



Individual focus. Community perspective.

NCIA Gazette

The Newsletter of the National Center on Institutions and Alternatives

January 2012

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Northrup Grumman Employees Bring Holiday Cheer to our Youth In Transition School

On December 31, 2011, approximately 60 Northrup Grumman employees arrived on a large bus at the Youth In Transition School to help our students celebrate the holidays. The employees came dressed in festive attire, song book in hand and bearing holiday gifts for the students and school. The students and faculty entered the school gymnasium serenaded to Christmas carols by the Northrup Grumman employees. Santa arrived to join in the festivities and started handing out candy canes. Northrup



Grumman employees handed out stockings of gifts for each student and presented the school with electronic equipment and sports gear.

The students quickly joined in the spirit of the celebration and started singing along to the Christmas carols. As the Northrup Grumman employees departed the students presented them with thank you notes and gifts of cookies and ornaments handmade by the students.

The Youth In Transition School expresses its sincere gratitude to the Northrup Grumman employees for their generosity and kindness. What a wonderful example of the true spirit of our holidays.



Welcome Back Ava Powell

Ava Powell has rejoined NCIA as Program Director for our Youth Residential Services (YRS) after several years away. Ava previously led NCIA's YRS program and returns with over 20 years of experience in youth residential services. Please join me in welcoming Ava back with a warm "hello."

*Rhonda Pierce, SPHR, PMP
Vice President, Human Resources*

Five Minutes of Fame

Spotlight on Monica Robinson

I am a Job Coach with the Career Development Program and have been employed by NCIA for more than 20 years. Outside of NCIA, I am a Jack-of-all-trades. I have studied and excelled in the fields of electronics, medical assistance and emergency medical service (EMS). I put my training to



good use at home as the go-to person in my family for any emergency situation. I can diagnose you and give you the remedy! (My services are limited to my family so don't stop me in the hall for medical advice.) When I'm not saving lives I am also a music, movie and religious movie fanatic.

Thanks for sharing Monica!

And, the winner of our first Five Minutes of Fame drawing is Sylvester Conn!



Congratulations for sharing and winning! You can pick up your gift card from Human Resources.

Are You Interested in Moving to Another Position?

The transfer request process between NCIA programs has changed over time so the steps below are provided for clarification.

1. You must first complete a *Transfer Request* form located in Human Resources
2. Completed transfer requests must be submitted to LaToya Dow, Employment Specialist. Forms given directly to managers will not be accepted. (Transfer forms will **remain active for 90 days**. After 90 days, you will need to submit a new transfer request.)
3. LaToya will send an email to managers informing them of your interest in transferring.
4. Managers will review your request and will inform LaToya if they are interested in interviewing you. You may or may not be selected for an interview.
5. If there is no current interest in your transfer request, you will be informed. Please note that **submission of a transfer request does not automatically mean your transfer will be granted**.
6. If interviewed, the hiring manager will provide feedback to LaToya who will then provide you with development feedback or she will inform you of the decision to grant your transfer request. If selected, LaToya will inform you of that decision and a transfer date will be arranged between the current and future managers.

NCIA Career Opportunities

Interested in trying something new or applying your talents in a different position?

You can check out all open positions on NCIA's website at www.ncianet.org.

Positions Currently Available

Residential Counselor for
Youth and Adult Residential Services

Job Coaches
Job Developer
Maintenance Technician
Receptionist
Behavioral Technician

Rhonda Pierce, SPHR, PMP
Vice President, Human Resources

Staff on the Move!

- Ron Praylow has returned to YIT School in the new role of Vocational Supervisor supporting our students in securing internships and job opportunities.
- James Mitchell was promoted to House Manager on Will Smith's Adult Residential team.
- Michael Johnson was promoted to House Manager on Wanda Cokley's Adult Residential team.
- Richelle Gwynn was promoted to Operations Supervisor for the Career Development Program.

Congratulations and much success to you in your new roles!

Rhonda Pierce, SPHR, PMP
Vice President, Human Resources

Win \$\$\$ for Reading the NCIA Gazette!

Congratulations to Ondrai Evans November's winner of \$25. Keep reading the *Gazette* and you could be a winner too! If you find your name displayed like this: (*Jane Doe*) in the *Gazette*, you will then have until the following Monday by 12:00 Noon to call Jayne Gessner, HR, 443.780.1313 to claim your \$25!

Online HSA: NCIA Youth In Transition School's New Computer Lab

With the January 2012 administration of the Maryland High School Assessment came the innovation of online testing, as the NCIA Youth In Transition (YIT) School utilized its brand new computer lab. After a visit from an official from the Maryland State Department of Education who stressed the desire for schools statewide to make the shift from paper to online testing by 2013, Dr. Larry Norris ordered the necessary equipment to keep YIT School ahead of the technological curve. Our IT staff installed the appropriate software into five brand new Dell Optiplex 390 computers while our maintenance crew constructed carrels to house them in what had formerly been known as the Conference Room.

Our initial experience with the computer-based testing administration was pleasant and successful. This electronic format is more efficient in that the data is sent directly to the contractor without paperwork. It also was welcomed by the students who have grown up using computers and have more advanced technology than previous generations.

The very first testing class to complete the online version of the mandatory state assessments consisted of M'iessha Davis, DeAndre Rayner, Alphania Hampton and Corey Sherrod. These students were able to complete all three content areas of the test after receiving a brief outline of instructions. Upon reflection of the session, 11th grader Alphania Hampton stated, "I like testing on the computer. It's just like regular testing, but



you only have to click the mouse." Corey Sherrod, a high school senior, said, "I like online testing. You don't have to keep flipping pages."

As the testing administrators proceed with future sessions, they will be able to expand participation to all students with the acquisition of new headphones to provide verbatim reading accommodations. Also between testing sessions, instructors will be able to utilize the computer lab for instruction and online and software based interactive activities. The construction of the NCIA YIT School computer lab is an exciting step in a more technological direction for our school community.

*Jack Linsenmeyer
Assessment Coordinator, Youth In Transition School*

OPENING SOON!

**NCIA CAREER
DEVELOPMENT CENTER
RETAIL STORE**

NCIA's Career Development Center is preparing to open its brand new Retail Store

Donations of gently used clothing in good condition for men and women are needed. The CDC Store will also be selling items with the NCIA logo including sweatshirts, golf shirts, t-shirts and cups.

Please contact
Walter Billips
at 443.780.1375
with any questions or to
arrange pick-up.

*Keep reading the
NCIA Gazette
for the date of the
CDC Grand Opening!*



Training

Can't make a scheduled class? No problem, just call Shamicka Moore 443.780.1370, Training Coordinator, as far in advance as possible (*Christiana Akinsete*) (and at least 24 hours in advance) to reschedule. Remember, no-shows are subject to a \$20 "No Show" fee.

Happy Birthday to NCIA Staff!

February 2nd

Risikat McCoy

Sade Ellis

February 3rd

Jerome Bunch

Susan Webster

Gregory Lindsey

February 6th

Michael Johnson

February 8th

Pamela Griffin

February 9th

James Hack

February 10th

Theresa Odemena

Edna Amadi

David Smith

February 11th

Kia Johnson

Monique Harris

Braxton Roane

Fred Ehimen

Jylia Artis

February 12th

Ronjala Abney

February 13th

Linda Moss

February 14th

Learnest Dixon

Khamin Williams

Antwan Simmons

February 15th

Richard Fajimolu

February 18th

Shaney Horton

February 19th

Michelle Ross

February 21st

Antoinette Canty

February 24th

Lakia Floyd

Olaitan Oyebade-Iloh

February 25th

Marvin Howard

Hasson Massenburg

February 26th

Jerome Harvey

Diandria Burns

February 27th

Joseph Perry

Kevin Smoot

February 28th

Tyrone Collins

February 29th

Olufunmilayo Okeadeniyi

Congratulations are in Order!

Nurse Michelle Shaneyfelt and her husband have welcomed their new baby daughter Meadow-Ray Mercy Shaneyfelt into the world. Baby Shaneyfelt was born on Thanksgiving and weighed in at 8lbs Welcome to the NCIA family Meadow-Ray!

Our newest college graduate is Frank Simpkins! Frank received his Bachelors in Social Work from Coppin State University in December. He will pursue his Masters from Morgan State University. Frank you are indeed the man of the hour!

Sam's Club Is Coming to NCIA

Sam's Club representative will be in the main lobby at 7222 Ambassador Road on Friday, January 27, 2012 and again on Friday, February 10, 2012 from 12:00 Noon to 3:00 p.m. if you would like to enroll or renew your membership.

"20 Good Men"

Don't miss your opportunity to help NCIA reach its goal and make a little spending cash in the process - it can earn you \$250!

As a reminder, "20 Good Men" is in place to address the requirement of some of our clients who must be assigned to male staff.

*Rhonda Pierce, SPHR, PMP
Vice President, Human Resources*

Anniversaries

January 2012

5 Years

Donnie Brown

Adult Residential Services

Chinasa Emeana

Adult Residential Services

February 2012

5 Years

Christian Beyer

Youth In Transition School

Sharon Bullock

Career Development Center

Latisha Crowder

Career Development Center

Karen Smith

Career Development Center

TRAINING HOTLINE



Remember to call 443.780.1495 after 4:00 p.m. the day before your scheduled training to confirm your class is on as scheduled.