

Recognition Insider

Donna Papa

Donna has been with CFS for a little over a year. She has been an immeasurable asset to the individual she serves, and has proven to be a valued employee with her ongoing commitment to him. Donna goes above and beyond whenever she can, and consistently displays strengths specific to the Core Competencies, as detailed below.

Competency Area B: Getting to know the person through assessment/discovery

Donna works with our service recipient in multiple environments, home, school, and community. She takes the time to assess his responses within these different environments and encourages him to problem solve; developing skills that he can utilize when she is not present. Donna began working with him as a 1:1 in his summer school program, and it was a transition for him to get accustomed to seeing her waiting at home for him as well. She was cognizant of these things and allowed for a transition period.

Competency Area D: Facilitating personal growth and development

In correlation to the above, Donna strongly demonstrates the ability to vary her teaching styles to best meet the needs of her service recipient. Her personal experiences with him and her willingness to explore and troubleshoot what works best for him, enables her to make adaptations where needed so each lessons/goals are meaningful.

Competency Area F: Building and maintaining relationships

Donna understands the importance of friendships and a sense of community and she encourages natural supports on an ongoing basis. She strives to get him out into the community. She encourages him to speak for himself while they are out, and reminds him of social nuances as needed.



Special points of interest:

- If you see someone who should be nominated for Employee of the Month mention it to their Supervisor.

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Danielle Powers
Community Habilitation Supervisor

[Competency Area G: Creating meaningful communication](#)

Encouraging our service recipient to build and maintain relationships couldn't be possible without also creating meaningful communication. She takes her time to establish trust and communicates empathetically. She scaffolds her support and has a way of communicating with him that is *special between them*. She interprets his body language, his sounds, and his attempts at different words that others may not understand. She facilitates communication with others when needed; which helps him to overcome communication deficits that may otherwise prohibit his interactions with others. Donna doesn't speak for him, but she helps him speak for himself and this contributes to his self esteem and willingness to try and communicate more.

[Competency Area H: Developing professional relationships](#)

As previously stated, Donna is a member of her service recipients' team in several environments. She is mutually respectful with everyone, be it family, school personnel, other support professionals, her supervisors, etc. When the family needed more assistance, Donna found a second staff to work with him *and* she insisted on shadowing this staff to teach her "the ropes." She has taken a leading role, not for recognition, but for the well-being of her service recipient. There is immense sincerity in her work ethic that resonates strongly with our agency's mission.

[Competency Area I: Exhibiting professional behavior](#)

Donna is pleasant, punctual, reliable, and flexible. She handles her work with positivity and she is an absolute joy to have on my LI team.

[Competency Area J: Showing respect for diversity and inclusion](#)

Donna has respect for all peoples. She is especially genuine in her desire for the inclusion of those who have special needs. She is culturally competent given her many years of working as a 1:1 within school districts; however, even without her experience, she exudes innate compassion and overall awareness.

[Competency Area O: Promoting positive behavior and supports](#)

Donna has a great sense of humor and she has learned how to use it as a tool to re-direct our individual when he may get silly. He can test boundaries and she has a patient demeanor which is helpful when bringing him back to focus on a task. Donna is realistic in her expectations and she knows which days may be better than others to get desired outcomes. She fosters growth and development by recognizing how to support his positive behaviors and teaches him new behaviors to replace any current maladaptive displays. She also takes into consideration the hormonal transitions he is going through at his age and she always seeks the *function* of his behaviors before establishing a plan of action (to alleviate his frustrations and assure him that she understands his personal agenda and can assist him to make it socially appropriate when it may not be.) Donna knows how to re-direct him without embarrassment; she is sensitive to his feelings and to his happiness foremost.

[Competency Area S: Supporting safety](#)

Donna supports her service recipient's safety in everyday situations. She picks him up from the bus stop, from school, or other various activities. She must be there on time to ensure he has oversight and she reminds him consistently throughout their sessions to be mindful of his surroundings (especially in traffic/pedestrian situations.)

[Competency Area V: Supporting active participation in the community](#)

Donna takes her service recipient to his dances, sports, and other events. They also enjoy seasonal activities, like visiting holiday displays, pumpkin farms, and looking at Christmas lights. This summer, they went to the Long Island Aquarium, Queens Zoo, Adventureland Amusement Park, and the Tiki Action Park. They visited with friends and went swimming, which is one of Kieran's favorite activities! (For pics of all this fun stuff, see Donna's page in this year's Employee Appreciation Calendar!)

Holiday Celebration



The Center for Family Support Inc.





Employee of the Month 2018

January	Klon Myers
February	Adriana Ruggiero
March	Uwvie Adobo
April	Marisa Rooney
May	Damion Gilbert
June	Jen'nelle Melendez
	Cheryl Owens
July	Monette McIntosh
August	Maureen McMahon
September	Venus Vasquez
October	Cheryl Barbour
November	Donna Papa



Admin of the First Quarter Nominee

Kimberly Castrogiovanni

Admin of the First Quarter

Lakisha Grady

Supervisor of the First Quarter

Yiranny Almonte

Admin of the Second Quarter

Stephanie Arevalo

Supervisor of the Second Quarter

Norman Clarke

Team Spirit of the Second Quarter Nominee

Liberty IRA

Team Spirit of the Second Quarter

826 E178 St IRA

Supervisor of the Third Quarter Nominee

Valentina Encarnacion

Fay Simon

Supervisor of the Third Quarter

Marie Romain

Team of the Third Quarter

Crotona

Team Spirit

Community Services

Vera Ikeagu

Joan Marquez

Charlette Rattigan

Rachel Cadet

Jen Solis

Anndrena Bernard

Employee of the month Nominees- 2018

January

Maria Paulino	Com Hab
Janet Beckford-Simms	Arlington
Allison Birot	Livonia
Jesus Mendez	Com Hab

February

Eliza DeArmas	Home Care
Laila Straker	Crotona

March

Bryan Eppich	MSC
Dyanna Harris	Com Hab
Janelle Jones	Crotona

April

Magdalena Bonifaccini-Rendon	Home Care
Anthony Ennab	Com Hab
Gale Rogers	826 178th

May

Venus Vasquez	Kelly
Jessenia Velasquez Lopez	Com Hab
Veronica Grady	Richmond Hill

June

Alexandra Garcia	Home Care
Damien Smith	King/Friendly
Aviance Cox	Medical Coordinator
Jennifer James	Oberman
Melissa Salmon	IPS

July

Monette McIntosh	Bryant
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August

Louise Toney	Broadway
Shanice Landrum	Cary
Lyra Williams	Foch
Jasmine Adams	Bryant

September

Maureen McMahon	Com Hab
Louise Toney	Broadway
Laila Straker	Crotona
Shanice Landrum	Cary
Lyra Williams	Foch
Jasmine Adams	Bryant
Hilaria Mesa	824 E. 178th
Christine Funn	Livonia
Mariam Hassan	Lincoln
Awilda Richiez	Simpson
Janelle Jones	Crotona
Rita Maccou	Arlington
Damien Smith	King/Friendly

October

Tawana Fuller	King/Friendly
Odilia Alvarez	Home Care
Maria Paulino	Com Hab
Margarita Sanabria	Home Care
Dona Papa	Com Hab
Adys Nunez	In-Home Respite
Rosemary Morrillo	Com Hab
Teresa Fonseca	Com Hab
Rosa Felipe	Com Hab
Luz Castro	Home Care
Jessenia Velasquez Lopez	Com Hab
Frank Spagnolo	Com Hab
Sizta Martinez	Com Hab
Susan Gibbs	Day Hab

November

Christina Colonna	Com Hab
Pierre Larose	Com Hab
Raul Rivera	Com Hab

