



## ***What's Happening at Strive June, 2016***



### ***From the CEO...***

It seems like we moved from spring to summer very quickly. Summer is often a slower time for all of us, but that certainly is not true of our organization. Below you will see all the strong work that is occurring in person-centered planning, adding new individuals to waivers, and working towards developing respite providers.

I would like to highlight the work towards providing respite providers that Joan Levy has done. Providing respite in SLS and CES is one of our highest demand services and we have had significant difficulty for many years in meeting this demand due to lack of providers. This has caused incredible frustration for families, individuals and staff who have not been able to provide the service. The focus on this need and the development of clear procedures is showing results. One example is a young man who needs respite weekly for a few nights----we now have options with three providers!

I hope you all have a wonderful summer! I want to thank staff and the Board for their support while I was on medical leave! And a special thank you to Doug Sorter, who acted in my stead while I was gone, and did an exemplary job!

***Sharon S. Jacksi, CEO***

### ***Departmental Updates:***

#### ***IT...***

##### ***Submitted by: Cindy Gleed***

- All cameras in group homes have SD cards installed
- Test server environment built and ready for GP Test upgrade
- Great Plains Test upgrade complete
- Great Plains test environment ready for testing.

#### ***Vocational/Residential***

##### ***Submitted by: Valita Speedie***

#### **VOCATIONAL**

- The **Botanical Gardens** is proud to announce that we have new additions on the way! One of our adorable pond turtles has laid her eggs! A number of us were there to watch her lay her eggs, cover them and head back to her pond...job well done.
- We are all very excited and are now counting the days! The founder of the Heritage Garden, along with our Garden Crews, planted several crops this

year, including sugar beets, potatoes and onions. Pleased to announce that they are sprouting right on schedule!

- We are also very excited that construction has begun on a permanent stage for all of our very popular Garden Groove concerts and much more! We are looking forward to sharing the final product with everyone!
- **Woodshop** has been busy with numerous projects this past month. The group has been completing corn hole sets, that has become a real demand for customers. With new techniques and custom designs a set can be made at the customer's specifications. Please place your order before you next family and friends get together by calling 244-5541
- **Creative Creations** has started making ladder ball yard game sets. This is a yard game for all ages and perfect way to bring family and friends together for a fun time. Please place your order today before you next BBQ by calling 244-5544.
- **508 Happenings** The OT department is working hard on getting Wellness and Active Wellness staff trained on the all therapy programs. Staff continue to work on achieving the delicate balance of providing the needed care of individuals and with fun activities and outings. For some of our individuals we are accomplishing the need care and therapies in the morning so they can attend their community jobs in afternoon.
- **Labor Solutions** We have gained a new shredding job and are actively working on achieving more. There is currently plenty of paper to shred for this hard working group.

### **Quality Assurance ...**

#### ***Submitted by: Joan Levy***

- The deficiency report for the home health survey was received on May 12. The plan of correction was submitted and CDPHE approved it without modification (a rarity). QA is working with the administrative staff of CES/SLS as well as the HR department to implement the plan of correction. Documentation verifying that the plan has been implemented is due June 22<sup>nd</sup>.
- Over time, Strive has engaged a small army of people to provide personal and individualized services such as respite and homemaker services to individuals in the CES and SLS waivers. Many of these providers (particularly those recruited by families) had been considered independent contractors when in fact they did not meet the qualifications to be contractors. For over a year, we have been trying to identify all of these providers and then untangle the web and correctly categorize and qualify them as either independent contractors or employees. This task has involved multiple departments-QA, HR, Case Management, SLS, Accounting and Children's Services. We are nearing the end of the road on this journey, with processes being established that not only ensure the availability of respite services but also ensure that the services are being provided by appropriately trained and qualified employees/contractors. We are also realizing an unforeseen benefit...we have received multiple employment applications from prospective respite providers who have no previous ties to Strive or to

individuals in our services. Hopefully, this will position us to develop an extensive respite provider list, which has been a long-term need.

- The Strive Safety Committee is gearing up for its annual agency-wide safety event. This year, a change of pace is in order. Rather than having a safety fair, we will be holding the Strive Safety Olympics. Details of the Olympics, which will occur in late summer/early fall, will be forthcoming. The Safety Committee will also be working collaboratively with the HR department to improve delivery of safety training to our staff. While we have made huge strides in this area, we are still not reaching everyone to the degree needed.

### **Public Relations & Development...**

***Submitted By: Doug Sorter***

#### **Maintenance:**

- Working on upgrades for crisis grant.
- Problem with water pressure at 393 has been solved at much less cost than expected.
- Continue to address concerns about cooling system at 950 Grand.
- Have reduced staff from 4 to 2 in department and are still meeting all needs very well.
- Adjusting vendors to develop better value for Strive.

#### **PR/Marketing:**

- Couple of great articles will be showing up in the daily sentential concerning Special Olympics and the Strive athletes.
- Radio and TV interviews for our Garden Groove concert series is in high gear.
- Developing new relationship with KKCO for improved coverage.

#### **Development:**

- Added two new members to the foundation board with the expert help of Robert Bray and are vetting another.
- Securing many aspects for the pilot crisis grant, property, vehicles, upgrades and materials.

#### **Events:**

- JUCO picnic was a big success.
- Garden Groove concerts are doing well and there are three more left.
- Developing relationships with three other non-profits in our concert series to improve visibility in the community.
- Working to secure sponsorships for the Rollin on the River 3K which will be October 15<sup>th</sup>.

#### **Uniquely Yours:**

- Holding our own with a real tuff economy; better than last year in sales and improved products.

- Looking to find more items made by individuals throughout Colorado who have developmental disabilities to strengthen our mission.

### **Transportation:**

- Vehicles are getting better preventative maintenance.
- Quicker response to breakdown issues.

### **Case Management...**

#### ***Submitted by Cassie Williams***

- The Case Management Department is working to improve person centered practices and several CM's attended trainings in Person Centered Thinking this month. After becoming certified, Amanda Gregg revised the departments' Service Plan documents so that they have a more Person Centered approach and so they respect and value the individuals' preferences, strengths and contributions. Amanda test piloted the new SP for several weeks and then developed and facilitated a department training for the rest of the team. Several more case managers have now adopted these new practices into their meetings and have been reporting more positive and meaningful conversations occurring as a result.
- Additionally this month, at the direction of HCPF, the department worked on cleaning up the HCBS-DD Waiver Wait List. All individuals on the HCBS-DD Waiver Wait List with a timeline for placement "As Soon As Available" needed to be contacted to confirm this is still the desired placement option. Most requested they remain on the list for "As Soon As Available" but there were several who requested they be changed to "Safety Net Only" or wanted to be removed.
- the department worked to complete the BUS Data Integrity Project this month which compared vital information in the BUS and that in CBMS through DHS, discrepancies required verification and then subsequent correction; this project remains ongoing.
- Also on-going this month, Tanya Workman and State SLS case managers continued to work on finalizing the State Fund policies, Service Plan and billing procedures.
- The department's TCM billing efficiency in May totaled 10152 units; an increase of 483 units from April.
- Sixteen determinations and nine SIS assessments were completed this month.

#### **CCB Movement/Transfers in May 2016**

- Enrollments from Regional Center Group Homes, already in DD waiver, to new provider in community = 3 in process
- Transfers to MDS in process = 0
- Transfers out of MDS = 1
- Enrollment in DD-waiver approved resource =1
- Enrollment in SLS waiver approved resource =6
- Enrollment in SLS state general funds = 0

- Decrease in DD /SLS waiver contract due to death/incarceration/transfer/choice = 0
- Approved SLS waiver resource offered and accepted- 24 from waitlist, 18 off of waitlist have denied services at this time, 9 transferring off of State SLS (5 declined).
- Approved DD resource in process= 3
- OBRA new enrollments = 0
- Requests for Placements (RFP) received and forwarded to providers = 2

### **Children Services...**

#### ***Submitted by: Sarah Johnson***

- Two important funding awards were received by children's services programs in May. A total of \$17,096.46 (\$14,227 grant plus \$2869.46 in donor program-specific designations) came from United Way for flexible family support services. Invest In Kids, the primary funder of The Parenting Place's Incredible Years (IY) program, granted \$19,703 for ongoing implementation of IY parent training groups in both English and Spanish. This is approximately \$4,000 more than was granted last year.
- Sarah Johnson, Child and Family Programs Director, joined approximately 20 other health and human services representatives at a half-day Community Capacity Assessment conversation with Mesa County Health Department director Jeff Kuhr and other Health Department leaders. The information gathered at this meeting will help measure the performance of our local public health system and maintain a comprehensive community health improvement plan.
- Early Intervention (EI) staff members participated in two events convened by EI Colorado, the state coordinating body for CCB EI programs. Sarah Johnson attended the annual two-day EI Statewide Meeting of EI Directors at the History Colorado Center in Denver, where updates to regs, policies and long-term goals were reviewed with state staff. This is also an important opportunity to network and share ideas with other EI staff from around the state. Later in the month Sarah Johnson and the EI service coordinators – Jeanie Larsen, Nancy Ketchum and Sue Havens – attended the state IFSP (Interdisciplinary Family Service Plan) training, which provides important guidance in working with families to develop the plan that will direct their EI services.
- Cindy Carroll, occupational therapist, and Lisa Sperl, speech therapist, will be moving away from the Grand Valley later this summer. Both are longtime members of the EI team and will be greatly missed. We are currently evaluating our EI service provision needs and will begin recruiting for new team members in the very near future.
- A big "Thank You" to the Strive Foundation Board, staff members Doug Sorter, Sheri Ray, and Ellen Miller, and all the volunteers who put on a

fantastic Tulips & Juleps Derby Party on May 7. The approximately \$37,000 that was raised is an impressive figure for an event that is only in its second year, and attendees raved about this unique fundraiser for Children's Services. We can't wait until next year!

### **Nursing**

#### ***Submitted by: Cheri McLaughlin***

- We celebrated Nurse's Day on 5/6/16 with a Department breakfast as well as notes of appreciation to all Nurse's employed at Strive.
- Working with a Dental Hygienist that is a community provider. She will travel to our Residential sites to perform teeth cleaning for individuals that have increased anxiety going in to Dental offices. Nurse Case Managers are working to transition individuals over to this service if they feel it would be beneficial for them.
- Annual review and renewal of all G-tube protocols for individuals served in SLS and CESW.
- Added training for new DSPs on how to use a tablet for Medication Administration to current QMAP class.
- Instituted process of having all new staffers complete a practicum with a Nurse prior to becoming QMAP certified.
- Review of agency-wide medication errors, sorted out by time of day, site of service, etc. This information will be presented at the monthly QA meeting.

### **Accounting Services ...**

#### ***Submitted by: Chris Bergquist***

- Working on budget for FY2016-2017.
- Working on loan refinancing.