

HRC NEWS & VIEWS

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AUGUST 2011

NEW PROGRAM IN HJCDP BY JESSICA JOSLIN

Recently at the Hastings Juvenile Chemical Dependency Program (HJCDP), the Youth Security Supervisor (YSS) team has implemented a new program called MRT. MRT stands for Moral Reconciliation Therapy. Reconciliation means the re-programming of the natural tendencies and impulses of our brains. All nine of the YSS's attended a four day training conference learning how to become facilitators for the MRT group, and then took that training and implemented the group with the support of Dr. Judson, Heather Siders, and Sherry Block.

MRT is a cognitive-behavioral approach combining elements from a variety of psychological traditions to progressively address ego, social, moral and positive behavioral growth. It focuses on delaying gratification, development of frustration tolerance, decreasing hedonism, etc. The youth are given their own books and workbooks to complete step work out of, and they present the work that they do in group with their peers. The YSSs hold group for each Unit two times a week and the youth come into group with steps they have worked on outside of group, done and ready to present. The group is based on peer reinforcement and allows youth to not only present their steps, but also work on their leadership skills when giving feedback to peers about their work. Within the group construct, youth present their steps and peers that have already passed the step are able to vote on whether or not the youth has passed. This allows for youth to be held to a standard that the group decides, not the facilitators as much. The

youth also participate in 20 hours of public service that the YSSs facilitate, and are asked to complete that in the community setting as much as possible. The program consists of 12 steps, and when the youth complete all 12 steps, they have a graduation. The YSS team has implemented many ideas for how to celebrate this success, and one idea is to have the youth's family be a part of this achievement on their discharge day. This allows for families to be brought in on the process and development of this group.

This group came to HJCDP via one of the YSSs who worked with this program in the community. MRT is being used in the communities that our youth are from and parole officers, probation officers and judges are all aware of and utilize MRT in their community corrections programs. MRT fits in very well with the already successful programs at HJCDP and only strengthens our approach.

The YSS team is very excited about this program and is dedicated to its success and implementation. We will be working towards strengthening and implementing improvements in other groups as well, and striving for positive growth and change in the young men who we serve. We are successful because we have a strong, supportive management team that allows our team growth and development. Thank you to all who have supported this transition and who continue to support us in our goals.

The YSS Team (see photo on page 8)

AUGUST IS....

- Foot Health Month
- National Golf Month
- Happiness Happens Month
- What Will Be Your Legacy Month
- National Peach Month
- 8/10 S'Mores Day
- 8/12 Middle Children's Day
- 8/13 Left-Handers Day
- 8/14 Creamsicle Day
- 8/15 Relaxation Day
- 8/19 Potato Day
- World Humanitarian Day
- 8/20 Homeless Animals Day
- 8/22 Be An Angel Day
- 8/24 Peach Pie Day
- Strange Music Day
- 8/25 Kiss and Makeup Day
- Banana Split Day
- 8/26 National Dog Day
- Women's Equality Day
- 8/28 Dream Day
- Cherry Turnover Day
- 8/30 Toasted Marshmallow Day
- 8/31 Trail Mix Day



UPDATES BY MARJ COLBURN

There are lots of things going on in and around HRC, and I want to be sure everyone is kept up to speed.

- * The sidewalk repairs to the campus are complete. The workers did a really nice job on the sidewalks and not only repaired the lower landing to the front steps, but did a little extra to patch some of the really bad spots on the stairs. They filled in all the open edges around the sidewalks with dirt, and eliminated a safety risk for us. If the rain and water pooling in their forms hadn't slowed them down, I think they would have set some sort of record for speed in getting the project completed. An extension was added to the basketball court too to keep the youth from falling off the edge of the playing area.
- * A report of our monitoring the Joint Commission standards that were out of compliance from our January 2011 survey was submitted on August 2, 2011. HRC received notification that those standards are now in compliance based on the monitoring we completed, meaning that HRC is in full compliance

with all of the Joint Commission standards. Thanks to Josh and Jean for monitoring the safety concerns in the weight room and recreation areas. Thanks to Dr. Judson and Dr. Wyse for managing the initial treatment plan process. Thanks to Robin and Micki for making sure the problem list is completed and included in the treatment plan. Thanks to Nancy K. for monitoring the documentation in the medical record and submitting reports. As always, it takes a lot of people working together to make good things happen.

- * Scot Adams and Bill Gibson were at HRC on July 26th meeting with the Manager's Team and talking about what is happening within the system. They are aware of the decline in census at HRC and will be working with other Directors in Lincoln to address that issue.
- * During the month of July, there were meetings in Lincoln to re-look at the new building plan that was proposed for HJCDP back in 2008. At that time, the

new building included the adolescent mental health unit that was also on the HRC campus. As that program is no longer located here, the 2008 plans needed revisions to make them current with the HJCDP program. The final report was completed on August 3rd. Next steps include being reviewed by the Governor and a review by the Capital Expenditure Committee for feasibility. The work completed in updating this project is only Step 1 of a very long process. Lots of review and probably revision will take place before any final decisions are made. The question I am asked the most is where the new building will be located. At this time, there has been no decision made about its location. The new building would have all of the same areas that we now have available for the youth – school, gym, therapy center, living units and office space as well as activity areas on the grounds for basketball, soccer and other activities.

- * July 1st was the start date for the new Medicaid regulations. We are still working through all of those changes and learning as we go. We will continue to provide the same level of care for the youth as we work towards meeting all of the guidelines.
- * The air conditioning in the Kitchen has been down now for about a month, and, of course, this is the hottest period we have had for a long time.

WELCOME NEW EMPLOYEES BY BETH BARTELL

HRC gives welcome to two new employees in Nutrition Services.

Renee Bonds is our new Food Service Cook.

Mindy Blair is our new Food Service Manager. She recently worked at Be-haven Kids in Omaha and has a degree in Foods and Nutrition from Wayne State College.

Renee and Mindy started employment



Mindy Blair

on July 25th.

They are both settling in and learning the ropes in Nutrition Services.

Welcome to HRC!

(Continued on page 4)

NEW WALKS IMPROVE SAFETY BY JEAN LUTHER

I hope everyone has noticed the new sidewalks on campus – they look great!

Inspections of the grounds and incident reports demonstrated a need to replace sidewalks that were uneven and created tripping hazards. Other sections of sidewalk were lower than the grassy areas beside them which created fall hazards on the ice when the snow melted during the day and then froze through the night.

Last month, a contractor from Lincoln was on the grounds to install a new sidewalk on the southwest side of Building 3 and to replace some sections of other sidewalks

around Building 3. They added concrete on the east end of the basketball court near the Shelter House where youth were stepping off the

edge. They also poured new landing pads and repaired some of the steps on the front entry of Building 3.



The contractor was very accommodating during the repair of the front entry steps so staff and visitors could use one side or the other during construction. The walks are aesthetically appealing with their curves and cuts.

Thanks, Gary, for getting this all coordinated and accomplished!!

TRAVELING IN STATE VEHICLES 101 BY CHERI DELAY

Some of you are veteran State vehicle users and others have never used a State vehicle. Here are a few of the things everyone needs to know when using a State-vehicle.

- **First time user.** If you are using a State vehicle for the first time, re-read the Travel and Transportation policy. Have questions answered before you leave with the State vehicle. There are documents available in the vehicle log clipboard in the State vehicle that you should read through.
- **Valid driver's license.** You must have a valid State of Nebraska driver's license, and you must have completed a defensive driving course.
- **Cell phone.** You are encouraged to take a cell phone with you.
- **Travel log.** There is a travel log in each vehicle that you must fill

out completely. Log the date and time of departure and arrival, the odometer reading, and the reason for the trip. Every time you drive the State vehicle from Point A to Point B, you need to enter that information on a new line.

- **Don't speed.** You are in a high-profile vehicle that others are watching, and you will be reported 9 times out of 10. Your supervisor will be contacted and a report has to be submitted to Lincoln.
- **No smoking in State vehicles and no picking up others.** No smoking or tobacco products in State vehicles and no passengers other than individuals who conduct business for HRC, for the State of Nebraska, or are recipients of service.
- **Gassing up vehicle.** Per policy, you are to return a State vehicle to the HRC campus with at least

a half tank of gas in it. You are to use the State credit card at the pump or go inside to complete payment. In either case, you will need to enter in the vehicle ID that appears on the card and the odometer reading. Sign your name on the gas receipt and put it in the vehicle clipboard.

- **Accidents and Malfunctions.** If you are in an accident, the accident must be reported to law enforcement and all forms completed. If something on the car is not working, use the reporting form that is with the vehicle clipboard to report it.

Safe travels!!!



UPDATES CONTINUED BY MARJ COLBURN

(Continued from page 2)

Kitchen staff shared some temperature logs with me that they had been keeping where the room temperature in the Kitchen was well into the 90s. The high temperatures are causing problems with some of the coolers and freezers down there as they try to keep up in the extreme conditions. What is amazing is the staff attitude during this time. They keep working away, making sure meals are available and of good quality for all of the clients. They talk about their situation

not being as bad as others who lost homes in tornados, floods, and, of course, servicemen in areas where there is no relief from temperatures. As I am attending meetings in the Kitchen, they give me a hard time about wearing a sweater or jacket down there – did I forget where I was going?????? If you see any of the Kitchen staff (they will probably be running to another building where it's cooler!), please give them a pat on the back or thumbs up for continuing to take care of business in the heat they are working in. They are doing a

fabulous job in spite of the circumstances. (Update – the AC was up and running as of the afternoon of 8/8/11. Keep your fingers crossed!)

* The therapy team is now piloting home visits. In order to get a better picture of the family situations for some of our youth, the therapists are transporting the youth out for their therapeutic home visit and holding a family session in the youth's home. This has been a positive experience for both the youth and the therapists.



Left: Staff enjoy floats and the chance to visit with Bill and Scot. Above: Connie and Pam serve floats.

Right: Shelly and Marnie are all smiles with their root beer floats!



POSITIVE DISCIPLINE, POSITIVELY DELIVERED

I was recently on an airplane and witnessed a masterful example of positive discipline, positively delivered. A child was screaming out of control, the mother clearly helpless to do anything about it to the obvious annoyance of every passenger within earshot.

The flight attendant came over and gave the child a stern look, then said "I'm sorry honey, but we don't allow crying on this airplane. You're going to have to stop that right now." The crying stopped.

One of the comments I frequently hear when working with clients is some variation of "We don't hold each other accountable." And we

often do not hold each other accountable - for our attitudes or for our behaviors.

Gossip and rumor-mongering, complaining and criticizing, sarcasm and cynicism, and other forms of toxic emotional negativity - such are not at all consistent with the values of the organizations we work for or for the personal and family values that we espouse.

But we often do not hold ourselves or each other accountable for engaging in such behaviors.

Imagine how much more positive and productive our workplaces would be if, every time someone

started in on it they would be reminded "I'm sorry, but we don't allow that sort of behavior in this organization."

Courtesy of Joe Tye, Values Coach and submitted by Marj Colburn

HUMAN RESOURCES COVERS LOTS OF GROUND BY LADENE MADSON

Human Resources oversees recruitment, worker's compensation, leave management, performance management, management consultation and employee relations. The Human Resource Team located down on the ground floor on the Hastings Regional Center (HRC) campus and at YRTC Kearney, provides support to HRC, the YRTC Geneva and YRTC Kearney, the Central Service Area including staff located in Hastings, Grand Island, Kearney, Broken Bow, Ord, Holdrege and Clay Center, Central Developmental Disabilities which includes the cities just mentioned along with Norfolk Regional Center and the Beatrice State Development Center Bridges program here on the HRC campus. We all have areas we focus on....but we end up doing a little of this and a little of that in covering for one another and getting folks with the

most expertise where they can best meet our customers' needs. We also are the extension of payroll, now located in Lincoln, helping in gathering and forwarding information for the personnel files.

Randy Coil is assigned to YRTC Geneva, and oversees recruitment for Bridges. Wanda Yoachim's focus is on recruitment for HRC, the CSA, and Developmental Disabilities. LaDene Madson handles workers comp and leave management contact for the Central Service Area, Central Developmental Disabilities, and HRC. Kelly Nelson is located in Kearney where she provides HR support to YRTC Kearney. Carolyn Brown has a very diverse assignment - she helps with reports, getting information into the personnel files, manages the Hastings office, is

involved in committees at HRC, and lots of other varied duties as assigned which includes timekeeping for the Youth Security Supervisors at HRC.

You can see with the area we cover, that we're on the road quite a bit — - but always just an email or phone call away.

If you have questions you can call any of us - - -

Wanda Yoachim, extension 3161

Randy Coil, extension 3247

Carolyn Brown, extension 3295

LaDene Madson, extension 3117 or cell phone 308-390-0214

PVC HELPS WITH RESTORATION BY TRACY POLAGE

The PVC staff and youth were asked to help with the clean up of the wardrobes due to the tagging. We thought that it would be a great opportunity to teach the youth how to fix items correctly around the house.

The staff and youth have spent about 35 hours total on the two units so far. We are hoping to complete the other two units if permitted, or at least get the new TV's installed and glides on furniture.

Thus far, we have completed the following: sanded and resealed the wardrobes and doors that had tag-

ging, replaced or installed the nylon glides on all items that have contact with the floor, we have replaced hinges on doors that needed it, fixed broken wardrobe drawers, helped install new flat screen TV'S with frames and shelving around them, installed new cable and fixed or replaced all broken chairs, beds and tables.

In addition to being a good learning experience for the youth, it has saved the Program money that would have been spent on replacing wardrobes and beds.

This has been a good learning process for the youth and something that can be very helpful after discharge. The youth used these hours for the Public Service Hours required for the new Moral Reconciliation Therapy group.

Two other projects that we are in the process of doing is trying to figure out where to construct a shed that will be used for storage of our garden tools. We will also be fixing that old round table out of the Corrective Thinking Room.

Good job, PVC staff and youth!

RADIO REPEATER INSTALLED BY JEAN LUTHER

Because some of the transmissions by radio from the Shelter House were not being relayed adequately, and the thick concrete walls in Building 5 make it difficult to receive messages appropriately, the radio repeater in the Administration Building was replaced with a new one during the month of July. The tower on top of the Administration Building which is a part of the sys-

tem did not need to be replaced.

A **radio repeater** is a combination of a radio receiver and a radio transmitter that receives a weak or low-level signal and retransmits it at a higher level or higher power so that the signal can cover longer distances without degradation. With the new repeater, we will have

stronger signals transmitted to aid in radio reception.

Maintaining good communication is an important component in the work we do at HRC. Please remember to report any issues to your Supervisor or myself.

MYSTERY INGREDIENT BY SHERRY BLOCK

On Friday, July 15th, during the PVC concessions, customers were encouraged to sample a new product - a cake with cream cheese frosting. They were told that if they could guess the "mystery ingredient," that they would have a chance to win a \$3 PVC gift certificate. There were a lot of good guesses, cloves, zucchini, pumpkin, chili powder, yellow squash, nut-

meg, Miracle Whip, sour cream, ginger, and black licorice, but only Cheri D e l a y g u e s s e d correctly.



If you'd like to bake it yourself, you'll find the recipes for "Baked Bean Bread" and "Pork and Beans Spice Cake" on the S-drive in the Cooking Class Recipes folder. Just don't tell the kids what's in it!

NEBRASKA YOUTH ACADEMY WRAP UP

BY DAVE BAISINGER

The 2010-2011 school year officially ended on June 30, our fifth year at HRC. Three of us have been here the full five years; Lynne Coates, Kay Evans, and Dave Baisinger. Plus, for the third consecutive year, no one is leaving so we'll have the same crew for 2011-2012.

What about the youth we served? Here is a little information about them and what they accomplished.

- 35 earned their GED.
- 92% of the students who completed the five GED tests were successful.
- Credit recovery students completed 322 classes and earned 1615 high school credits.
- 30% were from Lincoln Public Schools and 15.5% were from Omaha Public Schools.
- 49% worked on high school credits, 43% worked on and/or earned a GED while the rest had graduated before they arrived.
- 64% were either 16 or 17 when they arrived.
- The average length of stay was 115 days.



Seated: Kelsey Johnson; Standing left to right: Teresa Brown; Kay Evans; Karen Newcomb; Dave Baisinger, Lynne Coates and Phill Parker.

Not pictured: Richard Johnson and Kris Sorensen



WHERE NYA TEACHERS STARTED

BY DAVE BAISINGER

All of our teachers had to have a first teaching job somewhere so here is our list.

Richard Johnson – Aurora Elementary School

Kris Sorensen – High School English at Clay Center High School

Kelsey Johnson – High School English at Lindsey Holy Family High School

Kay Evans – Special Education Classroom in Roswell, New Mexico

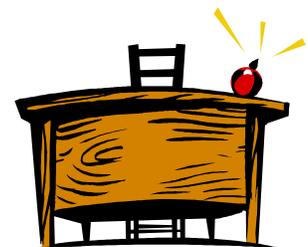
Phill Parker – High School Band at Minden High School

Lynne Coates – West Lawn Elementary School in Grand Island

Dave Baisinger – High School History and English at Holton High School in Holton, Kansas

Karen Newcomb – Alfalfa Elementary School outside Kearney

Teresa Brown – Right here at HRC!



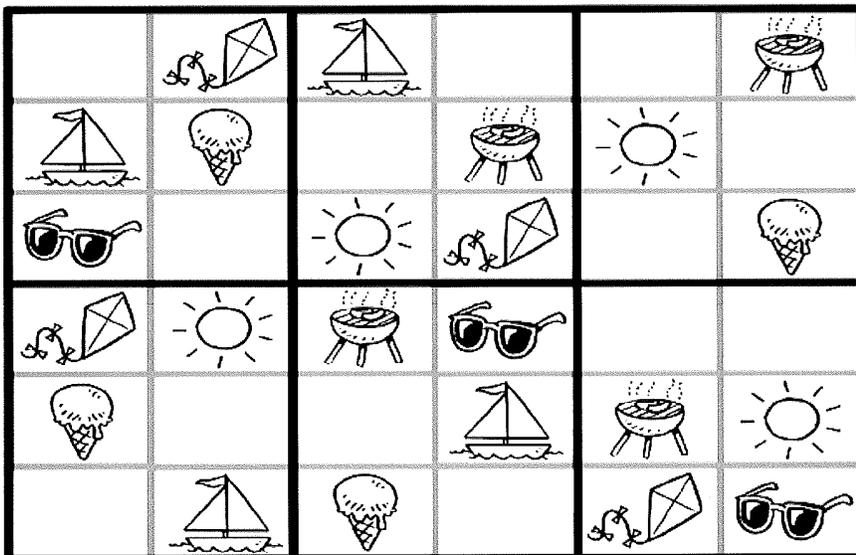


Above: MRT Clinical Supervision provided by Dr. Judson (top right) along with Youth Security Supervisors from top center: Jessica Joslin, Marnie Atkins, Robert McIntosh, Travis Harms, Tracy Polage, Diane Powell and Greg Zoucha. Not pictured: Chris Martin, and Tony Martin

Summer Fun Sudoku



Fill in the pictures below, so that every row, column and section contains only one of each .



Let's end Summer 2011 with a new game!

Fill in the empty squares so that every row, column and section contains only one of each picture.

Send your completed puzzle to Corinne Jensen by August 26th. If you have all the answers correct, your name will be entered in for a prize drawing. **Good luck!**



Nice decorations, Peg!



Computer mouse you no longer need, but works. Contact Jean at 3383.



JELLO PIE *from the kitchen of Dave Baisinger*

Ingredients

¼ Cup Boiling Water

1 Package Jello (strawberry, peach or whatever you like)

8oz Plain Yogurt (or flavor to match Jello)

1 8oz Container of thawed Cool Whip

Graham Cracker Crust

Instructions:

Boil ¼ cup of water in microwave. Add and stir Jello into boiling water and return to microwave for 45-60 seconds. Whisk mixture to make sure Jello is dissolved. Add yogurt and mix with whisk. Let cool. Whisk thawed Cool Whip into Jello. Add to pie shell and place in refrigerator.



Tim Birnie and Bob Horton volunteered for grill duty during Summer Break activities and Youth Fellowship BBO.



It was "Show & Tell" by Hastings Car Club members.

PVC GARDEN BY TRACY POLAGE

The PVC staff and clients have been working hard trying to elude the hot weather to get a garden ready for sales. The first go around on the garden did not have a good turnout due to the weather, so we had to replant some items. We spend about three hours a week in the garden usually in the morning hours due to the heat.

We would like to thank the staff who brought grass clippings in for us to use on the garden. You should be expecting the following items from the garden: summer squash, zucchini, cucumbers, bell peppers (green/yellow), jalapenos,

cayenne peppers, tomatoes and cherry tomatoes and rhubarb.

Later in the year, we will hopefully have some gourds. We will pick items on request if they are available.



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AA/EOE/ADA