

B.R.I.D.G.E.S.

**Building Relationships Intentionally to Develop
Growth and Exemplary Services**

{December 2018}



WELCOME! The Lucas County Board of Developmental Disabilities will be on Holiday shutdown starting from 12/24/2018 and going until 1/2/2019. The MUI Unit and the Service and Support Administration will have staff on call during that time. The After Hours On Call number for the SASS Unit and the MUI Dept. is 419-380-5100.

FYI: Make sure chest straps and wheelchair seat belts are used properly. In 2017 and again in 2018, there had an increase of incidents involving staff not applying an individual's chest strap and/or wheelchair seat belt properly. In 2017 and 2018, this has resulted in several individuals being found with the chest strap or seatbelt around their necks. In two cases, the individual died due to asphyxiation.

Reasons given for improper use of chest strap/seat belt:

- Monotonous and staff assume they used properly
- Staff in a rush
- Lack of training
- Lack of attention to detail

Reasons given for being secured improperly are:

- Lack of training
- Training which did not include demonstration of learned skills Equipment not available (tie downs not available)

- Staff in a rush
- Staff assume they used the equipment correctly

RULE UPDATE: 5123-9-04 (Home and Community-Based Services Waivers - Waiting List) with **Appendix** [Note: Rule 5123-9-04 that went into effect on September 1, 2018, was developed by a coalition of people with disabilities, family members, and organizations representing guardians, county boards, and providers to simplify the system and more efficiently direct supports to people and families who need them most. The rule is being amended to restore paragraph (B) (5) (f), which was inadvertently omitted when the rule was original-filed on March 28, 2018.]

DID YOU KNOW? New Training Series Focuses on Employment. Providers can start taking the new **Meaningful Day webinar series** to help them better understand and manage community-based services that guide people on the path to employment. Log in to DODD MyLearning for the series or create a **DODD Portal account** to get started. Earn up to six Continuing Professional Development units for the whole course.



LAMPPOST

The DODD Information Technology Services moved many of the applications within the DODD Statewide Integrated System to Microsoft Dynamics 365 Cloud beginning the afternoon of November 16th through Sunday November 18th. One example is an improved, more organized drop down menu, which is intended to improve the overall user experience. If you are experiencing DODD systems issues or have suggested improvements, please contact the ITSCallCenter@dodd.ohio.gov or 1-800-617-6733 option 4.



KUDOS

Our final training on the Employment First Outcome Tracking System was on November 6 with Kelly Schuck, our Community Life Engagement Project Manager from DODD. Kelly told us that the Employment First Outcome Tracking System (EF OTS) was designed to be a way to record employment outcome data for individuals served in Ohio's developmental disability system. This information is to be entered according to the Rule 5123:2-2-05. The services to be entered are:

Vocational Habilitation , Group Employment Supports, Individual Employment Supports, Competitive Employment, and Career Planning. Individuals are added to the Employment First – Outcome Tracking System when an employment service has been billed in the last 18 months. How do you get access to the Employment First Outcome Tracking System? Providers are to complete an affidavit. The affidavit form can be accessed

at: <https://sra.prodapps.dodd.ohio.gov/default2.aspx>

The request type is: change system access (if you already have a username) (if you don't please do new Account). The Contract number is your DODD contract number; it is the one that is used for billing. If you only want the Employment First application, there should be an option to select EMPFIRST in the Production Environment. In the "role" column, please write (after printed) "Provider Employee" and circle "Add." Once completed, email a scanned copy to Lindsay.Terry-Stine@dodd.ohio.gov. As a Provider you are to enter: agency providing employment supports, name of employer, how the individual obtained the job, type of employment (Individualized community employment, self-employed, enclave, mobile work crew), when they started the job, describe the worker's occupation, average wages, and average hours. If you have any questions please contact your liaison.



TRAINING

We are continuing to host the DSPATHS Curriculum. PATHS is an approved curriculum through DODD which allows Direct Support Professionals to qualify for an increase in pay after accumulating 2 years of experience and 60 hours of approved training. The PATHS trainings do not have to be taken in order. The registration for any PATHS course is through the OADSP website. Each session has its own link to register below:

PATHS #211 "Advanced Teaching Strategies Part 2" - Monday December 3 (4:00 pm - 7:00 pm) - held at Friendship Baptist Church (5301 Nebraska Ave.)
<http://events.constantcontact.com/register/event?llr=m5azxoeab&oeidk=a07efghzjflee224665>

PATHS #212 "A Closer Look at Autism" - Tuesday December 4 (9:30 am - 12:30 pm) - held at Lucas County Board of DD Training Center
<http://events.constantcontact.com/register/event?llr=m5azxoeab&oeidk=a07efgho8ctea44d88d>

PATHS #213 "Trauma Response" – Tuesday December 4 (1:30 pm – 4:30 pm) – held at Lucas County Board of DD Training Center <http://events.constantcontact.com/register/event?llr=m5azxoeab&oeidk=a07efgho8ctea44d88d>

PATHS # 212 "A Closer Look at Autism" – Monday December 10 (4:00 pm – 7:00 pm) – held at Friendship Baptist Church (5301 Nebraska Ave.) <http://events.constantcontact.com/register/event?llr=m5azxoeab&oeidk=a07efghzjlza455b8f7>

December's Training Calendar can be accessed at this link: https://gallery.mailchimp.com/46f9edd74ac726fdf457dfe0f/files/48d07f20-9b2c-405b-a884-f8e18744f67f/December_2018_Training_Calendar.pdf



FIRST AID STATION

COLD WEATHER SAFETY:

The most common cold related health problems caused by exposure to cold temperatures are hypothermia and frostbite. Hypothermia is abnormally low body temperature, and can affect the brain, making the victim unable to think clearly or move well. Frostbite is freezing of an affected area that causes loss of feeling and color to that area. This freezing can permanently damage the body, and severe cases can lead to amputation. Dress warmly in layers, and cover exposed skin using hats, gloves, and scarves.

Never use generators, grills, camp stoves, or ovens to heat your home, basement, or garage, as these items increase the risk of carbon monoxide poisoning.



PATH TO SUCCESS

The Many Hats We Wear

In our day to day lives, while traveling on our paths to success, we wear many hats. Some of those hats are as mothers, fathers, sisters, brothers, grandmothers and grandfathers, friends, co-workers, and fellow citizens.

According to Good Life, which was formulated by the Ohio Association of County Boards, there are several hats each of us wears depending on our current perceptions, feelings and emotions:

There's the white hat, which is the one we are wearing when we show our indifference and when our focus is mostly on ourselves in a selfish sort of way, not

considering others;

There's the black hat, which we wear when we are being negative, critical, sarcastic, pessimistic, and focus on the problem;

There's the red hat, which we wear when we are forceful, controlling, coercive, and focus only on compliance;

Finally, there is the green hat, which we wear when we are supportive, helpful, optimistic, thoughtful, looking for a person's strengths, looking for solutions, and focusing on possibilities and success.

A principle that Good Life teaches is that each of us wears every one of these hats at certain moments in our daily lives (some may wear one hat more often than another hat). The expectation is not that we all wear our green hats at all times because that wouldn't be realistic. The idea is to wear a green hat a majority of the time and to be able to recognize in ourselves when we are not wearing our green hats. In this way we can change what we are doing or saying or what we are about to do or say that is not very helpful. The idea is to build each other up when we see an individual we support, a colleague, a family member, or a friend wearing any hat other than a green one.

Pointing out which hat someone else is wearing would defeat the point. The point is more to see in ourselves which hat we primarily wear and then switch to the green hat as often as possible. What we can do for others is exhibit understanding and compassion and focus on building people up and not being so quick to take things personally and judge. It's all about intentional living, and part of that (at home or at work) is being more aware of which hat we are wearing at any given moment so we can exhibit more control over what we bring to any relationship. There's a way to get any point across by intentionally using words and/or actions that build people up instead of using ones that tear people down. Relationships with intentionality are a crucial step in self-care that helps us as we move forward on our paths to success.

A short video illustrating the 4 different hats is at this

link: <https://youtu.be/WXv6BqE5yvs>



SHOOTING STAR

" A positive attitude causes a chain reaction of positive thoughts, events and outcomes. It is a catalyst and it sparks extraordinary results".

-Wade Boggs

Here is a list of positive feeling words to look at when having a stressful time on the job. When reviewing these words try to remember an activity that produced a positive feelings. This can be a coping skill during the stressful times.

*Happy *Cared for *Safe *Relaxed *In control *Appreciated *Attractive *Calm*
Powerful *Understood* Confident *Satisfied *Kind *Delighted *Ecstatic
*Courageous *Optimistic *Free *Thrilled *Comfortable *Encouraged *Surprised
*Quiet *Content *Serene *Blessed *Reassured *Excited *Loved



RESOURCES

Helpful provider information is always available at the following websites:

DODD: <http://www.dodd.ohio.gov/Pages/default.aspx#>

Lucas CBDD: <http://www.lucas.info/provider-support-2/provider-support/>