







REBOUND OCTOBER NEWSLETTER

Fall Fun is Here!

Fall is here, and so are fun seasonal ways to move, play, and recharge! We wish you a season of movement, laughter, and cozy moments!

Here are more easy ideas to sprinkle some Autumn joy into your routine during sessions:

-  Try a fall-themed movement game (think “pumpkin pass” or “leaf leap”)
-  Decorate mini pumpkins together for a sensory-friendly craft. Use stickers, markers, or paint on small pumpkins. Offer choices (“Blue or red sticker?”) to build decision-making and following directions.
-  Take a mindful walk to enjoy the crisp air and changing leaves.
-  Leaf Sorting: Collect colorful leaves and sort by color, shape, or size to practice categorization and fine motor skills.
-  Apple Tasting: Try different apple varieties and sort or rate favorites to encourage labeling and communication.
-  Nature Scavenger Hunt: Check off fall items like pinecones or leaves while practicing following directions and social interaction.

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Fall Self-Care for Technicians and Clinicians!

As the weather cools and schedules stay busy, remember that caring for yourself helps you bring your best energy to every session. Small, consistent acts of self-care can make a big difference in your focus, patience, and positivity.



Here are a few easy ways to recharge this season - both during and outside of work:



Take a mindful minute: Pause between sessions for a few deep breaths or a quick stretch.



Step outside: Get a few moments of fresh air or sunlight, even if it's just in the parking lot.



Sip and refuel: Keep a water bottle on hand and healthy snacks (like fruit, nuts, or granola).



Positive reflection: Think of one small success from your last session — celebrate progress!



Re-center with music: Listen to a calming playlist or upbeat song on your break to reset your mood.



Enjoy fall moments: Visit a local park, pick up your favorite seasonal drink, or walk under the changing leaves.



Rest well: Protect your sleep schedule — your mind and body need time to recharge.



Stay connected: Plan a casual coffee or check in with a coworker or friend.



Get cozy: Light a candle, wrap up in a blanket, and take 10 minutes for yourself.



Gratitude habit: Write down one thing you're grateful for at the end of each day.

REBOUND NEWSLETTER

☀️ Employee Spotlights of the Month

We're proud to highlight the incredible daily work our team does in support of our clients and families. Each month, we spotlight staff members who go above and beyond in their roles.



This month, we're celebrating Emma Schiedling, BT in Haslett, MI. Known for her patience, creativity, and positive energy, Emma consistently finds innovative ways to engage clients and support their progress. Their team describes them as a true collaborator who always lifts others. Thank you, Emma, for the extraordinary impact you make every day!

How long have you been with Rebound? **6 months**

What drew you to the field of ABA? **I naturally gravitated towards the field of psychology through managing my own struggles with childhood mental illness.**

Emma Schiedling, BT

What do you enjoy most about your work at Rebound? **I love working for Rebound! I genuinely feel supported by my coworkers, clinicians, and families!**

What has been the most rewarding moment in your career so far? **My first client was very resistant to starting therapy. He would actually ask me to leave right away. I was thrilled on the first day when I felt that bond. I must have given him over 10 piggy-back rides that day, but I left with a big smile knowing I was in! He has since embraced ABA and has made tremendous strides!**

Who or what inspires you in your professional journey? **As cliché as this sounds, the kids I work with inspire me the most. ABA is hard work, coupled with the challenges these children face. They are so tough!**

What do you like to do outside of work (hobbies, interests, activities)? **I love TV, reading, music, and drawing.**

Do you have a fun fact about yourself that people might not know? **Growing up, I was a horseback rider. I used to help train horses and worked cleaning stalls to pay for lessons.**

If you could travel anywhere in the world, where would you go? **I've always been a Lord of the Rings fan, I'd like to go to the Tongariro Alpine Crossing in New Zealand (Path to Mordor).**

What's one goal you're currently working on (professionally or personally)? **Keep going!**

What's a piece of advice you would give to someone entering this field? **Understanding the concept of taking baby steps and having patience is key. Celebrate and reward every inch of your client's progress, no matter how. Big or small, the stride.**

REBOUND NEWSLETTER

☀️ Employee Spotlights of the Month



Khristine McPike, BT

We recognize Khristine McPike, BT in Bangor, MI for her outstanding commitment and passion for ABA therapy. Her ability to connect with clients and families while maintaining a supportive and structured environment has made a lasting difference. Colleagues say Khristine brings warmth, professionalism, and a contagious enthusiasm to every session. We are grateful for your hard work and dedication—both the basics and the background.

How long have you been with Rebound? **5 months**

What drew you to the field of ABA? **I have 11 to 12 years of experience working in an Adult Foster Care (AFC) home, where I provided care and support for individuals with developmental and intellectual disabilities.**

What do you enjoy most about your work at Rebound? **I work with some excellent technicians and BCBA's, and I know someone will always be there if I have any questions or concerns.**

What has been the most rewarding moment in your career so far? **Watching the kiddos accomplish their goals inside the center or at home.**

Who or what inspires you in your professional journey? **My kids inspired me to do better, not only for them but also for myself. I don't know where I would be without them!**

What do you like to do outside of work (hobbies, interests, activities)? **I enjoy camping and fishing, and I'm also interested in doing diamond painting.**

Do you have a fun fact about yourself that people might not know? **Not necessarily a fun fact, but I wanna learn to crochet.**

If you could travel anywhere in the world, where would you go? **Anywhere, but I would love to take my kid to Japan.**

What's one goal you're currently working on (professionally or personally)? **One goal I would like to work on professionally is furthering my career. One goal I would like to work on personally is buying property and building a farm.**

What's a piece of advice you would give to someone entering this field? **Once you're in it, you're going to love it!**

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Trunk or Treat Photos

Autumn Andrus and Paisley Fisher proudly represented Rebound at the Clock Mobility Trunk-or-Treat in Grand Rapids! They had a great time sharing Rebound's mission, and celebrating the Halloween spirit with the community!



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The Muskegon Team hosted Trunk-or-Treat for our families and the community! Families enjoyed a fun, festive afternoon with treats, games, and activities, giving us the chance to connect, celebrate, and share more about Rebound with the local community!



Winner of Best Decorated Car:
Autumn Andrus!



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The Bangor Team brought Halloween fun to the community with their Trunk-or-Treat! Families enjoyed balloon animals, face painting, treats, and a chance to connect with our team - even our virtual supervisors joined in the fun!



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Match the Catchphrase!

Catchphrases:

Schedulers:

ANSWERS!!

- | | | |
|---|----------------------|------------|
| 1 | "Hey, Hey" | 1. Melanie |
| 3 | "Was sup?" | 2. Evan |
| 2 | "Oh, ok, yeah, cool" | 3. LeAnne |
| 5 | "You're good." | 4. Nicole |
| 4 | "Hanging in there" | 5. Emilie |




Were you able to match them to the correct scheduler?!?!?

★ Special Scheduler Shoutout! ★

A huge **THANK YOU** to our incredible scheduling team! You play a **tremendous** role in holding everything together - supporting every corner of Rebound, from our technicians and clinicians to the families we serve.

Your behind-the-scenes work keeps us running smoothly, and we couldn't do it without you. We see you, we appreciate you, and we're so grateful for all that you do!

Client Achievements

-  **EmmSac** During a recent school observation, EmmSac's teacher reported no concerns - and even noted that he was the most engaged and responsive student in his class! We are incredibly proud of his progress and growth!
-  **SebMil** is making incredible strides! His progress has been amazing—he's picking up new skills even beyond what we're directly targeting. His development is truly skyrocketing!
-  **JamLit Guardian** is doing a phenomenal job supporting his growth! Jam is now keeping his shoes and clothes on consistently, and enjoying healthy meals throughout the day. Such wonderful progress - way to go, team!

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Riddle



I show up right after your best plan.

make you question your data and doubt your tan.

I'm louder than baseline and quicker than a curse. If you stop

reinforcing, I get... (ironically) worse. What am I?

(Take your best guess - Answer at the end of newsletter)



Announcements!



Action Required: Sign Up for Direct Deposit Today!

We're excited to roll out Paylocity starting 10/27/25! This new payroll system provides easy access to your pay stubs, PTO balances, tax forms, and more in a single, secure online account.

Important:

If you have not yet signed up for Direct Deposit, please do so ASAP. Once Paylocity is fully implemented, paper paychecks and paystubs will no longer be sent by mail as of 10/27/29 . If you are not set up with direct deposit, your payment will be delayed until you do so.

To get set up with Direct Deposit, please contact:

Amber Simons at asimons@reboundtherapies.com

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Announcements!

NoteGuard Quality Reminder: Writing Effective Session Notes

We recently implemented the NoteGuard quality control system, a software tool designed to review ABA session notes for content, clarity, and professionalism. Please ensure all session notes are complete, objective, and professionally written. If a note does not meet the required standards, the administrative team will be notified, and you will be asked to revise and resubmit the note for that session.

✔ Note Requirements:


- **Minimum 50 words per hour of session**
- **At least three complete sentences per hour of session**
- **Content should be long enough to capture the essence of the session without including unnecessary details.**
- **Use an objective, data-driven tone.**
- **Avoid personal or emotional language.**

Your session summary should clearly reflect the client's engagement, progress, and response to interventions.

High-quality documentation helps ensure continuity of care, supports clinical decision-making, and upholds compliance standards.

If you have any questions or need support, please contact your BCBA.

Thank you for writing thoughtful and comprehensive session notes that reflect your outstanding daily work!

 A shared folder containing resources and sample notes can be found in the Staff Resources Google Drive folder or accessed directly here: [Session Note Resources](#)

Reminder: All session notes must be completed within 24 hours!

Unconverted Note Communication:

We want to address the recent feedback regarding Unconverted Session Note Emails. We understand that receiving these reminders - especially for canceled shifts - can be frustrating, and we appreciate your patience. The reminders are not intended to create extra work, but to ensure that all hours are documented accurately, so everyone is paid correctly and on time - and so you don't miss out on your weekly bonus! We thank you for your feedback, understanding, and cooperation!



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Announcements!

Keep Personal Items Safely Stored

As the weather gets colder and we begin wearing coats, jackets, and boots, it's essential to remember that all personal items—such as keys, lighters, vapes, and medications—must be securely stored in your car, backpack, or zipper pocket. These items can pose a serious risk to our clients and should never be left out in session areas or within a child's reach.

 If you need to access personal items during a session, please refer to our Break Policy to do so appropriately and safely.  Failure to follow this policy will result in disciplinary action.

Thank you for helping us maintain a safe and supportive environment for everyone!
Break Policy: [Break Policy](#)

Inclement Weather Reminder!

Along with the colder weather comes the potential for dangerous travel conditions. Please take a moment to review our Winter Weather Policy to stay informed about procedures for cancellations, delays, and safe travel expectations. Your safety is a priority - thank you for staying prepared!

[Winter Weather Policy](#)

Alert! Your Lakeshore trainings are due for renewal

- Michelle Porter

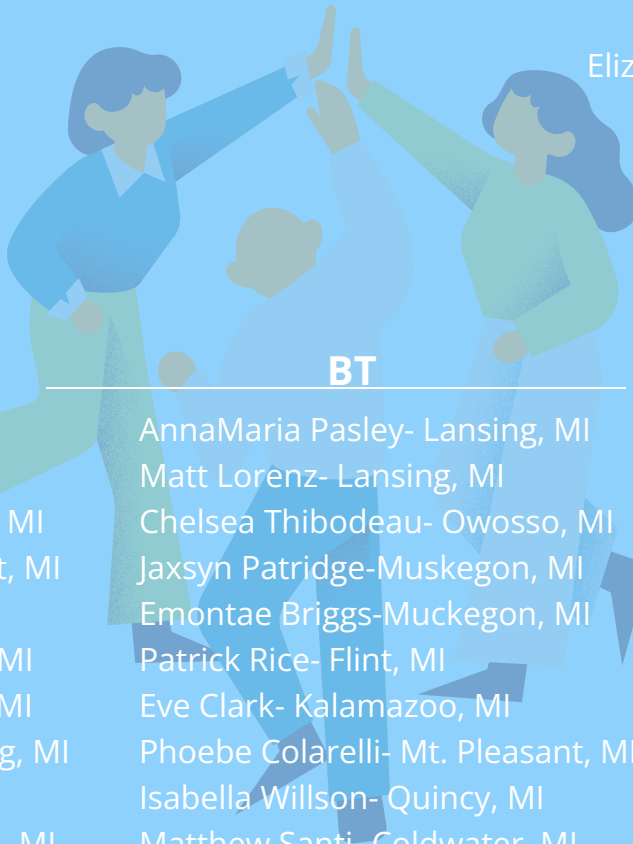


Thank you for staying on top of your training and continuing to support the highest standards of care!

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**WELCOME
TO THE TEAM**

YAY!



BCBA

Elizabeth Schwebemeyer- St.Charles, IL
Sasha Kay - Grand Rapids, MI
Erika Magana - Reno, NV
Dr. Siti Ahmed - Spokane, WA
Jaysen King - Lansing, MI
Aihua Liu - Portage, MI
Edy Glines - Florida

BT

Arianna Yost- Morley, MI
Kim Trevino- Baldwin, MI
Jeremy Hawkins- Baldwin, MI
Andrea Jones- Mt.Pleasant, MI
Julia Johnson-Sears,MI
Ava Pumford- Montague, MI
Avani Bhat- East Lansing, MI
Christian Stoinski- Flushing, MI
Canika Rodgers- Flint, MI
Angela Goliday-Muskegon, MI
Sennett Garrett- Muskegon, MI
Keosha Williams- Big Star Lake, MI
Antonique Harrell-Berry- Big Rapids, MI

AnnaMaria Pasley- Lansing, MI
Matt Lorenz- Lansing, MI
Chelsea Thibodeau- Owosso, MI
Jaxsyn Patridge-Muskegon, MI
Emontae Briggs-Muckegon, MI
Patrick Rice- Flint, MI
Eve Clark- Kalamazoo, MI
Phoebe Colarelli- Mt. Pleasant, MI
Isabella Willson- Quincy, MI
Matthew Santi- Coldwater, MI
Hana Cashmere- Okemos, MI
ReNoda Wilson- Muskegon, MI

Cassidy Smith-Kalamazoo, MI
Savannah Hawkins- Baldwin, MI
Leon Rakes- Fremont, MI
Lily Lamson- Muskegon, MI
Robert Pickett- Big Rapids, MI
Sarah Cleveland- Sears, MI
Lacy Fry- Montgomery, MI
Brooklyn Bonner- Big Rapids, MI
Dakota Homfeld- Spring Lake, MI
Layna Gleason- Kalamazoo, MI
Cindy Boes- Muskegon, MI
Courtney Chavez- Muskegon, MI

Happy November Birthday's!

Canika Rodgers - 11/2	Tabatha Ezell - 11/16
Khristine McPike - 11/3	Lisa Peterson - 11/17
Raven Sotallarp - 11/5	Krista DiPaola - 11/21
Clementine Covell - 11/8	Hayley Gleason - 11/23
Aiyana Rosinski - 11/8	Anjelica Halim - 11/27
Chivon Jones - 11/9	Rebecca Harris - 11/28
Siti Ahmad - 11/11	Stephanie Birzer - 11/28
Victoria Hetchel - 11/13	Summer Langdon - 11/30



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Who to go to for what:

- ♥ Amber Simons: Everything payroll, PTO, & benefits
asimons@reboundtherapies AND **admin@reboundtherapies** | (616) 840-6284
- ♥ Nicole Mooney: CMH/Lakeshore trainings information
nmooney@reboundtherapies.com | (616) 840-2298
- ♥ Trainers: RBT Exam information, RBT log, & any tech questions not answered by your clinical supervisor
trainers@reboundtherapies.com

On-Call: Please, call this number:
(616) 965-6929

When to call On-Call: For any reason requiring a scheduling change, such as illness, Car Issues, Family Emergencies, late start to a session, or staying late after a session.

Information to Provide when calling On-Call:
-Your full name
-The client's name and day/session time
-Make-up time slots

- 90 Days -

Leah Radcliffe
Madison Moore
Audrey Phillips
Lacey Cummins
Audreyanna Morales
Caitlin Wasserberger
Brittney Griffin
Bharghavi Krishnan
Sophie Kelly
Samantha Rechlin
Leah Watson
Caitlyn Scholl
Shelby Kunkel
Kreasha Hodges
Brittany Johnson
Amanda Donihue
Keristin Alexander
Jerrod McCoy
Rose Bentley
Hope Wiseman
Sierra Langworthy
Crystal Bird
Maggie Richardson

Happy Anniversary!

- 6 months -

Kate Wilson
Izac Reynolds
Amanda Sykes
Ella Drake
Brienne Morford
Jennifer Richmond
Amanda Elliot
Max Carney
CeCelia Salomon
Caitlin Overly
Casey Lloyd
Roda Snyder
Kristine McPike
Tyler Stringer

- 2 Years -

Michelle Porter

- 3 Years -

Holly Stoinski

- 1 Year -

Erica Gomez
Chelsea McGregor



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STAFF SHOUT OUTS



Heather B.

🎉 Huge congratulations to Heather on passing her BCBA exam! Your hard work and dedication have paid off - way to go!

Bangor Center Team

Everyone has been absolutely phenomenal in their efforts and teamwork. Keep it up!

Megan A.

Thank you for your collaborative spirit! Your willingness to work closely with Chivon, bounce around ideas, and take time to problem-solve has been so appreciated. You're a vital part of the team!

Kennisha W.

Fantastic job with her teen client who prefers the virtual world over in-person interactions. With her support, he's now logging into virtual homeschool independently and interacting with his teacher with minimal prompting. Amazing progress!

Maria

Phenomenal work with MasNew on toilet training. She's stayed consistent and committed, and real progress is happening. Great job sticking with it!

Arlet

Her flexibility has been outstanding - she's adapted seamlessly to client and schedule changes, wrapped things up smoothly with a discharging client, and is ready to jump into the next one. Thank you for being so helpful and adaptable!

Evan & Chivon

Thank you for always sending emojis during our meetings! They make Brian, and all of us, smile!

Sierra (Baldwin)

She's been on point with organizing and cleaning up program materials, stepping up to train techs, and keeping an incredibly positive attitude. She's a joy to work with!

Tyler

Congrats for stepping into the role of Clinical Manager in Bangor! We're excited to see you thrive and continue supporting the team!

Liz S

Big Thank you for jumping in and being willing to take on cases at short notice. Your experience truly speaks for itself!

Cat & Nicole (Muskegon)

It's such a relief to know that when we're worried about something, Cat and Nicole already have it handled. Thank you for always being one step ahead!

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STAFF SHOUT OUTS



Chivon

Even while working remotely and out of state, Chivon has been doing an incredible job keeping everything organized and running smoothly. Your dedication is unmatched!

June

Her consistency and persistence with clients is making a huge difference. Her clients are making amazing progress, even when the work gets tough. Thank you for sticking with it!

Angela

She is off to a strong start! She's doing so well already and is a fantastic addition to the team. Everyone is going to love working with her!

Tina & Kayla

Thank you both for remaining professional and composed in tricky settings. There's a lot going on, and you're handling it beautifully.

Megan A. & Chivon (again!)

Even when things get hectic, these two have been holding it down. Plus, Cat has been doing an incredible job managing scheduling in Muskegon - amazing teamwork!

Brian

Thank you for helping with everything Muskegon and Baldwin-related, staying calm and supportive through it all. Thanks for keeping things together! #PPP

Jen D.

Made a trip out to Baldwin and has been a tremendous help remotely as well. Techs have shared great feedback - thank you for being such a pleasure to work with!

Lacey C.

She always brings positivity everywhere she goes. She's done an amazing job connecting with a new, shy client and helping him open up and engage! A great influence in the center overall - super involved and super positive!

Evan * Megan A.

These two have been incredibly helpful - thank you both for stepping up and being "super duper" teammates!

Jeremy H.

He has impressed us on his first day of shadowing! He jumped right in - engaging with the client, giving praise, and staying actively involved. Excellent start!

Nicole M.

Thank you for continuing to help in so many areas - especially during meetings when multitasking was needed. Thank you for your flexibility and support!

Baldwin Team

Thank you for giving Jen D. such a warm and kind welcome! Your positive team spirit shows!

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STAFF SHOUT OUTS



Chivon (again!)

She's been providing great structure and support during Baldwin meetings and has been instrumental in helping Jen D. transition. We appreciate you so much!

Jen D. (again!)

Thank you for offering to help out at the Muskegon center, even though the plan didn't pan out as expected. Your willingness to step in says a lot about your character!

Siti A.

She had shown amazing skill and professionalism in working with families on her first day! Thank you for diving right in with Muskegon clients - your impact is already being felt!

Amanda S.

Thank you for your collaboration related to client goals, barriers, etc to benefit the client and staff. Making sure all clients and staff feel supported and have the items they need for treatment plan goals. Your communication and commitment to our clients is invaluable and we are grateful to have you on our team!

Caden R

for taking on additional projects and tasks to help maintain centers and help provide additional support for staff. Willingness to jump in and work with kiddos as well as making materials necessary for skill acquisition targets. You have really done well as LEAD TECH and modeling how dedication and flexibility positivity impact clients and staff.

Elijah S

for working with a variety of clients and making a difference to the individuals serviced. Promoting communication and providing a loving and reinforcing space for kiddos. Due to your implementation of skill acquisition targets and generalization attempts, kiddo is now using vocal/verbal communication to mand for access to items and activities I.e eat, go, up, bye-bye

Hunter S.

Willingness to work with clients and provide a safe and empathic environment for kiddos to be themselves and to have positive learning experiences.

Your client's vocal tacting and echoic repertoire is growing due to you capturing naturalistic opportunities and reinforcement of desired responses. He is also successful with toilet training due to your commitment and implementation of shaping procedures.

Kenzie E.

Being a great team player! Setting a great example of contriving social activities and opportunities for your clients. Due to your positivity and desire to learn ABA your client is engaging in appropriate interactions with peers, meeting behavior reduction and toilet training goals

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STAFF SHOUT OUTS



Amanda D.

Making a positive impact with your client within only a few weeks. Identifying and celebrating small milestones. Taking initiative with your client's programs and identifying next steps to help the learner achieve treatment goals.

Riddle Answer: The Extinction Burst! - Because even behavior loves a dramatic farewell tour.