

Mid-Step Market

**FOR SALE:** One burial space at Memorial Park Cemetery in Sioux City. See Todd Nielsen at Impressions for details.

**LOOKING FOR:** Topper for a Ford Ranger. If you have one or know of one for sale, please call Todd Nielsen at 712-253-2558.

**Place your ad free!**  
**This ad is seen by all MSS employees! Call Judy at Impressions for details. 274-7261 or 224-8233**



2016 Awesome Biker Nights will be held June 16-18 at their new location at the Hard Rock/Pearl St. District. MSS is a charity that benefits from Awesome Biker Nights. In return we are asking for help in selling bike raffle tickets for \$25 each. We will also need volunteers to work the event that weekend. If you would like to help out, please contact Deanna at the Main Office.



**April 16th**  
**Irish Pub**

**April 30th**  
**The Huddle**  
**South Sioux City**

**Declare War On Pollen**

*Submitted by on-site Mercy Nurse, Marilyn West, R.N.*

While many people eagerly anticipate spring, others dread the sneezing, wheezing, itchy eyes, and coughing that spring allergies bring.

No need to fear the misery, just understand ways to remain relatively sneeze-free if you're among the one in five Americans who suffers each year.

"People focus on the highs and lows of pollen counts," said allergist Dr. James Sublett, president of the American College of Allergy, Asthma and Immunology. "What they don't realize is that a high total pollen count doesn't always mean you will have allergy symptoms. The pollen from the plant you are allergic to may not be high. The key is to know what you're allergic to, and how to treat your particular symptoms."

**Head symptoms off at the pass.** If you start taking your prescription allergy medications before the worst symptoms hit, your suffering will be lessened.

**Early spring is awesome?** Although it may seem like a good sign when the winter weather appears to be clearing up early, it's not good news for allergy sufferers. A mild winter can cause early release of pollens from certain trees. Once allergy sufferers are exposed to early pollen, their immune system is primed to react to allergens, and there will be little relief, even if temperatures cool down again before spring has sprung for good. If the weather report calls for a streak of warm days, begin taking your medication.

**Location, location, location.** Although some areas of the country tend to get hit harder than others, tree pollens are bad in all geographic regions. Tree pollen first appears in February, even in the coldest climates, and peaks twice—in March and April. Your response to pollen can depend on which pollens you're allergic to. If you're someone who is allergic to tree pollen or grass, you may experience an increase in symptoms no matter where you live.

**Just like every snowflake is different,** no two allergy sufferers have the same set of allergic responses, so you have to treat your allergies according to your symptoms. While some people may be able to treat their mild allergies with over-the-counter medications, many people benefit from seeing a board-certified allergist who can diagnose exactly what they're allergic to, and create a personal

**Brain Cancer Benefit for Rose Jacobson April 30th.**

Rose has worked at Park View Homes as a first shift supervisor since 2007. She has recently resigned due to health issues. A benefit will be held Saturday, April 30th, at the Mapleton Community Center in Mapleton, Iowa. A free-will lunch will be from 11:30 to 1:00 with loosemeats, chili dogs, baked beans and chips. An Auction will follow at 2:00 p.m. For further information or if you would like to donate, please call 712-420-9934. A fund has been set up at Valley Bank & Trust under Rose Jacobson Benefit.

**Derby & Dreams**

A benefit for the Pier Center for Autism  
**Saturday, May 7, 2016**  
**Sioux City Country Club**  
 2:30 Social Hour  
 4:15 Mascot Scramble  
 5:00 - Kentucky Derby  
 6:00 - Dinner  
 7:00 Awards and Auctions  
 Tickets - \$60 advance - \$70 door  
 www.piercenter.org or call 522-2961

**Mission Statement:** At Mid-Step Services, we are dedicated to providing residential, vocational, educational, and recreational services to people with intellectual disabilities in a caring, supportive environment where each individual is encouraged to reach his or her highest potential.

**Vision Statement:** Mid-Step Services, Inc. will be the most respected service provider in the state; known for the opportunities we provide to consumers, employees, and families.



Stepping Stone



Volume 7, Issue 4

April 2016

Inside this issue:

Sympathy, Congrats and More 2  
 Adjusting to Time Change 2  
 Diversity Corner 2  
 Word Search 2  
 Mid-Step Milestones 3  
 War on Pollen 4  
 Derby & Dreams 4



April 22



**Mid-Step Services, Inc. Work Centers:**

**Outcomes Reporting System Results For 2015**

Following is a summary of goals that have been established by Mid-Step Services and the Work Centers. If anyone has questions or suggestions about the goals/results; or if they would like a copy of the full report, please contact Jim Mascarello at 274-2252.

**Outcomes System - Service Delivery**

**I. Effectiveness of Services**

1. Provide meaningful and productive work. Revised Criteria (2016) to 70%  
 Measurement is Percent Time Work is Available: 2015 - 66%
2. Provide consumers with enclaves to clean. Criterion is to maintain or exceed 5 enclaves  
 Measurement is the total number of enclaves: 2015 - 6
3. Provide consumers community integration. Revised criteria (2016) to 105.  
 Measurement is the number of community contacts (time consumer go into the community): 2015 - 95
4. Provide consumers interesting "special" events and activities. Revised criteria (2014) to 25.  
 Measurement is the total number of "special" events/activities per year: 2015 - 22
5. Provide consumers with supported employment. New criterion - 2016 Baseline - 0  
 Measurement is the number of persons engaged in support employment.

**II. Efficiency of Services**

1. Minimize turnover of work center direct support staff. New criterion - 2016 Baseline - 16%  
 Measurement is the turnover percentage of work center staff (Assistant, Coordinator, Asst. Director).
2. Maintain efficient occupancy in work center areas: New criterion - 2016 Baseline - 95%  
 Measurement is the percentage of occupancy in the work centers work areas (1:3 ratio)

**III. Services Access**

1. Individuals will be admitted for services in a timely manner. Criterion is for 95% - 2015 - 100%

**III. Aggregated Individual Service Satisfaction**

1. Consumers will be satisfied with their work center services (All consumers) Criterion is 95%: 2015 - 99%
2. Consumers will be satisfied upon discharge. Criterion is 95% satisfaction: 2015 - 100%

**IV. Aggregated Stakeholder Satisfaction**

1. All stakeholders will be satisfied with work center services. Criterion is 95%: 2015 - 100%

**Outcomes System - Business Functions**

**Financial**

1. MSS will operate at or above budget. Current statements show the Work Center is operating within budget. MSS remains financially sound and is maintaining an adequate fund balance. Criterion is to maintain or increase dollar donations each fiscal year: Met

**Human Resources, Risk Analysis, Environmental Health and Safety**

1. Employee records will contain required information. Criterion is 100%. 2015 - 100%
2. Criterion is that the average number of ICF/ID vacancies will remain at or below 20. 2015 - 31
3. 100% of employees will receive initial training (required to begin work). 2015 - 100%
4. Average amount of training overdue per month for Work Center employees will be 25 or less. 2015 - 24
5. Consumers will be provided safe environments. Criterion is 100% on safety checklist. 2015 - 100%  
 Maintain or reduce annual workers compensation insurance costs. 2015 - Met

Sympathy



Our deepest sympathy to Krystina McKinley, HCBS Asst. at Lawton and So. Royce, and Cody Rasmussen on the loss of their son, Tysyn McKinley-Rasmussen. Tysyn, who was just 2 months old, passed away on March 7th.

Our sympathy to Leslie Ritchie, Q.I.D.P. at Park View Homes. Leslie's grandmother, JoAnn Chilton, passed away on March 12th.

Our sympathy to the friends and co-workers of Ken Bjork. Kenny was employed with Mid-Step Services for over 20 years as Special Projects Manager. He passed away on March 17th.

Congratulations



Congratulations to Dylan Bolles, Courage Homes, on the arrival of a baby boy on March 1st. Daron will join his big brother LaRon.

Welcome

The print shop work area welcomes Jenny Bunce as work center assistant. We are very happy to have you aboard.

Diversity Corner



Diversity can be broadly defined as a difference between people. This difference can be cultural, intellectual, gender or age. What we see in people depends on what we look for.

Did you know?

Mental disorders, cerebral palsy and epilepsy are three to four times higher in persons with intellectual disability than in the general population.

Thank You

My sincere appreciation and thanks to all of the Park View staff that made the effort to come to work on 3/24/16 during the big snow storm and to those on 3rd shift that stayed until others could get here. At a time when it would have been very easy to call and say you weren't coming in, many of you recognized the importance of providing care to the individuals we serve. It was definitely a team effort in providing care on that day. I also appreciate the fact that every one of the Park View management team scheduled for the 24th showed for work, thanks for being a great example to those you supervise. One last thank you to Jeremy Dittman from the Work Center for coming in and helping, your assistance was greatly appreciated.

Karen Scroggin, Administrator Park View Homes

Staff Referrals--

We would like to recognize those employees that refer other staff who are employed for at least three months. The staff for March are: Kaylee Mateo, SH Apts, Roxanne Ruble, Park View and Whitney Gill, Park View. Thank you for your referrals.

STRUGGLING TO ADJUST TO TIME CHANGE

Submitted by on-site Mercy Nurse, Marilyn West, R.N.

The loss of an hour of sleep, coupled with the change in daylight hours, means motorists may potentially experience drowsy driving and added distractions on the road. Signs you are too tired to drive and need to pull over:

- Difficulty focusing, frequent blinking
• Daydreaming; wandering thoughts
• Trouble remembering signs
• Yawning repeatedly
• Trouble keeping your head up
• Drifting from your lane
• Feeling restless and irritable.

Daylight Savings Time Driving Tips

- Watch for pedestrians when backing up in parking lots or driveways
• Turn on your headlights
• Leave more following room. When the sun is in your eyes it can be hard to see what the car ahead of you is doing.
• Eliminate distractions.
• Utilize the sun visor to block the sun.
• Wear polarized sunglasses to reduce glare.
• Yield the right of way to pedestrians.
• Don't pass vehicles stopped at crosswalks.

Earth Day Word Find

Grid of letters for word find: G D N Q W L J N R V S R T V G W Z O U R N E G Y X O S F R T F T I M E E S M V V E V K Q D B L T P R G U D E R P H S M N H G A G E D I S O K I A G S A F X V N D S K F E F E B W P E W O R L D S N R U S A I X Z L W O E N S I I A E W W T C G C X K S S E X P U E C T A N R A W Q N R R D E W R C Y T L N O E C O S Y S T E M A O C I M J Z G C O Y T R J P X I M L Q Q T D F Z X L D A K H A X Z E Y N W G S S E D E N L P S F G X F P V L H N P S S Y O X O E V

- ANIMALS
CLEAN
CONSERVATION
ECOSYSTEM
GREEN
HABITAT
OCEANS
OXYGEN
RECYLCE
REINFOREST
REUSE
WORLD

Mid-Step Milestones April Anniversaries

One Year

Brian Trunk, 6th
Melinda Devericks, 6th
Jessica Dietschy, 27th
Dianna Chase, 13th
Jodi Roling, 27th
Kelsey Wright, 6th
Judy Houck, 13th

Two Years

Dorothy Hanslip, 21st
Ilhann Yusuf, 21st
Tina Tindle, 14th
Trisha Boltjes, 14th

Three Years

Gabrielle Andersen, 28th

Four Years

Rebecca Warren, 9th
Hope Surber, 16th

Five Years

Marcia Mathison, 11th
Dylan Bolles, 25th

Seven Years

Aimee Hixson, 20th

Eight Years

Davia Mothershead, 7th
Richard Most, 14th

Thirteen Years

Chase Pipkins, 28th

Fourteen Years

Anne Bottesini, 5th

Twenty-eight Years

Crystal Thompson, 16th

Twenty-nine Years

Kandis Conrad, 15th
Karen Scroggin, 20th

Thirty Years

Sylvia Flowers, 1st

Thirty-one Years

Cindy Henkel, 4th
Elizabeth Jones, 27th

Thirty-three Years

Patricia Sullivan, 26th

With Thanks and Appreciation

for Your Years of Service

Congratulations

April Birthdays

Davina Desy, 1st

Tanya Reyes, 1st

Rachel Miller, 2nd

Andrea Thompson, 5th

Tamra Villegas, 5th

Kenneth Banks, 6th

Axel Pina, 8th

Todd Nielsen, 10th

Scott Smith, 11th

Patrice Robinson, 11th

Susan Joens, 12th

Becky Olsen, 13th

Holly TenHulzen, 13th

Aimee Hixson, 13th

Melanie Strong, 14th

Christy Jessen, 14th

Dario Davis, 17th

Misty Titus, 17th

Maya Jones, 17th

Melinda Alvarez, 18th

Jacqueline Cancino, 19th

Brian Trunk, 21st

Patricia Gill, 22nd

Eva Rudinger, 23rd

Evelyn Chaney, 25th

Kortney Classen, 25th

Katelyn Janett, 27th

Melody Taylor, 27th

Leticia Camacho, 28th

Sara Franco, 28th

Rosa Mendoza, 30th

Kayla Roberson, 30th

Jana Sussex, 30th

Enjoy your day!



New Employees

Pinnacle Apts.
Jacqueline Cancino, HCBS Asst.

Park View Homes
Samantha Brigham, RLA
Hannalynn Howe, RLA
Kaonta Weathersby, RLA
Jennifer Brainerd, BS Tech
Josie Whitestar, RLA
Josefina Mora, Diet Aide
Julie Jenkins, RN

Courage Homes
Sommer Welch, Diet Aide
Deena McNaughton, RLA

Bluff View Homes
Reina Nash Tellez, RLA
Leslie Wilson, RLA
Melissa Sadler, RLA

Cherry House
David Medick, HCBS Asst.

Lawton Apts.
Larrisa Kent, HCBS Asst.

Stone Ridge
Sandra Elliott, HCBS Asst.

Rustin Apts.
Dana Gilbert, HCBS Asst.

Welcome!



We're very happy you're here!