



What's Happening at Strive July 2018



Notes from the CEO:
Submitted by: Sharon Jacksi



EMPLOYEE SURVEY ~ results are in, and have been tabulated. The results have been presented to the Leadership Team, the Board of Directors and to all Staff at our June meeting. Following is a quick synopsis for those of you who were unable to attend the all staff.

Of the responses there was a good representation from most all departments. Residential 38%, Case Management 9%, Ancillary Support (nursing, OT, behavior, SSS) 12%, Vocational Services 6%, SLS 4% and Administrative Support (HR, Reception, Leadership, Accounting) 12%. Of those who responded 27% were employees who have worked at Strive for 6 or more years, 30% 3-5 years, 17% 1-2 years, 15% 6 months to 1 year and 12% less than 6 months. One of the strongest answers was that to Question 11 "I am passionate about the work I do". 65% strongly agreed with this statement and another 22% agreed. Only 4% disagreed and, fewer still, 2% strongly disagreed, with 7% neither agreeing nor disagreeing. The other impressive statistic was in response to Q12 "The work I do is important and makes a difference " More than 88% agreed!

As with any well designed survey there were areas identified for improvement, two major ones being training and communication.

- Morgan Agajanian, DSP
- JoElla Asher, DSP
- Mindy Bykowski, Trng Coord
- Megan Connor, DSP
- Carissa Christensen, EI Coord
- Cheryl Culver, EI Case Aide
- Xylia Gordon, DSP
- Monica Lozano, Voc DSP
- Bradford Nelson, Voc DSP
- Cassandra Williams, DSP

SURVEY

- 113 Responses
- Nearly 1,000 comments
- On majority of questions, about ½ of us are ok with how things are going



Although only 19% strongly felt they were not provided the training and resources they needed to be effective in their job, many comments suggested that additional training in the homes was greatly needed and would improve everyone's performance. This will be a focus for next year. 15% strongly felt that their supervisors did not encourage their development and professional growth. Although this certainly falls under training, it may relate more to communication.

FOCUS FOR CHANGE ~ new training opportunities to include a video walk through for Therap changes, a review of data entry processes to simplify your job! (For

example Time Tracking instead of BERs) and a Focus on program intensive training (most staff reported that CORE was enough but much more is needed in the program areas).



Based upon survey responses communication is an area that needs focus from us all. 45% of those responding felt that they do not receive feedback that helps them do a better job and 34% felt that they were not provided with clear expectations. Research indicates that the top 10 communication problems in the workplace include: Mixing work and personal communications, misinterpretations and assumptions, poor listening skills, lack of factual communication, failure to disperse communications, privacy, attitude, lack of follow through, lack of standards (using only one type of communication) and communication barriers (differences in background or experience). Obviously a rich area for change and growth!

FOCUS FOR CHANGE ~ Increased efforts to update newsletters with most current status of all programs, more all staff communication regarding upcoming changes, a synopsis of RFP data along with a synopsis of placement meetings and greater leadership presence for fun events.

We are well aware that this is just a start, and so, other suggestions and challenges have been integrated into next year's Strategic Plan. Thank you all for taking the time to answer the survey questions! This was very helpful, so next year lets shoot for 100% participation!

STRATEGIC PLAN UPDATES FOR FISCAL YEAR 2018

ONE: Strive will continue to provide Satisfaction, Quality and Delivery of Service Goals that meet the identified and expressed needs and desires of the people we support. Overall Personal Outcome Measures – 84% of Individuals feel supports are present while 74% feel outcomes are met.

TWO: Strive will continue to diversify and expand program services. The Crisis Pilot Program served an average of 11.5 individuals per month who otherwise might not have been served. Additionally the Audyssey data showed an evaluation of an average of 2.5 children per month. These efforts will continue.

THREE: Strive will develop and implement strategies aimed at creating greater public awareness of the services we provide. Again, this is an ongoing strategy. The Strive for Success Group has connected with approximately 84 people in the community who may have been unaware of the extent of Strive's services. Also the Crisis Pilot Program served 4 individuals located outside of Mesa County in surrounding communities. This expansion of awareness will remain a focus for the coming year.



FOUR: Strive will develop a positive work culture that recognizes and values employee contributions. This was and remains a focus. The Employee Survey, which was conducted in April of 2018, will be followed up with an additional survey to assess the identified areas of concern.

FIVE: Strive will continue to expand the use of various online/electronic reporting and data systems. The Director of Quality Assurance has attended extensive Therap update training. Strive is now implementing plans to maximize the use of expanded Therap features and minimize duplicate paper documentation with the ultimate goal of simplifying documentation and expanding ease of data research and retrieval.

SIX: Strive will develop and utilize financial and performance metrics that support financial stability for the organization. At present Strive's CFO updates the Board of Directors on performance metrics on a monthly basis. These metrics will continue to be refined, serving as a statistical guide line for future fiscal growth.

With the survey results, renewed focus on strategic goals, staff involvement, new programs and the beginning of a new fiscal year I am pleased to report that the path is clear and **WE WILL CONTINUE TO MOVE FORWARD AS AN INCREDIBLE STRONG TEAM!**



***Departmental Updates:
Vocational/Residential
Submitted By: Valita Speedie
Botanical Gardens***

The Botanical Gardens will be featured in the Boulder County Home and Garden magazine! **Watch for the issue this Summer!**



This month we had our very first visitors to the new (under construction) Pollinator Garden that is being created in collaboration with Grand River Mosquito Control District. **A Bee!! They must approve!**

Our first ever Butterfly Appreciation and Awareness Day was a **HUGE** success! The kiddos seemed to have a blast and it was great having the author of *'Butterfly Bones'* present to sign copies and join in the fun! The sequel to *'Butterfly Bones'* will be coming



out in September. The Gardens will be hosting her book signing along with even more fun event including a hypnotist performance! Save the date of September 29th!

This beautiful arbor was added to the Grand River Botanical Gardens Pollinator Garden. It is custom made from driftwood by our piece was carefully selected and of our very own Colorado River. **STRIVE woodshop!**



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Staff from KREX came out and gave us a hand! they spent their afternoon filling the area by the stage and office with some color! More that 20 plants were planted!!! Thanks KREX, your help is more than appreciated!



Last month Botanical was excited to announce the addition to our current USDA permit which now allows us to initiate the first phases of rearing our very own Butterflies! In our last newsletter we proudly announced that at approx. 3:30 P.M. on Sunday, 5/27/18, Botanical Garden's very first Butterfly emerged and we introduced Harold! We raised this guy from an egg!!



Regrettably Harold only lived one

BUT, because of everything we learned from Harold we continued on and on June 17th we proudly released several butterflies that we were able to rear from just eggs! Attached is a picture of 2 of the 'Painted Ladies' we released! They are enjoying their new home!



SAVE THE DATE: National Honey Bee Day is August 18th and the Botanical Gardens will be participating with discounted admission, informational items and fun!

Woodshop

With the warm weather and blissful evenings more folks are wanting to sit outside and relax. Consequently, the woodshop has been busy making Adirondack chairs and ottomans. They have completed **16** sets for the month of June, as well as **6** outdoor loveseat benches for customers. They have also built **5** sets of custom imaged corn hole board sets. To place your order please contact Uniquely Yours or stop by and see all the new products the Strive programs are making!

Mobile Crew

Mobile Crews have been hard at work with maintaining quality service to their already existing **36** internal and external customers, while taking on new external customers that call in daily. The crews take a lot of pride in their work and receive great praises from their customers who are always recommending them to new customers. If you're in need of some lawn care service please **call 244-5540!**

Wellness

With the incredibly warm weather the folks at Wellness are spending more time inside and taking advantage of their new "theme" rooms, the fairy garden and outer space.

Active Wellness

We have 2 new individuals in Active Wellness who are integrating well and enjoying the space. This group also has one new staff member, Monica, who is in CORE now. **Welcome - We're happy to have you as part of this team!**

Labor Solutions

Busy, busy, busy! With two new contracts for shredding our days are full of work!

Sweet Success

This group continues to cook and bake up a storm! Their days are very busy and everyone seems to be enjoying it, from making cookies, deserts, to meals to sell at 950, to personal orders, to making entrees, fruit trays etc. for events and meetings alike. They are honing their skills and ready to make a meal for you! Just give them a call.

Sweet Beginnings

Due to demand, this group is again working on making fancy soaps. In addition, they are knitting hats in preparation for cooler weather. Other items they are busy making include pillows and coasters. They are ready to make something for you as well, all they need to know is what you want. This group is still making toilet bombs, bath bombs, lotions, and soaps etc., and candles upon request.

Retirement and Milestones

These groups continue to enjoy Mindful Movements on Tuesdays with Walter. They have been painting rocks, making 4th of July crafts, as well as bird feeders. They relax and enjoy some quiet, as well as watching some oldies like. *"I love Lucy, Carol Burnett"* and enjoy music therapy. And, when it is not sweltering out, are really enjoying the outdoors.

Healthy Body Healthy Mind, Coffee Klatch, Performing Arts: Warm weather invites the HBHM-Crew into the outdoors where they soak up the warm weather by fishing and taking early hikes! They are looking forward to a break from the heat when they can again enjoy longer times out in nature. The other crews are busy making specialized features for the miniature golf course. At present they are making fantastical flowers from empty water bottles and a large, and rather spooky, spider which "guards" the entrance into the witches hideout!. They are looking forward to finishing this fall and then inviting everyone to participate in STRiVE's very own miniature golf tournament!

Residential:

As with everyone else the staff and individuals in our group homes are dealing with the weather. However, this has not stopped them from having some summer fun! Two individuals from one of our group homes went to Denver last month where they visited the zoo, the aquarium, and engaged in some sightseeing. One of our folks was even able to connect with family while in Denver for a visit.

Residentially, we are continuing to hire and are moving forward on filling shifts. None of this would be possible without the fantastic response we have had from **OUR DEDICATED DSPs** and **WE SINCERELY THANK EVERYONE** who has assisted with coverage and **APPRECIATE** what they do for our folks.

Public Relations & Development...

Submitted By: Doug Sorter

Foundation Board:

- Our most recent meeting was very productive. Want to continue with the STRiVing for Success meetings, developing the small groups for presentations, fall letter campaign and following up.

Framing the Future:

- Had a great event at Uniquely Yours hosted by Robert Bray and Chris Mathews.
- Still working with the many grant opportunities that we know of.
- Have received several grants outside the campaign effort for programs.
- Next cocktail invite for the capital campaign is July 26th.

PR/Marketing:

- KREX TV is working on a PSA to start running about our capital campaign needs.
- We are working on an ad for the *Daily Sentinel* showing the work being done at the new building.
- MBC Grand Radio is working on a live remote for informing the community.

Events:

- Great concert with Stray Grass June 1st
- Next concert is July 27th with the "Boys of Summer".

Accounting Services ...

Submitted by: Chris Bergquist

- Working with the auditors on the 403b audit.
- Preparing for year-end financial audit.
- Finished prepping for the year-end worker's comp audit.

Human Resources

Submitted by: Andrea Podgorny

- Eight new employees are attending July's CORE.
- We were fortunate to provide DSPs who have been here longer than 6 months with a .25/hour increase. In addition, we've implemented a shift differential for DSPs working 2nd and 3rd shift.
- Paylocity implementation is in full swing and we are working to resolve issues along the way.

Behavior

Submitted by: Christina Cruz

- This month the Behavior Department has undergone some restructuring. Jenifer Boone is now over the Behavior Department.
- The Behavior Department is working on updating all of the individuals documents we provide service for here at Strive.
- Hannah Wilson (Behavior Plan Specialist) is a new addition to the Behavior Department and she has been working hard on updating documents. When you see Hannah out and about, please introduce yourself and say hello.

Early Intervention...

Submitted by: Nancy Ketchum

- EI hired two new team members In June. Carissa Christensen who comes to us after recently graduating from college, and Cheryl Culver, who has previously worked in the EI program as a service coordinator. We are excited to have both of these ladies join our team. We are still trying to fill one more service coordinator position.

SUCCESS STORY

Mary Jo Copa, one of our Developmental Interventionists (DI) is working with a child who is extremely shy and would not engage with her when she would come to the family home for a session. He would typically run away and hide.

This little one also had difficulty with transitions, and his parents were struggling with some behaviors. Mary Jo was able to use songs and sign language to help him feel better about communicating. He is now more engaged and using signs to communicate what he is wanting. Mary Jo also suggested to parents that they use a song to help him know when it was time to make a transition. At the end of the song he will need to stop his activity. This has also helped make transitions smoother and decrease difficult behaviors for the family. **GREAT JOB MARY JO!!!**

MDS Resource Coordination...

Submitted by: Kayla Purdy

- Isaac Ortega has been with the MDS Case Management team since March, 2018. In June, his position changed from Case Manager to Intake Case Manager. His new duties include working with the The Aging and disability Resource Center (ADRC) on developmental disability (DD) Determinations in collaboration with MDS Case Management Director Sarah Bonnell, and Strive's CEO, Sharon Jacksi. His main responsibility is the successful enrollment of all new clients. This includes working with clients to enroll in the HCBS-CES Waiver, HCBS-SLS Waiver, HCBS-DD Waiver, and the State SLS Waiver. **As of June 29th, Isaac will have successfully enrolled 9 new clients!** In addition, he has helped with the successful determination of 6 new clients. Both the new determinations and new enrollments were completed in a matter of two weeks. Isaac continues to be supported by our Monitoring Specialists roles to also support our families while doing intake. They continue to stay in contact with these families weekly while they undergo the enrollment process.
- **10 of our individuals on the SLS Waiver were granted slots on the DD-Comprehensive wavier!** The case management team is working hard at making sure the transition is a smooth and successful one for those individuals! One of those individuals, whom we serve, lives independently, and who has had multiple involvements over the past year with Adult Protection Services (APS) for safety, hygiene, and financial concerns, was granted a HCBS-DD Waiver slot which they happily accepted. We will now be able to provide the comprehensive supports this individual needs in order for her to safely live in her own apartment.
- Case Management will be adding two additional employees to our team. Laura Russell will be returning to the Case Management department as a Case Management Supervisor. She will be overseeing the Monitoring Specialists. Daniel Craig will also be joining our team as a Monitoring Specialist. We are excited for two new team members.
- Daniel Smith and Laura Russell are now recertified to help with SIS's, which helps the entire team out when Katrina Kem goes on maternity leave. They completed 10 SIS's in the month of June.

- People First are required to be a part of a self-advocacy organization for their CQL accreditation. They are hosting the quarterly conference for the "Speaking for Ourselves" conference on July 21st. This is where all the People First chapters around the State meet up to discuss how to better run these chapters and promote self-advocacy. They are really excited to be hosting this event which is their 2nd year of being a People First group. They also are hosting a yard sale in August, and they just made \$200 in donations from GJ Rockies.



JULY ANNIVERSARIES	
1	Tessa Binam, Emilie Climer, Marilee Cloyd, Mario Franco, Brenda Hahn
2-4	Cory Bickmore, Barbara Horawa, Estrella Ruiz, Deborah Santana, Jessica Schmalz,
5	Katherine Riddle, Aston Walsh
6-9	Jennifer Cutts
12	Darlene Strauch-Kotis
16	Nancy Gardner
23	Peggy James
28	George James
30	Cheri McLaughlin

HAPPY BIRTHDAY

SUN	MON	TUES	WED	THUR	FRI	SAT
1	2	3	4	5	6	7
Daisy Garcia		Jennifer Cutts, Walter Holak		Brenda Moseman		
8	9	10	11	12	13	14
			Melissa Chavez, Deborah Santana	Lena Quair	Lydia Ingram	
15	16	17	18	19	20	21
				Cory Meyer, Monica Smith	Gaynell Rubalcaba	
22	23	24	25	26	27	28
			Alexis Jarrin-Lopez, Robin Marley	Joy Schmitt		
29	30	31				
Vanessia Roberts	Jason Boxwell	Nickie Kohlenberg				