



# Eldridge Press

## Special Edition

### Town Hall Meeting

A Town Hall meeting was held at McDougall Hall on Friday April 5<sup>th</sup> at 6:30 A.M. and 3:00 P.M. with more than 80 people in attendance between the two meetings. Some employees were curious to meet the new Executive Director; however, the majority were excited to reacquaint themselves with Karen Faria, who is no stranger to Sonoma Developmental Center (SDC). At the beginning of her presentation, Ms Faria said, "I am so happy to be back where my heart spent so much of my working life. I have seen so many familiar faces and talked with so many friends that I just can't stop smiling. That's a great way to work, don't you think so? It feels like family."

During the Town Hall, Ms Faria stated "We have real challenging, creative and difficult work to do to get SDC back to being the exceptional developmental center that it can be, that it has been, and that it should be.

Specifically:

- We have to improve our hiring process, and hire more qualified staff to fill the vacant positions in order to create a well-rounded and consistent team.
- We need to train and retrain and even re-retrain ourselves, so that everyone individually and all of us collectively feel completely confident that we have the right knowledge to do the right job absolutely correctly.
- We need to repair, clean and maintain the best state of our environment and our equipment. This demonstrates our respect for the dignity of those who live here.
- We need to provide premium health services from all primary and ancillary health care staff. It is the foundation for all other programming.
- We need to increase the number of opportunities that our citizens have for growth; socially, recreationally, vocationally, and emotionally. We have to provide more jobs, more outings, and more training, for the people who live here.
- We need to improve how we document all that we do, not just because it is a licensing mandate, but because it is the key instrument for providing every single person who works at SDC with the critical and timely information about the people we serve. It is the information that enables us to do our jobs more appropriately, more accurately, and much more professionally.
- We need to change our approach from caring to enabling. Everything thing we do, every word we say, every decision we make must be about enabling the people who live here to grow as individuals in order to make their lives worth living.
- Finally, each of us has to take complete responsibility and accountability for our own professional work performance and behavior. Every one one of us needs to work every moment of every day at the highest standards of our jobs.

If all of us do these eight things, then we don't have to worry about re-certification, licensing, surveys or the press, because certification and our reputation will be restored as the natural consequence of our hard and state-of-the-art work."

The room broke out in applause numerous times throughout the meeting and many commented on how they believed in SDC and under her leadership, we would prevail. Let the healing begin...



*Karen Faria  
Executive Director*

## It's All about Training...

In the January issue of the *Eldridge Press*, nine percent of the items submitted in the suggestion boxes were regarding training. We thought we would give you an update on some of the training that is on the horizon and currently in process:

- Abuse Prevention Training kicks off April 15<sup>th</sup> and runs through May 14<sup>th</sup>, occurring at the Slater Conference Center and The Redwoods. The training will be available at various times throughout this period to accommodate all employees at Sonoma Developmental Center (SDC). As mandated reporters, it is important that all staff attend this training so that they understand their role and responsibility in reporting abuse, in a timely manner.

- Choices Training will occur May 15<sup>th</sup> through June 28<sup>th</sup> and will focus on Supporting Choices, Making Transitions and more! This one-hour training is for employees from various disciplines, who are members of the Interdisciplinary Team. Trainers will consist of representatives from SDC, Regional Centers and Sonoma Regional Project. Information on training sites, dates and times will be announced, once it has been determined.

- Planning is occurring on Active Treatment training that will begin in June. The Corrective Action Active Treatment Team, along with consultants, are hard at work finalizing the training module. At this time, a core group of disciplines from the residences is being identified to attend the class.

Other training that occurs at Staff Development (with assistance from other departments) includes: Positive Approaches and Strategies Training, Management of Assaultive Behavior, CPR-Health Care Provider, CPR-Heartsaver, Dementia Training, First Aid, ER 2000, Therap-GER submission, Licensed Competency and Psychiatric Technician Assistant Competency and Skills Update.

Did you know?

- The current training calendar (January–June 2013) is available for viewing on the SDC Intranet. Training Calendars for the last six months of the 2013 are currently in development.

- To sign up, have your supervisor email the training

department at [SDCTraining.DCtraining@Sonoma.dds.ca.gov](mailto:SDCTraining.DCtraining@Sonoma.dds.ca.gov) with name, title, work location, class title, date and time of the class, you are interested in attending.

- Employees' training history is available on Therap.

## Pharmacy News

Recently, changes were implemented at the pharmacy to improve services for the residents and employees of Sonoma Developmental Center. They included:

- Change in pharmacy management.
- A work group was identified to review current dispensing, administration and accounting system of schedule II liquid medications with recommendations provided to the SDC Executive Team. The work group members included: Nayeli Hidalgo, Registered Nurse, Bill Seiffert,

Senior Psychiatric Technician, Ed Fauble, Nursing Coordinator, Daniel Phillips, Pharmacist, Terry Proell, Supervising Registered Nurse, Eric Jones, Assistant Coordinator of Nursing Services, Janine Dowsett, Acting Assistant to the Medical Director, and Michael Wymore, Medical Director.



*The SDC Pharmacy*

- Pharmacy and nursing policies were also addressed by the work group and changes were identified to ensure accountability of all schedule II liquid medications.

- The Executive Team reviewed the work group's recommendations and developed an implementation plan to include:

- Unit dose system dispensing (Exception: General Acute Unit).
- Training of all licensed staff and pharmacy personnel.
- Memo from pharmacy manager to residential managers and supervisors, regarding changes.

## Submitting articles to the *Eldridge Press*:

The *Eldridge Press* gladly accepts submissions of articles about events at Sonoma Developmental Center, news about the Center's departments and programs, employee recognition, and other information of interest to the Center's employees, consumers and other stakeholders. Articles may be edited for grammar, punctuation, and clarity. To submit your article, send it to the Office of Planning and Communications, Room 102, Sonoma Developmental Center, P.O. Box 1493, Eldridge, CA 95431. Deadlines are the 15th of the month prior to the publication date (for instance, April 15 is the deadline for the May 2013 issue).

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