

June-July 2016 District 5 Newsletter

Department of Human Services

Lane County, District 5

District Office: 2885 Chad Drive, Eugene OR 97408

Differential Response (DR) Update

From: John Radich, District 5 District Manager

DR Pause

In case you haven't heard, Child Welfare is taking a pause in rolling out Differential Response across the state. This does not impact Districts like us who have already implemented DR. We will continue to engage families and assign assessments in the A/R (Alternative Response) or T/R (Traditional Response) tracks. Our goal is still to include family, community members, and service providers as supports for our families. The statewide pause will be used to assess what we have asked of staff that may get in their way of completing their work in an efficient and timely manner. Our focus on ensuring safety of children will continue with all assessments using the Oregon Safety Model. We will certainly let you know when there are any updates in this area. – John Radich



More information on Differential Response can be found on the State of Oregon website at:

<http://www.oregon.gov/DHS/children/DIFFERENTIAL-RESPONSE/Pages/index.aspx>

Do you have something to add?

We are looking for:

- Pictures
- Staff recognition
- Customer success stories
- Workgroup updates
- Articles of interest

Submit your suggestion to Terra Ralph- Community Resource Coordinator at

terra.l.ralph@state.or.us or any of the Newsletter Workgroup Members:

- ✓ Allison Cox- SSP Family Resource Mgr, Florence Office
- ✓ Luis Gutierrez- SSP Case Manager, McKenzie Center
- ✓ Monica Garcia-Montero – SSP Family Resource Manager, West Eugene Office
- ✓ Krystall Harwell- SSP Family Resource Manager, McKenzie Center
- ✓ William (Bill) Murray- CW Case Worker, Willamette St. Office

FIND/Baby Bonding Enhanced Visitation Project

By Allison Cox

District 5 – As of March, a new program has been added to Child Welfare's current Baby Bonding Group. The "Filming Interactions to Nurture Development", or FIND, program, is a University of Oregon program developed by the Oregon Social Learning Center. It brings in a filming component and the concept of "Serve and Return" to the Baby Bonding group, extending and enhancing time that families can spend together during enhanced visitation sessions. The FIND program is being piloted with the Baby Bonding Group, but the goal is to add it to the Toddler Bonding Group as well and also to offer it as an individual visitation module. Amy Ruby, District 5 SSA with Child Welfare, spearheads the combined group and Margie Watkins, University of Oregon, coaches the FIND aspect.

FIND/Baby Bonding Group uses SSA coaching to facilitate and support bonding between babies and primary caregivers. Families meet weekly over the course of 16 weeks. During the group, families engage in a curriculum that includes structured visitation and education interspersed with independent play time. The FIND program brings a filming component to these visits, filming parents in their interactions so that the film can be reviewed with the families and positive parenting tactics pointed out to them and reinforced.

Melanie Berry, a clinical psychologist and part of University of Oregon's Dr. Phil Fisher's FIND development team, said that Ruby actually proposed the collaboration between her weekly Baby Bonding group and the UO's FIND program. Fisher's team works out of the Stress Neurobiology and Prevention Lab at the University of Oregon. Their initial focus was for one-on-one implementation with families, but they are broadening the scope of the program, thanks in part to Ruby's input.

"This group-based stuff is new for us," Berry said. "Amy actually suggested it! We're so grateful for this partnership. This work is the closest to our heart."

The "Serve and Return" model used in the FIND program was developed by the Center on the Developing Child at Harvard University. Children "serve" when they initiate an interaction using sounds, words, or gestures. Parents "return" when they notice and respond in a supportive way. FIND/Baby Bonding leaders teach families how to engage in positive "serve and return" interaction with their babies, and use film to positively reinforce these engagements. Then they film interactions between children and their families, and use the film to positively reinforce the skills that are being taught.



Trina Thomason, Child Welfare SSA Supervisor, says the program potentially provides parents and caregivers with more visitation time. She says the addition of the FIND component adds to the visitation time that Baby Bonding families experience via the group sessions, resulting in a positive weekly session of about 2-1/2 hours where families can be together. This is in addition to whatever other visitation they already have. *"We really want to give parents time," Thomason says, "But we only have so many SSAs, so this helps with giving that enhanced time between parents and kids who might need some supervision."*

FIND Continued- Ruby states that families themselves seem to react favorably overall to the supervised group visits. *“It’s been well received, the parents love it,”* she says. *“It’s a much more positive experience for the parents and for the children sometimes too, in a group situation outside of individual offices. The parents say they feel like they’re not under a microscope so much.”*

During free time, facilitators move among the families with hand held cameras, filming interactions between children and their families, providing positive feedback. Afterwards, Watkins takes the film back to her UO lab and edits it down to positive interactions, and the families are presented with the video segments later as a form of positive reinforcement for following program components.

Each session focuses on a different aspect of positive parenting. Weekly topics include Bonding and Attachment, Intro to Child Development, Reasons Babies Cry and How to Soothe Them, Health and Safety, Redirection and Distraction, and a Graduation Celebration, among other things.

There are five elements to the 16 week combined FIND/Baby Bonding program, and the plan is to spend two weeks on each element.

1. Sharing your child’s focus
2. Support and Encouragement
3. Naming
4. Back and Forth
5. Endings and Beginnings

The program is offered in English and in Spanish. For more information about the enhanced visitation programs, contact **Amy Ruby with District 5 Child Welfare, or Melanie Berry at 541-346-8046.**

<http://www.oslcdevelopments.org/find-projects/>

District 5 DIVERSITY Committee meets monthly and topics vary. **All staff and partners are welcome to attend.**

Our Mission Statement is: *To expand understanding and acceptance of diversity in every facet of our lives. We seek to enhance awareness of our differences and similarities through exposure and education, thereby, identifying our commonalities and developing a sense of community.*

<https://inside.dhsoha.state.or.us/dhs/district-5/diversity.html>



Self Sufficiency JOBS Program Achievement

The intent of the JOBS program is to help TANF recipients to become self-sufficient. Part of the program is assisting in job readiness, work search, interview and retention skills so that they can become employed. Case managers have the expectation to engage work ready TANF families in case plans with work attached ‘countable’ activities that meet federal participation requirements. **As our families’ participation increases, so does their employment!**

District 5 JOBS participation rate for program 2 (single adult) families has been increasing this program year, from 9.4% meeting federal participation standards in July 2015 to 18.2% in March 2016. Our goal is to be at 20% or better—so if we keep improving, we should be there in month or two.

In April we met 171% of our goal of validated placements. A validated placement is when a TANF recipient gets a job that results in a grant reduction or closure.

“We had 175 JOBS placements in April 2016—this is our highest number since March 2015. By my calculations, this means 7% of the adults on TANF in this District got a job last month...not too shabby at all.” – Kathe Gould, Community Resource Coordinator

DIVERSITY NEWS June is LGBTIQ Pride Month

June has been officially recognized as Lesbian, Gay, Bisexual, Transgender, Intersex, and Queer Pride Month since 2009 when President Obama made the first declaration of this kind. You can read the proclamation at <https://www.whitehouse.gov/the-press-office/presidential-proclamation-lgbt-pride-month>. Previously President Bill Clinton had declared June Gay and Lesbian Pride Month.

Historically, LGBTIQ rights have been restricted. It was with the Stonewall riots held in New York City on June 28, 1969 that the LGBTIQ community fought back against the police harassment they were subjected to. This was a defining moment for the Gay Liberation Movement in the United States.

The objective of the different events organized during the month is to not only honor the positive influence that LGBTIQ people have had in our history, but to also come together as a community and evaluate the accomplishments and obstacles faced during the year. Some of the events organized during the month are pride parades, picnics, parties and memorials for those lost from HIV and AIDS. It is Gay pride advocates work to put forward the rights of LGBTIQ people.

"All of us who are openly gay are living and writing the history of our movement. We are no more - and no less - heroic than the suffragists and abolitionists of the 19th century; and the labor organizers, Freedom Riders, Stonewall demonstrators, and environmentalists of the 20th century. We are ordinary people, living our lives, and trying as civil-rights activist Dorothy Cotton said, to 'fix what ain't right' in our society."--Senator Tammy Baldwin



Want to know more about the Eugene/Springfield Pride Festival? Check out their website at <http://www.eugenepride.org/index.html>



Sources: Oregon Encyclopedia by the Oregon Historical society http://oregonencyclopedia.org/articles/gay_lesbian_rights_movement/#.VxpLtaPn-M9
Library of Congress <https://www.loc.gov/lgbt/about.html>
Glaad <http://www.glaad.org/publications/pridekit>
Diversity Inc. <http://www.diversityinc.com/diversity-facts/lgbt-pride-month-timeline-facts/>
National Women's History Project <http://www.nwhp.org/resources/commemorations/gay-lesbian-pride->

Statewide PRIDE Employee Resource Group (ERG)

occurs the 4th Wednesday of each month & aims to advocate for the provision of appropriate and safe services for all clients and equitable, welcoming working conditions for CW and Self Sufficiency staff.

The group's mission is:

- Children in DHS custody who are LGBTQQ will be proud of who they are, will be successful and live up to their potential, will be safe, have accepting and affirming caregivers and DHS staff, and will be treated with respect.
- Adults from the LGBTQQ communities involved with DHS will be treated with respect and empowered to achieve the goals they have for their families.
- DHS employees from the LGBTQQ communities will feel respected in the workplace and be empowered to achieve the career goals they have set for themselves.



For local collaboration contact Kimberly.martinez-warren@dhsosha.state.or.us & more info on ERG's and DHS statewide contacts within Oregon at

<https://inside.dhsosha.state.or.us/dhs/office-equity-multicultural-svcs/diversity-a-inclusion/4295-employee-resource-groups-ergs-at-dhs.html>

Success through Collaboration

Child Welfare & Self Sufficiency Program (SSP)

By Heather Townsend, SSP Intensive Case Consultant

Sarah Raynes- Child Welfare Case Worker and Cecilia Stadler- Self Sufficiency Program Case Manager

This family story begins with a single mother and her teenage daughter. They have been receiving TANF for a number of years and despite mom working with Cecilia, her case manager, and participating in the JOBS program, she was not able to move forward due to substantial anxiety, depression and physical ailments. Her daughter also began showing some of the same symptoms, and none of them were accessing mental health services.

After concerns were brought up to the Child Welfare Program about the cleanliness of their home, the family was assigned a worker for alternative response. During the assessment, mom reported that the home was so difficult to manage that it had been six months since anyone besides them entered their place; also, her daughter was completely home schooled and had little to no contact with the community or anyone outside the household.

DHS gained access to the home thanks to the persistence of Sarah Raynes, the Child Welfare assessment worker, who said that "it took all the courage the client had to allow DHS into her home because she had become so overwhelmed and was overcome by shame due to the state of array the home was in". But once she engaged, a plan was put into motion to get the home cleaned up.

The family was assigned a Strengthening Preserving & Reunifying Families (SPRF) Mental Health Worker through Options in order to assist them in accessing counseling services. As a result, mom was able to gain some deep insight by participating in counseling alongside her teenage daughter.

The next step was to schedule a meeting where all of the client's supports could come to the table. Mom agreed to meet with all parties involved to create a new plan together. Making sure to include her mental health worker was a huge piece of this meeting being successful.

The best news of this outcome relates to the teenage daughter. Throughout the isolation she resorted to her artistic soul and would draw and sketch as a way of coping with her own depression. Recently, Cecilia went out to touch base with the family and found out that the daughter is now enrolled full time in an alternative school where she is thriving in and doing very well. The family continues to participate in counseling regularly. The mom continues to work with her doctors and is making small steps towards gaining self-sufficiency.

Do you have a success story you'd like to share? If so, send an email to Terra Ralph terra.l.ralph@state.or.us

Ergonomic Assessment Success!

What is an ergonomic assessment? “An ergonomic assessment simply addresses various aspects of the employee’s workstation, including, but not limited to, chair fits, monitor adjustments and keyboard trays. The main goal of an assessment is to maximize the employee’s comfort and reduce physical stressors to the best of our ability.”

– Terri Ladd, Administration Specialist 2 at the District Office

Some simple things that can be adjusted to make your workspace better:

- Chair can be adjusted: height can be raised or lowered so that feet are on the floor, chair back can be adjusted to have a better seat pan fit, arm rests can be adjusted to appropriate height, and lumbar support can also be adjusted.
- Monitor height adjustment for healthy neck posture.
- Keyboard tray and wrist rest can be adjusted to a flat position.



Dan Trujillo, SSP Case Manager at the Main Street office, received an ergo assessment.

“Thanks for all the handouts and the brochure you sent. Great training and I actually learned a lot!”
- Liz Runte, SSP Manager

Managers and local branch employees are receiving mentoring from district office to assist with ergonomic reviews for their staff. Here are a few things that Springfield SSP manager, Liz Runte really appreciated about the process:

- I like that we practiced in an empty cubicle space first and then with a live staff person who really needed the ergo. That gave us time to ask lots of questions and start wrapping our minds around ergonomics.
- I learned that your chair rules them all – no really, it was a good lesson to know that you should always start with your chair and work your way out.
- I learned pressure plus repetitive motion is a one way ticket to health problems – channel your inner Elton John/Liberace on the keyboard!
- Standing or sitting isn’t the answer – **moving your body is the key!**



“Just play. Have fun.
Enjoy the Game.”
-Michael Jordan

Game On!

By Krystall Harwell

Did you know District 5 has sports teams as part of the Wellness Program at DHS? Physical activity not only benefits fitness, but it can also help improve your mood, concentration, help fight depression, reduce stress, improve sleep habits, and can allow you to connect with co-workers and friends in a recreational setting.

Leagues vary around the district and the teams are coordinated by employees who are also current players. Word of mouth and occasionally a district wide email is sent out for recruiting. Staff, friends, and family members are welcome to join.

Volleyball is played year round on Tuesday evenings indoor at Monroe Middle School and out in the sand during nicer weather at Amazon Sand Pits. Bases are loaded in the Summer/Fall at Amazon Fields. Game nights for softball can vary by league but are typically weekday evenings and weekend afternoons. Soccer is played at Kick City at various times around the year.

If you’re looking for a great way to be active while having fun, this could be for you! Contact Josy Rivera-Gray via email to inquire about joining. If you have a team with other DHS staff you’d like featured, just send June Sedarbaum an e-mail.

Sources: Sportanddev.org. The Health Benefits of Sport and Physical Activity. Retrieved 5/6/16 from http://www.sportanddev.org/en/learnmore/sport_and_health/the_health_benefits_of_sport_and_physical_activity/
DHS District 5 Health and Wellness. Retrieved 5/10/16 <https://inside.dhsoha.state.or.us/dhs/district-5/d5-safety-wellness/d5-wellness.html>



John Bird

New Faces in District 5!



Nancy Hopkins

Florence SSP has recently filled two Human Services Specialist support staff positions. John Bird and Nancy Hopkins both started working at the Florence Branch in February. They join Mallory Gallegos to form the support staff/front desk team in the Florence SSP office.

"We are so busy that having a full support and front desk team makes a huge difference in how well we serve our clients," said Jenny Alberty, 3201 branch manager.

John has lived in the Florence area with his wife for about three years. *"I've lived in Florence, OR for a total of three years and really just wish there was a warm ocean because I do not like surfing in cold and darker waters,"* he said. Surfing woes aside, he and his wife enjoy outdoor adventures and hope to travel in the tropics at some point in the future.

Nancy and her husband purchased a home in Florence some years ago, with the intent of eventually moving here. She says her husband got a job with Johnston Ford as shop manager in October, so she began to look for a job here as well. She was hired by DHS and moved here from the Hillsboro/Beaverton area in February.

"Besides the people in Florence, I love the slowed down pace, which we call "beach time", and the weather," Nancy said.

Both voice a desire to serve people as a motivating factor in their desire to work in SSP. *"I was compelled to enter and apply with DHS in order to be an asset to help people, I am very interested in making people smile, laugh and love to help out where possible,"* John said.

Nancy is likewise motivated. *"I love to help people out, so I felt this position would be a way to help the people of Florence,"* she said.