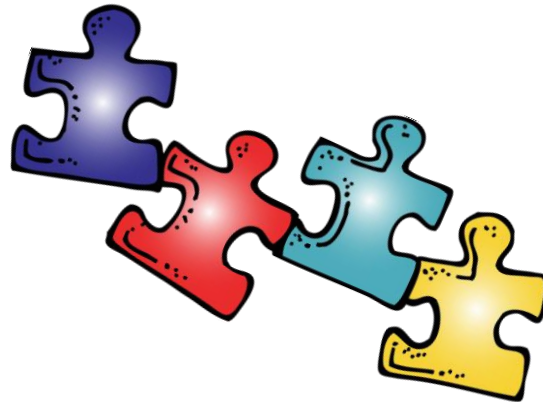


Helena Headlines

Quarterly news and updates

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Updates from Quarter 3:

- * Speech Language Pathologist
 - We now have a Speech Language Pathologist (SLP) employed with Helena! Brittany has experience as an SLP in the school system. We look forward to having her here with us and we believe that she will be a great benefit for our learners! Feel free to say hello when you see her at Helena on Tuesday's and Wednesday's.
- * New Music Group
 - We now have a new structured music group for our learners to participate in! This group was created by Dan S. to incorporate more structured music practice into their routines. The structured music group will include practicing imitation, following receptive instructions, sing-a-longs, and dancing!
- * Feedback from family satisfaction surveys
 - "The turnover is hard"
 - "Increase communication"
 - Helena Response
 - We started sending out "Helena Family Biographies" of our employees
 - We now send out notifications of staff leaving to our families
 - We had an all staff meeting to discuss improvement of communication – this is an ongoing conversation



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Review of 2017 Goals:

1. Increase employee retention by 50%
 - a. In the comparison of third quarter of 2017 from third quarter 2016, our retention rate has decreased by 18%.
2. Increase families served by 20%
 - a. In the third quarter of 2017, we served 109 individuals; an increase of 22%+ from 2016.

Helena Spotlight:

Steve Tapani, Handyman

Steve Tapani has been working in maintenance for over 25 years and has been a valuable member of the Helena team. This past quarter, Steve has helped us build 5 new rooms so our learners could work in pods. Steve is our go-to guy for maintenance requests; we can always count on Steve when something at Helena is in need of fixing. In his spare time, Steve likes to go fishing and to spend time with his family, including his 17 grandchildren! Thank you, Steve for all of your hard work at Helena!



Cold Weather Information:

- * With winter slowly approaching, we wanted to review our cold weather policy that impacts whether or not we will be open or closed due to snow/cold weather.
- * We usually follow the Anoka-Hennepin School District (AHSD) policy on closing:
 - If AHSD is closed due to snow:
 - If there is a late opening for AHSD, **we will also open late**
 - If AHSD **closes early and before 3:30pm**, we will try to send clients home as early as family and/or transportation can pick them up
 - If the AHSD **closes after 3:30 pm**, we will **NOT be closing early**
 - If AHSD is closed due to cold:
 - If AHSD closes for cold weather, **we will NOT be closing** our center as our children are door to door drop off and pick up
- * We will post all weather-related decisions on our Facebook page (www.facebook.com/HelenaAutismTherapyCenter).
- * There will also be a notification on WCCO if there will be closings (look for AHSD). If you decide to keep your learner home and Helena is NOT closed, please contact us at our main number, 763-432-3926.



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Month of Thanks:



* Every year, we like to share what our families and employees are thankful for. Towards the end of October, you can expect to see a little "I am thankful for..." slip of paper come home with your learner. Feel free to send these little slips back to Helena with what you are thankful for. We will make every best effort to post what you are thankful for on our Facebook page (see link in cold weather section). These posts will remain anonymous and will be kept confidential.

Upcoming Group/Art Projects:

- * Group and art teachers plan on working on fall themed activities. They will go outside and collect leaves/sticks to use for their projects, learn about Halloween, and other fall related activities.
- * Winter projects have not been planned yet.

Upcoming Events:

- * Halloween Party: Tuesday, 10/31
 - Learners will have the opportunity to practice knocking on doors and saying "trick or treat". Staff at Helena will provide candy for the learners (smarties and suckers).
 - Everyone is encouraged to dress up in their Halloween costumes! If your learner struggles with wearing a costume, you can send it with them to Helena and we can work on tolerating wearing something different.
 - Some activities include: trick-or-treating, feeling pumpkin "guts", dance party with spooky Halloween music, etc.
- * Spirit Week: Monday, 10/30 – Friday 11/3
 - Details about spirit week will be sent home sometime next week.
 - We love to see the learners and our employee's dress up and show their Helena spirit! If your learner needs a Helena t-shirt, let us know by calling our main number. Our front desk staff will be able to provide your learner with a t-shirt if you would like.



Helena Headlines

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* Holiday Schedule:

- Helena will be closed on the following days for observed holidays:
 - Thursday, 11/23 – Closed
 - Monday, 12/25 – Closed
 - Monday, 1/1 – Closed
- If your learner will be out on any days around the dates that we are closed, please let us know as soon as possible!

* Fire Truck:

- On Wednesday, 10/18, the Fridley Fire Department will be stopping by to show our learners their fire truck and to teach them about what fire fighters do for our community.



* Autism Speaks Walk:

- The Autism Speaks Walk will be on Saturday, October 21st at 9am at US Bank Stadium.
- If interested, go to: http://act.autismspeaks.org/site/TR/Walk/Minnesota?team_id=59439&pg=team&fr_id=3094 to register for the walk as a part of the Helena team.

