

HRC NEWS & VIEWS

Volume 9, Issue 5

MAY 2013

2013 GRADUATE

Rochelle Dixon is proud to share that her daughter Maranda Jones is graduating from Hastings High School on May 19.

Congratulations to Maranda and her parents on this achievement!



PAVED LOTS

What a great benefit to step in and out of your vehicle on pavement! All parking stalls on the South and East sides of Building 3 have been completely paved and are now enjoyed by staff and visitors. Macintosh Concrete, Incorporated from Davey, Nebraska did a fine job in an expeditious manner. It is a vast improvement from the gravel!

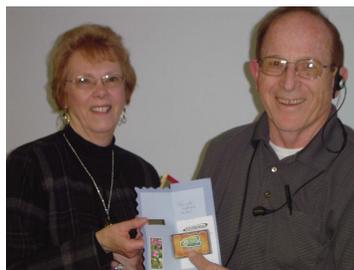


ALCOHOL AWARENESS MONTH SUPPORTED

Thanks to the employees who purchased and wore their Alcohol Awareness t-shirts during the month of April showing your support and commitment to treatment as a solution.

Henry Potts accepted the challenge issued by Marj Colburn and wore his shirt the most often. Henry was awarded a gift certificate to Runza.

Yeah, Henry!



May is

National Barbeque Month

National Military Appreciation Month

National Salad Month

National Smile Month

National Family Month

5/1 American Grump Out Day

5/1 School Principal's Day

5/1 May Day

5/5 Cinco de Mayo

5/5 World Laughter Day

5/6 National Nurses Day (week 6-12)

5/7 National Teachers Day

5/12 Mother's Day

5/14 Dance Like a Chicken Day

5/15 National Employee Health and Fitness Day

5/25 National Missing Children's Day

5/27 Memorial Day Holiday

5/31 World No Tobacco Day



ALL EYES ON US BY MARJ COLBURN

I go to a Zumba Class a couple of nights a week. One of the current songs we exercise to is "All Eyes On Us". I really like the song, and it's even more fun that my granddaughter knows all the words and has moves to it too!

It seems right now as a facility all eyes are on us as well. The plan that was included in the Governor's budget has made it to the next round, headed for Legislative debate. There have been a series of articles in the newspaper about the buildings and grounds out here – who is going to use what and what really should happen to these old historic buildings. I have had former employees contact me, talking about what a shame it is to consider demolishing these old buildings (I bet they haven't been inside some of them for a long time!). There has been some public concern raised about the Chapel that was donated by the community and given to the State. We've had individuals come to the campus, wanting to look

around and see what they think we should do with the buildings. I've even been told we need to send these kids back to Kearney so the community could make better use of the space out here. Someone suggested we have tours of the old buildings to raise funds.

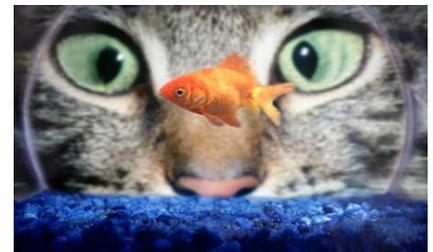
Even though we started this plan to renovate Building #3 and demolish other buildings just this past fall, it seems like we have been in the throes of "what will happen to HRC" for a really long time. Maybe that's just my perception.

We are getting close to the end of the Legislative session and will have a final discussion on our future relatively soon. No matter what the outcome is, there will be more discussion and plans and opportunities to dialogue about how we will go about business at HRC. I look for there to be more community "eyes on us" than we probably have ever had in the past. I'm sure there will

be some nay-sayers about whatever we are doing.

As always, our staff is going to keep forging ahead, providing the best program and services we can for the youth we serve. Our focus has always been on the youth, meeting their needs, keeping them safe, and giving them every opportunity for success that we can give them. We have a program to be proud of and we are going to keep moving forward to keep the program intact.

"All Eyes On Us", but we have eyes too - looking out for the youth, the program, each other and the future of HRC.



COOKING ON THE GRILL BY MINDY BLAIR

With spring right around the corner, who doesn't want to get out in the sun and cook up some good food on the grill? There are many great things to cook on a grill including steaks, burgers, and hot dogs. However, one thing that I love to make is kabobs. The best thing about them is you can choose to make it according to what you prefer for meat and/or vegetables. Here's one recipe that might peak your interest when it comes to grilling up a meal with family or friends.

Grilled Chicken & Vegetable Kabobs Serves: 6

6 kabob skewers

3 Tbsp. white vinegar

1 lb boneless skinless chicken breasts

4 cups assorted vegetables, such as bell peppers, onions, corn, zucchini, or mushrooms

Directions:

Mix oil, vinegar, and chicken seasoning in small bowl. Place chicken breast that is cut into 1-1/2 in pieces into a Ziploc bag with marinade and turn to coat well. Refrigerate 30 minutes or longer for extra flavor. Remove the chicken from the marinade and discard the remaining marinade. Alternately thread the chicken and vegetables onto the kabob skewers. Lightly sprinkle the chicken and vegetables with leftover chicken seasoning. Grill over medium heat for approximately 10-15 minutes or until the chicken is cooked all the way through and the vegetables are tender, turning frequently. Enjoy!

1/3 cup olive oil

2 Tbsp. Chicken Seasoning

NEWS FROM HOUSEKEEPING BY MARY ANN KOCH

April showers bring May day snow ? Instead of flowers and May baskets this year I think we might need snow scrapers and shovels. What a difference from last year.

Finally finished dusting and scrubbing the tunnel, just in time before a good rain. In the last two weeks we have vacuumed 486 gallons of water out of the tunnel. I'm sure you wonder how we know how much water is picked up, do we measure it in milk jugs before dumping it down the drain? The fact is that the recovery tank on the scrubber holds 18 gallons, so I just keep track how many times I have to dump the tank. At the end of the day it is a good job done.

Found one of my favorite poems

the other day and thought it fit in with our hopefully new beginning.

Kent Keiths"s 10 Rules for Living

- * People are illogical, unreasonable, and self-centered. Love them anyway.
- * If you do good, people will accuse you of selfish ulterior motives. Do good anyway.
- * If you are successful, you win false friends and true enemies. Succeed anyway.
- * The good you do today will be forgotten tomorrow. Do good anyway.
- * Honesty and frankness make you vulnerable. Be honest and frank anyway.
- * The biggest men and women with the biggest ideas can be shot down by the smallest men

and women with the smallest minds. Think big anyway.

- * People favor underdogs but follow only top dogs. Fight for a few underdogs anyway.
- * What you spend years building may be destroyed overnight. Build anyway.
- * People really need help but may attack you if you do help them. Help people anyway.
- * Give the world the best you have and you'll get kicked in the teeth. Give the world the best you have anyway.



Have a great month!

MAINTENANCE NEWS BY CHERI DELAY & GARY PEISIGER

With the appearance of dandelions, lawn mowers have been going for a few weeks already, and Marv has plans to start spraying soon. Work has been finished on the concrete pad for the State vehicles, and more than halfway finished for staff and visitor parking on the south side of

Building 3. (By the time this issue goes to press, it will probably all be done.) It all looks really nice, and I can imagine staff are thankful for not having to pick out the gravel from the vehicles that used to get tossed inside. The replacement of the retaining wall on the east side

of the tennis/basketball court is the next big project for our campus as soon as the new Bridges homes are completed which we understand will be very soon. Another sign that spring is here – the start up of the air conditioners is right around the corner!!!

WELCOME TO HRC



HRC welcomes Mary Skarin, Registered Nurse to HJCDP! Mary will be helping with nurse coverage as needed.

Walnut drop leaf dining table w/two leaves and four cloth covered chairs. 42" wide x 28 1/2 " long. Good condition.

Call Dolores, 402-460-0201.



Wood, grain banquet table. Measures 8' long x 36" wide (heavy duty). Contact Dolores @ 402-460-0201.



AND THE RESULTS ARE. . . BY JEAN LUTHER

Throughout the past year I completed an Environment of Care Survey with staff. Often we're asked to complete surveys and then we never hear anything about the results. I was feeling really guilty since I'm sure everybody was probably asking what I did with that survey and those silly questions.

All right, most of you weren't really waiting to hear the results, but if you happen to be one of them please read on. The questions were a quiz of "what do you do when..." or "does anyone really remember anything I teach?" A survey can be an opportunity to inform or train staff on appropriate information or procedures.

One question asked staff to list some quick references for emergency information like the Emergency Procedure Cards and Quick Help. Although it is important to know this, I was really trying to determine how many people remembered the badge inserts that we so ingeniously crafted. I generously decided that 75% of staff recalled this little item (with a whole lot of prompting on my part).

Almost everyone knew what to do when fire alarms or tornado sirens activate. I'm going to

attribute that to the efforts we've made to simplify our procedures. Those who have been here *forever* will recall all of the things we had to remember: who's responsible for going to the fire panel; who's supposed to get the Medex; where do we go and which door qualifies for a barrier. Now we close the doors and evacuate everyone outdoors or to the nearest exit while the supervisor takes responsibility for all other actions. How simple is that?

I slipped in a question regarding items that are not allowed in a patient care building just to see if staff really knew that portable heaters, scented plug-ins and extension cords are prohibited. Yes, they all know. Let's hope that future remodeling ensures comfortable temperatures therefore eliminating any desire to have heaters.

I may have had a mean streak when I asked staff what they might do with a dangerous chemical spill. Even if you didn't answer the way I had fantasized, I didn't count it wrong. There were no wrong answers on this one. It was interesting to see if people would begin procedures to handle the situation or just call a supervisor. Most people wanted to call maintenance

or housekeeping. At that point I would tell them that the chemical was making people sick, falling over...dying. Oh, wait, maybe we don't want to kill off any of our staff! What I really wanted staff to know is to clear the area, notify others and most importantly dial 3460 to have the Hazmat team from the Fire Department dispatched.

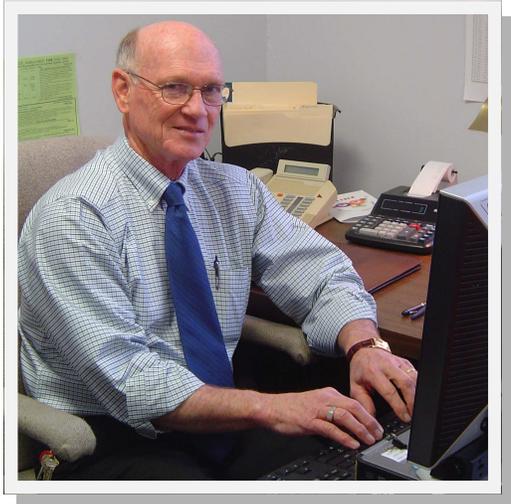
As with any survey there was an opportunity for staff to voice any environmental, security or safety concerns they might have. This is the most productive part of the survey. There were 18 suggestions made and some of them brought about changes to the environment or procedures. See the chart below:

I enjoyed completing the survey with staff on all shifts. I also feel confident that if emergencies or minor disasters strike our staff will know how to respond. I hope to continue with the surveys in the future so if you see me coming with a notepad and paper in my hand don't automatically think "oh no, she's doing a fire drill!"



3 concerns about branches hanging low over walkways	The branches were trimmed.
2 concerns over vacant buildings and the accessibility of the greenhouse	The greenhouse was demolished.
2 concerns about directional signage in building and common nomenclature.	This is on my "to do list".
Concerns about the lack of door knobs in the west corridor of the therapy wing allowing youth to hide in them.	Maintenance has placed knobs and locks on the doors.
Suggested that the times doors are automatically open in administration building need to be shortened for security.	Signs on doors were updated and the times changed in the system.
Suggested that contraband searches upon youth return should be done by 2 staff members or with camera surveillance.	2 cameras were installed in foyer.

SPECIAL RECOGNIZED DAYS IN MAY



May 1st is recognized as **Principal's Day**. HRC greatly appreciates the leadership of Dave Baisinger and his commitment to help the youth excel in their education. It is seldom heard that anyone hates to go to this Principal's office!

It's great to have you as our educational leader!



Back: Kris Sorensen and Richard Johnson. Front: Lynne Coates, Karen Newcomb and Kelsey Johnson. Unavailable: Phill Parker and Kay Evans

Teacher's Day is a nationally recognized day on May 7th. HRC has seven teachers who provide the youth with guidance and one-to-one assistance in basic subject areas and a limited number of elective classes as well. Thanks for all you do in the classroom and for making the Nebraska Youth Academy a positive learning environment for the youth!

Nurse's Week was celebrated May 6 – 12 this year. We value our nurses at HRC as they provide healthcare to the youth and services to staff. With changes in PRTF regulations, nursing coverage has been extended to include waking hours, seven days a week. Having the nurses available the extra hours has been a great asset.



Candi Fox and Pat Adrian



Marj Colburn and Kelly Hoelting



Mary Skarin

Thanks for your role in making HJCDP a success!

SPRING TRAINING IN RESILIENCE BY ELSABETH ROUSH

I am always surprised this time of year at how quickly spring arrives. If you take time to look, you can actually see the slow transformation take place; buds emerge on tree branches, temperatures rise, and the grass gets greener with every rainfall. Unfortunately, we often get so settled in our routines that we fail to marvel at these subtle changes and are left wondering how it all happened overnight.

By nature, we are also constantly undergoing and adapting to change. Humans are resilient creatures. Like the trees in winter, we've learned to adapt and thrive despite terrible odds and conditions. Yet, how do we do it in the face of everything we're against? The answer can be found in two distinct values: **Courage and Perseverance.**

We often think of courage in terms of immense physical strength and valiant effort. Many times, our everyday struggles (in relationships and careers or with time and money)

are the things we fear the most. Courage by definition is standing up to fears, no matter how great or insignificant they may seem. This also means converting the energy we waste worrying into ambition as we strive to accomplish and confront the things we are afraid to do. In short, perseverance is simply courage that endures. It is a matter of making the decision to act with deliberate courage day after day despite obstacles and setbacks. It is certainly not easy—without making a strong commitment, success is almost never found. Perseverance is crucial to accepting failures and making them work in your favor.

Here are some tips to find resilience:

Ask good questions. Stop dwelling on the negative and give yourself time to think about how things can improve. Take some time to ask yourself, "Why didn't that work?" and "What should I do next time?"

Find the root cause. Take some time to find out why you are experiencing these obstacles. By examining and accepting these failures as areas for growth, you can make the changes you will need to eventually move forward.

Stop fearing failure. Everyone fails and fearing failure will leave you paralyzed. Life is full of challenges and the grim reality is that you will not always win. If you can embrace failures and learn from them, you are already well on your way to finding success.

When I feel inundated with responsibilities, I take a deep breath and look around for inspiration. This time of year, it can be found in budding trees, blue skies and green grass, but it can just as easily be found in a co-worker, family member or friend.

Resilience isn't often hard to find. You just need to be looking for it.

MAINTAINING A POSITIVE ATTITUDE IN THE WORKPLACE

BY TONY MARTIN

By following the specific strategies below, you'll learn how to communicate with co-workers effectively, and lend to a positive attitude in the workplace. Look for more ideas to come in the N&V June issue!

How To Be Appreciative

It is always nicer to get a pat on the back rather than to get stabbed in the back. If you're wondering "how do I change my negative attitude?" start by observing how you communicate with co-workers. If you practice asking useful questions, giving accolades and being gracious at work for two weeks, you'll

notice a difference in the people you work with and in your own feelings about work.

Stay Positive Checkup Questions:

How often do you show your appreciation to co-workers at work? Are there opportunities to energize and motivate your co-workers? What is the key to increasing a positive attitude in the workplace?

It's easier than you think to create a positive attitude in the workplace - simply show appreciation for your co-workers.

How to Communicate Effectively:

Give thanks. Thank co-workers for the work they do that makes your job easier—including the peers, managers, and office assistants. Cultivate a thankful, positive attitude in the workplace, and in return you'll notice a change in how co-workers treat you.

Acknowledge a job well done. Celebrate. Take the time to celebrate birthdays, holidays, life changes and achievements. Not sure how to celebrate? Bake cookies and bring them to work; or write a "You're A Winner" clip for *News & Views*.

KUDOS TO . . . Here are the last of the comments from the poster boards provided employees to publicly express their gratitude to a coworker for doing something special, having a positive attitude, providing help or any other good deed. The following notes (continued on next page) were posted. Thanks to all who participated and it's never too late to say THANKS!

Shannon: Nice to see you back!

Dan Fox: Common sense and really knowing and caring about our teenage youth! (All speak very highly of you!)

Travis: Dependable teamwork!

Shelly: Thanks for keeping my office sooo clean!! You are a pleasure to work with. Connie

Chris M.: your willingness to help no matter what and your commitment to helping youth with parenting skills! ML

Ruth: Phenomenal fingers flying over keys to get all that dictation done today! So many, many thanks! P.S.: same at ya **N.H.** if you helped. Mary Lou

Diane Powell: Incredible tolerance! Mary Lou

Dr. Zoucha: Listens, knowledgeable and really a nice, kind person to work with. Mary Lou

Entire HRC Team: Everyone of you are awesome and care about our tasks every day. What a privilege to work with each and everyone of you! Carolyn B.

Dr. Judson: For his dedication to the youth and us! Robin

All HRC Staff for their loyalty & commitment to HJDCP. Peg W. & Connie

Carolyn B.: Consistently & promptly helpful in so many ways! Mary Lou

Josh: Thanks for always being so helpful & keeping me informed. Connie

Tony M.: Your straight-up wisdom & communication with youth. Mary Lou & Connie

Brett: Great job on Successful Living & all other work on curriculum here at HRC to better our program! HS

Brett: Courage & commitment & creativity when working with very challenging clients. Mary Lou

Brett: Outstanding effort and creativity to create 2013 Successful Living curriculum! Mary Lou

Lynn, Mary Lou, Brooke, Rochelle & Brian thanks for always being helpful, kind and nice. Pleasure to work with you. Connie

Josh: Thanks for being there & having our backs when things get rough! Also, for teaching Successful Living & all the changes with the schedules. HS

Jessica, Marnie, Travis, Brett, Diane, Chris, Tony & Tracy: Thanks for always being willing to help me. It's great to work with you! Connie

Robin & Micki: Thank you for always helping me out. It is very fun & nice to work with you both!! Connie

Nancy H. & Nancy K.: Thank you for always answering questions and helping with several different tasks that arise. Connie

Corinne: Thanks for always helping me with my time and answering questions. It's a pleasure to work with you. Connie

Dr. Zoucha: A great asset to our team!! Thank you, Dr. Zoucha and Dr. Judson for your dedication to the youth and us!

Carolyn Johnson: Thanks for always informing me when FPSs and JSOs are here. You are very helpful. It's great to work with you! Connie

Heather: thanks for always helping with issues and problems that arise and for keeping me informed. Connie

Peg: Thanks for always being willing to help me with computer documents, things for group and other issues. It's a pleasure to work with you. Connie

Steve: Solid staff. Solid person.

Chris Martin: Common sense and "going the extra mile" for youth.

Tony: Common sense.

Diane Powell: Common sense.

Cheri Delay: For doing a "bang up" job covering for me on the Wellness Committee during my absence. Thank You so much, Cheri. It's great having you on the Committee!! Pam

Mr. Dave B. (Principal):

Your consistent, calm demeanor and dependable supportive action makes teamwork fun.

Josh: Your very effective interactions with youth and teamwork!

Shelly: Her politeness & hard work keeping this place clean day after day. HS

Coaches: Thanks for all you do for me. I appreciate all you do for me. Connie

Marnie: Glad to have your help for the weekends. T.H.

Dolores: For doing our time and always staying on top of things. Mary Ann

Peg: For all you do for all of us. Chris Martin, YSS

Diane & Tony: Helping out during rough weekend at HRC! HS

Jessica & Bret: Helping out during rough week at HRC! HS

Kelly, Pat & Candi: Thank you for helping me with all the medical questions and the discharge notifications. Pleasure to work with you! Connie

Travis: Always there when needed. MLH

Nancy H.: For approving my peoples time when I have to be gone! Mary Ann

NO ONE LOOKS GOOD IN AN **ORANGE** JUMPSUIT

BY NANCY KINYOUN

In a world where it seems like nothing stays the same, there are a few constants. It remains the responsibility of every healthcare provider, especially those dealing with behavioral health issues, to protect the patient's information from unauthorized access.

The Hastings Regional Center has undergone some major changes in the past decade. We have not only shrunk in size, but we have also significantly changed the type of services that we provide. Along the way we have implemented an electronic medical record system, discontinued microfilming and started scanning records. New staff has brought new life to the Avatar system. In the past few months we have revised procedures and forms and are currently working with IS & T staff to make improvements to our medication ordering/dispensing system.

Electronic processes certainly do not eliminate paper – in some instances it can create even more paper! I just want to remind staff to always be vigilant when you are working with sensitive patient information.

Don't forget these basics:

- Protected health information is not just a patient's name – it also includes dates of birth, addresses, admission dates, discharge dates, medical record numbers, social security numbers, e mail addresses, age anything that can be used to identify an individual.
- Shred all documents that have patient information on them – never throw them in the trash.
- It's always best to err on the side of caution - ask your supervisor or co-workers if you're not sure.
- As you walk through your work areas be conscious of what paperwork is left laying on the desks or tables – this includes sticky notes on computer monitors, calendars, white erase boards, etc.
- Double check your emails to make sure they're addressed to the correct person(s) before you hit the send button – there are lots of staff within DHHS with the same name (Bill Gibson, Connie Johnson just to name a couple).
- Don't leave your computer monitor unattended – always sign off when you're finished working.
- Don't leave charts laying in the dayhall unattended – we have a locked records room for a reason; lots of staff have keys but they may not have a "need to know".
- Leave work at work – please do not discuss patients when you're out for lunch at Arby's or when having dinner with your family.

Confidentiality is everyone's responsibility. The fines for breach of confidentiality are not small – think six figures . . . think orange jumpsuit (OMG!!!). Over time it is easy to get lax about some things, but this is one of those issues that can become larger than life in a second.



SALAD BUFFET
WEDNESDAY, MAY 22nd
11:00am - 1:00pm, Room 007
 Sign up sheet at Carolyn Johnson's Office (Switchboard)

WALK, WALK, WALK BY CHERI DELAY

In observance of Walk Out On Work Day, the Employee Wellness/Recognition/Diversity Committee will hold their annual Walk Out on May 21, 2013. Two sessions will be held – one at 10:00 a.m. and one at 2:00 p.m. Please meet outside of the main entrance to Building 3, do your walk and when you finish come into the foyer area for some cool water and a nutritious granola bar. Average temps for past May 21st have been: high 74 with average low of 51. Record high has been 95 with low of 35. Let's hope it's in between 74 and 95 with no rain pouring down. See you there!!



**WE WISH YOU
THE BEST IN
YOUR
NEW
JOB,
MINDY!**



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It is the policy of the Editorial Board to attempt to print any article that does not attack another person. The Editorial Board reserves the right to edit articles for size & content.

AA/EOE/ADA



White birch tree branches (2–4 inches in diameter) if anyone is cutting down a tree or has broken branches.
Call Jean @ 3383.

Rear tine rototiller. Contact Dolores @ 402-460-0201.

WHAT'S IT ALL ABOUT? BY CORINNE JENSEN

National Military Appreciation Month started as a simple idea; to gather America around its military family to honor, remember, recognize and appreciate those who have served and those now serving and to know the history behind it all. Subsequent formal legislation informs our service members that their country has set aside an entire month to honor, remember and appreciate them. May was selected because it has most days set aside for celebrating and commemorating our military's achievements. These days include Loyalty Day, which was established in 1921, Victory in Europe (VE) Day commemorating the end of WWII in Europe on May 8, 1945, Armed Forces Day created in 1949, [Military Spouse Appreciation Day](#) established in 1984, and, of course, the best known of the May holidays, [Memorial Day](#). Be sure and say **THANK YOU** to our military members (past & present), because freedom isn't free!



NEED TO KNOW FROM HUMAN RESOURCES BY CAROLYN BROWN

Just a reminder that the Biometric Screening and Consultation will be offered at HRC May 17, 2013 from 7 a.m. to 11:00 a.m. in Room 007. This is offered to all employees and their covered spouses (if applicable) who participate in any of the four State of Nebraska health insurance plans.

An employee who participates in any of the four State of Nebraska health insurance plans, who wishes to have their free Biometric Screening performed must allow 30-45 minutes for the screening. Scheduling a screening time must be accomplished by visiting the [WellnessOptions website at www.wellnessoptions.nebraska.gov](http://www.wellnessoptions.nebraska.gov).

Also want to remind you to go into Employee Work Center and update or enter your emergency contact information. This information is confidential and will only be used in case of an emergency. This is a very good time to do this as this allows you to make sure your password is current and that you have

access during the open enrollment period that will soon be upon us. Be sure to watch for email updates about Open Enrollment dates and benefit options available to you and your family for the 2013-2014 Plan Year.

If you forgot your password, please click the "forgot password?" link to reset the password for the Employee Work Center. By answering the Challenge Questions correctly, you will receive an email with a temporary password to log in with. If you continue to experience problems, please contact the DHHS helpdesk at 800-722-1715 or at Dhhs.helpdesk@nebraska.gov.

Did you know that you can update your own direct deposit information, addresses and other personal information on-line whenever you need to? The new Employee Work Center offers employees a multitude of self-service options to give you control over your own information. After you log into the Employee Work Center, click on All About Me to access these features:

update direct deposit, address, phone number, emergency contacts and benefit changes on-line. You can change your legal name (requires documentation), emergency contracts, marital status, address and phone numbers through the Personal Information icon. You may also view information about your job, position, service dates, compensation, and other information. You can make changes to your beneficiaries, dependents and initiate benefit status changes through this icon. Most benefit changes require documentation so talk to your Human Resources Representative before initiating any events. You can also view your current benefit elections through this icon.

Please log on and view your personal and benefits information to ensure everything is accurate and up-to-date. Take a few minutes to update any outdated or incorrect information. This will have you ready to go when open enrollment starts very soon.