

September
2011

Connections

Summer/Fall Edition

SOCP Mission

The State Operated Community Program an office of the Department of Human Services, Seniors and People with Disabilities Division. SOCP is dedicated to providing the support necessary to maintain the quality of life, achieve the highest possible level of independence and promote social opportunities that benefit the individual and the community.

All Managers meet:

Potlucks are tentatively planned for **September 20** and **October 18th** meetings. Bring your favorite dishes.

Inside:

- New HR Manager
- Furlough days
- Therap update
- Training
- Nursing Notes
- 2011 Picnic
- BVS updates

Hi from Bob Clabby, **New SOCP Director**



Hello to all the staff and people we serve at SOCP!

I assumed the role of SOCP director on July 1, 2011, with the retirement of director **Deanna Bathke**. I'd like to begin by thanking **Deanna** and **all of you** for making SOCP such an important part of our statewide safety net for people with very intensive support needs.

I've been working in this field for 35 years, starting as what was then called a "houseparent" in a group home for people who had moved from an institution. I've played many roles – residential staff, vocational staff, case manager, unit manager, regional manager, facility superintendent, and state DD director. All of this has given me a real appreciation for the work you all do.

In addition to being **SOCP director**, I also manage the **Community Developmental Disabilities Program for Umatilla County** (which is run by the state), and the **ReBAR program** (which involves doing assessments for folks and determining service rates). I came to Oregon about 7 years ago, and live in Pendleton. I routinely spend at least 3 days a week in Salem at SOCP, and am available by phone and email at other times. SOCP is my primary focus.

I intend to get out and visit our homes all up and down the extended valley, and to see what is happening on different days and shifts. I want to meet site managers, nurses, and all of the direct and support staff. You folks are the ones who make life better for our clients every day.

You probably know by now that SOCP faces some challenging times, including some reductions due to legislative budget cuts. I can assure you, though, that we will continue to have a strong team, and to continue to strengthen our vital role as a safety net for the state.

Feel free to call me or come by if you have questions or just want to connect.

*SOCP Director, **Robert T. Clabby II***



(L to R) Terri Lane 32 yrs., Faye Anderson 40 yrs., Deanna Bathke 32 yrs. and Peggy Prather 30 yrs.

Human Resources has a new face

Lois DeLong has worked for the State of Oregon for 35 years. For the past 5 years she has been working in the Office of Human Resources, first as a Classification Analyst and then as a Human Resource Analyst for DMAP, OIT, AMH and is currently a Labor Relations Coach for Public Health Division.

Prior to working for the Office



*Help us welcome, **Lois DeLong**, who has accepted a job rotation as the SOCP HR Manager.*

of Human Resources, Lois was a manager for ten years, managing staff in the Child Support Accounting Unit with

the Department of Human Services; Branch Manager for the Division of Child Support for the Department of Justice and as a manager for the Oregon Health Plan.

Lois will start her transition over the next few weeks.

Please join me in welcoming her to this new role!

*SPD HR Manager, **Becky Daniel***

Mark your calendars with the designated furlough days

Designated Furlough Days:

Friday, August 19th* was the first of the designated furlough days for the **SOCP Central Office**, designated furloughs apply to: Office Specialist's, Training Specialist's, Behavior/Voc Specialists 1 and 2's, Facility Maintenance Workers', and the HR Office. The number of days required to be taken is determined by an employee's base pay rate and are as follows: Tier 1 (\$2450 and below) = 10 days, Tier 2 (\$2451-3100) = 12 days, and Tier 3 (\$3101 and above) = 14 days. Below are the designated dates.

**Some AFSCME represented agencies took Aug. 19th instead of September 16, 2011.*

- **November 25, 2011**
- **August 17, 2012**
- **January 18, 2013**
- **March 23, 2012**
- **October 19, 2012**
- **April 19, 2013**
- **May 25, 2012**
- **November 23, 2012**
- **May 24, 2013**

Floating Furlough Days: SOCP Management, HTT's, MHTT's, LPN's, RN's, and RT's

Floating furlough days (day is not set and you can request what day you want to take off) applies to: HTT2, MHTT, Licensed Practical Nurse's, and Respiratory Care Technicians. Procedures (key points for administering and scheduling furlough days) are posted to the [SOCP website](#).

The Furlough Request form is available on the [DAS website](#) or [DHS/OHA website](#).

*If you have questions, contact the **SOCP Human Resources Office** (503) 378-5952.*

Therap Update

We continue to have success with the pilot of the **Therap** system. **Therap** is a web-based system for documenting the important work we do. We started the pilot with two features:

- **GER** (General Event Record) which replaces the Incident Report
- **T-Logs** which replaces the Progress Note

We are now in the process of adapting the financial feature of Therap at a few of the pilot homes to meet our needs for recording client finances. As well, we are developing the MAR feature and health tracking feature to meet our needs. The Therap “Calendar” feature is being used with good success and is replacing Daily Logs. Discussions about

expanding Therap to the entire agency are on-going and is contingent on budget ... There is an initial capitol investment required (computers, routers) to expand Therap to all of the SOCP homes.

*Clinical Service Manager,
Bradley Heath*

2011 Training Stats

Kudos to Central Training for generating an impressive number of training hours thus far ... At this rate we will easily exceed 4,000 hours by the end of the year! We are in the process of developing curricula for **Traumatic Brain Injury** and **Fetal Alcohol Syndrome** and will most likely launch these early in 2012.

**Does not include Galt employees (total hired in 2011 = 10).*

+ Does not include incompletes

*** Minimum hours based on trainer ratio to successful participant completion of course.*

*Clinical Service Manager:
Bradley Heath*

Class	# of class hours	Staff completing training	Total # of Trainer hours
AHA Heartsaver CPR & First Aid	184	266*+	304**
OIS & Lift/Driver	288	260*	648**
Med Admin Refresher	96	162+	96
Med Admin Remediation	32	5+	32
Initial Med Admin	264	106*+	264
Conflict Prevention	88	130*	88
Verbal De-escalation	104	114*	104
Documentation	40	109*	40
Boundaries	40	109*	40
Stay Afloat in Sea of Change	96	134*	96
Intro to Autism	44	109*	44
Understanding OCD	44	113*	44
Antisocial Personality Disorder	52	122*	52
Borderline Personality Disorder	52	124*	52
BLS Health Care Provider	8	9	8
New Employee Orientation (HR)	48	95*	48
New Employee Review	72	74*	72
TOTAL	1,552	2,041	2,032

Notes on Nursing: A Healthier You and I

There are many health issues for the clients and staff at State Operated Community Program such as Hypertension (high blood pressure), Diabetes, Obesity and Hyperlipidemia (high cholesterol and triglycerides).

The most important factor for all of us is a change in our dietary intake and exercise routine. First and foremost anyone starting a diet and exercise plan should contact their physician before making these changes in your lifestyle.

The Healthy Weight Approach to Dieting:

- ✓ Enjoy a variety of foods that provide essential nutrients.
- ✓ Three-quarters of your lunch and dinner should be vegetables, fruits, cereals, breads, and other grain products.
- ✓ Snack on fruits and vegetables.
- ✓ Eat lots of dark green and orange vegetables.
- ✓ Choose whole-grain and enriched products more often.
- ✓ Choose lower-fat dairy products, leaner meats and alternatives, and foods prepared with little or no fat.
- ✓ Shop for low fat (2% or less) or fat-free products such as milk, yogurt, and cottage cheese.
- ✓ Eat smaller portions of leaner meats, poultry, and fish; remove visible fat from meat and the skin from poultry.
- ✓ Limit the use of extra fat like butter, margarine, and oil.
- ✓ Choose more peas, beans, and lentils
- ✓ Limit salt, caffeine, and alcohol.
- ✓ Minimize the consumption of salt.
- ✓ Cut down on added sugar such as jams, etc.
- ✓ Limit beverages with a high caffeine content (tea, sodas, chocolate drinks) and caffeinated coffee to two cups per day.
- ✓ Minimize alcohol to one to two drinks per day.
- ✓ Limit consumption of snack foods such as cookies, donuts, pies, cakes, potato chips, etc. They are high in salt, sugar, fat, and calories, and low in nutritional value.
- ✓ Eat in moderation. If you are not hungry, don't eat.

All Important Exercising for a Healthier You

- Select activities you enjoy, find satisfying, and that give you a feeling of accomplishment.
- Success leads to increased motivation to be physically active.
- Be sure your activities are compatible with your age and physical condition and approved by your physician.
- Start out slowly and build up activity gradually over a period of months. This will help avoid soreness and injury.
- Try to accumulate 30 minutes or more of moderate-intensity cardiovascular activity each day. You can do all 30 minutes together or through short bouts of intermittent activity (e.g., 10 minutes at a time).
- Incorporate physical activity into your day (walk to the office or store, take the stairs instead of the elevator, walk or jog at lunch time, etc.).
- Make leisure time active – garden, walk, ride a bike with family and

Weight Loss Tips:

Take in fewer calories than you expend. Few people understand this basic, simple concept.

- Eat smaller meals 3-5 times per day.
- Trade in that 12-inch dinner plate for a smaller 9-inch plate
- Drink plenty of water, especially immediately before meals.
- Eat slowly, and remember chew, chew, chew and wait 10-15 minutes before taking second helpings (*if you really need a second helping*).
- Eat nutrient dense foods such as whole grains, lean proteins, fruits, and vegetables.
- Don't eliminate everything you like from your diet. Eat those things in small amounts (*pizza, candy, cookies, etc.*).
- Prepare healthy snacks that are easily available (*cut carrots, apples, etc.*).
- Avoid buffets.
- Drink 8 or more 8-ounce glasses of water daily; use crystal light for flavoring

- friends, participate in an exercise class, join in a sports activity.
- Make it convenient to be active. Choose activities that are readily accessible (right outside your door) like gardening, walking, or jogging.

- Try "active commuting." Cycle, walk, or in-line skate to work or to the store.
- Make your activity enjoyable – listen to music, include family and friends, etc.

Nurse Manager, **Linda Fiegi**

Exercise in action: Roller skating to fitness

Meet **Adah Lavoy**, Madison House MHTT and SOCP employee of 5 years.

Adah was introduced to skating last year and is 75

pounds lighter, looking and feeling great. She is a role model at her group home, as she shares her enthusiasm with staff and clients alike. She assists clients to stay in shape by roller skating, biking and walking.

She has joined Team Nomad and skated the Nevada Hwy 50 (the loneliest highway in America) this summer. The original plan of skating from Fernley to Saltwells



(80 mile loops) was revised on the 4th day, when Nevada Highway Patrol detoured the team due to 107° temperatures and health concerns. The revised plan: camping at Pyramid Lake for 3 days and skating Hwy 446. The lake offered beautiful views, hiking, swimming and boating after each days skate from Sutcliffe to Nixon (42 mile loop.)

people powered highway (for joggers, bicyclist, skaters, etc.) from coast to coast.

“I just want to encourage people to find the passion in their lives that makes up for the banality of the mundane.

Madison House, MHTT
Adah Lavoy

Future plans include a “Skate Across America Trip” starting April 1, 2012 in Santa Monica, CA. and ending in Jacksonville, FL. The goal is to promote a

First of its kind at SOCP: Client requested First Aid Training



SOCP Outreach Nurses, **Lizz Pierce-Green** and **Lisa Neal**, fulfilled **J.G.’s** (Shoreline Group Home) request for first aid training - complete with the basics of how to care for a sick or injured person, until trained medical help can arrive. **Lizz** and **Lisa** provided him with a series of simple and in some cases, potentially life-saving techniques using minimal equipment.

J.G. intently observed and demonstrated bandaging, pressure application, immobilization of fractures, appropriate use of an ice pack, blood pressure, heart rates and how to use a sling. Upon completion, **J.G.** received a certificate for successful completion of **First Aid Training** at Central Office. **Great Job Team.**

No rain on SOCP picnic: Despite year's lingering rainy season



The State Operated Community Program Annual Picnic is much more than a tradition and OAR requirement ... it is a welcome chance for clients, staff and families to get together as a community. Rain or shine each year, it is a time for staff and clients in the 29 group homes to get better acquainted and/or reacquainted with one another. For a few hours, we gather for fun, food and activities that create lasting memories for client, families and staff. On Wednesday, July 13th, the weather man predicted rain with diminishing rain and clouds as you traveled south. How far south no one could predict – but as staff and clients arrived at the Brownsville exit the rain stopped and glimmers of blue turned to sunny skies. By mid-morning, Pioneer Park was bright and bustling with activity.

Final attendance count: 256 clients and staff to include 7 families, up from previous years. Hamburgers and hotdogs began hitting the grill at 10:30 and continued feeding the steady stream of eager eaters until 1:30. A special thank you goes to

Ken Ernst, for manning the grill and keeping pace with demand.

Activities included bowling, bean bag pitch, relays, tattoos, face painting and a returning favorite – “Pitch Burst.”

New this year was the introduction of the “hat contest” and “live music” by one-man-band, **Jay Mundo**, both added to the enjoyment and fun. Check out this year’s picnic poster, highlighting favorite client snapshots, the next time you visit Central Office.

Our sincere thanks to everyone who organized and participated in this year’s event:

- **Lori Hamilton, Aaron Hall, Katrina Brink, Julie Hackworth, Amanda Sigl, Crystal Alexander, Richard Androes, V.D. Ina and J. L. Macleay:** Organizers.
- **Jay Mundo** for live entertainment
- **Ken Ernst:** Grill expert
- **Houses** for providing desserts
- **Reser’s** for donating chips

SOCP Activities

The **Northern homes** have been providing group activities for a couple of months now. They have the ‘quirks’ worked out and it is running smoothly. A calendar is provided to homes and BVS1’s and BVS2’s provide additional support at the scheduled events. Some of the activities that are occurring are a Trading Card Night, Poker, Painting, Bingo, Pictionary Team Game, Arts and Crafts, Ladies Spa Night. The activities are occurring during the day and evening hours.

Private group homes are now being invited to attend the activities with SOCP. They also are beginning the phase of integrating the activities into the community by having a scheduled Walking Club and a Bowling night. This is a great event that the BVS1’s and BVS2’s have taken the extra step to make it happen.

We are now in the process of scheduling meetings with the **Southern homes** to organize and set up the same process, tailoring the activities around client preferences.



Photo by **Gordon Lorsung S.G.**, Charles Poker Night winner

Improving Supports

BVS2’s have been continuing to strive at providing house supervision/recovery periods that embody the **Positive Behavior Supports (PBS)** philosophy and have behavior (evidence) based assessments. Evidence based treatment is considered **“Best Practice”** across the United States. Supervision levels during client home visits are now being included in the plans as they are updated.

Each client’s plan is to address **“Appropriate Touch.”** This is for client and staff safety. We want to

provide the appropriate level of ‘touch’ that each client needs. This is being addressed by ISP Teams.

BVS2’s are also in the process of developing a Table of Contents for each Behavior Support Plan for quick reference for specific items addressed in the plans.

Overtime training

BVS1’s and **BVS2’s** worked closely with the **nurses** and together the **“Expanded Overtime Training”** was completed in July. This involved a lot of coordination and the training was completed efficiently and on time. The expanded overtime process is being updated and will be presented to Labor Management in September for final approval of the recommended changes. Staff training of the final document will occur prior to implementation.

*Support Services Manager,
Sandy Rowell*

Why is documentation data important to the individuals within the program?

Documentation is driven by the Oregon Administrative Rule.

- All data provides teams with information on how successful an individual is and what may need to be adjusted, etc.
- Data provides objectiveness that is not subjective
- Behavior data, sleep data, assessments provide information for analysis of adjusting and/or maintaining the current Behavior Support Plan. The psychiatrist relies on this data for medication adjustments.
- IR/GERS are also required by OAR’s as a written report of any injury. Accident, acts of physical aggression or unusual incidents.

- Medical data provides the Primary Care Physician (PCP) with information on needed medical information ie.; bowel records, fluid tracking, medication PRN usage, narcotic count sheets, etc. etc. Documentation is also a requirement for any medication dispersed.

Documentation forms have been moved out of the Program (Residential) Books and moved into the Documentation Books to make it easier to find necessary/required forms to document on. Feedback has been very positive to this change.

Support Services Manager, Sandy Rowell



High Five / Kudos corner:

▶ A **High Five** to **Aaron Hall** and **Lori Hamilton** for all the work each of you have done to assist the BVS1's and BVS2's in the development of ISP's/BSP's, etc. Your work has not gone by unnoticed. **“Thank you!”**

Support Services Manager, Sandy Rowell

▶ A **Kudos** to **Cara Dixon** and **Jamil Mill** for the development and implementation of the Northern Activities bein held in the Clackamas Club. Your enthusiasm and dedication to ensure the success of this event is very much appreciated! *Support Services Manager, Sandy Rowell*

▶ A **Kudos** to **BVS1's and BVS2's (Julie Hackwork, Nathan Hamilton, David Burnham, Gordon Lorsung, Shannon Bolkan, Jami Mill, Connie Hetrick, Beverly McClain, and Mary Biggs)** that participated in covering the Northern Activities. Without your help this event would have never gotten off the ground. **Thank you!”**

SSM, Sandy Rowell

▶ **Kudos** to **Debra Eades (BVS1)** at Turner for coaxing all four clients out-the-door and to the July picnic in Brownsville. It was not an easy job but she got it done.

Turner Site Manager, Ron Liedkie

▶ A huge thanks to all of the people that helped with the **Hampden/Discovery Kids picnic**. All of the children and family members that attended had a great time.

Nathan Kennedy, Fred Jabin, Mike Chase, Aaron Hall, Alys Mundo, Matt Taylor, Judy Stanley,

Lori Hamilton, Bryden Taimanao, Cindy Barnett and **Tricia Landers** for their creative thoughts and the physical labor it takes to create the games, put the tents up, break them down and clean up after the fun.

Thanks to **Tina Tran, Cindy Barnett** and **Tricia Landers** for the wonderful salads and food prep. **Dixon Carpenter, Star Thorson** and **Lynn Tran** for all of your hard work before and during the event, you are such a great help to us everyday but exceeded all expectations picnic day. Staff and kids really appreciate your tireless effort.

A very special thanks to **Mark Bennett, Ricky Guardiaola** and **Brian Patrick** for all the pre-picnic hard work to ensuring the yard looked great and the needed house repairs were completed.

Thank you **all on-duty staff** that attended the picnic with the kids and helped them have a good time. **John Braziel, Lynn Albert, Jen Albert, Chris Frey, Carl Morrison, Shilo Hopper, Annie Hemmelman, Kevin Rice, Ryan Schott, Bryden Taimanao** and **Keith Heidt**. Thank you for always making us look good☺

Discovery Site Manager, Rosanna Miranda and Hampden Site Manager, Jay Mundo

“Discovery” and “Pathway to Employment”

These are some new words that are coming to the forefront, with the development of the new **Employment Oregon Administrative Rules (OAR's)**.

“**Discovery**” is focused time-limited service engaging a participant in identifying their strengths, needs, and interests to prepare for integrated employment.

“**Path to Employment**” is a concept that identifies an individual's preferences in moving toward employment using principles of self – determination and a set of questions and strategies that assist the ISP Team when planning.

The OAR is not requiring that everyone in the program has a job but is requiring that people are given the opportunity to talk about it. Each individual needs to have a **Path to Employment** and/or a **Discovery** goal addressed in their ISP. These will begin with each new ISP and move forward.

The Support Services Department is in the process of organizing a group for individuals to participate in a 3 month course towards their “Path to Employment” We are hoping for a start date of **October 13, 2011**. Once the “quirks” are worked out we will be expanding to have a group in the Northern and Southern areas. More information on this will be coming soon.

HR: 2nd and 3rd Quarter Anniversaries (April – September)

5 Years	10 Years	15 Years	20 Years	30 Years
Sharon Freeman	Casey Munkers	James Pearce	Kim Earhart	Debbie Boyer
Sarah Ellis	Kimberly Nyseth	Zachary Neufeld	Teresa Breshears	Douglas Hippe
Nathan Hamilton	Sonia Brauhn	Raul Martinez	Rande LaCross	Ernest Cleveland
Julie Hackworth	Carol Mathews	Sheila Birkel	Leah Henderson	Marda Watkins
Kevin Reilly	Lynda Vorderstrasse	Julie Shields	Karl Underwood	Lynda Hickman
Debra Prock	Tricia Landers	Olive Schaafsma	Michael Wood	Teresa Rudy
Elizabeth Carter	Eric Salazar	Ronda Martinez	Wilfred Reel	Bradford Tucker
Bobbie Moran	Linda Martinez	Toan Tan Nguyen	Sara Androes	
Annamarie Hemmelman			Robert Hill	
Jean Schaible				35 Years
Adah Lavoy				Sandra Gray
Charles Peterson			25 year	
Tiffany Wilson			David Fisher	
Heather Charpentier			Beverly McClain	
Lee Roden			Gerald Lindsey	
Andrea Harrison			Marlene Schiller	
Michelle Boston			Ronald Oleman	
William Tellez				
Serlynn Albert				

Salem area Beach BBQ

Thursday Aug. 18th, **Turner, Gath, Shoreline,** and **A.K.** from **Milton** packed up and drove to Bob Straub Park in Pacific City.

The day began under overcast skies and fairly warm temperatures. As-soon-as the cameras were put away a cloudless and sunny picture perfect day appeared. Everyone pitched in setting up the BBQs, chairs and off to see the ocean. Thank you nurses for assisting everyone over the bluff.

Activities included Nerf football, Frisbee and of course sand castles.

L.C. and the nurses created a beautiful sand castle on the beach. A highlight of the day was the low flying Coast Guard helicopter and several sets of trotting horses, very exciting for everyone.

Mark Bennett manned the BBQ and cooked up some tasty dogs allowing others to socialize. It was wonderful seeing everyone talking about what they have been up to, and what they're going to be doing - a relaxed day at the beach.

After lunch, a few went on a short excursion around the park area and viewed a deer in the brush until it wandered out-of-sight.

Everyone helped with the less able, and clean up was such a breeze. A good time was enjoyed by all. Everyone got along, helped out, we were a big family.

Everyone is hoping to make this an annual thing.

BVSI, Debra Eades

Upcoming events

2011 Halloween Parties:

This year's parties will be in smaller group settings:

- **Lebanon/Eugene** areas are getting together for a repeat of last years event Monday, October 31st.
- **Eliot** will provide a scary atmosphere. (To be announced)
- **Brooks** will be also providing a spooky Halloween Friday, October 28th.

Clients are encouraged to attend the event of their choice.

October	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
2011																															

2011 Holiday parties:

- **December 8, 2011:** Children's Crisis Homes & **December 15th, 2011** Adult Homes (both in Rickreal.)

December	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
2011																										HO					

2011 Reach the Beach:

May 19, 2012 is the American Lung Association's next annual "**Reach the Beach**" bicycle ride. If anyone from SOCP is interested in information, participating and/or helping form a team, contact **Ron Liedkie** (Turner House).

Other SOCP Happenings and Opportunities:

In February, B.H. of Brooks had an opportunity to suit up and participate with the firemen.

In May, E.D., R.S. and T.L. from Madison, worked at the Portland **Volunteer Action Center (Food Bank)**, packaging pinto beans. *Gordon Lorsung, BVS1*



*Remember school is back in session
Watch for children; obey school zone and
traffic laws*

The speed limit in school zones is 20 miles per hour when children are present. With school back in session, it is important to obey school bus laws. Please use extra caution when approaching a school bus picking up or dropping off students.

It is illegal to pass a school bus with red lights flashing. There is a \$200 fine for a violation. Repeat offenders can have their license suspended.

All vehicles must come to a complete stop and not pass the bus. Vehicles approaching from the opposite lane WHERE THERE IS A ROAD DIVIDER (guard rail, fence, jersey barrier, etc) do not have to stop. These drivers should proceed cautiously in the event a student does cross the roadway.

School Bus Yellow Flashing Lights: New school buses are equipped with yellow flashing lights, front and back. These lights indicate that the school bus is preparing to board or unload students and the red lights will soon be activated. *It is legal to pass a school bus when YELLOW lights are flashing.*

Business Manager, Elaine M. Stauffer

To access the **SOCP "Connections"** newsletter archive:

<http://www.dhs.state.or.us/spd/tools/dd/socp/news.htm>

Please submit articles for future newsletters to:

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