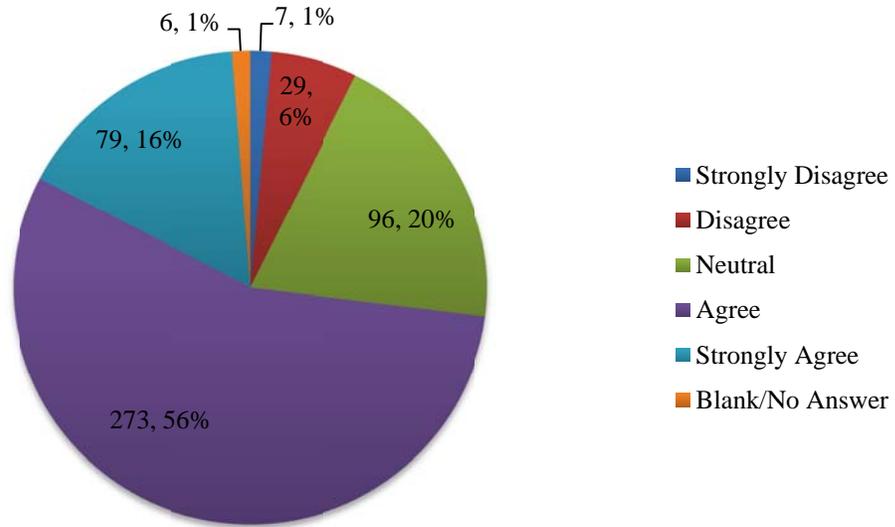
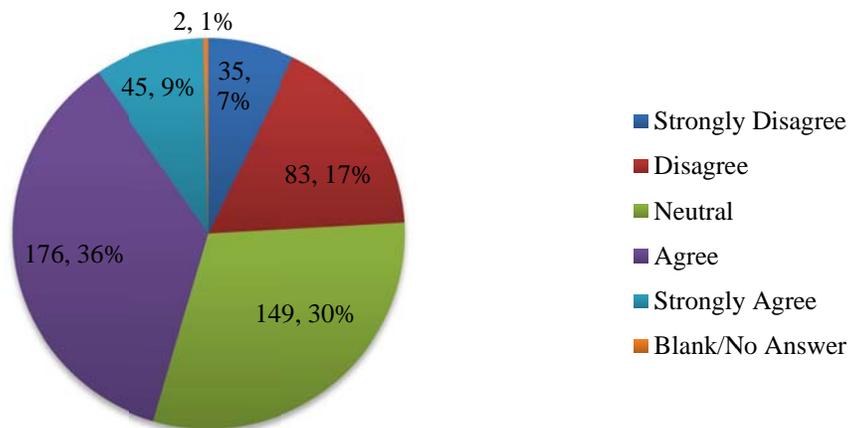


# 2012 Legislative Special Committee BSDC Employee Survey

## 1. I have received the training I need to do my job effectively.

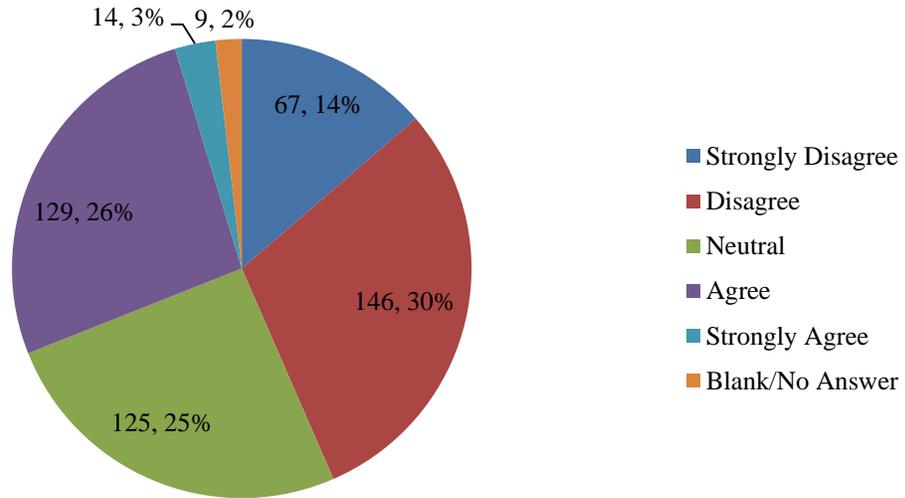


## 2. I am recognized and appreciated for doing good work.

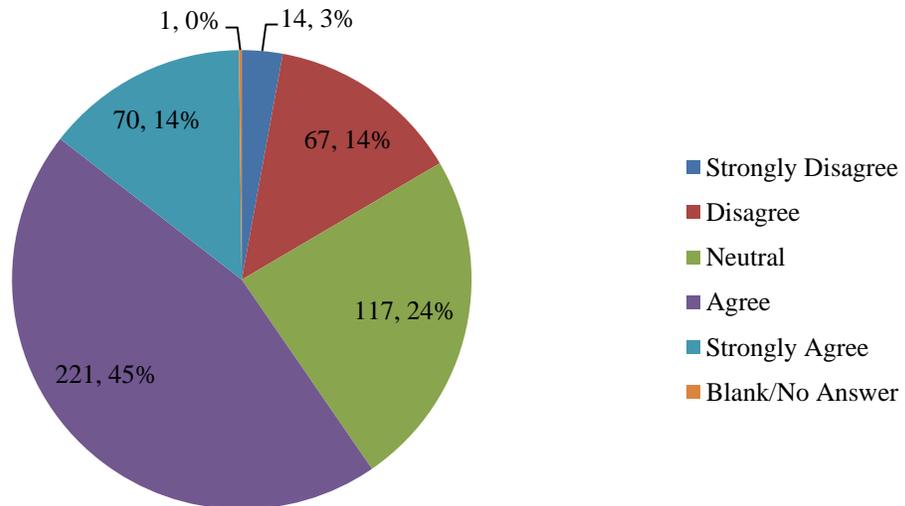


# 2012 Legislative Special Committee BSDC Employee Survey

## 3. There are enough staff in my unit to meet the needs of the people we serve.

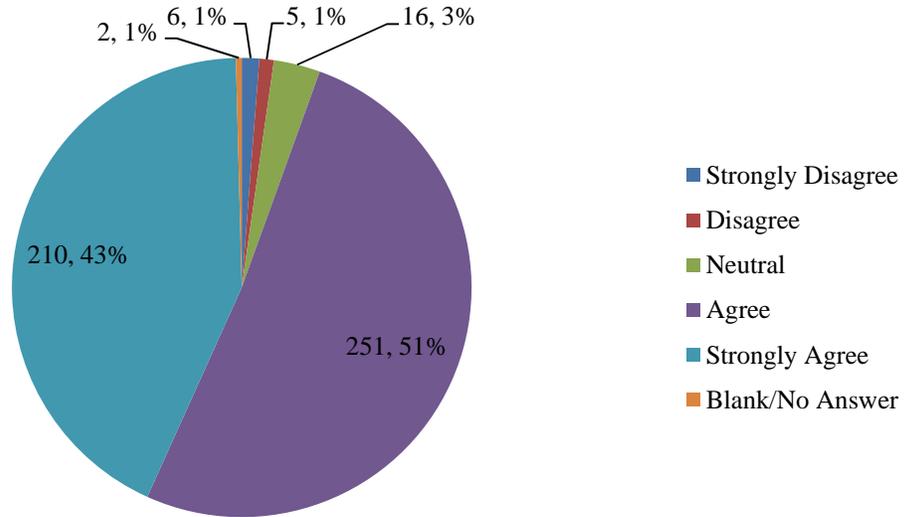


## 4. My Supervisor has clearly communicated my performance goals to me.

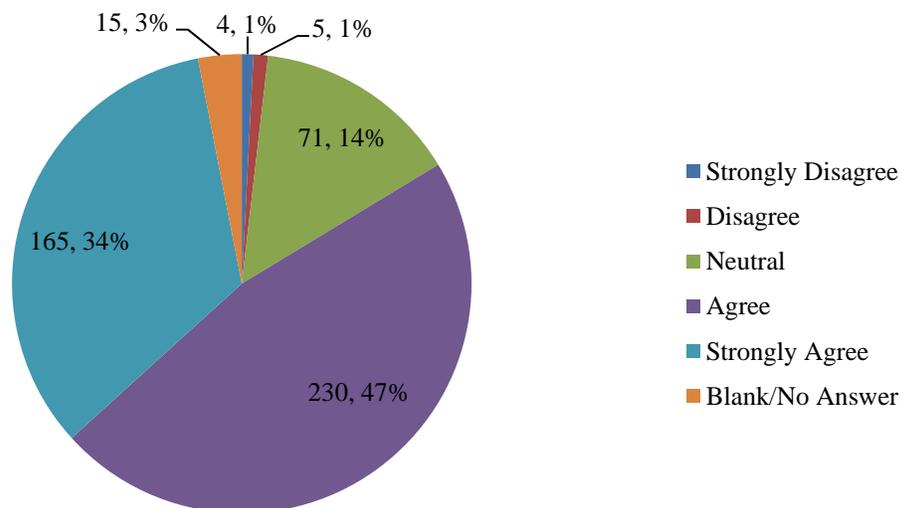


# 2012 Legislative Special Committee BSDC Employee Survey

## 5. Abuse and neglect have been clearly explained to me.

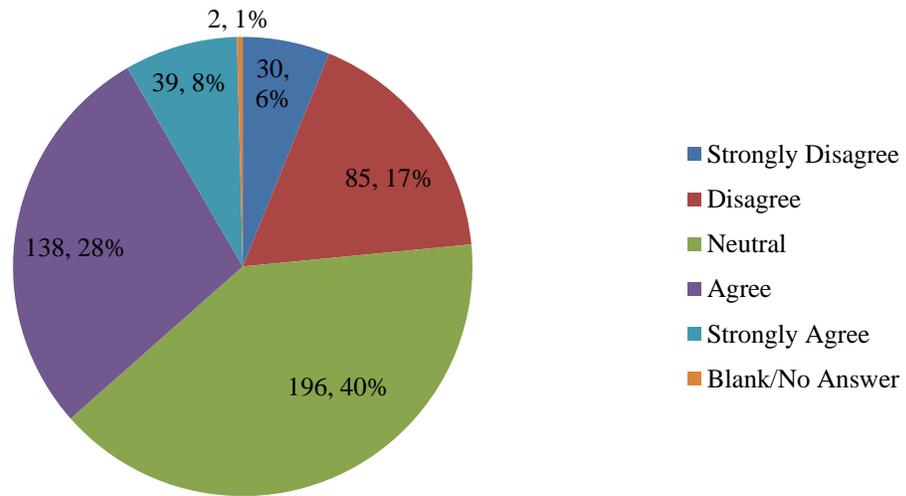


## 6. In my unit, we provide our clients with quality service.

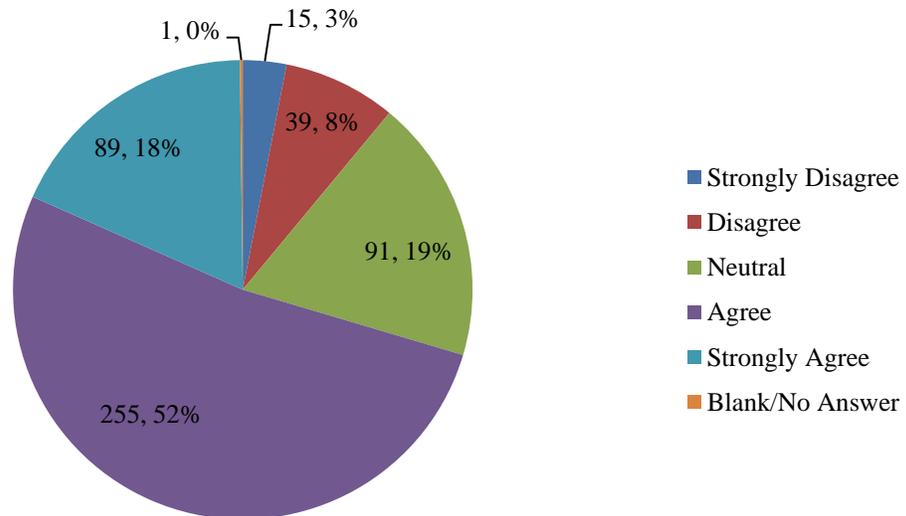


# 2012 Legislative Special Committee BSDC Employee Survey

## 7. I have confidence in the decisions made by leadership at BSDC.

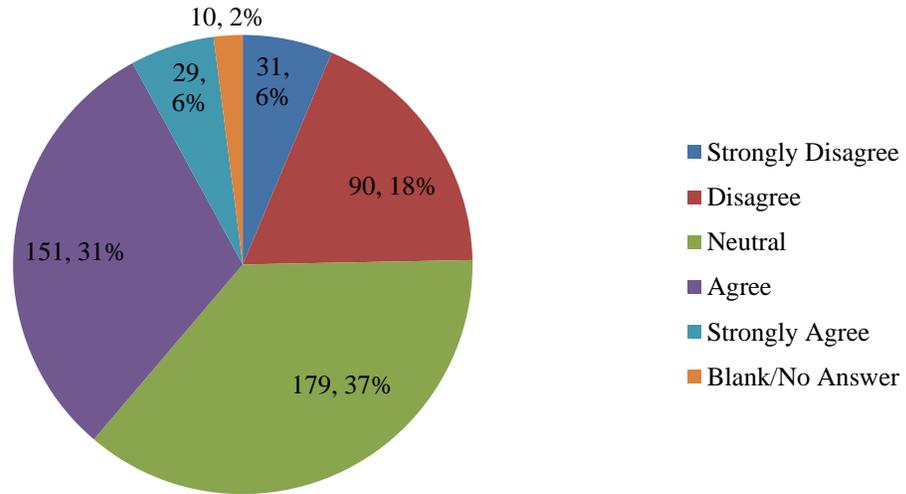


## 8. My job providers me with a sense of personal accomplishment.

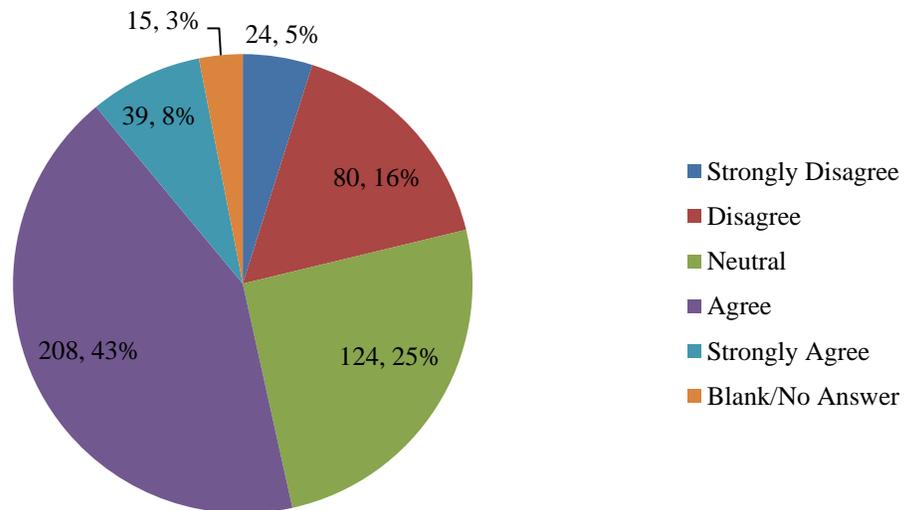


# 2012 Legislative Special Committee BSDC Employee Survey

## 9. I feel that BSDC views me as an essential part of their long-term success.

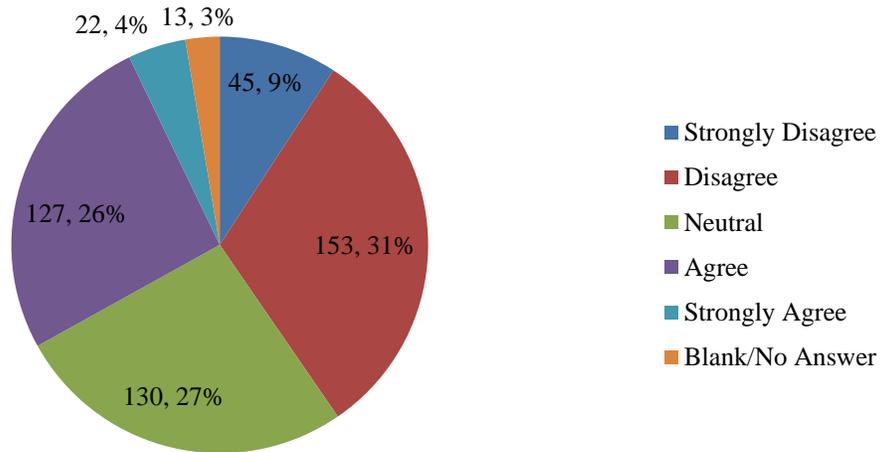


## 10. During my employment at BSDC I have been treated fairly.

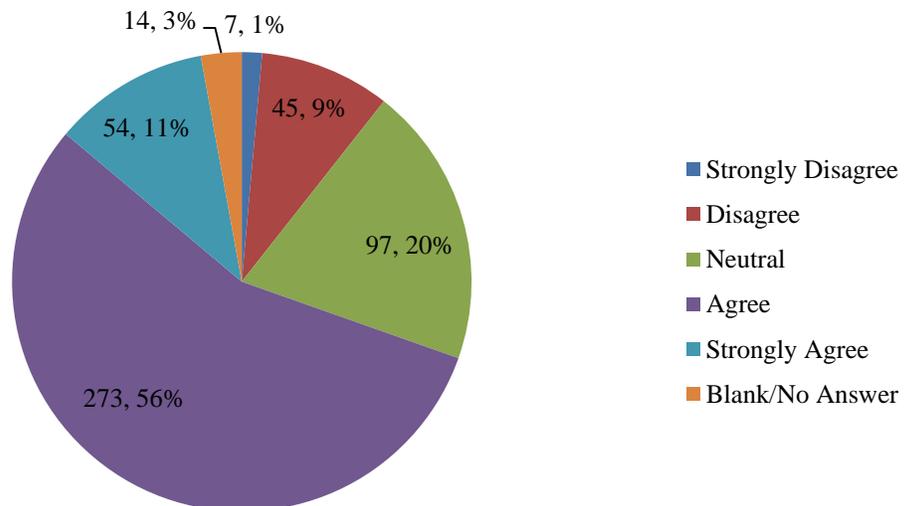


# 2012 Legislative Special Committee BSDC Employee Survey

## 11. Employees are generally informed on a timely basis about major developments and decisions that affect them.

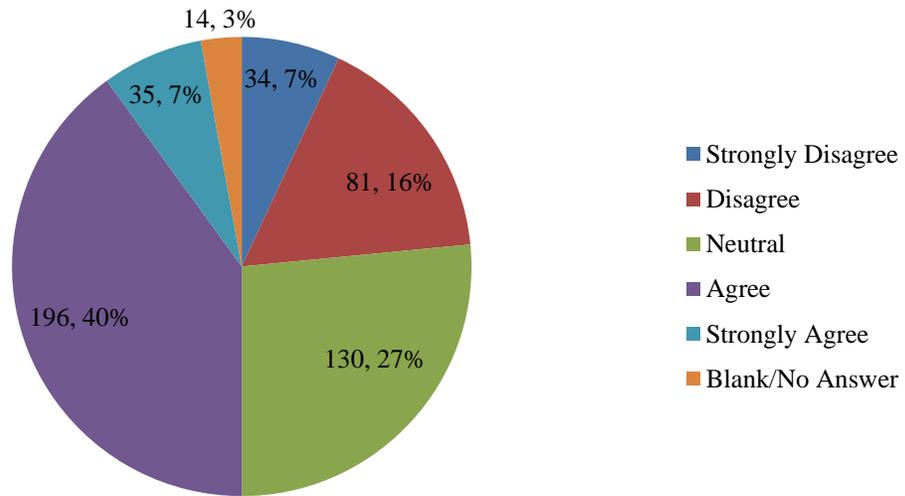


## 12. My roles and responsibilities have been clearly communicated to me.

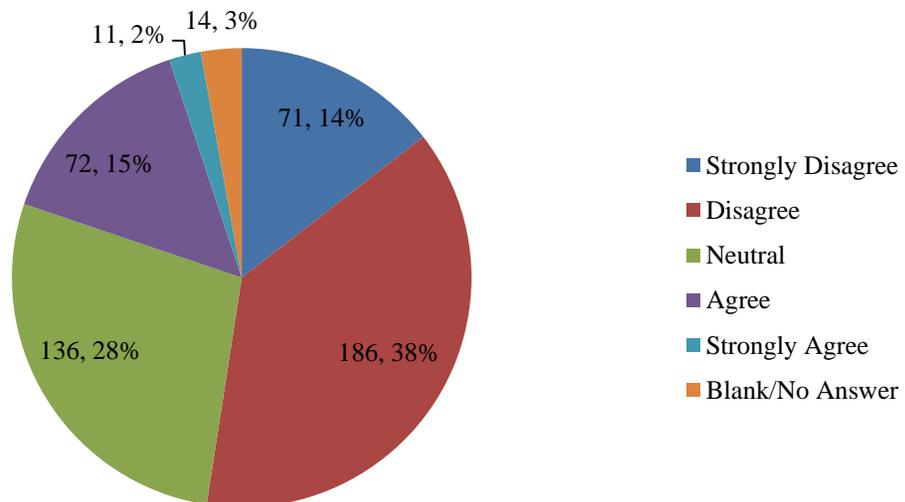


# 2012 Legislative Special Committee BSDC Employee Survey

## 13. In general, workforces policies are administered fairly and consistently at BSDC.

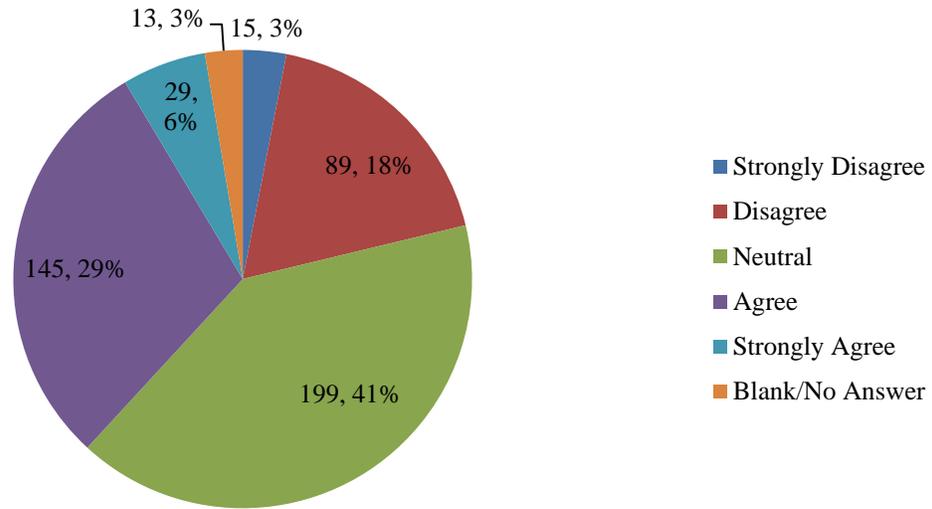


## 14. When employees raise issues of workload and stress, their voices are heard.

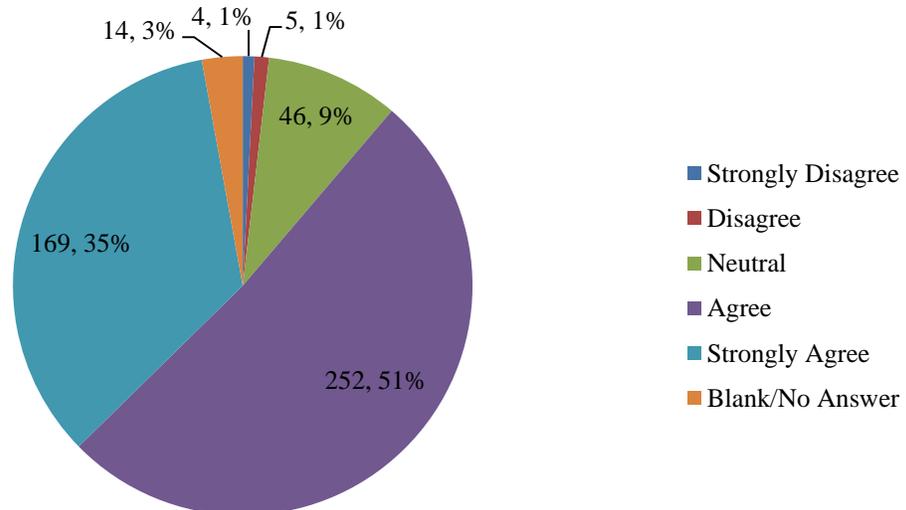


# 2012 Legislative Special Committee BSDC Employee Survey

## 15. Input from outside consultants have positively impacted the work environment at BSDC

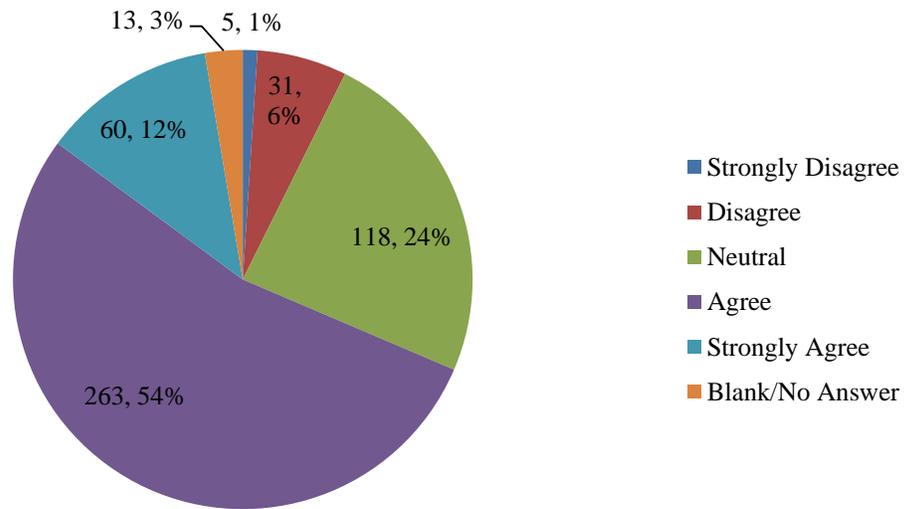


## 16. Direct care staff are familiar with residents and their needs.

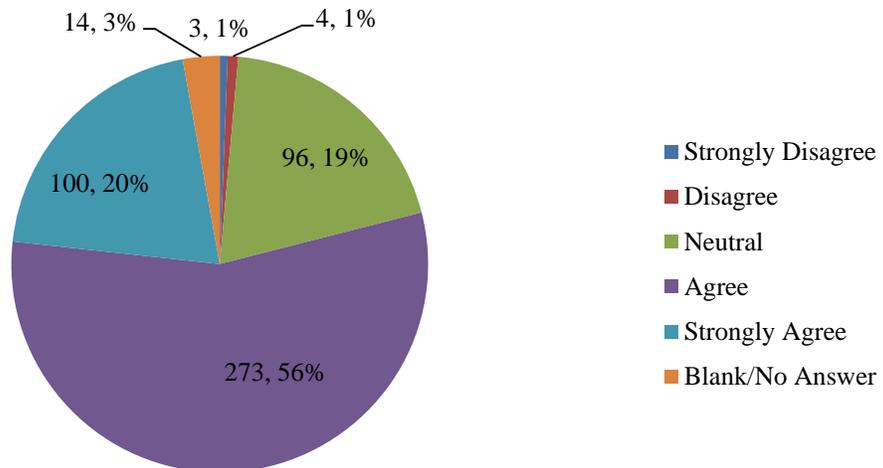


# 2012 Legislative Special Committee BSDC Employee Survey

## 17. Staff training has improved during the past year at BSDC.

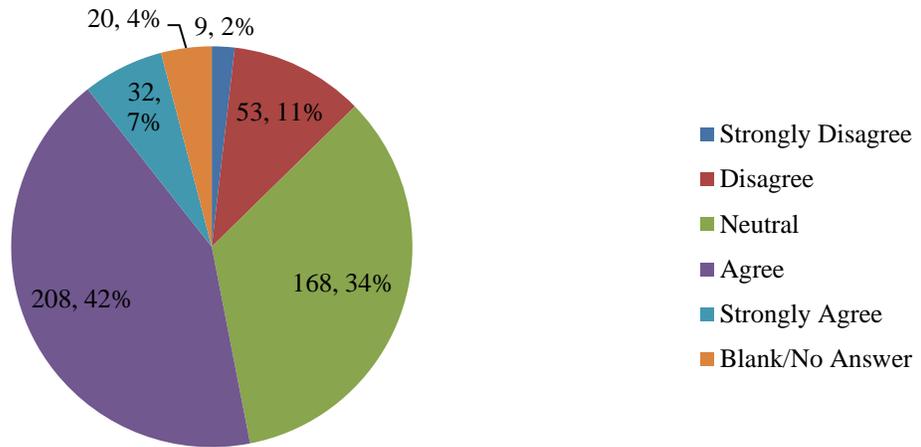


## 18. Interdisciplinary teams meet on a regular basis to identify, discuss, and address individual and systematic issues.

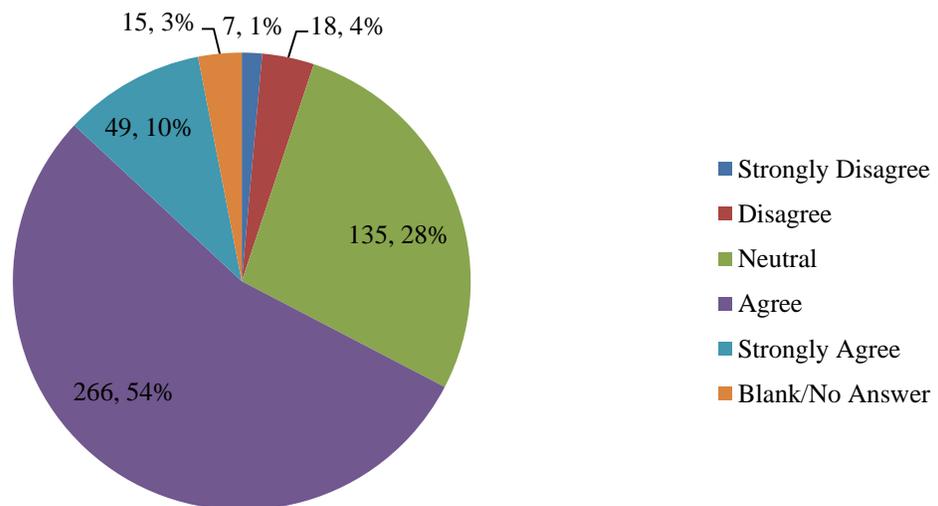


# 2012 Legislative Special Committee BSDC Employee Survey

## 19. The conclusions and action steps of interdisciplinary teams are conveyed across shifts in order to ensure continuity and consistency with regard to implementation efforts.

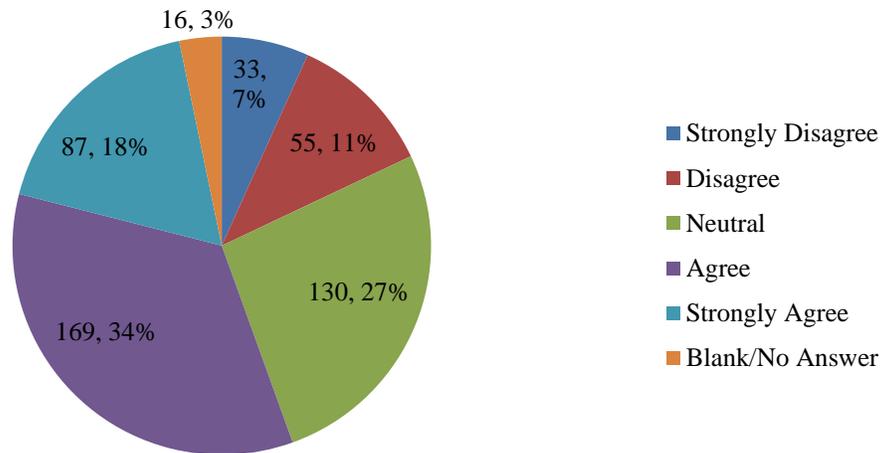


## 20. BSDC has placed an emphasis on identifying and analyzing resident-to-resident interactions that create risk of harm and/or actual harm.

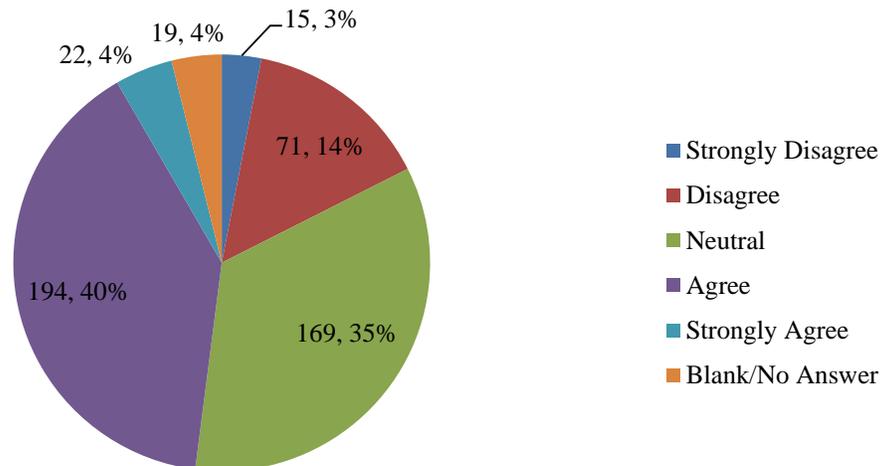


## 2012 Legislative Special Committee BSDC Employee Survey

**21. If suspended, I would rather be placed in a temporary position without direct contact with residents rather than stay away from BSDC until the investigation is completed.**

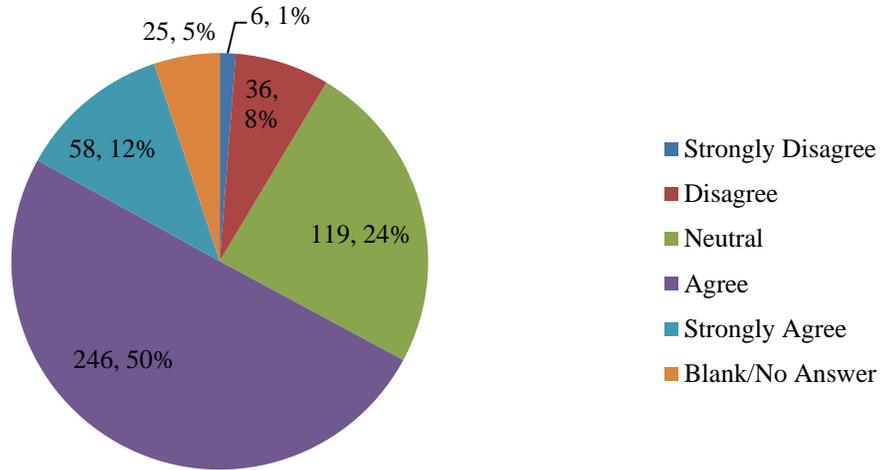


**22. Transition of residents to community-based programs is being done in an effective and safe manner.**

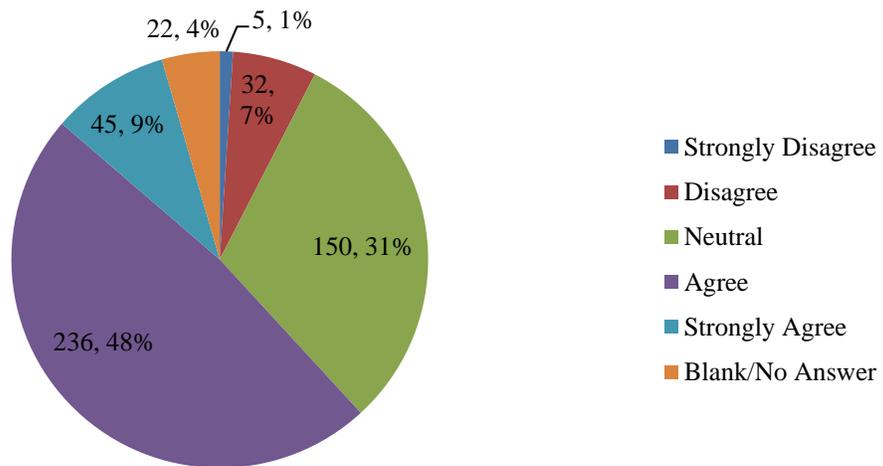


# 2012 Legislative Special Committee BSDC Employee Survey

## 23. Each resident is provided with a minimum of five hours per day of off-residence skills training that meet their needs.

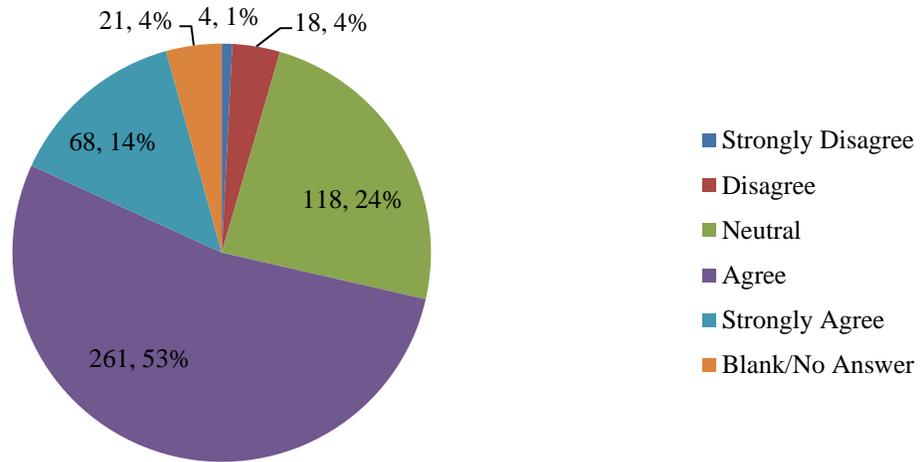


## 24. Psychologists have developed and implemented positive behavioral support plans for residents with behaviors.

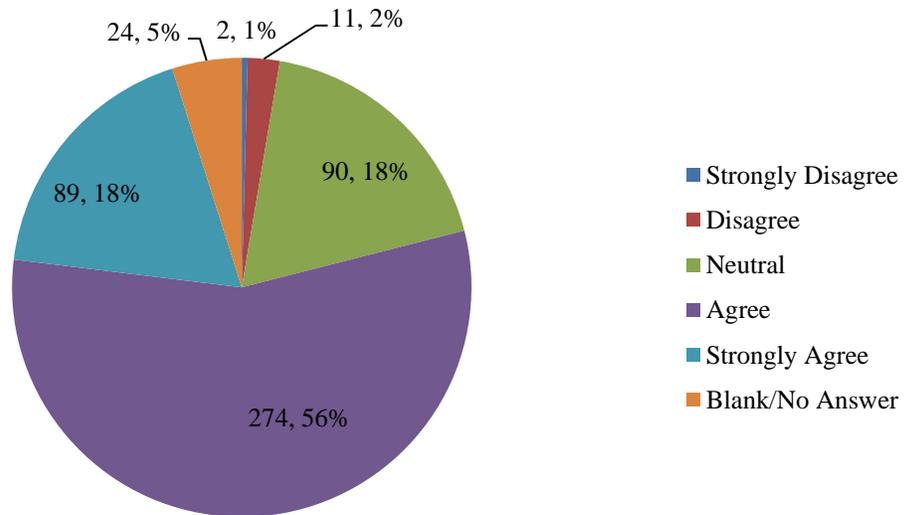


# 2012 Legislative Special Committee BSDC Employee Survey

## 25. BSDC has developed and implemented effective measures to minimize significantly or eliminate entirely the use of mechanical, physical, and chemical restraints on BSDC residents

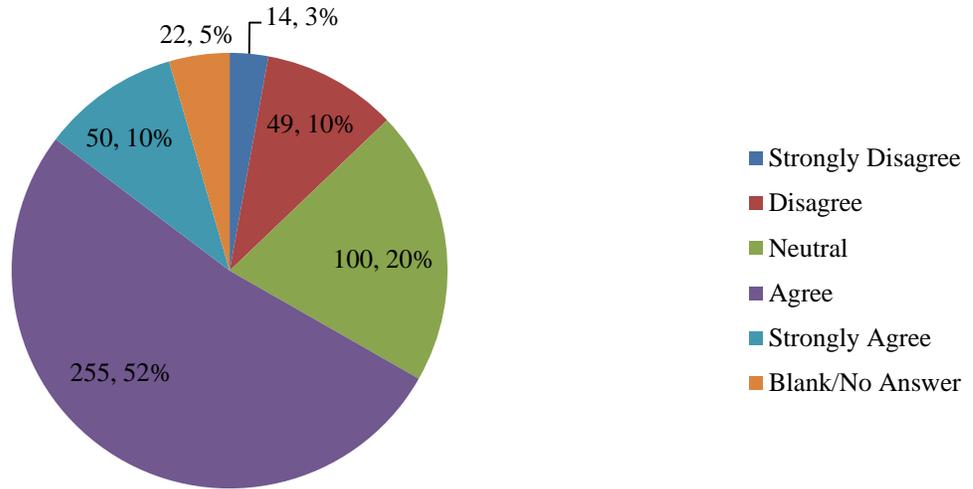


## 26. Staff are adequately trained on the proper use of restraints.

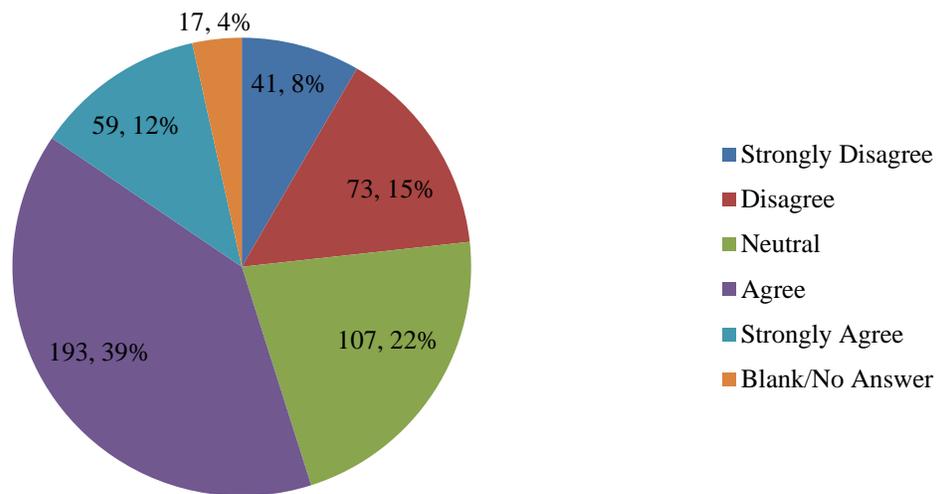


## 2012 Legislative Special Committee BSDC Employee Survey

**27. There are a sufficient number of adequately trained health care staff, including physicians and nurses, on each shift to provide adequate protections, supports, and services to residents at all times.**

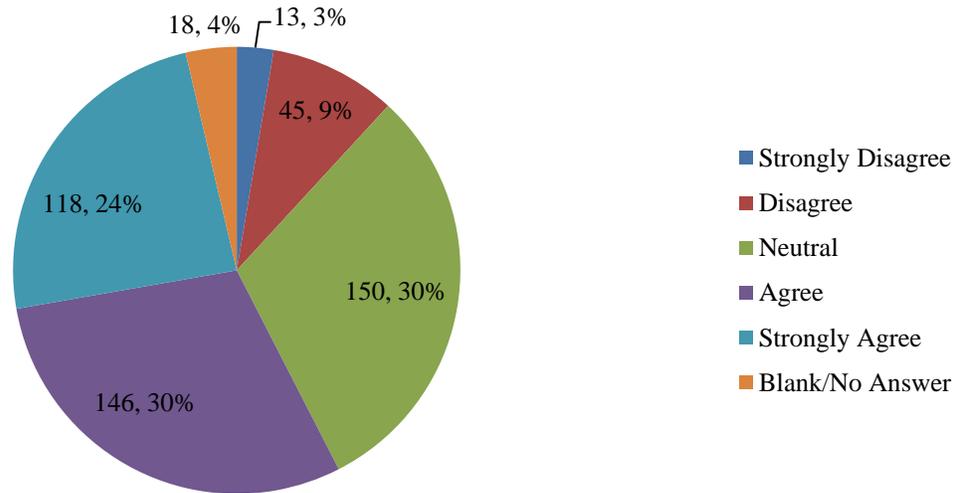


**28. During the past year, my supervisor provided a thorough and thoughtful performance review.**



## 2012 Legislative Special Committee BSDC Employee Survey

### 29. I would like to complete additional higher education classes/degrees that would qualify me for a job promotion.



## 2012 Legislative Special Committee BSDC Employee Survey

### What do you think is the most important skill needed for the new CEO of BSDC?

"People person," To understand/experience and contribute with staff to understand what individuals do on a daily biases and get to know each staff and individual.
1) Our new CEO needs to be, involved with the individuals that live here, be able to walk on to a home with out being scared. 2) Don't be afraid to say NO when you need to, too anyone.
2) Disagree with anyone above administrator Strongly Agree manager, Q and Administrator
A background of Direct Case staff. Working with individuals with developmental disabilities for at least 2 years.
A caring person who listens to staff and is visible in all areas and is approachable by staff.
A CEO that has a mind of his own and is not a "yes" man would be great. Honestly does BSDC even need a CEO. There hasn't been an effective CEO since Ken Peterson was here. With the decreased number of individuals the CEO position seems obsolete we have a deputy CEO and too much administration. To many chiefs and not enough workers.
A history of working as direct care staff.
A new CEO needs to be a people person which who will listen even to the DT staff
A skilled Transformational leader who cares about positioning BSDC as a significant partner within the community services system.
A willingness to know individuals and staff. Visit homes more frequently.
Ability to be assertive with people and show good judgment regard what changes are essential and what is negotiable.
Ability to communicate effectively with BSDC staff as a whole.
Ability to connect with DSPs and professionals of other types ("professional staff"); Good for with Director, too.
Ability to eet people on their own terms/environment.
Ability to Empower
Ability to lead this organization and require the facility to continue to push forward and ??? And adapt.
Ability to make changes
Able to be with and interact with residence.
Actively consider the perspective of the individuals services when making decisions. Realistically look at individual skill levels.
Actually listen to the staff take to the points to meetings try to change things
Address Suspensions, address Staffing more training for DTSS
An ability to understand exactly what we do here and what is required for that to happen.
An open mind and door.
An open mind to look for all the possible opportunities now available to our people we take care of.
An understanding of all disciplines and how they work together.
Go around and talk with DT staff and listen to staff questions and ideas.
Appreciate DT staff we do the work. A CEO should audit the higher ups in A Building. Each ICF can run itself and most problems go to Lincoln so why are we spending money on paper pushers.
Availability
Awareness

## 2012 Legislative Special Committee BSDC Employee Survey

Be a people person and listen to people
Be more involved with staff and individuals
Be more involved with the individuals and DSP. Visit homes/staff regularly. Ask DSP for input/suggestions. Communicate to DSP more often.
Be more visible on campus
Being able to communicate effectively. Be actively involved with the day to day activities and individual.
Being open minded - good communication. Willing to help listen to everyone at BSDC.
Being out with their office and intro to all. Have open meetings.
Better communication with Direct Support Staff, being knowledgeable for all we do, not just once in a great while.
Broad knowledge of how an ICF/DD works
Caring leadership
CEO's decisions will be yes or no and it would not be changed by a opposition or favored staff request. A leader who know when to make a decision when to get more input. The CEO would greet staff and walk in areas where people are, friendly and open to talk to.
Clear Communicator
Coming out to the homes; know staff and individuals on campus.
Common Sense!
Common Sense
Common Sense
Common Sense :)
Common Sense Willing to go out to the homes and see what's going on.
Common Sense, kind, down to earth person. Not a yes person.
Communications
Communication
Communication
Communicate, work on the units to see how it works. What looks good on paper doesn't always work.
Communication
Communication - know what staff and individuals are doing throughout the day.
Communication and decision making. Intelligence.
Communication between all department
Communication compassion
Communication fairness.
Communication skill improvements with staff.
Communication to all staff no just upper management
Communication with all levels of staff including the people who live here. Presence thorough out the campus not just attending meetings.

## 2012 Legislative Special Committee BSDC Employee Survey

Communication with all levels. Should NOT be Jesse Bjerrum
Communication with all staff.
Communication with all the ICF units, more employees to take off the burden of exhausted staff on overtime/MOT.
Communication with BSDC on what is going on. Can always be improved for all level of employees.
Communication!
Communication!
Communication, being transparent in everyday dealing with ALL people.
communication, listening, being involved with the staff and individuals
Communication.
Concern for individuals and staff in the big picture.
Contact with all direct care staff. Monthly visit to living unit classrooms
Cut down on Home Leaders and/to save money from paying them. That way we dot DTSS for, to help us out.
Empathy - good communication
Empathy! For staff and individuals
Experience
Experience
Experience in as many levels of work with DD, Direct care DTz and DTSS experience a must.
Experience, good communication skills, he/she would feel comfortable going into the homes.
Face time with staff in nice to have Ceo meet and be visible everyday in some form.
First actually be DT staff for at least one full year
For him or her to go on the unit and help out is the only way for them what it like to be with out and be with the staff to.
Get out and meet and know his staff.
Get to know individuals
Get to know personally every individual and staff
Go around and get to know the staff and individuals, listen to what the staff has to say.
Go out on campus and be seen and interact. The last one was rarely seen by DT staff.
Going to living and meet staff so he gets to know them.
Good decision making skills. Someone who can provide stability.
Good interpersonal skills
Good leadership, communication skills, open door policy involved in ICF's
Hands On! Needs to want to get their hands dirty! Many years experience of ICF/DD Work - They need to know what we do. Last one kept announcing - "I Don't know I'll refer you to Delvin, I'm a different type of CEO"
Have experience in working with handicap
He or she needs to know its employees and make us all a part of a team and recognized for our performance.

## 2012 Legislative Special Committee BSDC Employee Survey

He or she needs to make this a better place to live and to work. "Treat staff better, make this a place people want to work, need better pat, better working conditions, I've been told if I don't like to go to McDonalds, or Wal-Mart, or too confront coworkers for calling in sick you have poor leadership Jessie B walks around campus or in her office with chew in his mouth makes smart ass comments to staff. GREAT ROLE MODLE.
Honest & Caring
Honest and caring
Honest, Forthrightness, administrative experience.
Honest, open-door policy, follow through
honesty but ability to direct fairly
Honesty, Communication, presence out on campus, support for individuals as well as staff
How to learn the culture and needs for success, then understand how to bring departments and employees together to create solutions.
I believe a CEO should be out on campus talking with folks. Seeing what's going on in the homes, getting to know staff.
I believe I am to new to be able to answer this effectively.
I do believe they should visit homes a little more. To me it doesn't seem like they come around enough to see real problems that are faced everyday on the homes.
I have enjoyed my job.
I prefer our current interim CEP Delvin Koch, he is a great leader.
I want them to be able to hear both sides of a story not just one sided.
Interact on the homes more.
Interaction with clients staff
Interpersonal Skills: Ability to relate well with others and effectivly communicate in non-degrading manner. - Empathy: ability to understand different challenges obstacles in each department and address them appropriately. Talk to staff and collaborate. Don't make rash decisions without fill understanding or input from those in the field. - Active at BSDC across campus and not sitting at a desk. Being an integral part of the team listening to all individuals Innovative: explores all options and ideas rather than picking the easiest one.
interpret regs
Is willing to experience working as a direct support staff/any other IDT - member position so that when recommending changes/improvements, they have valuable data, and not just others input in what happens in those jobs, but has 1st hand knowledge, this will get more employee buy in to successfully implement change (Hopefully) :)
Just to be seen on the homes and to know individuals would get more respect from staff.
Just what he is doing. May be go out more on the unites to let people know that care about what they do in their everyday job. And be able to talk to them and ask him question if need be.
Knowing the individuals, would be nice to have someone who said to work with them and has gotten education to go further.
Knowing the staff, individuals, knowing what staff go through daily with behaviors, overtime, stress.
Knowing what really goes on at each ICF
Knowledge
Knowledge from top to bottom of how things work not and a clear plan of where we are going. And how to get there with the supports provided and what supports will be provided in the future.

## 2012 Legislative Special Committee BSDC Employee Survey

Knowledge of all homes and individuals and direct care staff.
Knowledge of all individuals.
Knowledge of individuals with DD.
Leadership
Leadership
Leadership - ability to work with a variety of people and lead them toward a vision.
Leadership - collaboration skills - motivation skills.
Leadership with clear communication skills.
Leadership. Good leadership spreads to those you lead.
Listen to employees and responding to their concerns. Communicate with them not to them.
Listen to staff and residents
Listen to staff outside of Admin Building!!
Listen to Supervisors
Listen to the employees that actually know the individuals
Listen to the little people. Low employees on the scale that have biggest impact on individuals.
Listen, seek input from others - Can't be everywhere all the time. Offer employee brainstorming sessions.
Listening and making an informed decision about subject not knee jerk reaction.
Love communication, being visional to all areas and shifts.
Make an effort to affect all levels at BSDC positively.
Making staff feel they are needed and out jobs are important.
Making sure upper management is "connected" and caring about the front line staff.
Making time to visit all units on all 3 shifts at least every 6 months to talk to staff. Never met Mr. Howell, NEVER say him in person.
More interaction with the people residing at BSDC. The new CEO needs to get out there and do hands on work to see how the impact of decisions made affect these people as do the others who make decisions on the individuals. They need to listen to the direct support staff.
Most important skill should be to know BSDC of why it's here. What BSDC does, what the needs of the individuals as well as staff is. Be open and Fair.
Multi-tasking
Need someone who gets out to the homes and visits with staff and residents. Do not hide out in office.
Need to be able to anticipate issues/Problems and be pro-active, collaborate in dealing with them.
Needing to know all out individuals would be a plus.
Needs to get out among staff and talk to them, listen to them, not merely make photo ops the first few weeks. He/she needs to know the campus, ie individuals and staff.
Needs to get out among staff and talk to them, listen to them, not merely make photo ops the first few weeks. He/she needs to know the campus, ie individuals and staff.
Needs to talk to the hands on staff re: What works and what doesn't what can we do to help? De seen on all of the homes at least monthly. Communicate effectively.
Needs to come out to the homes and see what goes on at the homes.
Needs visible open friendly
Not come in and be a puppet. Don't let others control their strings. Not be here as a stepping stone in politics.

## 2012 Legislative Special Committee BSDC Employee Survey

One who is on campus with the individuals; meaningfully visiting individuals, their homes, ????, developing relationships.
On-Hands experience or at least got to know staff I know a lot to know but as a SS you are required too.
Only one? - The CEO needs to be willing to KNOW individuals and staff. - They need to focus on BSDC and the funning of the facility.
Open and honest
Open Communication
Open Communication!
Open honest personality
Open mind, good listening skills.
Open minded, knowledge of all departments of BSDC
Open routine meetings to keep people informed- Communication when decisions are made.
Open-minded, supportive of staff at BSDC, involved with families, open communication
Openness
People person and knowledge of DD
people skills
people skills
People skills going to the homes and visiting with staff and individuals regularly.
person needs ( <i>nothing else written</i> ).
Personable, visible, at the facility any time of the day or night, resident of Gage County doesn't show favortism.
Personable with all staff and individuals. Knowledge of CMS and DOJ
Positive person that is outgoing and wants what is best for people supported and able to build the team.
Practical organizational skills of an extremely high level. Extensive prior experience, practical minded, a long term plan.
Prior work experience, people skills.
Reliability w/all staff (DTSS, knows individuals)
Relationship skills I believe are the most important skills for anyone on campus and more so for the CEO.
Reliability
Seeing them in the home so they can see what's going on.
smiles
Someone that has worked in past in DD. Has GREAT Communication!! And actually is seen on the living units. ALL SHIFTS and not just passes by.
Someone that puts the individuals that reside at BSDC first.
Someone who has worked extensively with NR, Master Degree or higher, history of running large facilities with a large number of employees actively.
Someone who is aware of BSDC policies/procedures, knows individuals, and staff and is visible (doesn't favor I home& staff with pizza and not others.)
Someone who really know the residents needs and wants.
Someone you can approach you have seen them on campus they are recognized by sight and they show an interest in the residence they know them by name they stop in at their homes to say hi.
Strategize honest, profient interpersonal communication, and active listening skills.

## 2012 Legislative Special Committee BSDC Employee Survey

Stress Communication and ICF AA Follow through with management.
Strong communication skills, approachable person so staff and individuals do not feel intimidated. Team skills get involved. We need to know this person in on our side and willing to work with causes that effect and support BSDC. Person needs to be willing to work with staff at every level. Promotes good things done at BSDC. Gives us good press, we are a good place with a lot of hard working staff. Brag us up many people make sacrifices to improve services at BSDC those things need to be known by public.
Strong vision for future. Communicates Effectively
Team Work
Teamwork
That they can relate to the staff that are "at the bottom" I think the CEO needs to be seen on campus in all areas home clinical etc.
That will understand what direct support staff go thru daily of job issues to see what staff goes through when you get his, hair pulled, name calling on a daily bases.
That(s)he actually show up for work and take an active role in the activities going on. This person needs to be more than a highly paid figure head. We need a strong and positive leader who treats all staff fairly and supports staff in a positive way, yet holds them accountable.
The ability to develop a clear vision and communicate that vision.
The ability to communicate to all levels within the organization and with regulators and political leaders outside the organization.
The ability to listen and act on suggestions from lower level staff. IE. DTII. Show up on units more often to get an overall sense of what is actually going on.
The ability to listen to staff and take suggestion in a positive manner.
The new CEO needs to understand what we are doing with our individuals. To have experience of work, with individuals and staff. The CEO needs to be present on the homes and talk to all the staff.
The new CEO would need to know what is really going on with the staff. I am not a CSP but have seen the effects of low staffing and their feeling of not being valued. All the money spent on family fun doy or other events might be more beneficial to pass down as some sort of bonus. I believe they work the hardest and i know they are the least paid.
The next CEO needs to come out on the homes a lot more and talk to staff and the people who live there.
They like others above the DT staff, should really find out how to do the work or know exactly what we do.
They need to know the staff and clients and have a good knowledge of our policies.
They need to meet and look over the individuals at BSDC. They need to do the best for the people live here.
They need to not only communicate with staff but also individuals
They should be able to effectively communicate with all employees, individuals services, and other people (in the community). That said they need to be visible on the campus to help bridge the gap and to get personal insight into the happenings at BSDC on the homes and work areas.
Thick skin and objectivity so that they do not take things personally and can maintain a healthy personal life.
Think of everyone that works here.
To be a "people person" to care about clients AND staff treatment.
To be a good leader - support staff

## 2012 Legislative Special Committee BSDC Employee Survey

To be able to have an open door for staff to come and "vent" have DT staff 1st priority. Not get into the clicks on social groups and see things for themselves and not allow higher ups to tell them the vision - make their own choice and opinion of others.
To be able to make decisions on their own.
To be able to put themselves in the individuals and staffs place and build around their sight and feel of their "realistic" live.
To be able to show empathy. Show support f their staff to be nice and kind.
To be able to work with people and to be seen in the public. Be a good PR Person.
To be caring and understand people.
To be honest to the employees. HONESTY!
To be involved with ICFs - Out and about at the homes.
To be job or field related to what goals and accomplishes that we reached and where we progress positively from now on forward.
To be more involved with the individuals and staff - onto just a figure head.
To be open to staff concerns.
To be open to staff input, to be honest with everyone.
To be willing to listen to direct care staff and be willing to work with them.
To exercise the chain of command. Expectations of those above and below to do their job.
To get more staff to eliminate of staff to other shifts.
To keep all areas informed to build communication between departments to look how BSDC can be a recourse for the rest of the state.
To know more about the individuals and staff to actually see what staff deal with on a day to day basis.
To know what all staff home to do on a day to day basis.
To listen to the DT staff
To take the time to understand what is expected of staff and how hard staff work to meet expectations.
To truly listen to employees and not just give pretense of listening.
treating everyone fairly
True and actual experience with DD
Understanding of the needs for Developmental Disabilities in an ICF.
Understanding of all levels of staff that work at BSDC.
Understanding of CMS regulations
Understanding of past, percent, and a vision of the future. Not a good old boy or lady.
Understanding of staff shortages and lack of appreciation
Vision, goal setting, communication skills that are well above normal, strong positive presence and personal presentation.
Visit each unit or place on a regular basis. Make him or her seen and to be active with staff in their facility on our concerns.

## 2012 Legislative Special Committee BSDC Employee Survey

ADDITIONAL COMMENTS
#21 sometimes to reduce the negative comments or feelings that may be represented by the person who is being investigated it may be worth while to have them stay home.
#21 That is humiliating to be placed temporarily somewhere else. #29) or at least some classes related to the department I work in so I can keep my skills polished and continue to acquire better skills.
18) DT Staff are just there, not a true part
2) Sometimes thanked, individuals I serve is the reason of my job and Why I stay! 10) When hiring neutral party should be involved in interview applied and interviewed and received a high schedule. I have much knowledge of facility - 18 years. A 1 year employee got the job and asks me how to do his job. Makes no sense to me! He's my boss. I Question how he got the job! 12) More responsibilities keep getting added. 14) We are shut down! I don't want to hear it! 15) Hope we don't go backwards as they end their time here. Have seen something go backwards since kif left. 28) Brand new-based on 2wks with him. How accurate can that be?
24) Still some outstanding/old BSPs - have been waiting for over a year for new ones.
29) To bad I can't because of the OT I have to work. Had to drop all my on campus classes because of this job!
After working at BSDC for 3 years. I moved to Bellevue to work for a different provider. When I returned to BSDC I noticed a lot of great changes! A lot of work still needs done but the direction is good.
Ask for input from staff prior to implementing major decisions - realize that can't always be done but input would prove to be valuable.
Big concern about ILC and "takeover" of support services.
BSDC has seen a lot of changes in the past couple of years. All towards the positive. We are headed in the right direction.
BSDC is leaps and bounds ahead from where it was in 2006. BSDC now is becoming a leader in providing services to people with DD. We need to be challenged to be the best.
CEO does very little to decide of policy/procedures. His time should be specific to evaluating individual and employee treatment.
Communication - create different ways to share information, ensure everyone has access to information and avenue to share opinions and thoughts.
Communication has not improved over the years. Dollars have been spend in this area and has not helped.
Direct care staff know a lot more about their individuals then we get credited for, we don't get a lot of say in changes made for them by people who see them once a month.
DT staff do the hardest work and most of them have back problems and definitely deserve more money! Everyone makes more \$ than we do yet our job is the back bone of the facility. If we didn't care for them we wouldn't need all the hundreds of offices. This is ridiculous!
Each home should have a designated spot for the homes vehicle - Appreciation needs to be known and more frequently. Staff should be able to set better examples and eat with individuals for free. - more shift supervisors and direct care Staff need to be hired.
Equal treatment for all employees regardless of "rank" would improve morale a great deal.
History often repeats itself.
Hourly wage increase would help employees moral and quality of work.
I am proud and happy to be in my position here at BSDC, and I believe the level of kindness, care and compassion that staff show to the people we serve is outstanding. I believe we can only get better.
I do not feel that our dentist is following up on our individuals as much as it should be.

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I do not work with the individuals only a daily basis so put N/A on some questions.
I enjoy working at BSDC and look forward to coming to work on a daily basis.
I have been in this field for five years now between mosaic and here, and I love what I do. The only problem that really irritates me is when we are having people of retirement age running around campus "participating" in classroom and social center activities, and they hate it. There needs to be another way for us to support these people who are 65+. They are old and they don't want to always be running all over the place. Why can't we have an ICF that is a nursing home setting for these people. If we want to help these people live meaningful lives (and I do), then I believe that something needs to change. Would you want to be running all over the place sitting in a "classroom" or constantly having to do activities you don't want to when you are 65 and older??? READ THIS!!!
I have previously worked for this facility so a total of 13-15 years, To DSP staff provide excellent support for individuals we serve communication remains less than adequate. To many knee jerk decisions. Some of these decisions need to involve front line staff. We cannot play the game if we don't know the rules!
I have seen a lot of good changes in my 31 years. I just don't understand why it has be to so complicated and political to provide good quality care to people. Why soooo many "chiefs"?
I love BSDC/job I just have some issues needing addressing. I also think staff that show excellence should get a bonus.
I love my job but we need to do more for there need as in positioning and what makes them happy.
I really thing the train need to be brought back!! It was an amazing way to get all the individual off the home. IT'S NOT INTSTATUTIONAL!!!
I strongly disagree that the DT staff get enough gratification. Especially when they (we) work the individuals on a day to day basis. Maybe the DT staff should have more of a voice when it comes to the people we support.
I was trained to do this job in another state. The individuals are unfortunately living a life that is constructed for them. We do need to shake off the institution mindset. I am most refreshed at work during times spend with those living here. We need to adapt to best practices in this field regarding lifework for individuals.
I worked when Ken Peterson was CEO it was the best I've seen in a CEO position he was hands on, he know you and the individuals.
ILC 0 What oversight is there? Last Friday we loaded individuals into vehicles, transporting to ILC, unloading them getting in the door and being told. "OK we're going to the greenhouse." Why didn't ILC Just call and say meet you are the greenhouse at BSDC. What a huge waste of time. I've worked here long enough to know better than give you an honest, direct opinion and give you contact info. Out here no good deed goes unpunished. Anytime a person speaks their opinion there are repercussions, you're deemed a trouble makers. All I here out here is "go along to get along"
Instead of having much visitors. We should have people there to work along beside us to help us and teach us by doing it hands on instead of watching and telling us what we are doing wrong. Also people that have started on-call and later went to full-time should get some sort of seniority to show for it.
Mandatory overtime is way to much most people including myself have to schedule for more overtime so we don't get froze. I was hired as a DT Staff and they require me to be a dietitian, Physical therapist, and janitor with the residents and we go no pay raise just get more negative feedback for not doing PT right. We have to many chiefs and not enough Indians. Everyone is looking down on DT staff. They should see how many paper pushers are in A building. I get paid from Lincoln.
Many people feel they never know one day to the next it they will be replaced. Or really a sense of security for some staff.
Micro managed from DDD office, let people here do their jobs.

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More active administration.
Need more parking on the south side of campus.
Need to have more consistent mechanism in place to recognize and appreciate staff; i.e. "Employee of the month" etc.
Not enough DT Staff
Not necessarily the most important skill but I would be food to see the new CEO get to know the staff and people we support, and not just make random appearances.
Open honest communication is in dire need of improvement, Administration needs to involve people affected by decisions; on the decision making process.
Our past health insurance companies contributed to dissatisfaction of employment at BSDC. Lack of coverage makes the wages less favorable to alternatives. The insurance coverage took a tremendous dive.
Overtime is a big issue at BSDC. I feel that Manager's, QDDP's, etc. Should be stepping up to help on homes. Should be required to have basic nursing classes, so that overtime can be cut down.
Poor leadership in some ICF, OQQP, and HM they need a review on their qualification for the jobs they have.
Schedules are overcrowded. Staff and individuals are so rushed through their day that many activities and programs loss their effectiveness. Individuals deserve to be assisted at their pace. Please consider skill levels. My co-workers and I do not feel that the quality of our work is as good as it could be due to time constraints. I would like to see BSDC remain open as an "Active Treatment" Facility. Active Treatment and Vocational opportunities are available on campus and our staff in those areas are top notch we need to utilize our own staff more.
Staff needs to be treated equal across campus.
Staff should get a weekend off at least every third one. Everyone needs a full weekend.
The individuals get adequate time in the homerooms but what they do in there is totally useless as far as learning new skills and things to improve their quality of life.
The past few years, we have seen too many changes in direction in the facility, thus staff have problems adapting to changes because it will change with the next change to the wind.
The training of the new staff on out home in the last week has stepped up. I feel that the future is looking great and everything will work out.
There have been so many positive changes since 2006
Training in positive behavior supports for staff; and providing positive feedback to staff, rather than relying on punitive feedback (when things are done well by staff they aren't recognized when things are done poorly, EVERYONE notices.)
We had a situation where the DT staff and the manager agreed on something but the Q didn't and it went her way. I think she is scared of this individual and it effects things instead of it being easier it's more work. I ask a question and she made it into an argument she said she was done talking about and walked away I didn't say anything back to her and she kept coming back to me trying to keep talking about it several times and saying she is done talking about it but she was keeping bringing it up.
We need to make sure we are adequately supplying each department/unit with the appropriate amount of staff needed.
We need to start building BSDC instead of slowly <i>dissolve</i> it out of existence. We are and can continue to be a vital part of a comprehensive system of community services.
We used to get an email with the minutes from the Advisory Committees. Someone felt to many people were over-reacting to things that had been discussed, but I always found it super informative. I like knowing what might be coming, down the road. #23 Yes off residence No to meeting their needs.

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