabetes in their own clinics. Please call the PSI Office to register if you are interested in taking advantage of this training as class size is limited.

If your school conducts [scoliosis screening](#) you may wish to refresh your skills by viewing the Power Point accessed through the PSI Health intranet in the Resource Tools tab. Although this screening is not required by the ODH, it is recommended for students in grades 5, 6 and 7. Check with your building administrator if you are unsure if your school conducts this screening.

If your school will be conducting kindergarten screenings this school year (for the upcoming school year) and [Vision and Hearing Screenings](#) are performed, please make sure that you have the necessary screening equipment.

[RN's and LPN's are entitled to Professional Development days](#) as outlined in the attendance policy. In order to ensure adequate coverage in your area, pre-approval is required from the Health Services Administrative Team.

[Make sure to check your Time Remaining forms.](#) If you find there is a discrepancy, contact Nancy Berlan at extension 238.

Your PSI Supervisors are here to help you!

They are interested in ALL that you have to say, both positive and negative. Please do not hesitate to contact them if you have any feedback, need any assistance, or would like to share your ideas!

Authors and Editors Wanted!

As we have noted in the past, we are continually looking for authors of individual articles (along with any photos) for either PSIdelines, the employee newsletter or for Paradigm, our client and marketing newsletter. In addition, we are looking for people interested in being guest editors of entire issues of Paradigm in which we highlight one discipline at a time (health, psychology, speech, educational specialist, prevention, special education, ESL, etc.). At times, we also develop special topic focus issues such as recently when we focused on School Safety. Compensation is provided for both individual articles or for serving as a guest editor. Are you interested? You will receive lots of assistance and support as an editor! Please contact Karen McKelvey at: karenmckelvey@psi-solutions.org and mention "newsletter" in your subject line. THANK YOU!

from the desk of...

Debbie Osysko & Laura Sheeks

February 2016

Important Updates

Tentative Plans for the 2016-2017 school year will be going out electronically in March. Please fill these out and return them to us as soon as possible so we can best accommodate any anticipated changes.

Remember to check your psi-health email regularly. All staff are notified via email when updates are made to the Health Intranet, including the online Health Resource Guide and Commonly Used Forms. Please make sure that the hard copy of the Health Resource Guide binder in your clinics is updated also. Don't forget to update forms in your files as well. Check the Bulletin Board on the Health Intranet as well for information and updates.

Ohio HB 39 went into effect on February 1, 2016 and allows schools to procure inhalers for use in emergency situations when a person exhibits signs and symptoms of asthma. We will notify all staff when the ODH provides information regarding the staff training requirements.

New meningococcal immunization requirement for grades 7 and 12. Beginning with the start of the 2016-2017 school year, all pupils entering the 7th and 12th grade are required to be vaccinated against meningococcal (serogroups A, C, W, and Y) disease. One (1) dose of meningococcal (serogroups A, C, W, and Y) vaccine is required prior to entry into the 7th grade.

A second (2nd) dose of meningococcal (serogroups A, C, W, and Y) vaccine is required prior to entry into the 12th grade. The second (2nd) dose must be administered on or after the 16th birthday with at least eight (8) weeks between the first (1st) and second (2nd) dose. If the first (1st) dose of meningococcal (serogroups A, C, W, and Y) vaccine was administered after the 16th birthday, a second (2nd) dose is not required. If a pupil is 15 years of age or younger, only one (1) dose is required.

The ODH Immunization Department clarified that any Meningococcal vaccine that was received before 10 years of age does NOT count toward this requirement.

All immunization charts, forms and letters have been updated on the Intranet in the Immunization section of the Health Resource Guide and in the Commonly Used Forms Section.

The 2015 Hearing Screening Guidelines and Requirements (effective in the 2016-2017 school year) have been published and can be found on the ODH website. In addition to the grades currently being screened, the requirements now include hearing screening for all 11th grade students.

Medication Administration Reminder

The Six Rights of Medication Administration are the standard safety procedures that must be followed by all people who administer medications. When the procedure is followed, the opportunity for a medication administration error is significantly reduced. The procedure includes checking the "six rights" of medication administration, each time medication is administered.

- **Right Student**
- **Right Medication**
- **Right Dose**
- **Right Time**
- **Right Route**
- **Right Documentation**

You will soon receive Tentative Plans forms for the 2016-2017 school year.

Please indicate any changes you desire as well as what you would like to remain the same.

from the desk of...

Paula Harris

February 2016

Special Needs Updates

It's not too early to start planning for the summer ESY programs in the Districts. Please make sure the expiration dates on the orders include the summer and coincide with the end date of the ESY program. If this is not possible, please call the physicians to get orders for coverage.

As your students are transferred to new schools, please take the time to meet with the new clinic nurse to share important aspects of the care of the student to provide a smooth transition in the new school year.

Congratulations to Michelle Menne, LPN!

Michelle Menne, PSI LPN receives her award from Parma Superintendent Carl Hilling.



Michelle Menne LPN at Dentzler Elementary has received the Stellar Employee of Parma City Schools Award for the month of January! She was visited by Superintendent Carl Hilling, Pat Hoy from HR, Cassandra Johnson, Director of HR and Sandy Vore when she was presented with a bag of goodies such as pens and keychains for PCSD. Michelle was told by Pat Hoy that she will be recognized at the Board meeting on February 9 and presented with a plaque!

Patrick Hoy wrote the following about Michelle:

Michelle makes decisions based on what is in the best interest of students. She provides a safe and positive environment that extends beyond the clinic. Michelle goes above and beyond in the clinic, helping our students feel comfortable, clean and safe while at school. There is a special child in the school who often needs additional support with hygiene and health. Michelle always helps this child and she looks and feels 100% better after leaving the clinic.

Michelle is very proactive with all the students. She is out and about in the school, helping wherever it's needed. She has developed and fostered so many relationships with the children, they feel loved and safe with her. Michelle demonstrates a willingness to take on new and/or additional tasks and is always willing to pitch in when needed.

About the Award:

The Parma City School District Stellar Staff Committee was created in 2014 to recognize exceptional or "Stellar" employees who go above and beyond the scope of their normal work day. Employees are recognized by the PCSD Board of Education during regular meetings, and will be shared on this section of the website. Parma City School District employees may be nominated by a community member, parent, student or fellow employee!

from the desk of..

Karen McKelvey

February 2016

Professional Development & Prevention/Intervention

If you are planning on renewing your ODE license via an application to the PSI LPDC, the deadline for completed Individual Professional Development Plans (IPDP) is February 29, 2016. For an application packet and instructions, please contact me at karenmckelvey@psi-solutions.org.

Upcoming Workshops

PSI Psychology Ethics Workshop

Kathy McNamara, PhD, Chair and Professor, Cleveland State University Department of Psychology

Date: Monday, March 14th, 2016, 11:30am – 3:45pm
Location: ESC of Cuyahoga County
6393 Oak Tree Boulevard, Independence, OH 44131

PSI Speech Ethics Workshop

Executive Director of OSLHA, Gregg Thornton, Esq

Date of Training: Friday, March 18, 2016
Registration: 9:30 AM
Workshop Hours: 10:00 AM-12:00 PM
Location: ESC of Cuyahoga County, Room F
6393 Oak Tree Boulevard, Independence, OH 44131

PSI Health Services Spring Meeting

Details will be coming soon

Date: Tuesday, April 12, 2016 from 4:00-6:00 PM
Registration: 3:30 PM
Location: Crowne Plaza Hotel; 5300 Rockside Road, Independence, OH

For registration information for these workshops, please contact Brenda Anderson at brendaanderson@psi-solutions.org or 800-841-4774, ext. 237

The final Time Remaining Notices will be mailed out in March. Please check this notice and ensure that you are on track to complete your allocation. We are aware that there have been frequent "snow days" that may have put you behind. Where appropriate and approved by your principal, please attempt to schedule make-up days for those lost.

Check your License!

It's time to renew your professional license if it expires by:

6/30/2016

from the desk of...

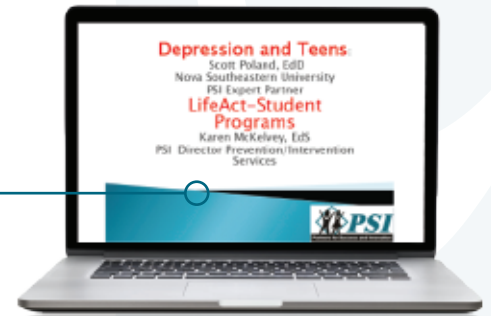
Karen McKelvey

February 2016

Webinars already completed this school year:

Suicide Prevention and Education

*Presented by Dr. Scott Poland and Karen McKelvey, Ed.S.
September 24th, 2015*



Media Engagement and Strategic Communications for Schools

*Presented by Dr. Darlene Chambers and Julie Conry
October 29th, 2015*



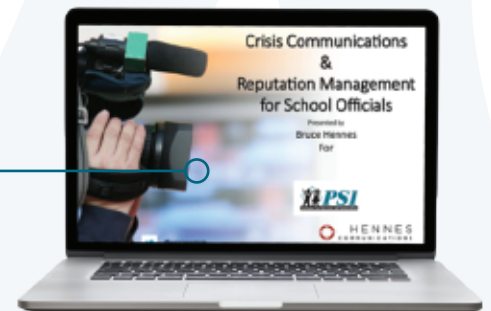
Practicing Mindfulness in Your School

*Presented by Karen Heichel, MA
December 2nd, 2015*



Crisis Communications for School Officials

*Bruce Hennes, Managing Partner, Hennes Communications
January 27, 2016*



As you are reading this after the live versions, you can still participate in these and other webinars at: <http://www.psi-solutions.org/webinar-library/>. Check your email for announcements of upcoming webinars.

from the desk of...

Karen McKelvey

February 2016

And More...

In May, PSI will be hosting a webinar by Scott Poland, EdD, on the subject of "Threat Assessment for Schools." Further information will be emailed soon.

PSI *Certify* is PSI's evolving Professional Development initiative. By aligning more closely all departments within PSI, we are able to offer required trainings to our partner schools. Follow this link for a description and class listings that have been developed thus far: <http://psi-solutions.org/certificationservices>.

Please mention this PSI resource to your school administrators!

JUST A REMINDER...Safety and Violence Prevention Training (under ODE mandates) requires the training of PSI employees. We have reached the 5-year point from when many PSI employees first took the training. This training must be repeated every 5 years:

There is an online version at [Child Abuse Training Information, Ashtabula County](#), which requires a fee payment of \$10. Once completed, please send a copy of your certificate to Patty Wey at: pattywey@psi-solutions.org.

GOOD NEWS! PSI is currently developing its own online course for the Safety and Violence Prevention Training so that PSI employees can train for no fee. Once the course is developed, you will receive notification via email and PSI publications.

PSI's Karen Heichel and Karen McKelvey presented at the Ohio Association of Public Charter Schools Special Education Conference on February 25, 2016. Karen Heichel presented on Learning About Mindfulness, and Karen McKelvey presented on Suicide Awareness and Prevention for Special Education Students-Complementary Program Information. PSI is proud to have presented at this highly selective conference.

PSI and LifeAct

PSI has been chosen to be the Educational Partner of LifeAct® whose mission is to prevent suicide by teaching young people to recognize the warning signs of suicide and to seek professional help for themselves and others.



You can register for this program that is NO COST to your school(s). Already this school year, the newly created PSI LifeAct staff has completed the program for over 1500 middle school students and has made several referrals after the fact, possibly saving several lives. The team includes David Berenson, Becca Bullock, Juana Donatelli, Karen Heichel, Karen McKelvey, Jake Moauro, Bob Murray, Kinyatta Taylor and Jessica Vasquez. Either share this link with your principal or ask permission to complete it on the part of your school:

<https://www.surveymonkey.com/r/PSIPrevention>

We are looking for PSI employees who have a minimum of a Bachelor's degree in any discipline area who are interested in training for the LifeAct® program. You must have consistently flexible time in your schedule and your own transportation. Qualities that are important:

- The ability to work with classrooms of students
- Some knowledge of the usage of Power Point presentations and laptops (having your own laptop is ideal)
- Organizational and public relation skills
- A caring, sensitive and intuitive nature

If you are interested, please contact Karen McKelvey at karenmckelvey@psi-solutions.org and put "LifeAct Instructor Applicant" in your subject line.

from the desk of...

Karen McKelvey

February 2016

Prevention/Intervention News

X-Out Bullying at SFX

With the help of PSI's Toula Barlow, Ph.D., students at St. Francis Xavier are saying no to bullying.

Evan is currently an 8th grade student at St. Francis Xavier School (SFX), located in Medina, Ohio. In October of 2015, he expressed an interest in bringing bullying awareness to SFX. As a student who experienced bullying himself, Evan had a desire to make a difference in his school, with the hope that his efforts would continue after his graduation in May of 2016. Evan came up with a plan, recruited some of his friends, pitched his idea to the principal, Mrs. Bibiana Seislove, and "X-Out Bullying" was formed.

Once per month, under the guidance of PSI's Dr. Toula Barlow and Broadcast Director, Mrs. Mindy Woll, the X-Out Bullying team broadcasts a message to the student body, defining an aspect of bullying, such as physical, verbal, cyber, etc., and teaches the students how to handle conflict. At the end of their broadcast, they challenge students to make a positive change in their school.

To further their cause, they have incorporated "Wear Blue" days which are held once per month. Students are asked to support the program by dressing down (blue t-shirts and tennis shoes) for a donation of .25 to .50 cents. As a thank you, the team has provided donated pencils, positive message bracelets and book marks to those dressing down in support the X-Out Bullying program. Proceeds from "Wear Blue" days go back to fund programs, including LifeAct (a suicide prevention program) and SFX student Council's Rachel's Challenge (geared at motivating, educating and bringing positive change to youth). In two months, the X-Out Bullying team has raised \$435.71 for their cause. To continue keeping students engaged, the classroom with the most donations at the end of the year will be treated to a pizza party!

These 8th grade students have stepped up in an effort to bring positive change to SFX, being fully aware of the possibility of being targeted/teased about such an endeavor. In the next month, they will be introducing the "Xperience" box where students can anonymously share their experiences related to bullying, both positive and negative; selling of X-Out Bullying t-shirts; and engaging other students by working together to create posters with positive messages for display throughout the school.



"It only takes one person to make a difference. Will you go the X-tra mile to X-out bullying?"

from the desk of...

Julie Wood

February 2016

Educational Support Services News

I hope everyone is enjoying the winter weather! Check out the news below for important updates relevant to our ESS Department.

ALERT for SLPs, OTs, and PTs: Medicaid Reimbursement Changes for Schools

The Center for Medicare and Medicaid Services has announced a change concerning the Medicaid Schools Program that will affect how schools are able to submit for reimbursement. By August 1st 2016, schools must have an order, referral, or prescription for speech and language therapy, occupational therapy, or physical therapy by a physician or licensed practitioner of the healing arts if they would like to receive reimbursement from the Medicaid Schools Program. It is important to point out that students are still able to receive these services via an Individualized Education Program with or without an order, referral, or prescription. It is not anticipated that this change will affect your role in the schools, but it is important to be aware of this as you may start to hear your coordinators discussing how they will adhere to these new mandates.

NEW Workload Calculator

The Office for Exceptional Children just released a tool to help schools make decisions about the workloads of service providers in special education. [We encourage you to try out the calculator with your current workload.](#) If you think that you may need more time in your building in order to appropriately service your students, this tool may be a great way for your Field Supervisor to advocate for this change. It is important to note that this calculator is not the only way that schools calculate workloads, but it is a valuable method to be aware of. For access to the calculator, click on the following link:

<http://education.ohio.gov/Topics/Special-Education/Service-Provider-Ratio-and-Workload-Calculation>

HQT Changes

At the beginning of the 2016-2017 school year, [Intervention Specialists of students in grades 7 through 12 who participate in the Alternative Assessment for Students with Significant Cognitive Disabilities will be required to meet highly qualified teacher status.](#) Please ensure that you have earned or have plans to complete the requisite 45 contact hours of core content for the needed subjects. Check out your regional State Support Team for HQT courses being offered. If you have any questions or concerns, please contact your Field Supervisor.

Autism Certification Program

Do you have a student who has Autism or would you like to learn more about how to educate or support children with this disorder? If so, PSI encourages you to check out a [FREE](#) online video training program that provides practical information and skills. Visit www.autismcertificationcenter.org to learn more. For more training, also check out the video modules at: www.autisminternetmodules.org/



As always, please take a few minutes to review your work environment. Slips and falls are painful! All of us need to be aware and vigilant of any workplace safety issues, especially during these winter months. If you have any concerns about the safety of your work environment, contact your supervisor immediately as your safety is our highest priority.

from the desk of...

Julie Wood

February 2016

Educational Support Services News

ESS Spotlight

We would like to recognize Mary Goebel, member of our ESL team at Bedford City Schools, for going over and above in her efforts to co-develop with Kay Almy an ESL for credit program for the district, for reaching out to ELL (English Language Learner) parents through her school and community activities and for being awarded a Merry Ann Hilty grant to take Bedford ESL students on a Goodtime III Riverboat Cruise field trip this spring.

FEELING SOCIAL?

We at the PSI management level are SO proud of the work you are doing in your schools and communities. We also feel there are many unsung HEROES out there and would like to feature them via the various PSI social media connections. If you're interested and want to highlight what you or a co-worker is doing, please sign on to Facebook, Twitter, and LinkedIn and liking, following, or re-tweeting our posts. Comments and replies to our posts are just as important. After a presentation or event, posting a few words or review will go a long way. If we feature an interesting article, "this is a very interesting read!" will do the trick. If you feel a friend of yours would like one of our posts, you can share the article.

Find us here:



www.facebook.com/psisolutions



<https://twitter.com/psisolutions>



www.linkedin.com/company/psi-solutions

As always, remember to adhere to the social media agreement that you have signed as a PSI employee!

These workshops are relatable to all disciplines in our ESS department. If you are from another discipline and would like to attend, please contact Karen McKelvey regarding your interest at: karenmckelvey@psi-solutions.org.

Next School Year

It may seem early, but many of your schools are beginning to make plans for the 2016-2017 school year. PSI has already started to receive requests for services and changes for next year. If we hear of any changes to your school, we will let you know as soon as possible. Please let your Field Supervisor know if your school administrators would like to discuss current services or learn about additional services that PSI has to offer.

In March, look for an email from PSI asking you to indicate your tentative plans for the next school year.

Also, don't forget about PSI's Refer a Friend Program. You can earn up to \$250 for each applicant we hire as a result of your referral.

Upcoming Ethics Workshops

Psychology Ethics Workshop

Please mark your calendars for March 14th from 11:30 to 3:45 at the ESC of Cuyahoga County.

Speech & Language Ethics Workshop

Save the date for March 18th from 10:00 to 12:00 at the ESC of Cuyahoga County.

You can register for either of the ethics workshops by contacting Brenda Anderson at 800.841.4774 x.237 or email at: brendaanderson@psi-solutions.org

from the desk of...

Cyndie Nicholl

February 2016

We Want to Know!

We want to know what you think about working at PSI!

PSI will be conducting a workplace survey. You will receive an email with a link to an online survey within the next week or so. Please take a few minutes to complete the survey and provide us with your feedback.

The survey is being conducted by WorkplaceDynamics LLC, an independent research company. To protect your confidentiality, WorkplaceDynamics will not disclose your individual responses to PSI. Furthermore, your department or group scores will only be disclosed if there are at least 6 survey takers in your group. However, please note that managers at PSI may see the optional written comments on the final page of the survey. If you wish to make a comment please do not write anything that will identify you as an individual.

Thank you for taking your time to complete the survey!

Refer-a-Friend Program

Do you want to make extra money?

We want to hire additional talented, caring and passionate people like you. To thank you for your referrals, we are offering a cash bonus! Click here for information:

www.psi-solutions.org/wp-content/uploads/2015/04/RAF-2015-2016.pdf