THANKS FOR THE CARE!

National Doctors’ Day is held every year on March 30th in the United States. It is a day to celebrate the contribution of physicians who serve our country by caring for its citizens. The first Doctor’s Day observance was March 30, 1933 in Winder, Georgia. Eudora Brown Almond, wife of Dr. Charles B. Almond, decided to set aside a day to honor physicians. This first observance included the mailing greeting cards and placing flowers on graves of deceased doctors. On March 30, 1958, a Resolution Commemorating Doctors’ Day was adopted by the United States House of Representatives. In 1990, legislation was introduced in the House and Senate to establish a national Doctor’s Day. Following overwhelming approval by the United States Senate and the House of Representatives, on October 30, 1990, President George Bush signed S.J. RES. #366 (which became Public Law 101-473) designating March 30th as “National Doctor’s Day.”

HRC is proud of Lisa Buchta, PsyD and Ken Zoucha, MD for the care, dedication and leadership that is brought to the treatment team and program every day. We also appreciate Dr. Bradley Rodgers who provides on-call medical services and coverage during Dr. Zoucha’s absence.

Thanks for your commitment to the program!

SANDWICH/SALAD LUNCHEON BY CHERI DELAY

The Wellness Committee is planning a luncheon for all staff on March 15 from 11:30 – 1:00 p.m. in Room 007. Deli sandwiches will be provided by the Committee. Salads and/or desserts will be brought in by those participating in the event. These items can be taken to the staff lounge across from Room 006 any time that morning. Staff will be able to pick up their leftover salad/dessert and container at 1:10 p.m. in Room 007. Please bring your own drink.

We look forward to sponsoring this special event and hope available staff will attend.
Someone told me after the February 2\textsuperscript{nd} blizzard that the Farmer’s Almanac had it accurately predicted. The same person also told me that we are predicted to have another monster storm in mid-March. I am hoping that the person has no idea what they are talking about BUT, if nothing else, we are well prepared for another one to come along. There was a lot of brainstorming and review of what happened related to the last storm that will put us in a better position to deal with any future events. As always, you learn about things that you weren’t aware of, and then have to come up with a plan for how to work around that obstacle – like the tunnel door to the Kitchen is locked from the inside when no one is working in the Kitchen! The group developed some good work-arounds so we are more prepared, and more aware of what may or may not work.

Sheri Dawson has continued her momentum with the Strategic Planning Process for the Division of Behavioral Health. There are steps being developed to get us to where we want to be as a division. At the present time, everything is in draft form, but as the process solidifies, I will be sharing information with you.

Anthony Walters, the new Regional Centers CEO, chaired his first Governing Body meeting on February 17\textsuperscript{th}. The Governing Body will be spending more time talking about projects and issues that are significant to the system and the facilities. A spreadsheet of issues that came up as part of the SKIP meetings has been developed. As issues are resolved and addressed, information will be coming out to all staff. We have been able to make some changes and address some concerns through the process. There are a couple I am still working on.

In the DHHS Employee Survey that was completed on-line last fall, the Division of Behavioral Health (that’s us) pulled out areas that could use improvement. One of these was communication. In the next month, I will be scheduling some sessions to talk about communication and how to get information you need. We will also be talking about using emails, as sometimes these are problematic in communication as well. As soon as I have a meeting schedule figured out, we will talk about this important topic.

When I was on campus one night visiting with afternoon and night staff, I learned that we have a resident fox on campus. I wasn’t aware we had one! In talking to staff, it seems to claim its territory around the parking area to Building #3 and one staff reports it follows 6 – 10 feet behind employees when they are going to their vehicles. I’m going to contact Animal Control to see if they can assist us in removing him/her. Following people doesn’t seem to be normal fox behavior. I am hoping no one is feeding it or leaving food out that encourages it to stay in the area of the building. In the meantime, be watchful - this is a wild animal we are talking about, even though it seems to act like a dog following people.

We have started a new process of reporting information about admissions, discharges, pending admissions, where we are in the authorization process and safety concerns on every shift. That information is sent to Grant, who compiles a report of information from the past 24 hours and presents it at the daily Huddle at 8:30 in the Video Conference Room. It gives all of the leadership team a quick update on what has happened in the last 24 hours and what needs to be addressed with the youth, or managed by Maintenance to keep everyone safe. After the 8:30 daily meeting, the report of the past 24 hours is sent to Anthony Walters. This provides him a quick overview of any issues at each of the three facilities, as well as any significant issues we are having. Thanks, Grant, for being willing to pull the information together daily.

The trees are budding out, there are sprouts poking through the ground, and I’ve seen some people in sandals already! Let’s hope the Farmer’s Almanac missed it for March, and we will continue to enjoy the balmy weather of spring. No storms though!

Have a good one!
BLIZZARD OF 2016  BY JEAN LUTHER

At the beginning of this month, we experienced a blizzard with large amounts of snow and high winds that was forecasted by the meteorologists, but so often the worst case scenario doesn’t happen. So when faced with the prediction, even up to the day before, we didn’t believe it could be as bad as they projected. This time they were right, and we didn’t plan for the severity of the snow amounts and the winds.

The Safety Coordinator initiated an Incident Command on Monday. Food availability and preparation were discussed with the Youth Security Supervisor (YSS) and dietary staff with the assumption that dietary staff would not be able to make it to the facility until Wednesday. Snow removal plans were discussed with maintenance staff, and the possibility of one staff member staying on campus to remove snow as soon as safely possible. These plans were communicated with the Program Manager, and the Youth Security Supervisors during their noon report. The policies on staff being held over were also discussed.

After the meeting, the Supervisors were given a tour of the cafeteria and the locations of food items that could be used and cooking equipment that might be used for preparation. We also ensured that shovels and salt were available for staff.

State Store personnel purchased pizzas and garlic bread for the youth to eat for the supper meal on Tuesday. Staff were limited to a specific menu set in policy which included sandwiches for the lunch and supper meals.

And so, we thought we were ready. One of the YSS’s from day shift returned to the campus after gathering items from home that he would need while here. One evening YSS and two evening staff were held over; five night shift staff including two supervisors were also held. Three day shift staff were able to make it the next day bringing the total staff for the two days to a grand total of 12 to care for the youth during those two days.

Thankfully, front line and dietary staff arrived Wednesday morning and afternoon as no food was pre-planned for lunch on Wednesday, and the staff held over were ready to go home. The staff held over did an amazing job of caring for the youth and handling any emergencies that arose.

A meeting was held the following week to discuss what went well and what needs to be improved. Several ideas were brought up including meal planning; sleeping accommodations; med aide duties; lack of communication and snow removal. There were some really good suggestions, and they will be added to the planning steps during the next major blizzard prediction.

Some of the lessons learned:

- More pre-planning steps including a tour for YSS’s of kitchen, cafeteria and areas where equipment and keys will be available.
- Plan for more meals and ensure they are easy to prepare.
- Staff and youth meals will be the same so there is no extra preparation.
- Food in Building 15 kitchen will be accessible to the staff.
- Hold one staff member over who is a licensed med aide.
- Before the event, Human Resources will send out a note clarifying sleeping hours and who can be held over. The Safety Coordinator will send a note to staff informing them to bring extra personal medications and food if there is a possibility they might be held over.
- Sleeping rooms will have curtains available.
- Shovels that scoop snow and not just push it were purchased for easier snow removal.
- The maintenance pickup and snow removal equipment will be available to staff who are on campus.
- Increase the communication between maintenance staff and the Incident Commander.
- Incident Commander will delegate more duties to staff.

Let’s hope we don’t have another storm of epic proportions for a few years. But if we do, we will be better prepared.

MARK YOUR CALENDARS—BIOMETRIC SCREENS  BY RANDY COIL

Hastings Regional Center will hold the Biometric Screen on May 18, 2016 from 7:00a.m. to Noon in Room 007. The Biometric Screen is one of the required steps to maintain your coverage under the Wellness Plan for employees and spouses. This event allows for on-line sign up times which will become available on April 4, 2016 on the Wellness website.
WHAT HAPPENED TO THE POWER? BY GARY PEISIGER

The power outage on Friday, February 5th, was due to the age of the equipment behind the power plant or the shorting out of the 2400 volt wire in the tunnel transformer room which feeds Building 4. We are not sure which came first. I was not aware of the problem until the kitchen staff called me at 6:00 a.m. Saturday to report the generator was running for the freezer backup. After arriving on campus that morning, I found all the backup generators running. After further investigation I found a fuse out on the main feed line located on the south end of the campus. Hastings Utilities was notified and replaced the fuse by bypassing the broken air switch behind the Power Plant. On Thursday morning, February 25th, Hastings Utilities shut the power down to make modifications to the air switches on the poles behind the Power Plant, so this will not be a problem in the future. We should be good to go now!

OASIS ROOMS BY KELSEY ALCORN

If you happen to be strolling down the hallway of the Nebraska Youth Academy and peer into one of the side rooms wondering to yourself, “Why do they have a room with a big, comfy chair and a television?” There is a very good reason, it is known to the students as the “Oasis Room”, a place the youth are allowed to go to get away from the stress of school work, or to just relax for awhile. It is a privilege, and recently the rules to earn oasis time have changed. It used to be once students earned their 200 stars to watch the weekly movie, any stars over that 200 were put into a bank to use for Oasis time. Each star in the bank equaled a minute of Oasis time, and they had to have at least 50 minutes to be able to go to the Oasis Room. Students were not allowed to go the first period of school; they needed to get some school work accomplished before they could use the Oasis privilege. If they had enough stars, they could watch an entire movie, but every minute used in the Oasis Room was deducted from their bank. Some of the students worked hard to earn lots of stars for their bank, while others did not really want to utilize the Oasis Room. Some of those students who like the Oasis Room started taking advantage and saved enough stars to be able to go for days at a time. This became a concern because the number one priority is education and learning. Although a break is good, too much of a break hinders the students’ learning. The new rules of the Oasis Room are, once a student completes a class they earn one movie in the Oasis Room. They have one week from the time they complete the class to watch a movie of their choosing. Once they go into the room their time is started, and once the movie is over they have to work to complete another class before they can return. This has helped to motivate the students to stay on task and complete more classes, plus has helped to eliminate a student from sitting in the Oasis Room too long. It has been a great change!

YOU'RE A WINNER

* Thank you to everyone who has helped out with Switchboard coverage and time keeping in Carolyn’s absence. Stepping up to help out has really been appreciated by everyone. Marj

* It was nice to be recognized on Employee Appreciation Day with delicious snacks. Corinne

* Thanks to Jean for calming my nerves when the skunk greeted me at work on the morning of March 3rd. Corinne

* Thanks to the people who stayed during the blizzard to make sure there was coverage and the youth stayed safe. Amy and Blake stayed two nights and worked extra shifts, and the night people stayed during the day so they could work the night shift again. There are too many to name, and I do not want to miss anyone, but thanks! Also, Jesse made it in for his shift, and a thank you to him for the effort. Steve B.
BE AWARE OF SEVERE WEATHER BY GRANT JOHNSON

Severe weather is something we as Nebraskan’s deal with every spring and summer. Most of us have sat through a severe thunderstorm warning or a tornado warning at one point in our lives and it can be a frightening thing. We even had a tornado warning at HRC last May where a tornado did some damage about 15 miles west of us! The key to being safe during a storm warning is to have preparations made ahead of time and have a safe place to go during the storm. Here at HRC we take all youth and staff to the ground floor corridor where there are no windows and have emergency supplies and radios waiting. We practice this every year during the statewide tornado drill and have had to use it multiple times in the past few years. This year’s statewide tornado drill is on March 23rd and HRC will once again be participating. We will follow the plan we have in place and treat the drill as if the storm is really happening. If you have any questions about what to do during a severe weather event please do not hesitate to ask me or your supervisor.

2016 EASTER EGG HUNT

For years we’ve held a long tradition here at HRC of hiding Easter eggs for staff to find and claim prizes. Well guess what? We’re going to continue that tradition again this year for 10 whole days! The eggs will be hidden starting March 14th and will go until the 24th. There will be around 10 eggs each day for staff to find. Staff will be limited to turning in two eggs for prizes during the entire 10 day hunt. This does not include the fabled “Golden Egg.” The golden egg will be hidden sometime during the week of the 21st! The person who discovers the Golden Egg will receive the grand prize! So starting March 14th be sure to start looking everywhere to see if you can find an egg. Please turn eggs into Grant Johnson to receive your prize.

Good luck and Happy Hunting!

2016 PERFORMANCE EVALUATIONS BY RANDY COIL

As you may already know, performance evaluations in 2016 are being done based on the calendar year. Currently, you can go to the Employee Development Center and complete your self-review for 1-1-15 through 12-31-15. Once completed, the document will go to your supervisor for them to begin the manager review process of your performance.

- Reviews will now launch on a calendar year basis rather than on continuous service date.
- Although the Employee self-review is not required, it should be an expectation that employees actively participate in the review process.

Please know if your employment started with DHHS after 7-1-15 you will not be evaluated with this annual performance evaluation. Your performance was evaluated with the 2, 4, and 6 month performance evaluations.

Please let me know if you have any questions.

If you have any questions about anything related to HRC, or any suggestions for improvement, please contact Marj Colburn, Facility Operating Officer, Ext. 3166.
LEARNING FROM THE JOURNEY  

By Ron Culberson, MSW, CSP, CPAE

The past thirty days has been quite a journey. Along the way, I discovered a few valuable things about myself, my family, and life in general. And isn’t that what our journey through life is all about—discovery, reflection, and understanding?

On January 9th, my mother died. She was 94 years old and until a few days before her death, she was updating her Facebook page, watching Downton Abbey, and playing solitaire on her Kindle. She sure didn’t act 94—or even 84 for that matter. In fact she commonly talked about the “old folks” in her assisted living facility yet almost everyone was younger than she was.

Socializing was my mother’s forte. Well, that and eating. Going to dinner with friends was just about the closest thing to Nirvana for her. She loved to talk. She loved to eat. And she loved to talk about eating. Towards the end of her life, even though she was less mobile, she would pop right out of her chair at the mention of going to Wendy’s for a Frosty. When she was getting physical therapy a few months before that, the therapist probably could have cut her rehab time in half by simply placing a chocolate bar at the end of the hallway. Her funeral had close to 300 attendees and it was not so much a sad event as celebratory one. And yes, chocolate bars were distributed at the reception.

What’s interesting about funerals, in general, is what we focus on. Before death, we know people by the jobs they hold or the roles in which they serve. We know where they live. We know what kind of car they drive. We even know if they have a sprinkler system for their lawn or just prefer to let the grass turn brown. But none of that is ever discussed at funerals. We occasionally acknowledge someone’s job, especially if they did a unique type of work, but typically, at funerals, we focus on who the person was and how that person made us feel.

Three qualities were brought up quite frequently at my mother’s funeral. First, it was clear that she liked people and second, it was blatantly clear that she loved to laugh. She was forever looking for ways to connect with people in her job and through social activities. And during those interactions, you would hear her laughter above everything else. When she worked as an administrative assistant at Emory and Henry College, I would often go by her office after school. If she wasn’t at her desk, I would go out into the hallway and simply listen. Within seconds, I could find her. It was as if she had a homing device embedded in her laughter. The only trouble was, she laughed at everything—including anything I said. So, I did not necessarily grow up with an ability to discern what was really funny from what was just mom funny. Hopefully, I’ve figured that out over the years (don’t tell me if I haven’t).

The third obvious quality about my mother was that she kept her mind engaged through a variety of mental activities. She typed, knitted, read hundreds of books, watched movies, played bridge and enjoyed just about any kind of board game. She loved keeping her mind occupied and I believe these activities kept her young.

Through the many cards and comments our family received, we repeatedly heard about these three qualities.

For more than 50 years, my father participated in or emceed the Abingdon Rotary Frolics. Initially the Frolics was a variety show that included local talent such as bluegrass bands, magicians, singers, etc. But more recently, the event has evolved to include dancing, singing and skits predominantly performed by Rotarians. The comedy, the singing and the acting are pretty bad—but in a good way. The locals love it. In fact, this yearly event sells out two performances at the historic Barter Theater and raises more than $35,000 for local charities. It is a beloved community event.

I’ve participated in the Rotary Frolics five or six times over the years. The first time was in high school when I simply stole Steve Martin’s act. I bought a white suit (sad but true) and did stupid magic tricks. But that’s how the Frolics works. If you don’t have any real talent, you simply borrow ideas from Saturday Night Live, YouTube, and other pop culture icons. But the directors of the Frolics have recently decided to include local talent again. This year, the audience was mesmerized by 11-year-old Presley Barker, a phenomenal bluegrass guitarist who is winning competitions all over the country—in the adult divisions.

I emceed the 67th Rotary Frolics this year and was honored to assume the role in which my father faithfully served for 37 years. I could hear his voice coming through mine at various times throughout the event. Several people even came up to me and said that I sounded just like him.

At my father’s funeral in 2008, I had a similar experience as I did at my mother’s. I heard things about my father that made me reflect on my own life. One man said that my father saved him from his alcoholism. A woman said that my father ventured out in a snowstorm to help get her car out of a ditch. I heard
LEARNING FROM THE JOURNEY CONT’D.

(Continued from page 6)

about his love of community service and the integrity in which he led. And almost all of the nearly 400 people in attendance said that they admired him for who he was.

In addition to that, however, people acknowledged that my father was a performer. He emceed beauty pageants, talent shows and never passed up an opportunity to entertain. He loved making people laugh. And whenever he took the stage, he did so with dignity and respect for the position he was in. There was no ego and he never sought the spotlight.

Through the many cards and comments our family received after my father died, we repeatedly heard about these qualities as well.

I believe we should grow from every experience in our life. If we really pay attention, we learn about ourselves, about others, or about the way the world works. During the past month, I’ve discovered something very important about my own life—and I probably should have known it all along.

My relationship with my parents wasn’t perfect. Most family relationships aren’t perfect. But there are gems hidden in the imperfections. If we pay attention to the good, even in the midst of the not-so-good, we gain valuable insights that serve us well. Hearing about my mother’s social skills, her gift of laughter, and the way she engaged her mind reminded me of the importance of building relationships and challenging my brain as I get older. Hearing about my father’s performing skills, his love of service, and the integrity with which he held himself accountable reminded me to seek a better path in both my life and my work.

Regardless of what our path looks like, we can always learn something that will help us become better people. And becoming better, as time goes on, is our goal. One day, we will realize that our time on this planet is up. And if we’ve done our work well, we might just have a crowd of people gather at our funeral to focus not so much on what we did but rather on the substance of who we were.

PROCEED UNTIL APPREHENDED  BY JOE TYE, VALUES COACH

"When it’s your turn, it’s your turn. You own it. Your choice. Your freedom. Your responsibility... You don’t need a permit or a blessing or any sort of permission to decide to take your turn."

Seth Godin: What to Do When It’s Your Turn (and it’s always your turn).

Proceed Until Apprehended - those are the most important three words in my book The Florence Prescription: From Accountability to Ownership.

We put off proceeding because we fear being apprehended, but here’s the deal: There are lots of people who want you to proceed.

There are people who want to buy what you are selling.

There are people who want you to contribute your ideas.

There are people who want you to help solve the problems.

There are people who want you to stand up to the bully.

There are people who want you to sing your song, write your poem, start your business.

So don’t say NO on behalf of someone else without ever asking. Don’t quit before you even started.

This weekend why don’t you proceed on something you’ve been putting off? Lace up a pair of running shoes, sit down at a keyboard and type "Chapter 1," sign up to volunteer at the hospice, have that courageous conversation you’ve been putting off for too long.

One more thing: If you proceed fast enough, you will achieve what you set out to do before anyone else can apprehend you.
CONFERENCE IS A GREAT DAY  BY KELSEY ALCORN

On Friday, February 26, 2016, the teachers of the Nebraska Youth Academy started their trek to Ashland, Nebraska at 6:30am to make sure they arrived to Nebraska Air and Space Museum on time for the NeStar Conference. Upon arrival, the teachers were introduced to many other teachers from various different schools: alternative schools, detention centers, and private alternative schools to name a few. Although all of these schools are different, they all share a very common factor: at risk students. Students who have trouble in school need a school that understands their needs and helps them to catch up on their credits or stay caught up, so they can return to their home school and not be behind their classmates.

The first part of the conference, and the most interesting, was a panel of young ladies from Project Everlast, who had all been in the “system” at one time or another. They introduced themselves and told a little about each of their unique stories. Once they were done with their backgrounds, it was the audience’s turn to ask questions about their education and what would have helped them to do better in school. Although each of them came from very different backgrounds, they all agreed that they wished their foster parents or educators would not have given up on them at one time or another in their lives. They were very receptive to all of the questions and answered them openly and honestly. It was very eye opening and helpful information to help future students.

The main part of the conference was focused on literacy and how to make it more fun in the classroom. The presenters were very high energy and kept our attention throughout their entire presentation. They gave lots of handouts with examples of all the different kinds of graphic organizers that keep the attention of struggling students. They were very educated in this area, teaching and giving all types of suggestions of the many ways to improve literacy in the classroom.

Dismissed for lunch, we headed to the Lodge in Mahoney State Park. It was beautiful! The food was great, buffet with soup and salad, the view that accompanied it was spectacular. Enjoying the view of the river we realized it was time to return to the conference.

The afternoon was spent in a circle around the room, listening to one another, giving advice, and learning new ideas to take back to our classrooms. Teachers were asked to bring a lesson plan that has been successful in their classrooms and share it with the group. All the lesson plans had a different approach, but were very helpful. It was great to talk and learn from other teachers who have so much passion and insight with the type of students we see every day.

The day was great! There was so much information to learn and share. It is nice to know there are other schools who have the same questions and types of students we have, who are successful and push students to do their best while in their classrooms.

APPRECIATION DAY

An Employee Appreciation event was held on Friday, March 4th, on all shifts. Staff were thanked for all of their hard work and efforts. We truly appreciate each and every person who works towards the betterment of the youth’s lives and our program.

Staff from the night, morning and afternoon shifts enjoying snacks of yogurt, cookies and donuts.
CELEBRATING YOU IN MARCH

YOUTH ART MONTH

Teacher, Kay Evans, assists the youth in expressing their artistic talents. Thanks, Kay!

REGISTERED DIETITIAN DAY

HJCDP recognizes Lisa Sedlak, RD who conducts nutritional assessments for the youth. Thanks, Lisa!

SOCIAL WORK MONTH

Thanks to Social Worker, Connie Johnson, who provides case management to the family and outside agencies.

HEALTH INFORMATION WEEK

Pam Schwabauer and Ruth Jeremias ensure the health records are signed and organized. Thanks for all you do, Pam and Ruth!
CELEBRATING YOU CONT’D.

SUPPLY MANAGEMENT MONTH

In addition to keeping the shelves supplied with our basic, everyday needs, Terry Blum and Sandra Warford keep our vehicles running smooth. We appreciate all you do, Terry and Sandra!

SUDOKU PUZZLE ANSWER

Congratulations to Marsha Utecht whose name was drawn for a prize from the six puzzles submitted with the correct solution. Thanks to all who participated!

OH THE THINGS WE FIND!

While running wires in the ceiling on the 2nd floor of Building 3, contractors found the pop can pictured at right. The date on the bottom of the can is May 13 96. According to USAsoda.com, it is from 1995 featuring a skater and snowflakes. I am sure this beverage was not allowed in the adult behavioral health programs at that time.

It's interesting how things have changed!

MOST HACKED PASSWORDS

Based on a report of 2 million leaked passwords in 2015, a company found a unique trend a little quicker than most online users would like to know. If you're like most, you keep adding numbers and letters until the password meter no longer insults you with “very weak” or “weak”. Very strong is what you should be looking for, however, that doesn’t just mean length. Randomization is one of the most important tactics to a strong password.

Is your password on the list of 25 passwords most hacked? Look through the list!

1. 123456  2. password
3. 12345678  4. qwerty
5. 12345  6. 123456789
7. football  8. 1234
9. 1234567  10. baseball
11. welcome  12. 1234567890
13. abc123  14. 111111
15. 1qaz2wsx  16. dragon
17. master  18. monkey
19. letmein  20. login
21. princess  22. qwertyuiop
23. solo  24. passw0rd
25. starwars

Think random!