

VISION

To open up the world to people to encourage them to experience everything it has to offer; to communicate effectively; and to be as healthy, safe, and financially secure as possible.

For people to feel good about themselves and their relationships with others, to have fun, be happy, and have meaningful things to do.

For people to live in safe and decent neighborhoods where they are accepted, valued, and respected including their cultural preferences.

To guide people on their journey to discover their abilities, talents, and desires by empowering them to be interdependent; to encourage people to make their own choices and decisions so they will have control over their own lives, and over the services and supports they use.



A Different Perspective on Walking the Walk

At some point during your involvement with STEP, you have probably heard someone say that we need to walk the walk and not just talk the talk. A recent accident has us thinking about this phrase in a new way. Last week, an ILS client was hit by a car when she illegally crossed Marconi Ave near Walnut. She will recover but did suffer fractures and needed stitches as well. This is not the first time a client has been injured crossing the street in this area. We are obviously concerned for the client who was injured but also in the pattern that seems to be forming.

Now when I hear, "walk the walk" it makes me think of how much we really do set an example for our consumers. We can't just talk about safety with them, show them a few pictures and think they will get it. We have to be the example ourselves and really show them that we practice what we preach. This accident could have happened to any one of us or even to our children. Clients really do pay attention to you- what you say, how you respond to crisis, how you dress, how you talk with people, and how you act. This is a huge responsibility on our part to make sure we are being consistent with STEP Vision and Values and demonstrating the skills we are trying to teach. This is obviously true not only with safety issues but with every interaction we have with our clients.

We hope to reach our staff, consumers, and extended STEP family with the message of community safety. In our Healthy Living section of this newsletter, we have included some pedestrian safety tips. Please take the time to read it and then live it. There are many web sites dealing with pedestrian and community safety- just go to www.google.com to do a search on the topic of your choice. If you find anything you feel especially valuable, pass it along to STEP and we can put it in our newsletter, add it to our resource library, or distribute it to our staff and consumers. Thanks in advance for your attention to this growing concern for our clients and our families too.

Melanie Bazile-Fernandez

STEP News

September 2004 Volume 3 Issue 8

STEP STARS

S

Mike Martin and Doug Findlay for running the first "Instructor-directed" ILS meeting. Bravo!

Randy C, Carol N, Jeff T and Renee M for assisting with Jason's situation.

Matty Spanton for being willing to work with two clients at very last minute notice. We appreciate your reliability and teamwork.

Appreciate Laura K. for having a great ELP.

Des and Laurie want to THANK STEP for baby gifts....Feels warm to have you guys as family with love!! Thanks again STEP families!!

Mike Dyda, we appreciate your patience with changes with staff at day-program.

We appreciate Chuck for always calling to tell the staff how much he appreciates us and STEP.

Stephanie T-Way to go! I still don't know how you got Millie to go to the doctor, but you did! Thanks!

Thank you Dennis L. working last weekend while staff was sick. Also for working with other client and going beyond your duties. You show the VISIONS & VALUES of STEP!!

We appreciate Kathy O'Brien for helping Henry get a new Dynavox.

Barry Krems, want to recognize you for being patient with roommate crisis. I know you hate changes but want to say WOW for hanging in there...

Michelle A for all your support and dedication to James P. and never giving up on him.

Dorothy Tyler for filling in with Jason on short notice.

Sandee N. for assuring the new hires had an assignment.

Jorjan Jetter for following STEP's policy and reporting to your supervisor immediately for your client. It's greatly appreciated!!

Audra G- you have been going above and beyond in covering shifts, thank you.

Thanks Rima Cornish for staying overnight with Michelle for a few weeks. She enjoyed having you.

Stacie Young for working with Leah at the last minute.

Anna O'Brien for doing overnight last minute with Bibi while her roommate was gone.

Thanks Christi Gattrell for following Michelle's diet to keep her healthy.

Darla Tankink, Wow, for fixing Michelle's wild spark hair style. She enjoyed it so much.

Thank you Randy, Jeff and Mason for covering additional people recently.

Ada Torres for working with Leah, she enjoyed going out to breakfast.

Brenda -thank you for making yourself available for Robert K.

Deanna and Leigh, you are appreciated for always being willing to help teach R

Kiki Robison for being there for Michelle, teaching her hair about curling her hair. Her looks so pretty!

Thanks to all the Parenting ILS for helping out and organizing the swim party. It was a great time!

Christy S and Melani R for your flexibility and going with the flow of all your case load changes.

Annisa and Karrie, for being there for Leah while she had a difficult time .

Thanks Eva P, Shirley S, and Tina C being for there for Sofia. You all gave her some creative ideas to keep busy.

Katrina, keep up the good work with Atif. You are an example of STEP's VISION AND VALUES!!

THANK YOU ROBIN M for all your assistance with finances for ATIF. You makes his financial arrangement very easy and smooth.

E

P

*Happy
Birthday*

Kenneth Barrigan 9/2

Carol Drummond 9/2

Tony Harris 9/3

Nikita Ivy 9/3

Mike Kelly 9/3

Latoyia Shahid 9/4

Jeffrey Florek 9/5

Debbie Moreno 9/5

Carl Weidman 9/5

Donald Lystrup 9/7

Steve Austin 9/8

Stephanie Tate 9/9

Iekeya Blunt 9/10

Tina Centeno 9/11

Annette Langston 9/11

Eva Parker 9/13

Sandra Rushing 9/13

Ray Smith 9/13

Eli Stockton 9/13

Michael Vongsavath

9/14

Katie McDonald 9/15

Monica Foster 9/18

LaSheena Johnson 9/18

Charlene Beck 9/20

Valerie Magby 9/22

Denis Strella 9/23

Johanna Egan 9/24

Robert Stevenson 9/24

Mike Jones 9/25

Monica Soares 9/25

Tara Wood 9/26

Griselda Contreras 9/28

Robert Love 9/29

Miguel Genochio 9/30

Tim Glover 9/30

Karla Pinson 9/30



T

SLS- Deaf



A little late- but congratulations Sarah Gee on her graduation. She's pictured here with her boyfriend Jeremy.

SLS- Hearing

The Hearing SLS unit has been working hard as a team. In fact we have had a solid team for more than 4 months. This is a huge accomplishment for our unit! Thanks to all the coordinators who have stuck it out through thick and thin and VERY thin. We appreciate all the hard work and effort. Our unit continues to move forward with hiring quality staff and to find satisfying arrangements for our clients. Some of our clients are ready to move into new residences. Thurston Miller, Mary Davis and Jimmy Richards are some of those folks. Lots of house warming parties will happen in the future! And that is what it's all about; fun in the hot summer sun. Go team!

ILS

Thanks to everyone who came out for the ILS/SLS team building. We didn't know how many good golfers were in our midst. The "Back To School Swim Party" for the parenting group was a good time. Thanks for all of you who helped to make it a success. Wow those kids are all growing so fast!

The ILS department is working on developing a training video for both the ILS and Parenting unit. This will help to train new staff and give those who apply an idea of what we do everyday.

Parenting Support Group will next meet again on September 16, 2004. It will be the "Home and Fire Safety". Here at the STEP office 3:30-5:00PM.

STEP Stars Continued

Terry Theriot, Thanks so much for last minute notice to show up to work with Michelle . I appreciated your quick show up to work and she said " you funny ".

Thank you Patti Dixon for assisting me with H.R issues. You are awesome!!

THANK YOU ROBBIE, STACY, CORRINE, MATT, STEP, AND TOM for making Disney trip safe and fun for the clients. I know the clients really appreciate your work.

S

Human Resources

There is a new policy coming out soon called, "Reliable Transportation". This policy will affect many of you so it is very important that you read and understand it.

We will be putting this new policy in your paychecks and/or mailboxes so everyone will have a chance to become familiar with it. We will also address this issue in your team meetings. Please feel free to contact Human Resources with any questions you may have.

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To all the staff in the office, please pick up after yourself when you are in the copy area. This includes putting items away after using them. Thank you.

Also if you get a new pager or loose your pager, please inform the front desk, so we will know if we have to send you an important message or if we need to get a hold of you. Thank you all so much.

E

Avoiding the rollover

Trucks and SUVs are vulnerable to rollover accidents due to their high centers of gravity. If you drive one, follow this advice:

Slow down. The average speed in fatal rollover crashes is 63 miles per hour. Excessive speed can contribute to rollover or increase the severity of a crash. For example, if you round a curve too fast, you could roll over and go off the road

Be patient. Many rollovers happen when drivers try to return to the road quickly after putting a tire off the pavement. If you accidentally let a tire go off the road, straighten out and stop. Get out of your vehicle, and carefully inspect the tire to determine whether you can get back on the road safely. If you do decide to drive on, return to the road slowly.

Ease into it. Jamming on the brakes, changing lanes suddenly and making similar road maneuvers can roll you. Instead, decrease your speed, and stay aware of traffic ahead of you

Secure the big stuff. If you're carrying heavy loads or objects, make sure they're securely strapped down to help prevent injury to you and others riding in the vehicle in the event of a rollover.

WEAR A SEATBELT. ACCORDING TO AN ANALYSIS BY THE AMERICAN AUTOMOBILE MANUFACTURERS ASSOCIATION, SAFETY BELT USE COULD PREVENT 91 PERCENT OF CRITICAL AND FATAL INJURIES

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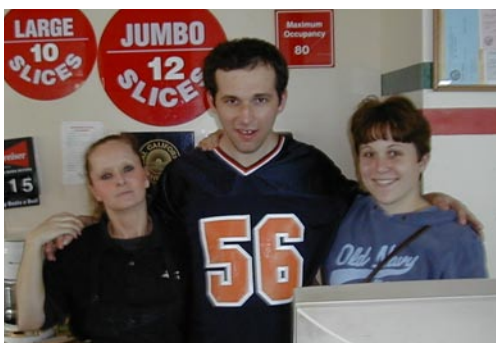
Day Program

Extra Step would like to formally introduce Holly Ahrens, Day Program Job/Activity Developer. In the short time she has taken up her new position we have already been inspired and caught up in her enthusiasm and creativity in developing new activities for Day Program Consumers. Hold on to your hats folks! Holly is a bundle of energy and as you spend time with her you too will see new opportunities opening up for clients in the community.

Summer is here in full swing, and so is vacation planning. Please remember if you are supporting a client that attends Next Step or Extra Step they may need your assistance to fill out a "Time Off Request" if they are planning to take time off from Day Program. Filing a "Time Off Request" informs us clearly of the days a client will attend so we can make smooth consistent schedules. "Good communication is the key to all relationships", Right?

Day Program Consumer Spotlight: Chris Stevens

If it's lunchtime and you find yourself in Roseville please consider dining at Godfather's Pizza on Douglas near Sunrise. You will find Extra Step client Chris Stevens working there. He will be busy folding pizza boxes, and straightening the dining room. Chris is also employed in Old Sacramento on the Delta Ferry where he cleans and polishes the boat's fixtures and occasionally assists the Captain to navigate the Delta! Chris is also an established artist who's works focus beloved Peanut's characters with a slight modern "Andy Warhol" influence. All of Chris's works are quite whimsical and colorful. They are not for the timid collector! Chris can also be seen working out at 24 hour fitness gym. He loves shooting baskets and water exercises. If you see Chris and his Job Coach Artye Morriese out about town take a minute to say "HI" but please remember ...Chris is hard of hearing and visually impaired, so come in close and use your sign language!



Healthy Living:

Skip that second cup:

How much caffeine is in some of your favorite break time beverages?

The facts:

- Drip coffee: 105 mg/cup
- Percolated coffee: 75 mg/cup
- Instant coffee: 60 mg/cup
- Decaffeinated coffee; 2-5 mg/cup
- Espresso: 50 mg/cup
- Tea: 20-40 mg/cup
- Green tea: 25 mg/cup
- Cola: 46-60-mg/12 oz.
- Dry cocoa mix: 6-8 mg/cup
- Milk chocolate: 10mg/bar

Caffeine can make you jittery and anxious, and bring on a mid-afternoon withdrawal headache. Cutting down on caffeine throughout the day can help you feel and perform better.

Safety tips for walkers:

1. Always walk on the sidewalk. If there is no sidewalk and you have to walk in the road, always walk FACING traffic, so you can see any car that might go out of control.

2. Dress to be seen. Brightly colored clothing makes it easier for drivers to see you during the day-time. At night, you need to wear special reflective material on your shoes, cap or jacket to reflect the headlights of cars coming towards you.

3. Tips for Crossing the Street.

* Cross only at corners or marked crosswalks.

* Stop at the curb, or the edge of the road.

* Stop and look left, then right, then left again, before you step into the street.

* If you see a car, wait until it goes by. Then look left, right and left again until no cars are coming.

* If a car is parked where you are crossing, make sure there is no driver in the car. Then go to the edge of the car and look left-right-left until no cars are coming. Keep looking for cars while you are crossing, and remember, walk. Don't run.



ILS/SLS Team building Highlights

ILS Instructors and SLS Coordinators met at Mather Golf Course in August for a team building. We started by hitting out our frustrations on golf balls at the driving range. Everyone was impressed by the power and accuracy of Rick Valentine's swing! Then we had a speed putting competition that was very exciting. The winning team is pictured below. We ended the experience with a good old fashioned hot dog lunch. Thanks to everyone who participated!



Above: KB, Melani and Christy whack the ball Right: Rick and his wicked swing



Above: Patti, Sandee, and Jeff work quickly to try to catch up. Below: Could Michelle's "encouragement" have lead them to victory? Congrats to Stephanie, Mason, Anna, Michelle, Raul (guest golf pro), Angela, Christy, Melani, and Jude.



Any articles, announcements, STARS, and resource information is welcome. The deadline for the next newsletter is 10/15/04.

The Hearing SLS Team is hiring new Coordinators starting about October of 2004. See Patti U if interested.

Jen's Trivia Question

Be the first person to visit Jen Jone's office with the correct answer and receive a prize:

Last Month:

Henry Ford's Model T cars got their name from...

No one has guessed this correctly so the challenge continues!

State Fair Free admission day for people with disabilities is 8/24/04. Alta Service Coordinators have tickets.

The next Hearing PA Training is September 13th at Carmichael Park from 11am to 1pm.

Affordable Housing:

Show your support for affordable housing 8/31/04 at 9:30am at 700 H Street. We need people to turn out and show the County Board of Supervisors how important it is to have affordable housing. See Patti U for more information.

reminder

Please keep the outside doors closed to keep the AC in at the office. Joe's Joint doors are open a lot which makes it more difficult to keep the whole office cool. Thanks!

Don't Miss It

"What We Say" 2004 is being shown on Access Sacramento to Cable Channel 17 on Friday, August 28, 2004 at 9:00pm and a second showing on Saturday, August 29, 2004 at 1:00pm. Featuring the art, Music, Ideas, Hopes and Dreams of people with developmental disabilities in California.

Satisfaction Survey

There is still a little time left to get online and take the STEP employee satisfaction survey. You have until August 30th to go to www.theaclink.org/staff-survey and use the password 2step1. You will answer some questions about STEP and your level of satisfaction. The survey is confidential as STEP will not see individual responses but instead we will get overall percentages of satisfaction based on those who responded. We really want your opinion so please take the time to fill out the survey.