In This Issue:

Adolescent Suicide Prevention and Intervention
Ethics in the 21st Century for Social Workers and SUD Professionals
Introduction to Occupational Therapy
Co-occurring Disorders
Leading Devotions

Plus Additional Trainings

Understanding Self Injurious Behaviors in Adolescents

This course will examine self injurious behavior (SIB), also known as self harm, self injury, self mutilation, cutting, etc., in depth. Content will provide the participant with a comprehensive understanding of SIB behaviors and how they differ from suicidal ideation; myths that surround this behavior; typology and common psychological characteristics; behavioral etiology; new SIB behavior trends; and therapeutic approaches.

This course will include lecture, video and dialogue with participants, including a Q & A session.

DATE/TIME: Thursday, April 13
LOCATION: Garrett Conference Room
FACILITATOR: Sandi Metcalf, BS, MS
COST: $20 + $10 for 2 CEU’s
Ethics in the 21st Century for Social Workers and SUD Professionals

With the advent of the Affordable Care Act, an emphasis on patient-centered medical and behavioral health homes, and the emergence of integrated health care, practitioners now experience increased interaction, complex team dynamics, and shared patient caseloads. The primary disciplines in behavioral health often adhere to their respective codes of ethics, either ignoring what occurred in patient interactions with other health care professionals, or perceiving all interactions through the lens of their respective code. Since many professionals hold licensure in mental health, yet are also certified in addictions treatment, the situation becomes even more complex, with service providers mandated to adhere to more than one code.

This presentation will engage participants in a multi-media, multi-sensory format, teaching to all styles of learning. Case study material will be utilized, with video clips presented from various health care disciplines, and didactic material that addresses both the conceptual and practical level. Attendees can expect a lively, provocative, and action-packed agenda beyond any past ethics module witnessed.

Adolescent Suicide Prevention and Intervention

This class is based on material published by the National Center on Institutions and Alternatives (NCIA) in 2013, recognized as the most comprehensive and up-to-date instruction on suicide prevention in residential juvenile facilities. The course was designed to equip direct care, medical, mental health, and education personnel with a comprehensive understanding of suicidal behavior as it relates to the environment of a residential treatment center. It includes information on juvenile suicide research, guiding principles to suicide prevention, why facility environments are conducive to suicidal behavior, staff attitudes about suicide, predisposing factors, warning signs and symptoms, high-risk periods, components of suicide prevention policies, instruction regarding staff response to a suicide attempt, stress debriefing, and liability issues.

This training is required for direct care staff in their first year of employment.
Introduction to Occupational Therapy

Many individuals struggling with mental illness have not developed abilities to appropriately process sensory input due to chemical imbalances, trauma, abuse, neglect or other delays. This results in difficulty feeling safe in their environment and their own bodies. When a person cannot adequately process sensory input, it can be hard simply making it through the day.

Individuals often spend so much energy trying to cope with and compensate for sensory processing challenges that it creates barriers to the effectiveness of psychological treatment. This workshop covers the basics of sensory processing. We will explore what sensory processing is, how it affects those struggling with mental illness and some basic ways that we can use sensory strategies effectively.

This training is required for all Developmental Care Specialists within their first year of employment.

DATE: Thursday, June 22  
TIME: 9:00 am—11:00 am  
LOCATION: Garrett Conference Room  
PRESENTER: Ashley Havemeier, COTA/L  
COST: $20.00 + $10.00 for 2.0 CEU’s

Co-occurring Disorders

In this training we will discuss the core principles of co-occurring work, the concept of “stages of change” and how it applies to mental health, substance abuse and life in general. How staff can approach, welcome and engage clients (adults/children/families) will also be discussed.

This training is required for Youth Treatment Specialists in their first year of employment.

DATE: Friday, April 14  
TIME: 9:00 am—11:00 am  
LOCATION: Garrett Conference Room  
PRESENTER: Anthony Muller  
COST: $20.00
### Leading Devotions

Leading devotions can feel overwhelming and intimidating and it doesn’t need to be. This hands-on training will show you just how easy and simple leading devotions can be. We will review the agency’s expectations for devotions within the unit, creative suggestions and give you a heap of resources so you can not only lead devotions with confidence, you can train the other staff you work with as well.

**DATE:** Tuesday, May 23  
**TIME:** 9:00 am—11:00 am  
**LOCATION:** Nagel Chapel Sanctuary  
**PRESENTER:** Emily Vanden Heuvel  
**COST:** $20

### Introduction & Recertification to CPR

Become certified in CPR though the American Heart Association’s curriculum. Staff will follow a video presentation that provides you with additional time to master each skill.

This training is required for all direct care staff within their first year of employment, with recertification every two years.

**DATES/TIMES:**  
Thursday, April 6, 3:00—5:00 pm  
Friday, May 5 11:00 am—1:00 pm  
Friday, June 16, 11:00 am—1:00 pm  
**LOCATION:** Garrett Conference Room  
**PRESENTER:** Wedgwood Institute Trainers  
**COST:** $30

### Introduction & Recertification to First Aid

Become certified in First Aid. Learn the basics of treating cuts, sprains, strains, and burns as well as how to respond to a variety of medical concerns.

This training is required for all direct care staff within their first year of employment, with recertification every two years.

**DATES/TIMES:**  
Thursday, April 6, 1:00 pm - 3:00 pm  
Friday, May 5, 9:00 am—11:00 am  
Friday, June 16, 9:00 am—11:00 am  
**LOCATION:** Garrett Conference Room  
**PRESENTER:** Wedgwood Institute Trainers  
**COST:** $30
**Professional Boundaries**

The maintenance of healthy boundaries is important in any relationship, but human service professionals face unique challenges when working with clients whose emotional needs are especially demanding. This session reviews boundary types, explores why and how boundaries get blurred and provides guidelines to stay balanced when conflicts arise.

*This is a mandatory training for all direct-care staff in their first year of employment. Veteran and non-residential staff are also welcome to attend.*

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<thead>
<tr>
<th>DATE: Wednesday, June 14</th>
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<tr>
<td>TIME: 9:00 am—11:00 am</td>
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<tr>
<td>LOCATION: Garrett Conference Room</td>
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<td>PRESENTER: Jeff Walters</td>
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<td>COST: $20</td>
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**Agency Awareness/Wellness**

This training offers important information primarily for new Wedgwood employees, interns and volunteers. It gives staff an overview of Wedgwood’s mission, values, and the many programs offered to the community through our Residential, Community and Educational Services. The session includes an opportunity to meet Wedgwood’s CEO Randy Zylstra and Chief Human Resources Officer, Sandy Boyer. An optional orientation to our Wellness Center also provided at the end of the presentation.

*This training is required for all Wedgwood employees, interns, and volunteers.*

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<thead>
<tr>
<th>DATES/TIMES:</th>
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<tbody>
<tr>
<td>Friday, May 19, 10:30 am—12:00 pm</td>
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<tr>
<td>Wellness Center Orientation is scheduled for 1/2 hour after Agency Awareness</td>
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<tr>
<td>LOCATION: Garrett Conference Room</td>
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</table>
| PRESENTERS: Randy Zylstra
Sandy Boyer |

**Becoming Trauma Sensitive**

This is an introduction to trauma-informed treatment that will increase awareness about stress and complex trauma. During this session, participants will explore developmental, interpersonal and psychological impacts associated with complex trauma and discuss different tools to help children heal.

*This is a mandatory training for YTS in their first year of employment.*

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<td>TIME: 9:00 am—11:30 am</td>
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<tr>
<td>LOCATION: Garrett Conference Room</td>
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<td>PRESENTER: Bill Everett, MA</td>
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<td>COST: $20 + $10 for 2.5 CE’s</td>
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All Wedgwood employees are required to complete Recipient Rights training. In order to register for these classes, you must have a UserID and password to the network180.org website in order to receive credit for classes you attend in person or complete online.

Here are the training requirements:

1. **Recipient Rights Intro** is an online training that must be taken prior to employment, or no later than 30 days after being hired. This is a one-hour course hosted on the n180 site. It’s accessible from any internet-connected computer.

2. **Recipients Rights Live** is a 3.5 hour classroom training taught by n180 staff. This class should be completed between 90-180 days of hire, after new employees have become acquainted with clients and job expectations. This is the only time that the class needs to be taken in person.

3. **Recipient Rights Online** is the same training as the Intro, with recertification due every year.

Staff must register for classes online. To do so, visit:

   [https://lakeshoretraining.org/network180](https://lakeshoretraining.org/network180)

Creating a new account is easy. You need to wait 30 minutes before proceeding with the online training.

Please note that you will not be able to “drop in” for a class—you must sign up in advance. You also need to arrive on time. In the past they have shut the door once the class begins.

The classes are hosted at the network180 office, which is located at 3310 Eagle Park Drive, NE, Suite 100 (Garden Level)

Grand Rapids, MI 49525

DATES/TIMES for Recipient Rights Classroom training are published on the network180 website:

   [https://lakeshoretraining.org/network180](https://lakeshoretraining.org/network180)

LOCATION: Network 180, 3310 Eagle Park Drive NE, Suite 100 (Garden Level) Grand Rapids MI 49525

PRESENTER: Network 180 Facilitators

COST: No Charge
## Introduction to Crisis Management De-escalation

During this session, you will learn the dynamics of escalating and de-escalating tension due to internal and external conflicts and their impact on children’s behavior. We review the warning signs of escalating clients, identify appropriate verbal de-escalation strategies and how to use therapeutic relationships to teach crucial self-control skills. "Handle with Care" physical intervention techniques will also be taught as a last resort to keep clients safe when they present danger to themselves or to others. **The Handle with Care training requires an ability to pivot, bend, twist and stoop while bearing weight of individuals served.** Ability to lift 50 lbs. non-stationary weight through the approved Handle with Care technique is required. Can you perform the essential duties of this position with or without reasonable accommodations? If you cannot meet this requirement you will be required to provide a note from your physician, to the Wedgwood Institute, prior to the scheduled training date. Please be sure to dress comfortably and wear close-toed shoes as you will be physically active.

This training is required within first 90 days of employment for all **Wedgwood** staff who work directly with clients in residential programs.

### Dates:
- Thursday, April 27
- Thursday, May 25
- Friday, June 23

### Time:
9:00 am—3:00 pm

### Location:
Nagel Conference Center

### Presenters:
Wedgwood Institute trainers

## Crisis Management De-escalation Recertification

This is a refresher course for staff who have already taken the Introduction to CMD. In this session, basic verbal and physical intervention skills are reviewed through instructor led practice, role play and video scenarios. Please be sure to dress comfortably and wear close-toed shoes as you will be physically active. **The Handle with Care training requires an ability to pivot, bend, twist and stoop while bearing weight of individuals served.** Ability to lift 50 lbs. non-stationary weight through the approved Handle with Care technique is required. Can you perform the essential duties of this position with or without reasonable accommodations? If you cannot meet this requirement you will be required to provide a note from your physician, to the Wedgwood Institute, prior to the scheduled training date.

This recertification training is required every six months for all **Wedgwood** staff who work directly with clients in residential programs.

### Dates/Times:
- Antonini—Thu., Apr. 13, 9—10:30 am
- Engen—Tue., May 2, 1—2:30 pm
- Zondervan—Tue., May 9, 12—1:30 pm
- DeVos—Thu., May 11, 1—2:30 pm
- Parramore—Tues., May 23, 12—1:30 pm
- General—Wed., May 24, 5:30—7:00 pm

### Location:
Nagel Conference Center

### Presenters:
Wedgwood Institute Trainers
### Introduction to Med Passing

This class will give you the knowledge to correctly and safely dispense medications at Wedgwood to the residential clients. This two-hour training includes a PowerPoint on all aspects of medication handling/dispensing, information on commonly used medications, other applicable information, quiz and hands-on medication handling.

*This is designed for Wedgwood residential staff.*

| DATES: | Wednesday, April 5  
|        | Wednesday, May 3  
|        | Wednesday, June 7  
| TIME:  | 9:00 am—11:00 am  
| LOCATION: | Garrett Conference Room  
| PRESENTER: | Ellen Decker, RN |

### Listening for Heaven’s Sake

Join this group to learn about the sin of racism while growing with others in a Christ-centered environment. This will be an opportunity to build bridges with other Christians in the fight against racism.

*NOTE: For Wedgwood staff, Diversity Awareness is a prerequisite to the I.H.R. This training is required for all full-time Wedgwood employees within their first two years of employment.*

| DATE: | Friday, April 7  
| TIME:  | 9:00 am—12:30 pm  
| LOCATION: | Garrett Conference Room  
| FACILITATORS: | Jason Lheureux  
| COST: | $20.00 |

### Diversity Awareness

Learn about diversity as we lead you through activities, discuss the importance of accountability and celebrate the richness of our differences. All this to help you understand how to enjoy God’s hand in diversity.

*This training is required for all staff within their first year of employment.*

| DATE: | Friday, April 21  
| TIME:  | 9:00 am—11:00 am  
| LOCATION: | Garrett Conference Room  
| PRESENTER: | Arlan Palmer  
<p>| COST: | $20 |</p>
<table>
<thead>
<tr>
<th>Training</th>
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<tbody>
<tr>
<td>Introduction to Medication Passing</td>
<td>Apr 5</td>
<td>9:00—11 am</td>
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<tr>
<td>First Aid</td>
<td>Apr 6</td>
<td>1 pm—3 pm</td>
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<tr>
<td>CPR</td>
<td>Apr 6</td>
<td>3 pm—5 pm</td>
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<tr>
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<td>Apr 7</td>
<td>9:00—11:00 am</td>
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<tr>
<td>Adolescent Suicide Prevention and Intervention</td>
<td>Apr 12</td>
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<tr>
<td>Understanding Self-Injurious Behaviors in Adolescents</td>
<td>Apr 13</td>
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<td>Apr 13</td>
<td>9:00—10:30 am</td>
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<td>Apr 14</td>
<td>9:00—11 am</td>
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<td>May 23</td>
<td>9 am—11 am</td>
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<tr>
<td>CMD Recertification (Parramore)</td>
<td>May 23</td>
<td>12:00—1:30 pm</td>
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<tr>
<td>CMD Recertification (General)</td>
<td>May 24</td>
<td>5:30—7:00 pm</td>
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<tr>
<td>Intro to Crisis Management De-escalation</td>
<td>May 25</td>
<td>9 am—3 pm</td>
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<tr>
<td>Introduction to Med Passing</td>
<td>Jun 7</td>
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Please note that Wedgwood employees who have accounts in the Relias Learning Management System can now manage their enrollment in most of the classes offered through the Wedgwood Institute. To do so, go to your My Learning page and look for the “Sign Up” link located just under the class title. From there, you’ll see a list of dates and times to choose from. Simply click the “Enroll Now” button and you’re registered! Some classes may have limited enrollment, or require prior approval by Institute administrators (e.g. Institute for Healing Racism.) You can still use this form or the steps below to sign up for classes, but Relias now offers a new convenient option!

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3300 36th Street SE
Grand Rapids, MI 49512