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Hidden

There is a ladybug hidden on every page in this edition, just like the one pictured here. Can you find all of them?



From the Director

How Aware Are We, Really, About Mental Illness?

By Joshua Gordon (May 29, 2018)

Joshua A. Gordon, M.D., Ph.D., is the Director of the National Institute of Mental Health (NIMH), the lead federal agency for research on mental disorders. He oversees an extensive research portfolio of basic and clinical research that seeks to transform the understanding and treatment of mental illnesses, paving the way for prevention, recovery, and cure.

On the one hand, it is all around us. With nearly 1 in 5 Americans suffering from a diagnosable mental illness in any given year, no family is untouched. On the other hand, mental illnesses are sometimes spoken of in whispers, even within families, masking the true impact and facilitating stigma and discrimination. May is Mental Health Awareness Month, and in the spirit of this month, I thought I'd tell you how I became aware of the impact of mental illness—or rather, how the process of becoming aware began.

Awareness for me came slowly. Like most families, mine is affected by mental illness. And like most children of my gen-

eration, I was shielded by my family from knowledge about this aspect of our family history. In fact, it wasn't until I was an adult that I heard anything more than vague references to "nervous breakdowns."



In college, the core of my effort was devoted to studying molecular biology and the mysteries of the cancer cell. It was midway through my time there that my first direct experience with the burden of mental illness hit. A classmate of mine must have been struggling more than any of us were aware. As is all too common on college campuses, he lost his life to suicide towards the end of our sophomore year. Nothing can erase the shock of learning how he died, nor the memory of his stoic, disbelieving parents greeting

us after his memorial service.

I finished college and headed west for medical school. There, even as my interest in neuroscience and the quest to understand the complexity of the brain grew, my awareness of psychiatric illnesses remained mostly intellectualized. For my graduate work, I studied how the environment—through visual experience—shapes the way the brain develops. We learn to see, it turns out, by seeing, and I was fascinated by the notion that this and other complex brain processes might be disturbed in mental illnesses. But the true impact of these illnesses on the individual—that was not something I fully understood.

A few years later that changed dramatically, during my first clinical psychiatry rotation. A trio of patients stands out in my mind from my brief time working on an inpatient unit. The first was a cachectic woman with schizophrenia, her thoughts too disrupted by her mental illness for her to express even her most basic

(Continued on page 2)



From the Director, continued

(continued from Pg. 1)

needs. Her speech was a “word salad,” a technical term used to describe the disorganization of language that results in actual words being strung together without regard for meaning or syntax. She was clearly in distress, but there was no way to understand exactly why. After we treated her schizophrenia, she was able to tell us the cause of her distress—her long-neglected, decaying and infected teeth were causing her tremendous pain.

The second was a young woman with borderline personality disorder so severe that she spent hours in a helpless, self-injurious rage and couldn't stop the impulse to hurt herself. I felt helpless, too, and it took all the skills of the senior attending to break through the rage on the surface to the pain underneath, to convince her that we could help. The third was a young man who came in hearing voices and experiencing paranoid delusions for the first time in his life. This last patient got better over the course of the next few days and signed out against medical advice. He left before we could complete a workup, denying the possibility that was all too likely: that this episode was the first but not likely the last he would experience, and that he needed ongoing psychiatric care. He was a young man—my exact age at the time—with a full life ahead of him, whose illness could derail him from the trajectory he envisioned for himself.

These patients broke through my intellectual defenses, starkly illustrating the tremendous burden borne by those who suffer from mental illnesses. While many of the 1 in 5 Americans noted above are not as severely affected as my three patients from medical school, each of them pays their share of the tremendous medical, financial, and social burdens imposed by mental illnesses. It took me a long time, too long, to become this aware. We cannot

successfully accomplish our mission of transforming the lives of those with mental illnesses if we allow them to stay in the shadows. I've made sure to tell my children about their family history of mental illness, just as I have told them their family history of other medical illnesses such as cancer and heart disease. Of course, they are also exposed to more information about mental illnesses and suicide than I ever was growing up—even if some of that information isn't exactly how we mental health professionals would prefer it be presented. At least it is out there, for us to talk about, for us to share, for us to be aware. Awareness is the first step towards being able to do some thing about an issue. And for mental illnesses, that first step is a big one.

If You Know Someone in Crisis - Call the toll-free National Suicide Prevention Lifeline (NSPL) at **1-800-273-TALK (8255)**, 24 hours a day, 7 days a week. The service is available to everyone. The deaf and hard of hearing can contact the Lifeline via TTY at 1-800-799-4889. All calls are confidential. Contact social media outlets directly if you are concerned about a friend's social media updates or dial 911 in an emergency. Learn more on the NSPL's website:

<https://suicidepreventionlifeline.org/>

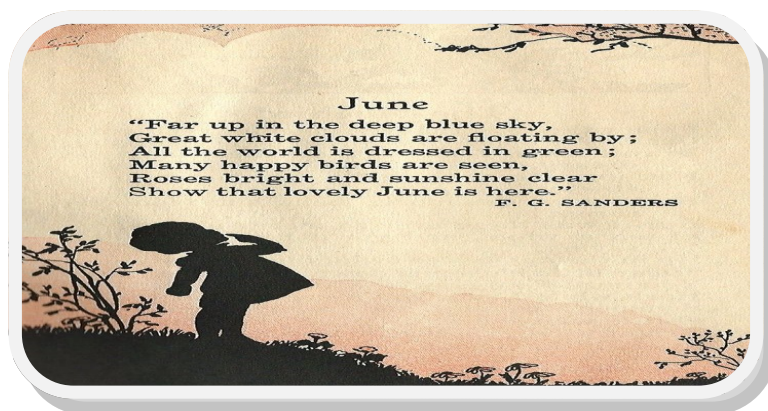
#BeThe1To Help #BeHereTomorrow
 #BeKindBeTheDifference
 #SuicideTheRippleEffect
 #HopeHelpsHeal #CureStigma

Funny Quotes



- I used to think I was indecisive, but now I'm not too sure.
- Doing nothing is hard, you never know when you're done.
- I am not lazy, I am on energy saving mode.
- A balanced diet means a cupcake in each hand.
- I'm sorry, if you were right, I'd agree with you!
- Always remember that you're unique. Just like everyone else.
- One advantage of talking to yourself is that you know at least somebody's listening.
- The more you weigh the harder you are to kidnap. Stay safe, eat cake!

Live every moment
 Love Laugh every day
 beyond words



Family Health and Fitness Day



Family Health and Fitness Day will be held on June 9, 2018. Celebrated the second Saturday in June each year, this special day promotes the importance of parks and recreation in keeping communities healthy. We are fortunate to have several state parks and lakes in our immediate area, including Hungry Mother State Park, Grayson Highlands State Park, South Holston Lake, and Claytor Lake, just to name a few. We also have several smaller parks within the Town limits that are perfect picnic areas or areas to play with smaller children. There are plenty of things to keep you busy: trails

for walking or bike riding, boats and paddle boats, beaches on the lakes, even tennis and basketball courts and swing sets galore. So why not take advantage of our beautiful parks, pack a picnic lunch, and head out with the family. You can be active and healthy while spending quality time with those you care about the most.



Staff Development Corner - Nursing

All Psychiatric Care Technicians (PCTs) are required to be a Certified Nurses' Aide (CNA) through the Virginia Board of Nursing. CNA training improves services through education, training, and development opportunities. SWVMHI recognizes the essential role that each PCT contributes to deliver high quality service to the individuals and families served and wishes to recognize and congratulate those PCTs who have completed CNA training this past year:

**Katy Carnett
Megan Carrico
Megan Carter
Robert Cullip
Glenna Dickerson
Kimberly Dickey**

**Nellie Evans
Kevin Gobble
James Fry
Alexa Mabe
Drew Musick
Jessica Pennington**

**Tiffany Repass
Kaitlyn Tickle
Anthony Yarborough
Kimberly Yarborough**

**I am a ...Bed-making,
Foot-aching,
Multi-tasking,
Gown-and-masking,
Patient-pleasing,
Nurse-appeasing,
Shampoo-and-shaving,
Coffee-craving,
Hand-holding,
Family-consoling, CNA!**

Congratulations!



MENTAL HEALTH FIRST AID USA

Mental Health First Aid is a public education program that introduces participants to risk factors and warning signs of mental illnesses, builds understanding of their impact, and overviews common supports. This eight-hour course uses role-playing and simulations to demonstrate how to offer initial help in a mental health crisis and connect persons to the appropriate professional, peer, social, and self-help care. The program also teaches the common risk factors and warning signs of specific types of illnesses, like anxiety, depression, substance use, bipolar disorder, eating disorders, and schizophrenia.

Like CPR, Mental Health First Aid prepares participants to interact with a person in crisis and connect the person with help. First Aiders do not take on the role of professionals -- they do not diagnose or provide any counseling or therapy. Instead, the program offers concrete tools and answers key questions, like "what do I do?" and "where can someone find help?" Certified Mental Health First Aid instructors provide a list of community health care providers and national resources, support groups, and online tools for mental health and addictions treatment and support. All trainees receive a program manual to compliment the course material.

SWVMHI is very fortunate to have certified instructors with the ability to provide this course, free of charge, to all of its employees. Classes are held monthly in the learning center. The next class is scheduled for Monday, June 18, 2018, from 0830 to 1700. Sign up for the next class by contacting the training department at Extension 854 or by emailing Patricia Evans at patricia.evans@dbhds.virginia.gov. Classes fill up quickly and there is often a waiting list, so if you sign up for a class and find you are unable to attend, please be sure to contact the Training Department as soon as you know so that your slot can be given to the next person on the waiting list.

June is Alzheimer's Awareness Month

During the month of June, get out your purple and help spread awareness of Alzheimer's disease. On June 21, 2018, the longest day of the year and summer solstice, thousands of people will join together to show their love for those affected by Alzheimer's disease. You can be one of them.

Alzheimer's disease is a global epidemic.

- Worldwide, 47 million people are living with dementia.
- The annual global cost of dementia is \$818 billion in U.S. dollars.
- The number of people living with dementia worldwide is set to skyrocket to 75 million by 2030.
- Alzheimer's disease is the sixth- leading cause of death in the United States.
- More than 5 million Americans are living with the disease.
- 16.1 million family and friends provide care to people with Alzheimer's and other dementias in the United States.
- In the United States someone develops Alzheimer's every 65 seconds.
- In 2017, 16 million caregivers of people living with Alzheimer's disease or other dementias provided an estimated 18.4 billion hours of unpaid care, a contribution to the nation valued at more than \$232 billion.
- In 2018, Alzheimer's disease will cost the United States \$277 billion. This number is projected to rise to more than \$1.1 trillion in 2050.



To learn more about Alzheimer's Disease or ways in which you can help, please visit <https://www.alz.org/>.





SUN SAFETY



The sun's ultraviolet (UV) rays can damage your skin in as little as 15 minutes. Follow these recommendations to help protect yourself and your family.

Shade - You can reduce your risk of skin damage and skin cancer by seeking shade under an umbrella, tree, or other shelter before you need relief from the sun. Your best bet to protect your skin is to use sunscreen or wear protective clothing when you're outside - even when you're in the shade.

Clothing - When possible, long-sleeved shirts and long pants and skirts can provide protection from UV rays. Clothes made from tightly woven fabric offer the best protection. A wet T-shirt offers much less UV protection than a dry one, and darker colors may offer more protection than lighter colors. Some clothing certified under international standards comes with information on its ultraviolet protection factor.

If wearing this type of clothing isn't practical, at least try to wear a T-shirt or a beach cover-up. Keep in mind that a typical T-shirt has an SPF rating lower than 15, so use other types of protection as well.

Hat - For the most protection, wear a hat with a brim all the way around that shades your face, ears, and the back of your neck. A tightly woven fabric, such as canvas, works best to protect your skin from UV rays. Avoid straw hats with holes that let sunlight through. A darker hat may offer more UV protection.

If you wear a baseball cap, you should also protect your ears and the back of your neck by wearing clothing that covers those areas, using a broad spectrum sunscreen with at least SPF 15, or by staying in the shade.

Sunglasses - Sunglasses protect your eyes from UV rays and reduce the risk of cataracts. They also protect the tender skin around your eyes from sun exposure.

Sunglasses that block both UVA and UVB rays offer the best protection. Most sunglasses sold in the United States, regardless of cost, meet this standard. Wrap-around sunglasses work best because they block UV rays from sneaking in from the side.

Sunscreen - Sunscreens are assigned a sun protection factor (SPF) number that rates their effectiveness in blocking UV rays. Higher numbers indicate more protection. Put on broad spectrum sunscreen with at least SPF 15 before you go outside, even on slightly cloudy or cool days. Don't forget to put a thick layer on all parts of exposed skin. Get help for hard-to-reach places like your back. And remember, sunscreen works best when combined with other options to prevent UV damage.

Most sunscreen products work by absorbing, reflecting, or scattering sunlight. They contain chemicals that interact with the skin to protect it from UV rays. All products do not have the same ingredients; if your skin reacts badly to one product, try another one or call a doctor.

Sunscreen wears off. Put it on again if you stay out in the sun for more than two hours and after swimming, sweating, or towel-drying off. Check the sunscreen's expiration date. Sunscreen without an expiration date has a shelf life of no more than three years, but its shelf life is shorter if it has been exposed to high temperatures.

Some makeup and lip balms contain some of the same chemicals used in sunscreens. If they not have at least SPF 15, don't use them by themselves.

For more information, please visit this link: https://www.cdc.gov/cancer/skin/basic_info/sun-safety.htm



*A Message from our Chief Nurse Executive
Who wished Our Staff Happy Nursing Week!
Week of May 21, 2018*

We have "about" the following positions:

Psychiatric Care Technicians (DSAs) 160
Licensed Practical Nurses 26
Registered Nurses 90
Nurse Managers 12
Ward Clerks 6
Schedulers/Timekeepers 4
Office Service Assistant/Secretary 2

I am so pleased and proud to offer each and every one of you formal recognition during this special week. Recently some of us were reflecting on conditions when we first started working here. One of my first decisions as Chief Nurse (after dealing with the aftermath of a large workplace early retirement and resulting staff vacancies, which we could not replace) was to require patients in supine restraint to be on constant observation. Another thing I started to work at, but it took years to accomplish, was having shift differentials apply also to the Psychiatric Aides, as we called that role title in the past. Now Evening and Night shift Psychiatric Care Technicians can earn over \$3500 a year in shift differentials and weekend and holiday supplements. Sometimes it is good to look at the past and see how far we've come.

The conversation soon transitioned to look at recent accomplishments in care provided for the individuals served. There are incredible heartwarming inspiring stories when you look at conditions of some people's mental health at time of admission to where they reach at time of discharge, or if still here, a year later. Tremendous stories!! I encourage each workgroup once a week to take five minutes and share progress noted in treatment of individuals compared to the week before, the month before, the year before. Step back and appreciate the blind man with more independence, no more cutting by the woman who used to hurt herself, reality orientation of the one who was psychotic, self-control by the one who struck out, and restored families and relationships.

Sometimes it is good to look at the future and imagine what more we can become. The Nursing Recruitment and Retention Committee and the Nurse Managers are working on improvement goals for "The Six S's": Staffing, Scheduling, Safety, Supervision, Staff Development, and Salary. I will put articles in the Facility Newsletter with information about these efforts throughout this year. We are always on a journey toward becoming better, responding to new situations, and solving new challenges. That's why I put "about" for the number of positions. They change sometimes as we look for the best way to provide staffing.

And today, be mindful of today. Did you know that about 20 percent of our direct care positions now incorporate 12-hour shifts? Or that we have a committee with at least 50 percent direct care givers as members to look at scheduling issues? Six committees with multidisciplinary/interdepartmental responsibilities are chaired by Nurses. Did you know more than 75 percent of the new Lead PCT positions are currently filled? Nursing staff members make a difference!

Some things I appreciate today: the line of staff at the time clock at 2:15 to clock in for the evening, the jokes about "when are you going to bring me apple pie" (oh, it's not a joke??), the reports of potlucks on night shift, the smiles and quick steps forward along the L-hall way, the compassion seen between staff and patients in the courtyard, the offer of an idea or a new way to look at a situation, and on and on. There are never-ending reasons to be joyful...beginning with each one of you!

Thank you for the essential role you contribute to the Nursing Team at SWMHJ!



~Reprinted from the "Nursing Week Newsletter 2018"



Nursing Week Activities Follow-up!



Listed below are the winners for the peer voted awards from the Nursing Week celebration:

Greatest Cheerleader:

A/B 1st Shift - Karen Weddle
 A/B 2nd Shift - Able Alley
 A/B 3rd Shift - Bryan Taylor
 C/D 1st Shift - Kelsey Blevins
 C/D 2nd Shift - Ava Mitchell
 C/D 3rd Shift - Sandy Harless
 E/F 1st Shift - Amanda Jackson
 E/F 2nd Shift - Lisa Horton, Kara Queen, Kayla Bennett, and Teresa Blevins
 E/F 3rd Shift - Nancy Rigal
 ERS 1st Shift - Wanda Hounshell
 ERS 2nd Shift - Regina King and Burnell Gregory
 ERS 3rd Shift - Jim Gilley
 Centralized Nursing 1st Shift - Josh Hale
 Centralized Nursing 2nd Shift - Tychelle Morris and Katy Cornnett
 Centralized Nursing 3rd Shift - Taryn Thomas

Best Sense of Humor:

A/B 1st Shift - Karen Weddle
 A/B 2nd Shift - Able Alley
 A/B 3rd Shift - Renee Price
 C/D 1st Shift - RJ Pasco
 C/D 2nd Shift - Ava Mitchell
 C/D 3rd Shift - Corey Lester
 E/F 1st Shift - Candy Lampkins
 E/F 2nd Shift - Bobby Blevins
 E/F 3rd Shift - Angie Sykes
 ERS 1st Shift - Danielle Frye and

Patty Moore



ERS 2nd Shift - Karen Puckett
 ERS 3rd Shift - Sandy Copeland
 Centralized Nursing 1st Shift - Cathy Huff
 Centralized Nursing 2nd Shift - Marci Kirk
 Centralized Nursing 3rd Shift - Angie Hayden

Most Likely to Have Something Nice to Say:

A/B 1st Shift - Pat Venable
 A/B 2nd Shift - Tiffany Repass
 A/B 3rd Shift - Crystal Thompson
 C/D 1st Shift - Kelsey Blevins
 C/D 2nd Shift - Cathy Church and Keshia Baldwin
 C/D 3rd Shift - Kate Fife
 E/F 1st Shift - Judy Harris and Kathy Fowler
 E/F 2nd Shift - Kara Queen
 E/F 3rd Shift - Marie Turley
 ERS 1st Shift - Tammy Frye
 ERS 2nd Shift - Katie Sexton, Jackie Hughes, and Melinda Blaken-ship
 ERS 3rd Shift - Donna Goodbrod
 Centralized Nursing 1st Shift - Dorothy Johnson
 Centralized Nursing 2nd Shift - Angel Smith and Tychelle Morris
 Centralized Nursing 3rd Shift - Mary Chandler

Most Helpful:

A/B 1st Shift - Lianne Lenahan
 A/B 2nd Shift - Able Alley
 A/B 3rd Shift - Crystal Thompson
 C/D 1st Shift - Kristin Gillespie
 C/D 2nd Shift - Ava Mitchell
 C/D 3rd Shift - Kevin Gobble
 E/F 1st Shift - Nancy Doss

E/F 2nd Shift - Betty Sheets
 E/F 3rd Shift - Ashley Edmiston
 ERS 1st Shift - Connie Cook and Peggy Armstrong
 ERS 2nd Shift - Rita Thompson
 ERS 3rd Shift - Reba Pennington
 Centralized Nursing 1st Shift - Dorothy Johnson and Danni Perry
 Centralized Nursing 2nd Shift - Angel Smith
 Centralized Nursing 3rd Shift - Angie Hayden and Mary Chandler

Calm Before the Storm:

A/B 1st Shift - Pam Harrington and Willie Powers
 A/B 2nd Shift - Courtney Quinley and Cliff Pickle
 A/B 3rd Shift - Cody Deel
 C/D 1st Shift - Valerie Campbell and Michelle Smith
 C/D 2nd Shift - Ava Mitchell
 C/D 3rd Shift - Kevin Gobble
 E/F 1st Shift - Shelly Jones
 E/F 2nd Shift - Lisa Horton
 E/F 3rd Shift - Tiffany Combs
 ERS 1st Shift - Dannielle Frye, Sarah Hale, Linda Aistrop, and Lois Bordwine
 ERS 2nd Shift - Katie Sexton
 ERS 3rd Shift - Megan Carrico, Tommy Terry, Chase Joines, and Michelle Riley
 Centralized Nursing 1st Shift - Dianne Burnette
 Centralized Nursing 2nd Shift - Angel Smith and Alexa Mabe
 Centralized Nursing 3rd Shift - Angie Hayden

**Congratulations
 Everyone!**

Ours is NOT a Thankless Job

By Lisa Taylor, RN, MSN, MBA

Having been in nursing for a long time, I have seen a lot of things change. One of those things is how I view our world. And yes, I do mean the world of nursing. Years ago I used to think that because a client or a co-worker didn't say "thank you," that whatever I had done had gone unnoticed.

But if you stop and think about a time that you were sick you can better relate to what our clients are going through. When a person is sick they are primarily thinking about themselves....how bad they feel and how they wish they were not sick. I am sure when you were sick you did appreciate what was done for you although it didn't necessarily cross your mind every time to actually say "thank you."

Working in mental health is similar to that. Our clients have altered thought processes and even memory issues. They don't always say "thank you" to our faces. But they do often apologize to staff regarding their recent behaviors, and we sometimes get acknowledgement cards and letters after discharge.

But I want you to look even beyond the cards and letters. Almost every day I work, I am spoken to by our clients and co-workers asking me how I am doing that day. I have been given a return smile and clients have stopped in mid-step in order to allow me to cross their path. I have even had clients defend me at times and asked me where I've been when I return from a vacation or personal illness. If you have been in this profession any length of time, I bet you have experienced at least some of these same things.

I encourage you to reflect on past times as well as be more mindful of your everyday interactions with others. I assure you that you will notice more non-verbal expressions of gratitude than you have ever noticed in the past. It takes a special person to want to help others. And although we don't do what we do for the "thank you," it is heartwarming when others acknowledge our efforts. Ours is NOT a thankless job.



HISTORY IN THE MONTH OF MAY

June 5, 1783 - The first sustained flight occurred as a hot-air balloon and was launched at Annonay, France, by brothers Joseph and Jacques Montgolfier. Their 33-foot-diameter globe "aerostatique" ascended about 6,000 feet. In September, they repeated the experiment for King Louis XVI, using a sheep, rooster, and a duck as the balloon's passengers.

June 6, 1944 - D-Day, the largest amphibious landing in history, began in the early-morning hours as Allied forces landed in Normandy on the northern coast of France. By the end of the day, 150,000 Allied soldiers, and their accompanying vehicles, had landed with 15,000 killed and wounded.

June 11, 1994 - After 49 years, the Soviet military occupation of East Germany ended.

June 14, 1951 - Univac 1, the world's first commercial electronic computer, was unveiled in Philadelphia. It was installed at the Census Bureau and utilized a magnetic tape unit as a buffer memory.

June 18, 1983 - Dr. Sally Ride, a 32-year-old physicist and pilot, became the first American woman in space, beginning a six-day mission aboard the space shuttle Challenger, launched from Cape Canaveral, Florida.

June 20, 1782 - The U.S. Congress officially adopted the Great Seal of the United States of America.

June 30, 1971 - the 26th Amendment to the U.S. Constitution was enacted, granting the right to vote in all federal, state, and local elections to American citizens 18 years or older. The U.S. thus gained an additional 11 million voters. The minimum voting age in most states had been 21.

Rehab Department News

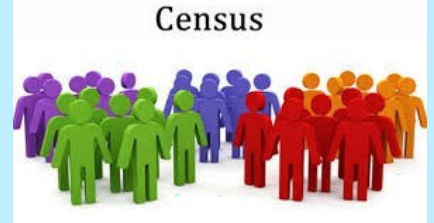
The warm weather and sunshine have finally arrived, and this welcoming environment has allowed many Rehab groups to utilize our outdoor courtyards. Recent studies have shown that as little as six minutes of outdoor exposure per day is supremely beneficial to one's mental health. This tenant of "EcoTherapy" is modeled, not only in one of our afternoon groups, but also whenever an opportunity arises.



A festivity our facility is very proud to take part in annually is Mental Health Awareness Day (MHAD). This year, it was scheduled for Thursday, May 17, and took place at the Higher Education Center in Abingdon, Virginia. The event was centered on "My Recovery Journey," with multiple art groups contributing posters to display during the MHAD walk. It was a great opportunity for SWVMHI to celebrate progress, recovery, and each other within a collective, welcoming environment outside our facility.

Craft group leaders and members continue to work diligently creating items to be sold at this year's annual Arts and Crafts Festival at Hungry Mother State Park. This year, it will be held from Friday, July 20 to Sunday, July 22, 2018. Please mark your calendars for this exciting weekend and be on the lookout for crafts made by our many group members.

Lastly, the Rehab department continues to collaborate with the CLC committee, incorporating its Wellness Initiative into our daily routines and services. This quarter's focus is Physical Wellness, so please be on the lookout for opportunities to improve your diet, exercise, and overall health!



Census

MONTHLY PATIENT CENSUS

May 2018

Admissions - 76

Discharges - 76

Passes Average - 6

Daily Census - 158



One Time Recognition Bonus for Critical Roles

I am pleased to announce that DBHDS was able to allocate \$1.6 million in one time incentive funds for the mental health hospitals to use for staff retention.

The available funds will be paid as a recognition bonus of \$680 to identified critical roles and will be paid in the **6/16/18 check**. The roles include Direct Service Associate II (49052): PCTs, Lead PCTs; Direct Service Associate III (49053): Rehab Specialists, Service Care Specialists, Pharmacy Technicians; Housekeeping and Apparel Worker I (79071), Housekeeping and Apparel Worker II (79072), Food Service Technician I (79211) and Food Service Technician II (79212).

To be eligible to receive the bonus, each employee had to meet the following criteria:

- Hire date before April 25, 2018
- No extension to probation
- Last performance evaluation of Contributor or Extraordinary Contributor.
- Does not exceed \$2,000 maximum allowed for recognition bonuses, per fiscal year.

Each employee will receive a memo notifying them of the bonus payment, and each employee who is not eligible due to the established criteria will receive a memo explaining why they will not receive the bonus. Employees must be currently employed as of 6/16/18 in order to be eligible for the bonus; therefore any employee who has submitted a notice of resignation effective prior to 6/16 will not receive the bonus.

We are happy to be able to provide this bonus for our valuable team members!

~Joey Sword, PHR, Human Resource Mgr. and Cynthia McClaskey, Ph.D., Director



VRI Region 3 Honors Judy Salyer and Sue Eller!

On May 31 at the 2nd Annual Region 3 Recovery Blast event in Abington, Va., sponsored by the Virginia Recovery Initiative, Sue Eller and Judy Salyer were honored for their many years of dedicated service to recovery efforts in Southwest Virginia. Each spoke and shared their personal stories and their participation in the development and growth of the Peer Support Specialist model for services.

Malaina Poore of VOCAL and Angela Scott of the Virginia Recovery Initiative Region 3 presented each recipient with a framed certificate of excellence and a lovely rose bush to thank and honor them. Below is information about the recipients. The foundation they have created is crucial for the continued growth of the Peer Support Specialist workforce and model for service delivery. If you know them, or meet them along the way, thank them for all they have done and continue to do!



Left to right: Malaina Poore, Sue Eller, Judy Salyer, Angela Scott

Sue Eller

Sue has pursued a career of service from the well of her own mental health recovery. She experienced the power and hope of the psychosocial rehabilitation peer approach for recovery. Currently working as a Peer Navigator for Magellan, she engages those who have been discharged from community crisis centers and provides support and follow-up as they connect to their own local circle of support. Sue is one of six Peer Navigators in the state and the only one in Southwest Virginia.

Prior to her work with Magellan, she was employed by Southwestern Virginia Mental Health Institute as a Peer Support staff member. Sue tells a wonderful, personal story of hope and recovery about a Rehab staff member she nicknamed “Mr. Happy” when she was hospitalized. “Mr. Happy” never gave up on her - he held the hope for her recovery when she did not have hope for herself. Sue is a Certified Peer Recovery Specialist and is a SPRS Trainer. Sue expresses a strong desire to see a Peer Run Recovery Center in her home area of Mt. Rogers and hopefully others in all areas of Region 3!

Judy Salyer

Judy has a strong history of service that she says started when she set out to support her brother who was diagnosed with a mental illness. For 16 years, she learned all she could about mental illnesses, mental health treatment, and recovery services. She has partnered with treatment providers and advocacy groups and has served tirelessly on the Regional Consumer Empowerment and Recovery Counsel (R-CERC). Judy has also participated for 16 years as an integral part of the Southwest Virginia Behavioral Health Board for Regional Planning. Thirty-two years as a beacon of hope and recovery is amazing!

~Submitted by Angela Scott, M.Ed., L.P.C., ASIST
Office of Peer Supports and Recovery
New River Valley Community Services

meet our NEW HIRES

Please welcome the newest additions to the SWVMHI Team!

New Hires for 5/10/18



Front row: Elizabeth Tate, PCT, Ward C/D, third shift; Amy Jenkins, PCT, Ward H, first shift; Danielle Bell, PCT, Ward E/F, third shift.
Back row: Emma Bragg, Clinical Social Worker; Emily Cullop, PCT, Ward J, first shift; Crystal Bishop, PCT, Ward C/D, first shift; Ashley Hutton, PCT, Ward C/D, third shift; Dawn Alexander, PCT, Ward C/D, first shift.

New Hires for 5/25/18



Leann Halsey, Patient Registrar



Melissa Wheeler, Patient Registrar



Train the Trainer Mentoring Program

SWVMHI was delighted to host the DBHDS “Train-The-Trainer Mentoring Program” participants from May 30 – June 1, 2018.

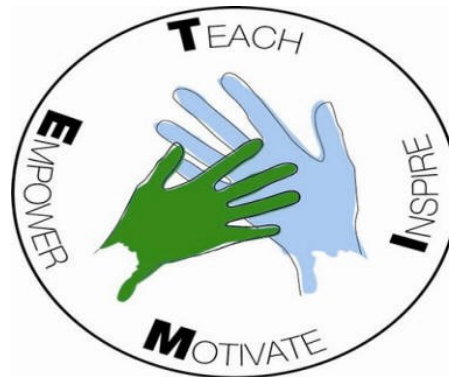
This training is part of the approach that DBHDS is taking to create and integrate and comprehensive succession planning approach.

Managing and sharing organizational knowledge has become an important foundation for our future growth, and peer mentoring is an effective way to facilitate this knowledge. Mentoring in the workplace sets the stage for individuals to strengthen their relationships and, in turn, work more cohesively as a team. The DBHDS Peer Mentoring Initiative is the first step in readying the agency for a fully realized mentoring program.

This pilot is a partnership with the DBHDS Central Office Human Resources team, a 2017 SystemLead project team, and Virginia Tech’s School of Public and International Affairs Faculty. The group co-developed an approach and language to support a decision brief requesting funds for curriculum development and training to implement a 3-day train-the-trainer workshop.

The pilot mentoring program links a SystemLEAD Capstone Project Group, with 20 participants from various DBHDS facilities. This collaborative works together to study and prepare for a widespread mentoring initiative through a “train-the-trainer” pilot program for DBHDS. The goal is mentorship occurring at every level of the organization!

The program participants were an energetic, knowledgeable, and thoughtful group of professional from all across the state. SWVMHI was proud to show off our campus and the beautiful far southwest Virginia springtime weather for them!



Participants included the DBHDS Workforce Development Manager, the SystemLead Mentoring Workgroup (Capstone Project Team), the Virginia Tech Associate Director of the School of Public and International Affairs, and the Virginia Tech Director of the Women's Leadership and Mentoring Program.

Catawba	Joyce Yearout	<u>Mentoring Capstone Project</u>	
Central Office	Starshena Harris	Central Office	Andrea Coleman
Central Office	Anna Bowman	Hanover County CSB	Suzy Christopher
Central Office	Taneika Goldman	RBHA	Ryan Hite
PGH	Fred Crowley	SEVTC	Margaret Mack-Yaroch
SEVTC	Susie Arce		
SEVTC	Lauren Wissing		
SWVMHI	Lee Osborne	DBHDS	Patricia Bullion
SWVMHI	Julie Stoots	SWVMHI	Merle Obregon
SWVMHI	Sean Carrigan	Virginia Tech	Leisha LaRiviere
SWVMHI	Brian Cowart		
SWVMHI	Ginny Moorer-Shields		
VCBR	Royace Baugh		
VCBR	Larry Turner		
VCBR	Cynthia Drew		
VCBR	Thomas Gray		
WSH	Mary Pryor		
WSH	Gayle Shultz		



Kronos Upgrade Delayed

You may have heard that SWVMHI has been preparing to upgrade our Kronos Timekeeping system from v.6.2 to v.8.1. Timekeepers have been helping to test the new system, and both timekeepers and supervisors received training in the new system, as navigation is quite different. The Go-Live was scheduled to occur on June 10, but due to errors in reports and some advanced scheduling

features, the decision was made by DBHDS to delay the upgrade until late August to ensure enough time to correct the errors to the satisfaction of all DBHDS facilities. As the new date gets closer and we are sure that Go-Live will occur, we will let all staff know

and set up some training sessions to ensure that everyone can log in and navigate the new version of Kronos. In the meantime, we will continue to use the current version of Kronos. We will pass along updates as they become available. Thanks to all the timekeepers for their hard work in not only conducting needed testing, but also in doing so ahead of the scheduled deadline date.



~Submitted by Cheryl Veselik

FOCUS: PHYSICAL WELLNESS
Footprint CUT-OUTS
 (look for the envelope in your area)



Activity: Decorate Your Own Footprint (one per person)

Why: To depict physical activity/diet/sleep/nutrition that most benefits your personal wellness.

How:



1. Pick up one cut-out from the envelope at the Nurses' Stations, SNC Office, Cafeteria, Bagley Lobby, Henderson Lobby, B Building, or Physical Plant.

2. Decorate it to represent the aspect/s of physical wellness (exercise, diet, sleep, nutrition) you find most beneficial. (Please put your name and location/department on the back.)

3. Return the decorated cut-out to the location where you picked it up and put it in the envelope labeled "Completed Footprint Cut-outs."

4. Completed cut-outs will be collected at the end of June and displayed in the L Hallway.

June Days to Celebrate

"Off the cuff" June holidays to celebrate:

- June 1**
National Go Barefoot Day
- June 6**
Drive-in Movie Day
- June 11**
Corn on the Cob Day
- June 13**
Roller Coaster Day
- June 20**
American Eagle Day
- June 23**
Typing Day
- June 28**
National Hand Shake Day



Word Search

Just for fun, how many of the following words can you find related to Flowers?



G C K S C H O O L S O U T U I O P F
 A A D F G H J K L M N B V C X Z A A
 S M D S U M M E R F F G H J K L P T
 O P I C K M N B B L G T R N F V C H
 X S W I Q A Z I P A R K X R C V F E
 R T Y N H N N R N G M I O U P L K R
 M N J C U Y T D A D G V B B V C D S
 E R F I G H Y S U A K O L N P M N D
 B N V P C X Z R T Y U V B U M I O A
 G H Y J I C E C R E A M J S K L O Y
 B U G S U T S W I M M I N G B S N J
 I T R F G C V B N M U K I O V E C E
 Q U B G R A D U A T I O N M D D F O
 K L U F I C S U N S C R E E N I V C
 O I L K L N M V B C T F R G H R O P
 Y U L E L P O S Y A D H T R I B K M
 K J O P O N O I T A C A V P Y T R U
 N B L E M O N A D E G H O P Y R E X

BIRDS

BIRTHDAYS

BRIDES

BUGS

CAMP

DAD

FATHERS DAY

FLAG DAY

GRADUATION

GRILL

ICE CREAM

LEMONADE

PARK

PICNICS

SCHOOLS OUT

SUMMER

SUNBURN

SUNSCREEN

SWIMMING

VACATION



*What the caterpillar calls the end of the world, the master calls a butterfly.
 ~Richard Bach*

Staff Development

Take advantage of upcoming Training Opportunities

CAI Reminder for June

Human Rights/DI 201- Will be available soon!

6/7/18 - "Work Place Ethics, Part II" presented by Dr. Gillette from 1330 - 1500 in the Dogwood classroom.

6/18/18 - Mental Health First Aid 0830-1700

6/20/18 - Intro to ID/DD - 1445-1645

6/26/18 - Stress First Aid Class 0900-1600

Sign up in advance with Patricia Evans
Call ext. 854 or send an email!

Log onto the new Virginia Learning Center (VLC) by going to: <https://covlc.virginia.gov>. Use your Employee ID (minus the proceeding zeros) and your Knowledge Center password. Only access through Internet Explorer and not CHROME.

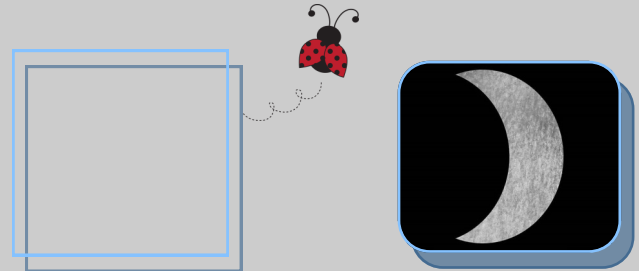
June Lunar Phases

June 6—Last Quarter

June 13—New Moon

June 20—First Quarter Moon

June 28—Full Moon



Patient Activity Council Schedule

June 2018						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1 NDC 6-6:30pm Gameroom 6:30-8pm	2
3	4 NDC 6-6:30pm Movie Night 6:30-8pm (Black Panther)	5 NDC 6-6:30pm Movie Night 6:30-8pm (Black Panther)	6 NDC 6-6:30pm Gameroom 6:30-8pm	7 NDC 6-6:30pm Chapel 630-8pm	8 NDC 6-6:30pm Gameroom 6:30-8pm	9
10	11 NDC 6-6:30pm Movie Night 6:30-8pm (Rush Hour 3)	12 NDC 6-6:30pm Movie Night 6:30-8pm (Rush Hour 3)	13 NDC 6-6:30pm Gameroom 6:30-8pm	14 NDC Only 6-7:30pm	15 NDC Only 6-7:30pm	16
17	18 NDC 6-6:30pm Movie Night 6:30-8pm (Jumanji: Welcome to the Jungle)	19 NDC 6-6:30pm Movie Night 6:30-8pm (Jumanji: Welcome to the Jungle)	20 NDC 6-6:30pm Gameroom 6:30-8pm	21 NDC 6-6:30pm Chapel 630-8pm	22 NDC 6-6:30pm Gameroom 6:30-8pm	23
24	25 NDC 6-6:30pm Movie Night 6:30-8pm (Turbo)	26 NDC 6-6:30pm Movie Night 6:30-8pm (Turbo)	27 No NDC Birthday Party 6:30-8pm	28 CLC Special Event: Physical Dimension NDC 6-6:30pm Chapel 630-8pm	29 NDC 6-6:30pm Gameroom 6:30-8pm	30



**Southwestern Virginia
Mental Health Institute**

**Address: 340 Bagley Circle
Marion, Virginia 24354**
Phone: 276-783-1200
Fax: 276-783-9712

Comments, Suggestions or Ideas?
SHARE THEM!
Please send any comments, suggestions, or ideas you have regarding the newsletter to the Office of the Director.



This Month's Word Search Answer Key

C	S	C	H	O	O	L	S	O	U	T	F			
A											A			
M	S	U	M	M	E	R	F				T			
P	C				B	L			N		H			
	I				I	P	A	R	K	R	E			
	N				R		G			U	R			
	C				D	A	D			B	S			
	I				S		A			N	D			
	P						Y			U	A			
			I	C	E	C	R	E	A	M	S	Y		
B	U	G	S			S	W	I	M	M	I	N	G	S
			G											E
			G	R	A	D	U	A	T	I	O	N		D
			I		S	U	N	S	C	R	E	E	N	I
			L											R
			L			S	Y	A	D	H	T	R	I	B
					N	O	I	T	A	C	A	V		
			L	E	M	O	N	A	D	E				

Please submit articles for the next newsletter to Teri Townsend by June 22, 2018.