

Evergreen Bough

Rainier School Tours: An Opportunity to Share and Shine!

Sharing the Rainier School Campus with interested community members and groups provides us with an opportunity to highlight the great work that happens at Rainier School every day. In October, we were pleased to provide tours for members of the Washington State Legislature and the Office of Financial Management. Additionally, we provided our annual tour for Highline College's Employment Professional Certificate Program.

Campus tours begin with a brief description of the work that we do to enhance the lives of our clients. We explain what active treatment means, how active treatment guides our work, and how we utilize a lens of active treatment when evaluating the programs and services that we offer. We then highlight our partnerships with community, families and guardians and the innovative work of our staff.

After receiving a tour, guests visit various areas on campus to experience Rainier School.

Tours usually include a visit to living units, ATP areas, a sensory room and the art center. Along the way, our Rainier School tour guides answer many questions about the facilities and history of campus. The highlight of each tour is when guests have an opportunity to meet clients and clients have an opportunity to welcome our guests into their homes and work areas. Many clients are proud to display their work while learning more about our guests.

For many guests, touring Rainier School is the first time that they have visited a Residential Habilitation Center. Consequently, we utilize our tour as an opportunity to correct any misinformation or preconceived notions that they might have.

When asked about how the tour impacted any pre-tour knowledge of the services and programs offered at Rainier School, some of our guests from Highline College shared the following thoughts –

Issue 3, October 2017

Contents



Tours cont. &
Christmas for Our
Clients & All Aboard 2&3



All Aboard cont. &
Employees Abroad 4&5



Our Clients and The
Community & Staff
Development 6&7



HR & PAT C 8&9



PAT C cont. & AC
Employment
Center & Man on
the Moon & Giving
& Safety & Kudos
& Calendars &
NEO & Recipe 10- 15



Washington State
Department of Social
& Health Services

Transforming lives

DDA/Rainier School

Rainier School Tours Continued ...

- I did not know about the variety of programs. I was expecting to see more “sheltered” workshops going on.
- I visited an institution many years ago when I was a child. I remember it being a large, imposing, single building with bars on the windows and locked doors. I was so happy to see that Rainier was nothing like that.
- Very educational. I knew very little about Rainier.
- Eased my mind knowing that Rainier School is trying to make a difference and giving people their rights.
- It was nice to see where Rainier School came from, with its history, and where it is going.
- I was unaware of the vast programs you have (i.e., wood shop, stone room, vermiculture, etc.).
- Opened my mind on thinking how horrible these facilities have been made out to be.

Thank you to all of our Tour Guides who took time out of their schedules in October to enlighten our guests. Based on the comments received from our Highline Group in their tour evaluation, we clearly achieved our goal of highlighting the great work that you do on a daily basis!

Please contact Marya Gingrey, Community Resource Program Manager, if you would like to arrange a tour for groups who might be interested in visiting our campus.

Written By: Marya Gingrey



Justin Willey leads tour group around campus.



Shelly Wright shows group of four Rainier School.



Kimberly Griffin gives presentation on Fertilives.



Shelly Williams and Marla Forman take group of visitors on tour.



Willis McNabb shows visitors the beauty of the school.

Christmas for Our Clients

Written By: Jill Larsen

The holidays are fast approaching and who enjoys Christmas more than our clients? Traditionally clients have purchased their own gifts for several years, but times are changing. Old practices are not fitting our requirements and expectations.

This year, clients will NOT purchase their own gifts. Each client will receive up to \$30.00 to purchase some type of learning/teaching/training item – it cannot be a personal item. Each client will also receive up to \$20.00 to purchase a personal item i.e. perfume, cologne, a clothing article, picture basically something the client would like on a more personalized note. These two items will be wrapped for each client and put under your tree. Wrapping paper will be purchased for the houses.

Please understand that this is in not meant to take away from the holiday celebrations but to make the process easier and ensure we are meeting CMS requirements with client belongings.

Please do **two** PO's, one for \$30.00 using ATP Funds and the other for \$20.00 using General Welfare. You may have several clients on one PO. We suggest online purchasing because it means less stress for low staffed houses and alleviates mistakes in concern to trips for clients.

Finance is here to support you if you have questions or concerns please do not hesitate to reach out to us.

All Aboard!

Written By: David Griffin



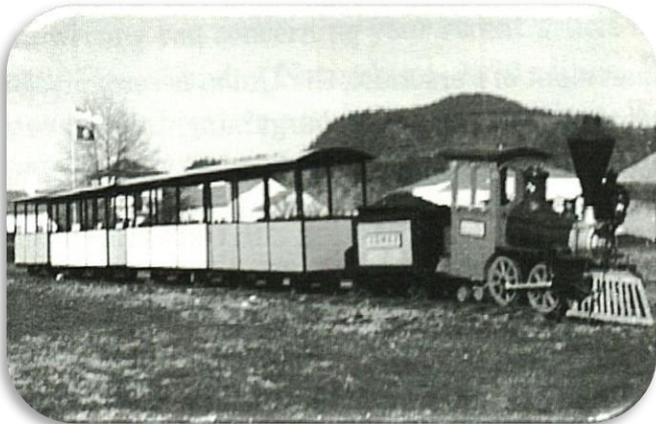
There were once three trains operated by Rainier School and there was also a working railroad line that passed through the grounds.

The earliest track was the one that ran through the grounds and carried cut logs to the sawmills of the Buckley Lumber Company which was the main industry in Buckley prior to establishment of Rainier School, from higher in the foothills. The rail line was introduced into the area long before Rainier School was built. With Buckley's establishment and the success of the logging industry, the Buckley Logging Company constructed a spur line between 1921 and 1928 to transport harvested timbers from the company's inland property. The line came in from the area of the logging road passing close by the 'Annabelle Adams Scout Camp' (Boy Scout Camp) across the fields crossing Levesque Road. The line then entered the campus and ran under what is now the Motor-Pool and the P-43, through the Evergreens and out through 1010QC where it turned to run parallel to Collins Road into Buckley. In 1937, the spur was also referred to as the Naches Pass Railroad. The rail line was removed in 1945, six years after Rainier School started operations. Rainier School clients and staff were warned to beware of the 'Speeders' that operated on the line. (One of those 'speeders' can be seen operating at the Foothills Historical Museum on River Road in Buckley, during the log show weekend.)

All Aboard Continued ...



The Jeep Train outside Room 123



Honest Abe weighed 3000lbs and the total length of the train was 118 feet



The Jeep Train on the track alongside the Auditorium / Gymnasium.

Of the three Rainier School trains, the first was a small train that was used during the summer months in the 1950's and then stored away in the attic of the Auditorium building, it was operated on a 500 foot track that ran on the area now occupied by the bowling alley, canteen and the pool. It was a gift of the Rotary Club of Seattle in the early 1950's and provided a pleasurable experience for younger children who could fit into the tiny cars.

A larger train was introduced in 1970, it could carry larger children as passengers and ran on an oval line across from Kerr and Belle-King halls. The Superintendent at the time, Gareth David Thorne, was a railroad enthusiast, and said *"Someday, maybe our train will run around the entire grounds, or maybe even to the farm."* Sadly, it was never to be.

The last of the railroad trains at Rainier School was 'Honest Abe'. A foundation was formed to raise funds for trains and other recreational purposes and was named *'Rainier School "Narrow Gauge" Railroad Association.'*

'Honest Abe' was a 36-inch narrow gauge, 19th century style working steam locomotive, with four colorful open-sided cars and a tender. Honest Abe and the tender weighed 3000lbs and the total length of the train was 118 feet, an impressive size. For some time, the train sat on rails that went nowhere, to the right of the exit road at the front gate. It never went anywhere on campus and interest waned on the leaving of Superintendent Thorne in 1971. Both trains were at a cost of \$40,000 and the foundation was only able to raise between \$10,000 and \$20,000.

The train led us into the current practice of taking our clients on golf-cart rides around campus. There was another form of 'mass' transportation at Rainier School. It was the 'Jeep Train' originally set up from military surplus sources in 1970 through the mid-1970. An Army jeep was obtained to tow a number of stake sided former ammunition carts around campus, later a tow vehicle was substituted to replace the Jeep but it was still known as the Jeep Train. The arrangement continued until a staff member driving the train in an unauthorized area, overturned the train, fortunately without serious injury to the clients.



Employees Abroad

Pictures and Interview By: Nasef Ragheb & Story Idea By: Debbie Harvey

Once a year, ten-year attendant counselor, Nasef Ragheb takes a break from the wonderful clients on Tyee and travels the world. Nasef is no stranger to travelling and makes an annual vacation a top priority. "I like to see different cultures, the world really is a small place [...] I'm the Christopher Columbus of my family" Nasef thoughtfully stated. Originally from Egypt, Nasef has visited several countries spanning from Europe to South America. This year Nasef and his family set off on a ten day journey to Jerusalem.

Nasef had always dreamed of visiting Israel but was unable to do so because of religious tensions within and between the surrounding countries. Finally able to do so, Nasef and his family made sure no day or time was wasted.

Among the sites that Nasef ventured to were: Nativity Church, Western Wall, Jordan River, Via Dolorosa and the crucifixion site. While Nasef enjoyed the entirety of the trip, he especially favored the Via Dolorosa leading to the crucifixion site.

The path to the crucifixion site and site itself helped Nasef realize that "regardless of your religious affiliation, what is important is doing the right thing."

Over the years of travelling across the globe, Nasef has observed that "we are all the same, the differences come from the walls that we create. I learned that it is all very simple; caring and loving each other, forgiveness, treating each other with respect and dignity are all that it takes to live in peace."



Our Clients & The Community

Our clients with the help of our Art Department staff, helped to create this scarecrow, which is proudly displayed at the Farm Fresh Corn Maze! What a great way to be a visible force in our community. GREAT JOB to those that participated in the creation of this display!

Written By: Jill Larsen



Introducing the Rainier School “Flu Mobile”

Written By: Karen Barde

“What about a flu mobile? We will go to the staff!”

As part of the Clinic Lean project this year, we developed a continuous quality improvement (CQI) project to increase the availability of influenza vaccinations to employees. Last year about one-third of our 900 staff members received the flu vaccine free of charge here at Rainier School. (We do know many of our staff choose to receive their flu shots from other locations in the community, so the actual number may be higher.)

We heard from PAT Director, Derick Sleight, that many of the employees would take advantage of the free flu shots if we made it easier to get it. We heard from the staff that they could not get off the houses long enough to walk up to the clinic. Thus, the idea was born.

We commissioned the Rainier School Arts Program to create a banner for our mobile. They chose the logo “Flu Busters”.

The clients had so much fun designing our banner, they offered to put the logo on aprons as well.

Our clinic nurses sported the aprons proudly as they gave the staff flu shots. The project has had a good turnout for the first year. The nurses said it was a great opportunity to collaborate with the staff and protect the clients from possible exposure to the flu.



Flu Busters travel around campus helping employees fight the flu.

What's happening in Staff Development?

Double NEO means double the work!

You read it correctly, the staff development team offered two new employee orientations in October. Yes, this meant more work for all of us but the end result is worth it. With more employees, our staffing numbers will increase which will result in less mandatory overtime, more adequate training and increased retention campus wide. With that being said, we encourage everyone to continue their hard work and know that it is recognized and appreciated!

Task Analysis Bank on SharePoint

Your prayers have been answered, the task analysis bank is now accessible through SharePoint! For those of you who do not know, this "bank" is a shared folder that allows ACM's, HPA's, Psych's, Director's, QA and ATP staff access to program examples that can be viewed at your convenience. To get to the task analysis bank, visit SharePoint, and find the staff development tab and the task analysis bank link is located at the bottom of the page. This will be a great teaching tool for those who are struggling with coming up with ideas for new objectives. Keep in mind, this bank is a huge job! Marsha Androsko and Jenna Earley are working extremely hard to place as many program examples as possible, so please be patient but don't hesitate to send feedback our way!

Combined Fund Drive

For this year's combined fund drive, the staff development team has partnered up with safety, administrative offices, CMO, IT, QA, custodial services and the kitchen to give back to our local community. The more participants, the better so anyone can donate! Starting October 16th, staff development and the other departments listed will start accepting donations for the Weekend Backpack Meal Program. The purpose of this program is to provide a whole weekends worth of food for kids K-12th grade who are currently receiving free/reduced lunches at school during the week and for families that are struggling. These donations will then go to Rainier Foothills Wellness Foundation located in Enumclaw. Some guidelines you should consider prior to donating food are: healthy choices, single-serving sizes, easy open containers, age appropriate, shelf stable and ready-to-eat. Remember that these food items will be carried home in a kid's backpack so size does matter. Some food items that the program is in need specifically include: Instant oatmeal, animal crackers, goldfish crackers, breakfast cereals/bars, whole grain crackers, tortilla chips, fruit cups in juice or light syrup, 100% juice, fruit leather strips, applesauce, trail mix, nuts, peanut butter/nut butters, tuna salad and cracker combos, spaghetti/ravioli/soups (microwave safe with pop-top lids, cup of noodles and pudding cups.

The food will be collected on December 8th. For more information regarding this program, contact staff development or visit rwellnessfoundation.org 360-802-3206

Written By: Jenna Earley



HR Update

WFSE Article 3 Bid System

A Bid is a process which allows employees with permanent status to submit a request to transfer to other positions within their same job classification, or to a lower classification in which they have previously held status.

If you are a permanent employee, and are interested in transferring to another area within Rainier School you may submit a Bid form. The HR Office has Bid forms available. Once your Bid form has been accepted by HR, it will be held for a period of six months. When administering the Bid process, we define a position as a particular combination of shifts, days off and location.

When a permanent vacancy occurs, the employer will determine if there are any Bids on file and will send any valid Bid names to the hiring manager in order of seniority. An employee's Bid form must be received prior to the vacancy date of a position to be valid. In addition, a Bid can be turned down if the employee has documented attendance or performance problems, or does not possess the skills and abilities necessary to perform the duties of the position.

Please review Article 3 of the WFSE Collective Bargaining Agreement for additional information.

Open Enrollment is November 1 – 30, 2017

During Open Enrollment employees may:

- Change medical and/or dental plans
- Reinstate previously waived medical coverage without proof of loss
- Waive medical if they have other employer-based medical, Tricare, or Medicare
- Add eligible dependents without proof of loss
- Remove dependents
- Change premium deduction to pre or post tax (IRC Section 125)
- Change the tax status of a dependent (IRC Section 152)
- Enroll or re-enroll in a Medical FSA and/or DCAP



You will receive a *For Your Benefit* newsletter from PEBB notifying you of other Open Enrollment activities. To make changes, you may go online to *My Account* or pick up a form in Human Resources. Please visit hca.wa.gov for more information.

Submitted By: Sarah Hawkins

PAT C: Caught in the Act of Excellence

In an effort to recognize the hard work and dedication of our staff, PAT-C is handing 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):

Phillip Schultz, AC2 – "You go above and beyond your job expectations. You continue to work extensive amounts of overtime as well."

Leah Guthrie, ACM – "New employees completing on the job training have identified you as extremely helpful, allowing them opportunities to learn."

PAT C Continued ...

Cyndi Anderson, ACM – “New employees completing on the job training have identified you as extremely helpful, allowing them opportunities to learn.”

Becky Carter, AC3 – “New employees completing on the job training have identified you as extremely helpful, allowing them opportunities to learn.”

Kelly Hickel, AC3 – “New employees completing on the job training have identified you as extremely helpful, allowing them opportunities to learn.”

Tavis Argo – AC3 – “New employees completing on the job training have identified you as extremely helpful, allowing them opportunities to learn.”

Heather Paup, AC2 – “New employees completing on the job training have identified you as extremely helpful, allowing them opportunities to learn.”

Jeanine Davenport, AC1 – “You work hard to get to know all of your clients and you are a great advocate. You are willing to go on med trips and provide needed information.”

Andy Afleje, AC3 – “New employees completing on the job training have identified you as extremely helpful, allowing them opportunities to learn.”

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

AC Employment Center Corner

With the AC Employment Center being a relatively new department, there are many questions that we receive from applicants. Below you'll find the top three most commonly asked questions. For the complete list of frequently asked questions, please visit the AC Employment Center SharePoint page.

I've recently interviewed for the permanent Direct Care Professional (AC1) position but declined the position. A permanent position has become available that I would like to take, how do I go about applying for the position?

If you have gone through the competitive interview process, you are now eligible to accept/ be considered for a permanent position without having to go through the interview process again within the next **three** months. If there is a position that becomes open for permanent hire you need to first let the ACM of the house know you are interested in the permanent position. You can email a letter of interest to the manager, call the manager, or personally introduce yourself. If you have already done that, then the ACM will take all information into consideration. It is up to the ACM to move forward. If the manager decides that they would like to offer you the permanent position the ACM will then go to the PAT Director for approval. It is then up to the PAT Director to make the final decision on a potential employee's best fit for the house. However, if you interviewed through our competitive interview process but your three month trial period has ended, you will have to reapply to be eligible for a vacant permanent position.

AC Employment Center Continued ...

How do I apply for a vacant permanent Direct Care Professional (AC1) position?

If a posting is posted on careers.wa.gov, you are welcome to apply online. You also have the option of submitting a paper application or printing your online NEOGOV application and submitting it to the AC Employment Center whether a posting is listed or not.

How often are vacant permanent Direct Care Professional (AC1) positions updated?

Vacant permanent Direct Care Professional (AC1) positions are updated every Monday on the AC Employment Center SharePoint page. For the most accurate update on vacant permanent positions you may call the AC Employment Center at extension 3094 or visit the AC Employment Center.

Submitted By: Antoinette Graham

Man on the Moon

Written By: Jill Larsen & Inspired By: Deanna Stevens

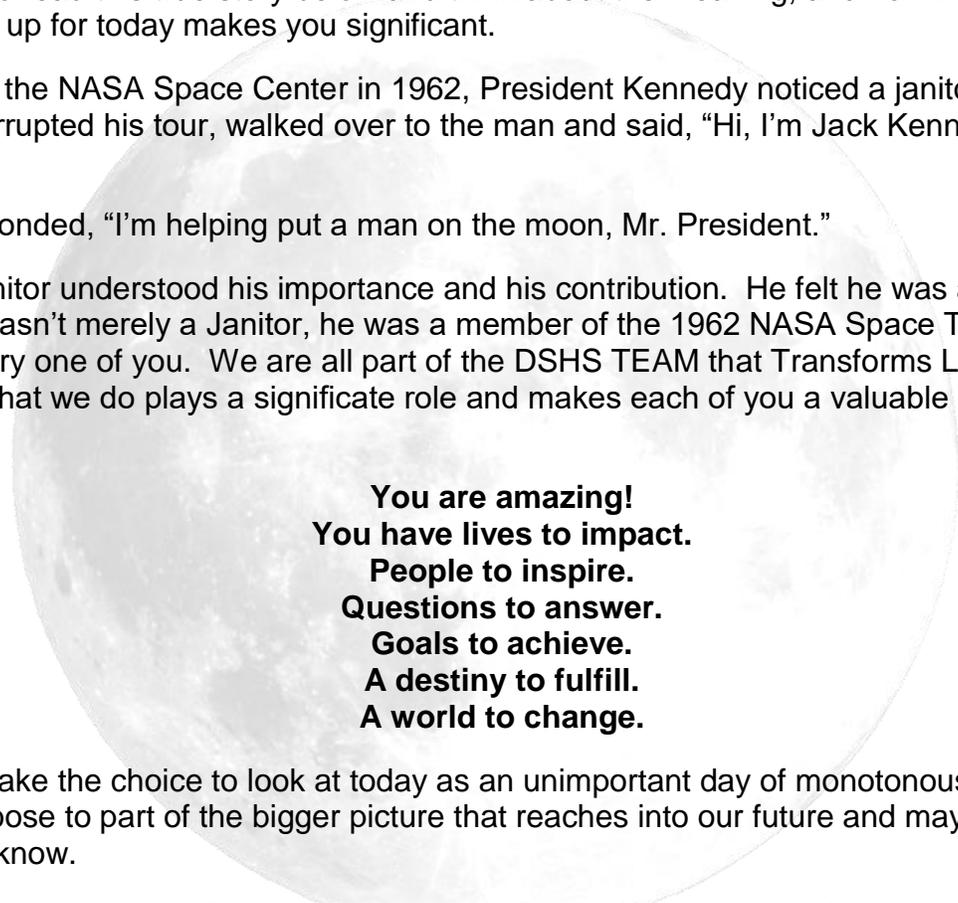
Do you ever look at your day to day life and understand how everything you do has impact, intent, and consequences? Do you realize your importance and how you contribute in everyday life?

Take a minute to read this true story below and think about the meaning, and how what small or large task you signed up for today makes you significant.

During a visit to the NASA Space Center in 1962, President Kennedy noticed a janitor carrying a broom. He interrupted his tour, walked over to the man and said, "Hi, I'm Jack Kennedy. What are you doing?"

The janitor responded, "I'm helping put a man on the moon, Mr. President."

You see the Janitor understood his importance and his contribution. He felt he was a valuable part of the team. He wasn't merely a Janitor, he was a member of the 1962 NASA Space Team! That Janitor is each and every one of you. We are all part of the DSHS TEAM that Transforms Lives, no matter our "Job Title". All that we do plays a significant role and makes each of you a valuable member of the team.



**You are amazing!
You have lives to impact.
People to inspire.
Questions to answer.
Goals to achieve.
A destiny to fulfill.
A world to change.**

Only you can make the choice to look at today as an unimportant day of monotonous every day activity OR you can choose to part of the bigger picture that reaches into our future and may impact people you may never know.

You can choose to sweep the floor..... Or be part of the space mission putting a man on the moon.

What are you going to do today?

Stevens, Deanna . "Man on the Moon." Whatever You Are, Be a Good One, Word Press, 20 Oct. 2009.



Client, Levi Shorthill on Shasta, proudly shows off produce.

Giving Thanks for the Harvest

This year the small greenhouse received a new roof (thank you to our CMO and Administration). The greenhouse and the adjacent Community Edible garden have produced a wonderful assortment of vegetables: broccoli, cauliflower, cucumbers, kale, onion, peppers, lemons and more! We grew two huge cabbages this year....record breakers!

In addition, the Home Depot of Bonney Lake built enabled garden beds for Rainier School. These beds help to make our gardening program as accessible as possible to all of our clients. We would like to extend a thank you to Kyle Kucera, Manager and his Home Depot crew for building and setting up the bins.

The clients have been able to visit the Edible Garden and help with planting, caring and harvesting the fresh vegetables for cooking. Kimberly Griffin has been diligently overseeing this program, thanks to her green thumb it was the second successful year. A thank you also to all of the clients who helped with the program, pictured below is Levi with a bounty of vegetables that he helped to grow.

As well as being educative and great for active treatment, gardening is therapeutic. It can be very grounding and satisfying to tend the garden. We learn patience because things take time to grow. We also learn how to manage disappointment and learn from our mistakes. We experience joy when our seeds spring up. These skills can also transfer to another environment. What we grow really, are dreams and people.

Written By: Katia Ramirez, PsyD



Home Depot delivers garden beds to Rainier School.

! Salutations from Safety !

Submitted By: Sara Carroll



KNOW SNOW!

TOP TIPS FOR WINTER DRIVING

SLIP AND SLIDE: TEST ROAD CONDITIONS FREQUENTLY

Periodically, check traction (available grip) when driving in challenging conditions. Road conditions can change drastically in a short period of time/distance in winter. Apply the brakes with moderate pressure to determine the available grip and modify your driving, if needed, to respond to ever-changing road conditions.



GRIP IT GOOD!

It's best to avoid braking or acceleration when negotiating a turn.

- 1 Brake before the turn
- 2 Negotiate the turn
- 3 Accelerate after the turn



YOU CRUISE, YOU LOSE



Avoid cruise control in wet, icy or snow conditions to maintain control of acceleration and deceleration at all times.

Employee Kudos

Carli Van Leishout - PAT A Speech Therapy Aide

As an HPA, I rely on my team members to work together and build quality programs for our clients. Carli's caseload is every client living on Pat A, and she is dedicated to all of them. She does not just give the HPA's an assessment, she attends all the IHP meeting in Pat A. She is able to discuss, in depth the needs of our clients to the guardians and family members.

Carli is able to write and build beautiful communication programs that are helpful, individualized and important for her clients. She thinks outside of the box and has a unique, compassionate perspective to bring to her work.

Carli is an amazing co-worker!!! She is dedicated to the team and is a fierce advocate for all the clients on Pat A. - Valerie Burson

Mark Your Calendars

Written By: Marya Gingrey

The end of the year can be an exciting and busy time of year. Here are a few upcoming activities that you might want to add to your calendars:

November 15th - Rainier School Client Job Fair – Noon – 3 pm – Chapel: Are your clients interested in working in the community? Are you interested in learning more about what types of employment services are available for your clients? Well, stop by the Chapel between Noon and 3 pm where we will be hosting Employment Services Vendors from the community. They will be here to meet with clients and staff to share information about their work and how they can support Rainier School staff and clients.

November 25th – Annual Buckley Chamber of Commerce Tree Lighting – 3 pm – 5 pm – Downtown Buckley: Bring your clients, family and friends to the annual Buckley Chamber of Commerce Tree Lighting Event. This event features Rainier School wood working and art work. It also includes pictures with Santa, local vendors, choirs, family activities and much more.

A few other things that will be coming in December include:

- The Friends of Rainier Annual Christmas Party
- The Rainier School Christmas Play
- The "Ugly Sweater" Holiday Party

And, we are pleased to offer two new events this year:

Winter Wonderland Decorating Contest: Houses and work groups are invited to turn the Rainier School campus into a Winter Wonderland by using your creativity in showing your Holiday spirit. Participating areas will be critiqued by guest judges and the winning area will receive a special treat!

Rainier School Campus Tree Lighting Event: Join us for caroling and fun as the large tree by the Administration Building is officially "lit" for the Holiday season.

While these are just a few of the events that will be happening in the coming weeks, please watch your e-mail for more information about these events and many others as more information becomes available.

Welcome to Rainier School: October 2017 NEO Class x2



Going from left to right

In the very front on the right is Colten Hyatt

Behind Colten to the right is Carmel Summerville,
Bailey Crevling, Trena Jerome,
Leona Ferguson-Kelly, Rose Ruelas

Behind right to left: Kent Orr, Nicole Williams, Ciella
Afleje, Leo Palle, Pam Aldrete, Kathleen Tyler

Back row on top: Jordan Townsend

Back row from right: Bob Olds, Lanie Ross, Karrie
Moore, Lindsay Casey

Not pictured: Ama Boahemaa



Going from left to right

Bottom step left to right: Toni Babbs, Illene Plaster
(nurse), Tiffany McGhan, Brianne Fink

Second step left to right: Kayla Farrell, Brenda
Burr, Cami Fritze, Kristen DeJarlis, John Hogue

Third Step left to right: Zeri Hoskins, Joshephine
Hanna, Malina Andriano

Top step left to right: Marilea Neely, Kelsey
Collette, Jeff Schriener, Keyannah Cole

What's Cooking with Finance?

Pumpkin Pie Crunch

INGREDIENTS

1 Can (15.5 OZ) Pumpkin
1 Can (12 OZ) Evaporated milk
3 Large Eggs
¾ C. Sugar
¼ tsp. Salt
1 tbs. Pumpkin Pie Spice
1 C Butter
1 C Chopped Pecans
1 package yellow cake mix (you can also
try white cake, spice cake, or butter pecan,
they all work GREAT!)

DIRECTIONS

Preheat oven to 350 degrees. Grease and flour a 9x13
pan. (I use a little bit of the dry cake mix in place of the
flour). In a bowl combine pumpkin, milk, eggs, sugar, salt,
and pumpkin pie spice. Pour into the prepared pan.
Sprinkle dry cake mix over the pumpkin mixture and top
with pecans. Drizzle melted butter over the cake mix and
pecans. Bake 25 min uncovered. Cover with foil and bake
an additional 25 minutes. Remove from oven, remove foil
and cool completely. When cool cut into squares.

This is great with Vanilla Ice Cream. 😊

Written By: Jill Larsen