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From the Director

STEP FORWARD Leadership Training for SWVMHI's Supervisors and Managers



On August 30, thirty-six supervisors from SWVMHI took a giant step forward in their development as leaders of the organization through their participation in the SWVMHI STEP FORWARD Program. STEP FORWARD Supervisory Training is offered to SWVMHI new, current and future *supervisors*. No prior supervisory training or experience is required. SWVMHI staff participated in activities designed to increase the positive outcomes of their supervision, provide strengths-based leadership that inspires rather than manipulates, and empower staff at all levels of the organization to be leaders.



Hidden

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



(Continued on page 2)

(Continued from Page 1)

Instructors included staff from Mount Rogers Community Services Board, the Employee Assistance Program, and SWVMHI graduates of the DBHDS Virginia Public Sector Leader (VPSL) and SystemLead programs. Additional sessions of the Step Forward training will be held in coming months, with the next session tentatively planned for December 14, 2018.

- Step One:** Reflective Leadership – The Role of the Supervisor as a Leader
- Step Two:** Creating Welcoming Work Environments
- Step Three:** Servant Leadership Principles and Practices
- Step Four:** Emotional Intelligence
- Step Five:** Generational Differences
- Step Six:** Constructive Confrontation for Handling Difficult Conversations
- Step Seven:** Bringing Appreciative Leadership Theory into Daily Practice



“All hands work of leadership”

The Southwestern Virginia Mental Health Institute leadership philosophy promotes creativity, teamwork, and shared leadership by expecting all employees to learn, live, and lead by the organizational Values. We believe leadership can and should be demonstrated by all staff in their individual and collective roles. This leadership philosophy enables SWVMHI to fulfill its Mission of assisting individuals in their recovery.



~Submitted by Merle Obregon





Pros and Cons of Flip Flops



When it comes to quick and easy, flip flops fit the bill. They keep your feet cool in the summer and they are easy for kids and adults alike to get on and off, but what about how they affect your feet? If you are trying to decide what shoes to wear today, read this flip flop pros and cons list first.

Flip Flop Pros:

- Quick and easy: They take hardly any effort to put on, especially for kids.
- They keep your feet cool.
- They can be very inexpensive.

Flip Flop Cons:

- They are flimsy and many provide no foot support, which can eventually lead to arch and heel pain.
- Lack of support can cause critical problems in the arch and heel of the foot, including plantar fasciitis, an inflammation of tissue on the bottom of the foot.
- Constant wearing of flip flops can result in tired and very sore feet.
- Since there is only a small strap to secure your feet, your toes actually have to grip the flip flop to keep them on. Over time, this can cause tendinitis and can lead to hammer toes.
- Since there is no support, the whole way you walk can change. Wearing flip flops on a regular basis can change your natural gait, which can lead to problems in your knees, hips, and lower back.
- They can impair control if they come off and lodge under the brake or gas pedal while driving.
- They offer little protection. You are at a greater risk for stubbed toes, glass cuts, puncture wounds, or having a heavy object fall on your foot, causing injuries such as broken toes and torn nail beds.

Flip flops are great in some situations. For instance, many people like to walk barefoot around their house, so grabbing a pair of socks and shoes when you want to go outside can be a little bit of a hassle. They are perfect for situations like taking out the trash or letting the dog out. You'll protect your feet from rocks, glass, or hot pavement, and you can quickly slip them on and off if you're making multiple trips outside.

Flip flops are the perfect type of shoe to wear to the beach. They can protect your feet from the hot sand, and you can wear them into the water to rinse them off at the end of the day.

If you choose to wear flip flops, don't overdo it. To have flip flops on for short periods of time when you are running errands and not doing a lot of walking, that's usually not a problem. If you want to wear them for a longer period of time, invest in a sturdy pair that has a good amount of cushion and support.

Sources: WebMD; everydayhealth.com; anklefootmd.com; sofootankle.com



www.commonhealth.virginia.gov

The contents of the CommonHealth weekly emails may be reprinted from an outside resource in the area of health, safety, and wellness and is intended to provide one or more views on a topic. These views do not necessarily represent the views of the Commonwealth of Virginia, CommonHealth, or any particular agency and are offered for educational purposes. If you have questions or concerns about this article, please email us at wellness@dhrm.virginia.gov

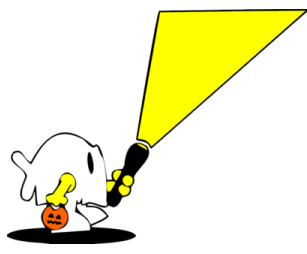
Visit by Marvin Figueroa, Deputy Secretary of Health and Human Services 9/19/18



Pictured from L to R: Amanda Currin, ADA; Julie Stoots, UNC; Jeffrey Gordon, MD, Medical Director; Deputy Secretary Figueroa; Cynthia McClaskey, Director; Mike Jones, Acting Clinical Director; Sean Carrigan, Security Chief; Kim Sayers, Human Resource Analyst; and Merle Obregon, Training Director.

TRICK OR TREATING SAFETY

- Travel in groups with adult supervision.
- Apply reflective tape to costumes and bags.
- Use flashlights and move with caution.
- Don't walk close to luminarias or stand near candles.



Have a Safe & Happy Halloween!



CELEBRATE

HEALTHCARE FOOD SERVICE WORKERS WEEK OCTOBER 7 - 13, 2018



Throughout the week of October 7 - 13, we are proud to recognize and appreciate the hard working and dedicated staff who work to provide food services to Southwestern Virginia Mental Health Institute.

Throughout the year these special people plan, develop, create, and serve healthy meals for the individuals we serve and staff. They do all of this while maintaining a safe and clean kitchen and dining facilities. From interpreting a patient's diet order, and likes/dislikes, to forecasting food production, to cooking, serving, and the cleanup that comes afterwards; each meal, and each day, is a complicated process that requires much teamwork and organization.

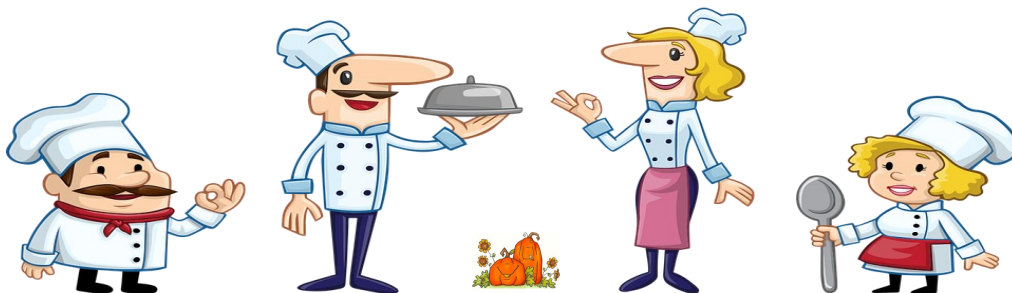
Our team is made up of a group with very diverse backgrounds and talents. We have people who have worked in food service all their lives, as well as those with backgrounds in manufacturing, production, and other fields outside of the food industry. Our current team is comprised of: **A Food Service Director, An Registered Dietician, a Nutritionist, 2 Clerical Staff, 4 Supervisors, 8 Cooks, 19 Food Service Techs, and a Storeroom Associate.** This group of staff have served SWVMHI approximately 320 total years between them with two employees having given over 40 years of service to the facility. All of our supervisors have completed ServSafe training this past year, in addition to all having completed the Manager MVP curriculum, and all required facility training. All staff is afforded the opportunity to cross train to learn as many different positions as they are comfortable with. This gives us a lot of scheduling flexibility and the opportunity to promote from within when opportunities arise.

Our department is open from 4:30 a.m. until 7:00 p.m., 365 days a year. Last year, we served a patient population of 59,741 patient days a total of 179,109 meals. In addition to this, we served 30,555 meals in the cafeteria and 1,535 internal catering meals. Beyond direct meals served, we also supplied \$54,609 to the wards as floor stock, \$30,555 in between meal snacks, and \$3,645 in patient functions. Each of these meals, snacks, and trays of floor supplies are prepared according to diet, likes, dislikes, orders, and coordinated activity/catering function orders.

Last year, we were finally able to implement the new CBORD patient nutritional data base that creates our recipes, patient tray tickets, and production sheets. This was a huge project that took innumerable man hours of work to build out, test, and implement.

Our department faces a lot of changes and challenges, but always seems to rise to the occasion to face these and do the best we can for the individuals we serve and our staff. Please take the opportunity during this week, this month, and throughout the year, to thank the Food Service staff for all they do.

~Submitted by Robbie Horne, Food Service Director





Do Probiotics Really Work?

Although certain bacteria help treat some gut disorders, they have no known benefits for healthy people.

Walk into any grocery store, and you will likely find more than a few “probiotic” products brimming with so-called beneficial bacteria that are supposed to treat everything from constipation to obesity to depression. In addition to foods traditionally prepared with live bacterial cultures (such as yogurt and other fermented dairy products), consumers can now purchase probiotic capsules and pills, fruit juices, cereals, sausages, cookies, candy, granola bars, and pet food. Indeed, the popularity of probiotics has grown so much in recent years that manufacturers have even added the microorganisms to cosmetics and mattresses.

A closer look at the science underlying microbe-based treatments, however, shows that most of the health claims for probiotics are pure hype. The majority of studies to date have failed to reveal any benefits in individuals who are already healthy. The bacteria seem to help only those people suffering from a few specific intestinal disorders. “There is no evidence to suggest that people with normal gastrointestinal tracts can benefit from taking probiotics,” says Matthew Ciorba, a gastroenterologist at Washington University in St. Louis. “If you’re not in any distress, I would not recommend them.” Emma Allen-Vercoe, a microbiologist at the University of Guelph in Ontario, agrees. For the most part, she says, “the claims that are made are enormously inflated.”

The popular frenzy surrounding probiotics is fueled in large part by surging scientific and public interest in the human microbiome: the overlapping ecosystems of bacteria and other microorganisms found throughout the body. The human gastrointestinal system contains about 39 trillion bacteria, according to the latest estimate, most of which reside in the large intestine. In the past 15 years, researchers have established that many of these commensal microbes are essential for health. Collectively, they crowd out harmful microbial invaders, break down fibrous foods into more digestible components, and produce vitamins such as K and B12.

The idea that consuming probiotics can boost the ability of already well-functioning native bacteria to promote general health is dubious for a couple of reasons. Manufacturers of probiotics often select specific bacterial strains for their products because they know how to grow them in large numbers, not because they are adapted to the human gut or known to improve health. The particular strains of *Bifidobacterium* or *Lactobacillus* that are typically found in many yogurts and pills may not be the same kind that can survive the highly acidic environment of the human stomach and from there colonize the gut.

Even if some of the bacteria in a probiotic managed to survive and
(Continued on page 10)



HISTORY IN THE MONTH OF OCTOBER

October 1, 1908 - Henry Ford’s Model T, a “universal car” designed for the masses, went on sale for the first time.

October 3, 1863 - President Abraham Lincoln issued a proclamation designating the last Thursday in November as Thanksgiving Day.

October 6, 1927 - The first “talkie” opened in New York. *The Jazz Singer*, starring Al Jolson, was the first full-length feature film using spoken dialogue.

October 11, 1939 - Albert Einstein warned President Franklin D. Roosevelt that his theories could lead to Nazi Germany’s development of an atomic bomb. Einstein suggested the U.S. develop its own bomb. This resulted in the top secret “Manhattan Project.”

October 19, 1987 - “Black Monday” occurred on Wall Street as stocks plunged a record 508 points or 22.6 percent, the largest one-day drop in stock market history.

October 20, 1968 - Jacqueline Kennedy married multi-millionaire, Greek businessman, Aristotle Onassis, ending nearly five years of widowhood following the assassination of her first husband, President John F. Kennedy.

October 27, 1904 - The New York City subway began operating, running from City Hall to West 145th Street, the first underground and underwater rail system in the world.



SWVMHI: Improving Safety Every Day By Being **AWARE!**

A	W	A	R	E
Know What to do in an Emergency	Know How to Lift Heavy Loads	Install Staff Duress System	Look for Contraband During Each Observation Round	Know Machine Operating Procedures
Know Evacuation Routes	Respect Your Co-workers' Space	Store Your Tools Away After Use	Wear Safety Glasses	Use Appropriate TOVA Skills
Turn off Machine in Between Jobs	Install Safety Cameras	FREE SPACE	Double Check Sign in/out Sheets for Accuracy	Wear Closed-Toe Shoes with Enclosed Backs
Shut Down Machines When Not in Use	Avoid Loose Clothing & Jewelry	Clean Up Spills Immediately	Do Not Modify Cleaning Liquids	Keep Your Workspace Clean
Respond to Codes Immediately if Possible	Check for Identification Badges	Know the Location of Instruction Manuals	Contact Security or Direct Supervisor as Instructed	Be Aware of Your Surroundings



A Note from the Chief



You may have noticed that our security staff members have not been wearing their normal grey or blue uniforms for the last few months. The grey or blue uniforms distinguish between two types of staff.

Some of the Officers are registered as Special Conservators of the Peace (SCOP), through the Department of Criminal Justice Services (DCJS), which affords them the legal powers to make arrests and carry firearms. These officers usually wear grey uniform shirts. Some of the Security Officers are not SCOP certified and these officers wear light blue uniform shirts.

Effective July 1, 2018, there was a change in Virginia law that affected all state psychiatric facilities. DBHDS can no longer have the word "police" on any badges or patches. So, the State has created a Department of Public Safety at each facility.

New patches and badges were ordered, but unfortunately when the patches came in, they did not cover the shoulder area where the old patches were sewn. When the old patches were removed it left holes in all of the officer's shirts, so new uniform shirts are being ordered.

In the meantime, the staff in the Department of Public Safety are wearing civilian clothes. Please bear with us as we make this transition. We hope our staff will be back in uniform soon!

If you have any questions, please contact me.

~ Chief Sean Carrigan



Thank You
Thank You
Thank You!!!!

A Big Thank-You!

The Joint Commission Survey conducted in March, 2017 revealed some concern with ligature resistant items within the facility. Some of the items involved were doors, handrails, sinks and faucets. Wasting no time, the Building and Grounds Department immediately began working on these issues. The Department's staff replaced 100 plus sinks, and faucets, 398 doors, and more than 2,300 feet of handrail, while keeping the entire facility running smoothly. This work would bring the facility up to the recently, revised Joint Commission Standards. Other facilities, while needing much of the same type of improvements, needed to contract outside vendors to perform the work. However, our very capable crew was able to complete all of the work themselves, saving a tremendous amount of money.

We are very fortunate to have such a great and skilled group of Physical Plant Services employees that could accomplish this work with minimal impact to both patients and staff.

Thank you for a job well done!

~Shaun May, Building and Grounds Director



meet our **NEW HIRES**

Please welcome the newest additions to the SWVMHI Team!

New Hires for 8/25/18



Hannah Caywood, Food Service, 1st shift

New Hires for 9/10/18



Front Row: Bonnie Blevins, P-14, PCT, 2nd shift, Ward C/D; Debra Trueblood, PCT, 1st shift, Ward I; Marta Ray, Cook, 2nd shift;
Second Row: Jennifer "Jenny" Haulsey, Human Resources Assist.; Brandi Caudell, PCT, 3rd shift, Ward C/D; Tammy Rouse-Lee, PCT, 3rd shift, Ward A/B; Tara Hayes, PCT, 1st shift, Ward C/D; Mary Little, LPN, 2nd shift, Ward C/D



So run on over and do your
"THING"
Get your Flu Shot!

September Lunar Phases

Oct. 2— Last Quarter

Oct. 8— New Moon

Oct. 16 — First Quarter Moon




Oct. 24— Full Moon





Census



MONTHLY PATIENT CENSUS

September 2018

Admissions - 78

Discharges - 81

Passes - 5

Average Daily Census - 165

(continued from page 6)

propagate in the intestine, there would likely be far too few of them to dramatically alter the overall composition of one’s internal ecosystem. Whereas the human gut contains tens of trillions of bacteria, there are only between 100 million and a few hundred billion bacteria in a typical serving of yogurt or a microbe-filled pill. Last year a team of scientists at the University of Copenhagen published a review of seven randomized, placebo-controlled trials (the most scientifically rigorous types of studies researchers know how to conduct) investigating whether probiotic supplements - including biscuits, milk-based drinks and capsules - change the diversity of bacteria in fecal samples. Only one study - of 34 healthy volunteers - found a statistically significant change, and there was no indication that it provided a clinical benefit. “A probiotic is still just a drop in a bucket,” says Shira Doron, an infectious disease expert at Tufts Medical Center. “The gut always has orders of magnitude more microbes.”

Despite a growing sense that probiotics do not offer anything of substance to individuals who are already healthy, researchers have documented some benefits for people with certain conditions. In the past five years, for example, several combined analyses of dozens of studies have concluded that probiotics may help prevent some common side effects of treatment with antibiotics. Specific strains may also benefit people with certain gut conditions, however, until more is known about the microbiome and how to best augment it, treating these conditions is best left to your physician.



Source: scientificamerican.com/article/do-probiotics-really-work

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Employee Health Fair

Many thanks to all who participated in the Employee Health Fair on September 27, 2018. We had over 200 employees participate!

Our visitors were very complimentary of our staff and their friendliness. They really enjoyed spending the day with us. If you see any of the businesses that were with us, please say thank you for their support of our employees:

SWVA Community Health Services, Air MedCare, Aetna Insurance, Delta Dental, Curves, Anthem Insurance, Boothe Chiropractic, Medical Reserve Corp, SWVA Eye Associates, Ballad Cancer Center, Mike Hopkins - SWVMHI Volunteer Chaplain, PA Students Sarah & Jahaziel, Smyth County Community Hospital, Tessa Brown - Young Living Oils, Kroger Pharmacy, Smyth County Sheriff's Office, Smyth County Commonwealth Attorney's Office, Benchmark PT, Sean Carrigan - SWVMHI Director of Safety & Security, SWVMHI 3rd Shift Nursing, and Suzanne Meador- CommonHealth Regional Coordinator.

The winners of the door prizes are:

Benchmark PT Strongest grip: Jeff Hanshew and Shelly Jones-Gift cards

Mike Hopkins Chaplain: Bryan Taylor - Men's Study Bible

Marsha Lawson-Women's Study Bible

Aetna Insurance: Peggy Armstrong- Yoga mat

SWVMHI 3rd Shift Nursing: Pumpkin-Kim Hunt, Chocolate Kisses-Diane Tucker

A great big thanks to all who helped put this day together. We couldn't have done it without you!!

Nathan Shelton and the Housekeeping staff, Robbie Horne and the Food Service staff, Plant OPs team, Allen Hubbard and Junior Hylton, Loretta Shupe, Jill Buttrey, Leslie Warden, Christie Hayton, Trish Greer, Vicki Copenhaver, Jessica Taylor

Being Healthy is our "THING"

~ Cindy Jones RN CIC



ICMA- RC Representative Erinn Briele, who is with the state tax-deferred savings program, will be at SWVMHI on the dates listed below. Erinn will be available to meet with employees with questions about the Deferred Compensation plan and/or the Hybrid Retirement Plan in the Human Resources Conference Room on the 2nd Floor of the Henderson Building. You can make an appointment for any of the dates listed by calling Erinn at 1-800-338-5804 or emailing her at ebriele@icmarc.org.

Please drop by to meet with Erinn to ask questions, review your account, check beneficiary listings and/or to change your contribution amount.

Dates and Times:

November 12, 2018
9:00a.m. - 4:00 p.m.

December 10, 2018
9:00a.m. - 4:00p.m.



News From Our Rehab Department

Fall has arrived, and this new season brings additional opportunities for the Rehab Department to showcase its creativity and use nature as an inspiring metaphor for positive change.

The month's special event took place on a different day than usual, Tuesday, instead of Thursday, September 18. It was organized by the Cultural and Linguistic Competency Committee (CLC), centering around Occupational Wellness. With the weather proving itself muddy and damp, the department held the activities in the gym, from 1330 to 1500 hours. The event provided everyone a chance to explore and learn about different life paths, varying careers, and interesting hobbies. We discovered our own and each other's personality types, learning styles, and goals. It was an enriching experience for all.

Next quarter, October - December, the CLC Committee is focusing its efforts on informing the facility about Spiritual Wellness. Be on the lookout for more information to come, and join the Rehab Department by participating in this initiative as much as you can.

~Submitted by Emily Lockhart

						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1 NDC 6-6:30pm Movie Night 6:30-8pm (Big Momma's House)	2 NDC 6-6:30pm Movie Night 6:30-8pm (Big Momma's House)	3 NDC 6-6:30pm Gameroom 6:30-8pm	4 NDC 6-6:30pm Chapel 6:30-8pm	5 NDC 6-6:30pm Gameroom 6:30-8pm 	6 
7 	8 No CRS groups No NDC/ Gameroom 	9 NDC 6-6:30pm Movie Night 6:30-8pm (Big Momma's House 2)	10 NDC 6-6:30pm Movie Night 6:30-8pm (Big Momma's House 2)	11 NDC 6-6:30pm Chapel 6:30-8pm	12 NDC 6-6:30pm Gameroom 6:30-8pm 	13
14	15 NDC 6-6:30pm Movie Night 6:30-8pm (Big Momma's House 3)	16 NDC 6-6:30pm Movie Night 6:30-8pm (Big Momma's House 3)	17 No NDC Birthday Party 6:30-8pm	18 "Fall Festival" 1:30-3pm NDC 6-6:30pm Chapel 6:30-8pm	19 NDC 6-6:30pm Gameroom 6:30-8pm 	20
21 	22 NDC 6-6:30pm Movie Night 6:30-8pm (Hotel Transylvania)	23 NDC 6-6:30pm Movie Night 6:30-8pm (Hotel Transylvania)	24 NDC Only 6-7:30pm	25 NDC 6-6:30pm Chapel 6:30-8pm 	26 NDC 6-6:30pm Gameroom 6:30-8pm	27
28 	29 NDC 6-6:30pm Movie Night 6:30-8pm (Beetlejuice)	30 NDC 6-6:30pm Movie Night 6:30-8pm (Beetlejuice)	31 NDC 6-6:30pm Gameroom 6:30-8pm 			





Referral Program for Psychiatrists and Registered Nurses

DBHDS Central Office has received approval for all mental health facilities to implement a Referral Program for Psychiatrists and Registered Nurses (RNI & RNII roles). The Referral Program is intended to encourage our current employees to refer individuals as applicants for these critical positions, and it is an exceptional recruitment and retention incentive option in the Salary Administration Plan.

All classified employees are eligible to receive a referral bonus except: HR staff, Department Heads (CNEs for RNs and Medical Directors for Psychiatrists; hiring managers/supervisors (if known at the time of recruitment), job fair recruiters, and interview panel members. Wage and contract employees are not eligible.

Process:

- An employee who wishes to make a referral should forward the Notice of Referral form to the Human Resource Office prior to the candidate moving through the recruitment process. This form is available on the Intranet under Human Resources - Forms. Human Resources will confirm the referral in writing.
- The applicant must list the referring employee's name as their referral source in RMS.
- Once an applicant is hired and begins work, the Human Resource Office will obtain authorization for the referral payment, verify the referring employee's eligibility, and forward this information to Payroll for processing. The referring employee must be in active employment status at the time of the payout to receive the bonus payment.

Payout terms of the referral bonus:

- Eligible employees who refer a Psychiatrist will receive a payout of up to \$5,000 in one lump sum, 30 days after the Psychiatrist begins employment.
- Eligible employees who refer a RN will receive a payout of up to \$1,500 in one lump sum, 3 months after the RN begins employment.



If the new referred employee voluntarily or involuntarily leaves employment before the required 30 days or 3 months, the referring employee will not be eligible for the bonus payment. The employee is responsible for any applicable taxes.

Since this referral bonus program was approved last year, ten employees have received a total of thirteen bonus payouts. A big thank you to those employees who have referred psychiatrists and/or nurses, and a big welcome to those who have joined the SWVMHI family through this bonus program.

Please contact Human Resources at Extension 204 if you have questions concerning this Bonus Referral Program.



SWVMHI Wellness Initiative

Mindfulness

TIP: SLOW DOWN

It seems silly, but slowing down actually helps most people speed up. How? Well, when we're rushing or "multi-tasking" we often feel that we're being more productive than we really are. By being thoughtful, focused, and relaxed, we can produce better work and, usually, at a faster rate. While we often work in a culture that values individuals who seem "busiest," the truth is that being stressed and rushed isn't helping us to produce our best work.

Slowing Down at Work: Try to limit multi-tasking by checking emails during designated times, leaving enough time between meetings/activities, and take time to get up and move around between tasks.



LOOK FOR MORE TIPS IN FUTURE NEWSLETTERS!

~Submitted by Ginny Moorer

September Days to Celebrate

"Off the cuff" October holidays to celebrate:

Oct. 1 - Model T Day

Oct. 5 - World Smile Day

Oct. 8 - World Octopus Day

Oct. 11 - Southern Food Heritage Day

Oct. 15 - I Love Lucy Day

Oct. 18 - Meatloaf Appreciation Day

Oct. 26 - Frankenstein Friday





Word Search

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

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

APPLES

AUTUMN

BATS

CANDY

CIDER

CORNMAZE

COSTUME

CREEPY

FOOTBALL

GHOSTS

HALLOWEEN

HAUNTED

HAYRIDE

LEAVES

OCTOBER

PUMPKIN

RAKING

SPOOKY

TRICK OR TREAT

WITCHES

The secret of getting ahead is getting started.
~Mark Twain




Staff Development

Training Calendar

OCT 2018

Call Patricia @ x 854 to REGISTER D = Dogwood Room; C = Commonwealth Room; CL = Computer Lab; AB = AB Classroom

MON	TUE	WED	THURS	FRI
1 (D) 1:30 Training & Development Committee	2	3 (C) CPR Comp / TOVA Recert > 6:30-3 (1 st shift nursing) > 10:30pm-7am (3 rd shift nsg)	4 (C) CPR Comp / TOVA Recert > 2:30-11 (2 nd shift nursing) (AB) 10-11:30 TJC Webinar	5 For Supervisors Only ALL SUPERVISORS ARE WELCOME! ML&T sign up (HR) 8-12- MVP & Performance Mgt
8 HOLIDAY 	9	10 (D) 8:30-5 Human Resource / Training Dept Orientation	11 (C) CPR Comp / TOVA Recert > 2:30-11 (2 nd shift nursing) (D) 8:15-10:40 Fire, Gen Safety & Security (D) 10:45-12:15 Hazard Com (D) 1-3 Infection Control (D) 3:15 - 5 Risk Assess/Mgmt (AB) 10-11:30 TJC Webinar	12 (D) 8:30 - 12n Human Rights (D) 1-2 - Ethical Relationship-Policy 1018 (D) 2:15-4 pm CLC
15 FACILITY TOUR 3 PM-Meet in Bagley Bldg Lobby for history tour	16 (C) 8:30-12 Intro to Mental Illness (C) 1-2 Intro to Substance Use Disorder (C) 2:15-3:30 - REVIVE! Opioid Education/Naloxone Administration Class (D) 12-4 LHRC Mtg.	17 (D) 8:30 - 2:30 Recovery & Wellness (RAFT) (D) 2:45-5 Intro to ID/DD	18 (C) 8:30-12:30 CPR Renewal / 1:30-5 TOVA Recert (AB) 10-11:30 TJC Webinar	19 (D) 10-12 SW BOARD
22 (C) 8:30-4:30 TOVA Part 1	23 (C) 8:30-2:30 TOVA Part 2 Recovery & Resiliency Day - Wytheville 1-4pm	24 Domestic Violence Awareness Conference - all day - Country Club - Marion	25 (D) 8:30-10:30 Director's Orientation (D) 10:45 - 11:30 HR Wrap Up (D) 8:30-5 Human Resource / Training Dept Orientation (AB) 10-11:30 TJC Webinar	26
29 (D) 8:30 - 5 MHFA	30 (CL) 8:30-11:30 OneMIND Overview (D) 11:30-12:15 IT Security	31		

TOVA Recert / CPR Renewal for Nursing Staff with a birthday this month.
Employees scheduled for Healthcare Provider CPR Classes need to review the manual available in the Library prior to class.

2018 Influenza Prevention CAI

The time to complete the **2018 Influenza Prevention CAI** is here! This is a required training for ALL STAFF! Please complete the CAI between today and October 31, 2018.



Be sure to use Internet Explorer and not Google Chrome to access the VLC. You can search for the course by following these steps:

- ⇒ Log in to the Virginia Learning Center (VLC):<https://covlc.virginia.gov> and click on SEARCH.
- ⇒ In the Browse Training Catalog Search field, enter keyword, "2018 influenza" and click on SEARCH.
- ⇒ Click on the course title "2018 Influenza Prevention CAI".
- ⇒ Click on Open Item to begin.

If you need assistance or have questions, please contact the Training Department at x854.

MOUNT ROGERS COMMUNITY SERVICES BOARD, SOUTHWESTERN VIRGINIA MENTAL HEALTH INSTITUTE AND VIRGINIA ORGANIZATION FOR CONSUMERS ASSERTING LEADERSHIP
PROUDLY PRESENT

RECOVERY & RESILIENCY

Tuesday, October 23, 2018
1:00 - 4:00, Wytheville Meeting Center, Wytheville, VA

Coming together for an afternoon of HOPE, EMPOWERMENT, EDUCATION, ENTERTAINMENT, and FUN.

Free/Open to the Public

Smyth County Celebrates Its Most Beautiful People

Smyth County honored five local citizens recently in the annual Virginia Mountains Most Beautiful People Celebration. One of the five chosen was one of our own employees, Jean Pierce.

“Jean is a scout master for troop 832 in Atkins at Freedom Tabernacle Church, an R.N. at Southwestern Virginia Mental Health Institute where she supervises night shift,” said Jamie Hayden who nominated Pierce. “At one time, Jeanie worked night shift - kept a sick father at home, and carted boy scouts to and from scouting events. Every Tuesday night Jeanie can be found at Freedom Tabernacle fellowship hall surrounded by youth and parents giving inspirational and motivational talks about anything from making good choices, doing a good turn daily, and living the scout oath. At Christmas, she puts together the best food boxes with the help of her scouts and delivers them to those in need.”

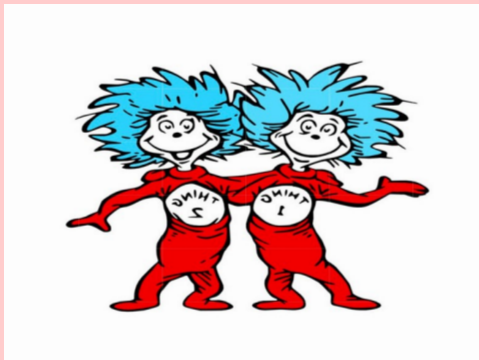
There was a ceremony held in each of the five citizens honor at the old high school community building in Chilhowie. The ceremony featured announcements of the honorees by Ron Thomason, director of the Smyth County Tourism Association, which sponsors the program in conjunction with the H.L. Bonham Regional Development & Tourism Center, dinner and music from Valley Grass.



Congratulations Jean. What an honor!



~Article from Smyth County News



Being Healthy is our “THING”

Be sure and get your flu shot!

Contact Cindy Jones x 231

New Virginia Driver's Licenses to be Issued Beginning October 1, 2018

Do you use your Virginia driver's license or ID card as identification to fly or to access secure federal facilities or military bases? If so, you'll want to keep reading about the new REAL ID Compliant driver's licenses that the Commonwealth of Virginia will start to issue beginning October 1, 2018. You'll need your new driver's license or ID card to board domestic flights or enter a secure federal facility or military base after October 1, 2020, or else you'll need to bring another federally approved form of identification.

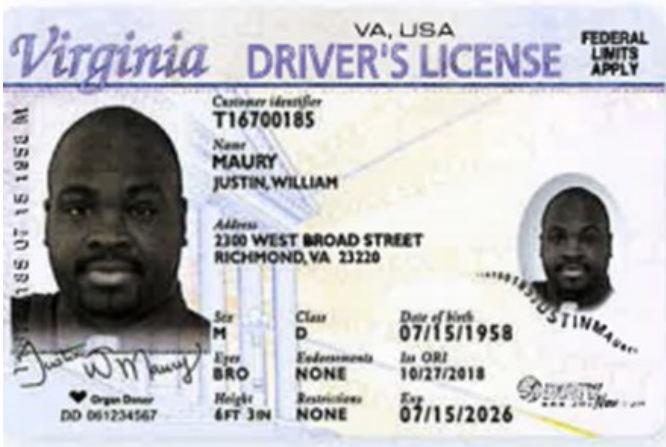
A REAL ID compliant driver's license or ID card can be used for all of the same things as a standard credential, and it looks very similar. The main differences are that a REAL ID credential can be used as identification for federal purposes and to board domestic flights. You'll need to visit DMV in person and take a few extra documents with you to obtain a REAL ID compliant drivers' license. You will need original (not photocopies) of the following documentation:

- **Identity** (e.g. unexpired U.S. passport or U.S. birth certificate)
- **Legal presence** (e.g. unexpired U.S. passport or U.S. birth certificate)
- **Social Security Number** (e.g. Social Security card or payroll check stub including your social security number)
- **Residency** – two proofs will be required (e.g. utility bills or mortgage statements)
- **Proof of any name changes** (e.g. marriage certificate or divorce decree)

Your REAL ID compliant driver's license will look very similar to a standard driver's license. In the upper right corner, REAL ID compliant credentials will display a star, while standard, non-REAL ID compliant credentials will instead display "Federal Limits Apply."

For a complete list of accepted documents, or for more information, please visit www.dmvNOW.com/REALID.

▪ Standard driver's license



▪ REAL ID compliant driver's license

