

Evergreen Bough

Superintendent's Farewell to Rainier School

"My hope is that employees will remember me as an all-in leader..." - Harvey Perez



My experience as Rainier School Superintendent has been an incredible and life changing experience. Words cannot fully express my full passion and appreciation for the working relationships that I had the privilege of building with all levels of Rainier School employees, clients and community members. During my tenure, I quickly realized that being the leader of Rainier School is like running a small town. It takes every level of employee to be successful; consequently, I made it my number one priority to be an engaged and progressive leader. The best part of my days was spent out on the campus speaking with employees and clients. One of the things that most stood out about employees was their dedication to helping serve clients. From employees that spent 40+ years to new employees, it seemed like everyone believes in our mission and is genuinely invested in making a positive difference in the lives of clients.

Some of my most memorable moments as Superintendent were the campus wide events that brought everyone on campus together – including families, guardians and community partners. I am proud to have helped bring back some of our long -held traditions such as Summerfest and the Evergreen Bough.

Issue 2, September 2017

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Transforming lives

Administration/DDA/Rainier School

Farewell Continued ...

I am also proud to have been part of an innovative team that introduced new activities and programs such as the fashion show, Rainier School's participation in Relay for Life, and the Wellness Center that our hard-working employees long deserved.

Other accomplishments I'm proud of was how we increased our partnerships with local community groups and organizations including the Mayor and City of Buckley Leadership, the Buckley Chamber of Commerce, Kiwanis, the White River Families First Coalition and the Friends of Rainier advocacy group. Rainier School employees and clients gave above and beyond by stepping up to volunteer their time, talent and treasure to support many community projects and events. Evidence of this commitment was demonstrated by the Relay for Life event this past spring when "Team Rainier" raised the most funds by any employer in the Buckley/Enumclaw area. The local communities sincerely appreciated this support and have often praised our contributions in public forums.

As I depart Rainier School, my hope is that employees will remember me as an all-in Leader dedicated to Rainier School's mission, clients, staff and community. I also hope that I will be remembered as a leader who worked to ensure that Rainier School is a residence and employer of choice by improving the quality of residential life for clients and work life for all employees. I truly appreciate those employees who have sacrificed the most by working extra shifts on a consistent basis. Thank you to our Attendant Counselors, Nurses and other Direct Care Staff who have been impacted the most by our staffing shortages. Thank you also to each of you who choose to make Rainier School your Employer of Choice. It has been an honor working with you. I will miss the beauty of Rainier School as evidenced by the energy and smiles of clients and employees. Seeing the beauty of Mt. Rainier on my drive to work served as a reminder of the beauty that awaited on campus. Thank you for allowing me to be a part of that canvas.

Written By: Harvey Perez

PAT C: Caught in the Act of Excellence

In an effort to recognize the hard work and dedication of all of our staff, PAT-C has started to hand out "Caught in the Act of Excellence" awards. The following individuals have been recognized by their peers as demonstrating excellence in the services they provide (in no particular order):

Todd Pierson, AC2 – 1050 Q.C. was awarded the team player award. "New employees completing on the job training have identified you as extremely helpful and allowed them opportunities to learn."

Andrew Afilleje, AC3 – 1050 Q.C. was also awarded the team player award. "New employees completing on the job training have identified you as extremely helpful and allowed them opportunities to learn."

Katie Weigt-Taylor, Psychology Associate was awarded the gifted trainer award. "Your peers have stated that you have presented not only a comprehensive but informative PBSP training."

Alexis Ballew, AC1 – 1020 Q.C. was awarded the team player award. "You were found providing positive interactions and providing active treatment while making learning fun."

Amber Day, AC1 – 1020 Q.C. was awarded the team player award. "You give 110% in everything that you do. You are always willing to jump in when and wherever needed."

Amanda Robles, AC1 – 1040 Q.C. was awarded the team player award. "You have been seen providing creative Active Treatment."

PAT C Continued ...

Angela Morrison, Psychology Associate was awarded the team player award. “You have been seen going above and beyond in many ways.”

On behalf of the clients of Rainier School, we would like to personally say, Thank you! We know that this is not an all-inclusive list and that all the staff on PAT-C work hard to support the individuals who live here on a daily basis. So, if you recognize a peer or co-worker who deserves to be recognized, please do not hesitate to notify Kate Larson, DDA2 or Sean White, DDA1 so that we can formally recognize their efforts.

Written By: Sean White

! Salutations from Safety !

As many of you are aware, we have updated SOP 2.05 – Vehicles, Traffic Control, and Parking. As another summer comes to a close, we welcome back our iconic rain, and step briskly into our wet and cold quarters. With the wet and cold, comes slippery driving conditions, lowered visibility, and inclement weather. Please take a moment to review this policy, if you have not. For the safety of your co-workers and our clients, it is even more important to observe posted and marked rules in adverse conditions.

Below is a quick summary of some of the changes, and notations of their importance:

- Maximum speed on campus is limited to 15 mph. There is a lot of foot traffic on campus, and pedestrians always have the right of way. Icy or wet conditions can cause control of a vehicle to be lost, please give extra stopping space, and be alert of your surroundings.
- Full stops are to be made at all stop signs, covered walkways, and occupied crosswalks. “California Stops” are not acceptable. Again, icy or wet conditions can result in loss of vehicle control, especially if brakes are applied hastily.
- Parking is permitted in designated parking areas only. Please do not park in areas designed for loading, service, hatch marked areas, cross walks, fire lanes, yellow curb areas, nursing etc. Service parking is for CMO, Nurse parking is for medication rounds while using a state vehicle etc. Parking in non-parking areas can congest the flow of traffic in adverse conditions, create unnecessary hazards for staff and clients due to blocked access, as well as create hardships for individuals who truly require the spot for the designated purpose.
- Disciplinary Actions for parking and driving violations:
 - First Violation – Written reprimand will result in an email to the employee and their supervisor. The supervisor will meet with the employee and discuss the correction of the misconduct.
 - Second Violation – Will result in the same as the First Violation, as well as the area director being copied in, and a PMR being completed.
 - Third Violation – Will result in the same as the First and Second violation, as well as being forwarded to the Superintendent.
 - Additional Violations – May result in towing, and/or *loss of future campus parking.
- Buckley Police Department will continue to perform periodic campus rounds, and continue to possess jurisdiction to issue tickets to cars blocking fire lanes, hydrants, Disability Parking, etc.

The Superintendent has the authority to restore parking privileges at his/her discretion. Please contact the Safety Office with any concerns or questions that you may have.

Written By: Jeremy Pyle



Art Hidden in Plain View

We have all seen it, most of us have walked through it, and a few have even wondered about it. However, only a select few (current) employees were present when it was installed, but it forms a center-piece of very expensive functional art that is now, sadly, so little used or even recognized for what it is.

I'm referring to the piazza or open square outside of the Human Resources building at Rainier School, a massive piece of urban-art donated by the Washington State Arts Commission as an outcome of the cost of Capital Projects at the School.

When the state spends millions of dollars on capital projects there is a program which uses one half of one percent of new construction costs to provide "*art in public facilities*". New York City artist, Andrea Blum was commissioned to create the art work and after consultation she decided that it would be in the form of a piazza that the clients would be able to use and enjoy. Andrea Blum is an internationally acclaimed New York based artist who designs work for Public Space in Europe and the United States that range in both site and scale. She has received a number of prestigious fellowships, including one from the Guggenheim foundation, and grants, and is currently a Full Professor at Hunter College in New York, frequently lecturing on the relationship of art and architecture.

The work was commissioned in 1984 and finished February 21st, 1986 by workmen from a Seattle firm specializing in the construction of art works, under the direction of the artist. The firm was known for its excellence and attention to detail. The dedication ceremony was held in the piazza in May 1986.

Art Hidden Continued ...

So now you know a little of its history and purpose, why not enjoy a little time with our clients, during the pleasant days, sitting in a work of art by an internationally recognized artist. It was constructed to be enjoyed by all and dedicated by Blum – *“It’s for the residents. I hope that they will enjoy it.”*

Written By: David Griffin



Andrea Blum



Piazza Reveal

Art Commissions

Art creates a sense of community and connects us to the community around us. Communities can develop a sense of their own identity and culture through art forms.

The powerful impact of community arts is expressed well by the Ontario Arts Council:

Improves community image and status
As defined by the Ontario Arts Council (2002), “Community Arts is an art process that involves artists and community members in a collaborative creative process resulting in collective experience and public expression. It provides a way for communities to express themselves; enables artists, through financial or other supports, to engage in creative activity with communities; and is collaborative – the creative process is equally important as the artistic outcome.”

Art improves our world, it’s been said that the **earth** without **art** is just eh

The Art Group (located in Pat-C) responded to Pat A’s request to beautify their administrative waiting area by creating lovely paintings. The Art Group is coordinating “commissioned” campus projects. This will benefit Rainier School campus and Rainier School Clients by providing those opportunities for developing skills for creative engagement, problem solving, and learning how Artists do commissioned work. When a ‘commission’ is received Client artists will do a site visit to develop a plan and bring that back to the Art Group.

Our environment influences mood and can create or reduce stress. Beautiful artwork can make the work space feel like a special place to be.

Contact the Art Group, stop by in person or email Katia Ramirez, Sydney Garner or Tami Dersch to commission artwork to beautify the campus.

Written By: Katia Ramirez



The Grounds Crew: More than Mowing Grass

Whether it is trimming branches, weed eating, edging curbs and sidewalks, applying bark, or snow and ice removal the group of dedicated employees in the Grounds shop are always on the move.

Paul Strauss leads the small crew made up of James (Jimmy) Robinson, Gerald Smith and newly hired Erin Marty. They are a busy group, working hard at being attentive to work requests along with general preventative duties.

Paul is working towards obtaining his Master Gardeners license and is eager to apply his new education to enhance our trees, shrubs and other plantings.

Jimmy has worked in the Grounds shop since 2003 and takes pride in getting things done correctly. He enjoys mountain biking and is also a HUGE Seahawks fan.

Gerald also came to Rainier in 2003 and works hard at picking up garbage, weeding and running a weed eater.

Erin has only been in the shop since May but has proven to be an excellent addition, always staying busy and more than willing to do anything asked. She came to Rainier from the Washington Conservation Corps and Pierce County.

In addition to maintaining the 88-acre main campus, this thorough team also keeps Collins Cottage, the Boy Scout camp and the area outside the stone wall maintained. They use a chipper to chip branches for mulch, haul debris to the off campus collection site and water plants around campus using a truck mounted tank. These are only a few of the tasks they complete, the full list would be too long for this article.

If you appreciate the way the campus is being cared for, please give the group a thumbs up when you see them go by on a mower, in a truck or walking with a blower or weed eater.

Written By: Shawn Yates

A Special Shout Out to Our Custodial Team

Ashlee Snider, Morgan McGuire, Rozalyn Absolor, Vella Hurd, Clinton Swanson, Scott Firch, Brett Morgan, and myself were the staff that worked with Connor Keaton from Waxie Sanitary supply to do the work on the floor, supported by Jane Shilley and Dan Merrill as well as our borrowed AC staff Mckenna Reagan, Susan Koch, Tyler Erickson, Tylor Moore, Gray Burton, and Corina Siring who took care of all our areas while we were busy focusing on the gym floor. We started the floor on 8/25/17 with the intention of having it done well before 9/7/17 for the Ballet performance. We finished the project 9/6/17. Connor was a great trainer and we were grateful for all the time he put into this project. The process of recoating the gym floor is actually pretty easy. I think we will easily be able to maintain the gym floor in the future now that we have put in the work to remove to old wax which I cannot say enough how exhausting and time consuming that process was.

“This was the toughest gym floor I’ve ever worked on. The crew did an excellent job of staying committed and focused on the task at hand and although the floor doesn’t look perfect, we achieved what we set out to do which was give the floor some gloss, but most importantly reduced slip and fall causes and made sure that it is much safer for the clients. The process was much different than a normal gym floor because since the early 90’s they have been applying traditional wax which is not designed for gym floors. This caused the finish to flake off the floor and create a very slippery and unsafe surface. This was a huge undertaking by the crew and I cannot stress enough how impressed I was with their knowledge of floor care and their endless work ethic. Now that we have the facility on a much more appropriate gym floor program the next time they refinish the floor the process will be much, much easier” commented Connor Keaton.

This project turned out to be more than we expected but was a good experience. I am proud of the crew for stepping up to the challenge and showing their strength as a team. I am also very appreciative to our Waxie Sanitary Supply Rep. Kevin Getman who set this up for us and Connor Keaton from Waxie Sanitary Supply for training us and working with us until the project was complete.

Written By: Karlene Tuthill-McVay

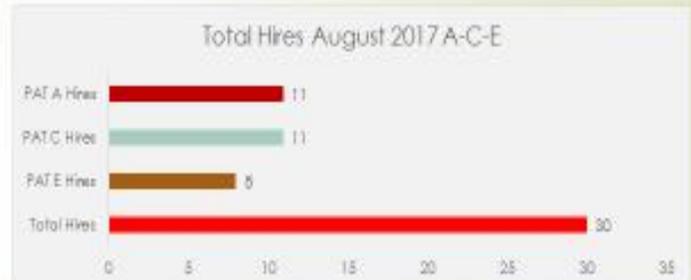
Pictures By: Connor Keaton



AC Employment Center Update

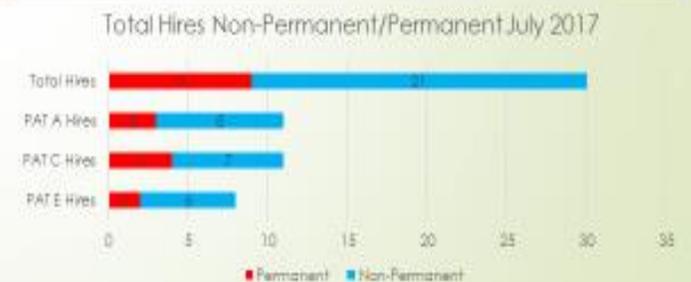
Rainier School AC1 Hires Monthly Report August 2017

- Applications Received (49)
- Applicants Interviewed (44)
- Total Hires (30)



Non-Permanent/Permanent August 2017

- PAT A New Hires (11)
- PAT C new Hires (11)
- PAT E New Hires (8)



In June 2017 the AC Employment Center was established to focus on AC1 hiring, recruitment and retention. The most persistent and complex challenge we continue to deal with here at Rainier School is the Attendant Counselor staffing shortage. In early spring, Superintendent Harvey Perez initiated an extensive data analysis of AC1 hires and separations for 2016. Data showed in 2016 we hired 165 AC1's and had 160 separations of AC1's within that year.

The AC Employment team was formed to provide clarity on the hiring process and retention so that hiring managers, recruiters and applicants know and understand expectations, roles and responsibilities. The focus is to improve the employment practice at Rainier School by building in efficiencies and consistencies in our hiring process for AC1 positions. By streamlining the application process for AC1's, we are able to more consistently screen applicants from initial contact all the way through their first year of employment. This ultimately allows us to more accurately track employee engagement here at Rainier School.

The new hiring process is efficient and our hire rate has increased significantly. We have hired 51 employees through July and August. We are also happy to announce that we are at an all-time low for permanent vacancies.

Please feel free to ask questions, share suggestions and or inquire about our process. We are located in-between HR and Finance and may be reached at extension 3094 or by email DSHSDLDDDRainierSchoolACEmploymentCenter@dshs.wa.gov. You may also find weekly updates on our [AC Employment Center SharePoint](#) site.

Written By: Shar Souers

Communication Corner

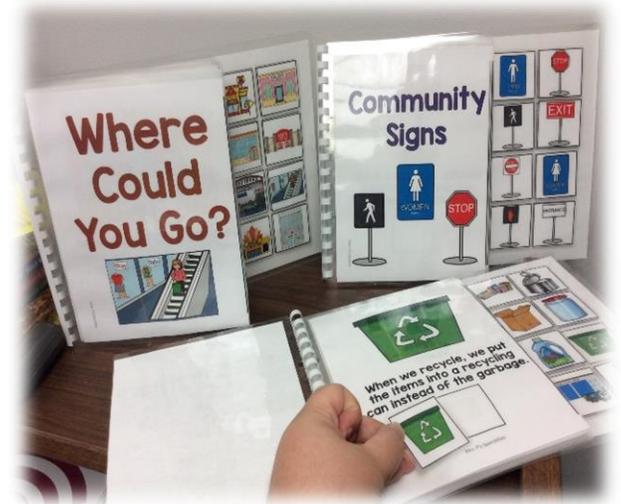
“For everyone, everywhere, literacy is, along with education in general, a basic human right. Literacy is the road to human progress and the means through which every man, woman and child can realize his or her full potential.”—Kofi Annan, former UN Secretary-General, Nobel Peace Prize recipient

When Kofi Annan stated that literacy is the means through which every man, woman, and child can realize their full potential that includes our clients here at Rainier School. To encourage literacy and pre-literacy skills, the PAT E Speech department is delighted to announce the start of a library at the Columbia Learning Center. This library is small in space but big in ambition! Remember books-on-tape? The Columbia Library has something even better—digital talking books which are on loan from the Washington Braille and Talking Book Library for our use. These talking books are essentially flash drives that contain a variety of stories, which are then placed in a digital talking book player. You simply push play on the digital talking book player and the story begins. The players are durable and simple enough to use that many clients can learn how to insert the digital talking book into the player and push play and stop independently. We have a variety of stories, from novel length to short and fun lyrics and rhymes. If you have a client that particularly likes the digital talking books, then they can submit an individual application to the Washington Braille and Talking Book Library and get their very own player and supply of digital books that they may keep on their house.

We are also excited to offer interactive adapted books. Staff may read these simple stories that cover concepts such as colors, seasons, and community places. The stories come with symbols that the client places on the appropriate page, a tool that allows even nonverbal clients to participate in the story.

Reading and listening to stories develops the ability to understand more abstract concepts and practice theory of mind (the understanding that others have their own beliefs, desires, intentions, and perspectives and that these may differ from our own). Beyond that, it is a fun way to explore concepts and to discuss the world outside of Rainier School.

If you have any books that are gently used and in good condition that you would like to donate to the library at Columbia, particularly picture or poetry books, please contact speech at extension 4987 or Nichole Jiggetts at extension 4617.



Written By: Jasmine Jenkins

A New Face in Finance



As you come down to Finance you will see some changes in staffing. Sherri Redding, our FA1, has taken a temporary position as an FA2 at CIBS Central located at Western State Hospital. We wish her well on her on new exciting journey.

With Sherri leaving we had to fill those shoes and we have done so with Andrew Cantrell. Andrew comes to us from Rainier School where he was working as an AC1 on Haddon. He recently received his Master's Degree in Business from University of Phoenix and had been looking to pursue that path when our position became available.

Andrew is a football fan and is a "12". GO HAWKS!

Please come down and welcome him to our TEAM. You can also reach him at extension 4950.

Written By: Jill Larsen

Performance Evaluations

This year's performance evaluation period is September 1, 2016 through August 31, 2017. Your supervisors are getting prepared to complete your annual evaluation and meet with you to discuss your performance over the last cycle.

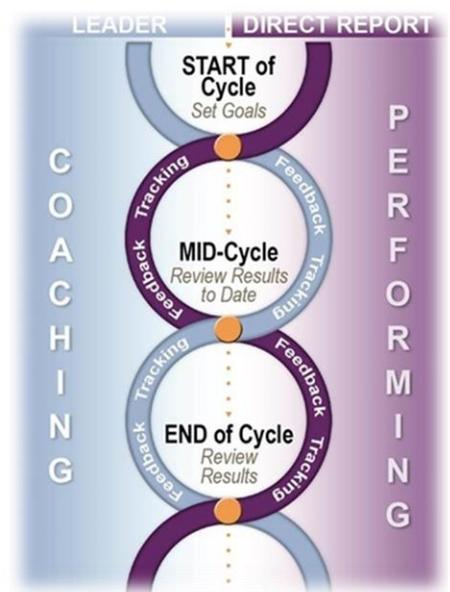
A performance evaluation has a simple goal – an open, respectful conversation between an employee and a supervisor that reviews progress toward goals set for the current period, and conversation about goals for the next performance period.

Part of a meaningful evaluation is employee engagement in the evaluation process. You may want to begin to think about the goals that were set for you last year and your feedback on how you met those goals. One way you can demonstrate how you met the goals is to come ready to discuss with examples of what made you successful.

The second part of the conversation is to set goals for the upcoming cycle. Think about what you would like to learn in this next year and how your manager can support you in progressing towards those goals.

For more information regarding performance evaluations, please see DSHS Administrative Policy 18.37, Performance Management.

Written By: Sarah Hawkins



Peer Coaching with Staff Development

Mark your calendars... Staff development will be offering peer coaching again, with some new and improved curriculum. Some of the learning objectives include, but are not limited to: how to demonstrate offering constructive feedback, setting your own and leading others in forming personal and professional goals and overall establishing tools to enhance your ability to communicate with others. This training can be attended by anyone; AC's, ATP staff, LPN's and RN's. The primary goal is that staff feel more equipped to provide accurate and useful training to newly hired staff. The instructors will be Katia Ramirez and Mary Neff. This is a two day training, and staff must attend both days to receive credit.



Written By: Jenna Earley

AM Shift	PM Shift
Thurs. 10/17 & 10/24	Thurs. 10/12 & 10/26
1445-1845	1000-1400

What's Cooking with Finance?

Written By: Jill Larsen

Egg Roll in a Bowl

For all of us that are trying to eat healthier but love those fried egg rolls, this recipe is FABULOUS; Eliminates some of those unwanted calories and is QUITE TASTY. The bonus is, it's EASY PEASY with prep time only 15 minutes from start to finish! Healthier and fast! It's a win, win 😊

INGREDIENTS:

1lb ground pork (you can swap with turkey sausage if you like)
 1 16oz bag coleslaw mix (shredded carrots and cabbage)
 5 cloves of minced garlic (TIP: one clove = approx. ½ teaspoon)
 1 tsp ginger, minced
 (Did you know you can buy it in the produce section already minced for you? If you don't have fresh minced ginger you can substitute dried ground ginger by using ½ tsp for each tbs. of fresh minced. So in this case about 1/8 tsp.)
 1/3 C Soy sauce (feel free to use the less sodium, if you desire)
 2 tbs. Sesame oil
 Green onions for garnish

DIRECTIONS:

In a small bowl, combine the garlic, ginger, soy sauce and sesame oil. Set aside. This lets the flavors meld together. In large skillet brown pork. Add the shredded slaw mix, stir and combine. Add the sauce mixture to the meat and veggies. Stir and cook for about 3-5 min, until the cabbage has just begun to wilt but still crunchy. Serve over rice, garnish with green onions. For those of you that may not want the extra carbs from the rice, it is just as tasty without it. ENJOY!!

Welcome to Rainier School: NEO Class of September 2017

Going from left to right

In the very front: Cameron Albright, also on the bottom, Renee Meyer

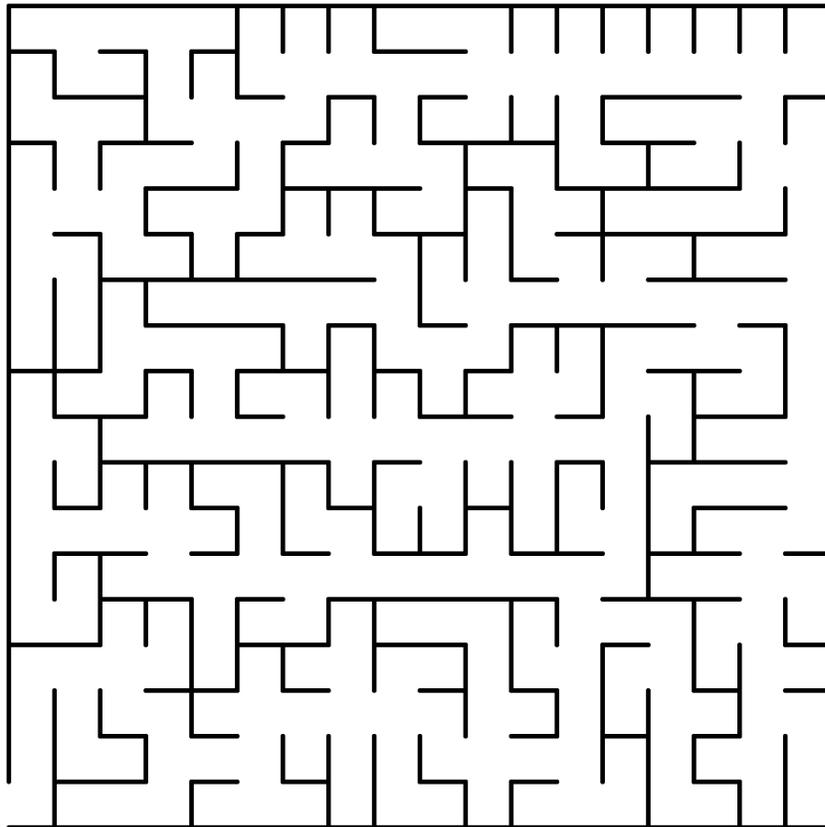
Bottom step from left to right: Dakotah Petty, Addison Todd (Therapy Aid), Rayne Quest (Nurse), Yazmin Ford, and Christine Mensah

Next step up/row: Savana Price, Melissa Duncan, Azure Enberg, Tobi Hickenbottom, Shelli Crosby

Back row/step: Rob Nickolaus, Samantha Diaz, Melissa Beck, Jerron Juan, Kari Pyle



Evergreen Activity Hot Spot



Find your way through the maze. Good Luck!