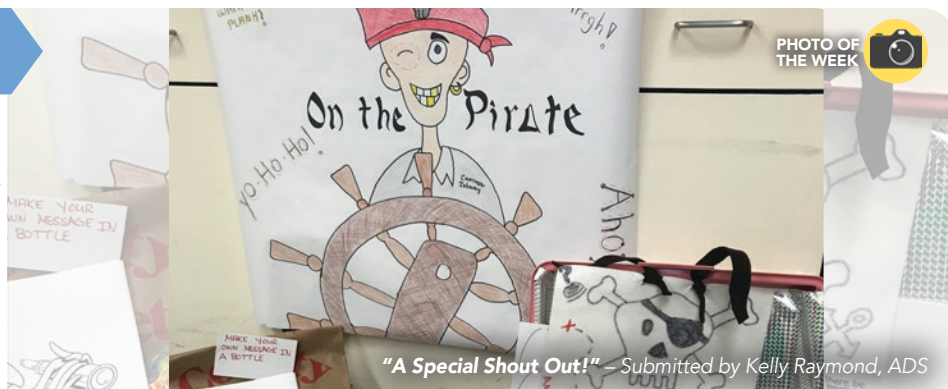



A Weekly Update
For The Employees of
North Central Health Care



NEWS YOU CAN USE



WEEKLY CONNECTION WITH MICHAEL LOY

Celebrating National Nursing Assistant Week

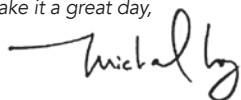
Next week we will celebrate National Nursing Assistants Week starting on Thursday, June 18th, 2020. Over the last past couple of months, our nursing assistants have shown they are truly a key part of our force of Healthcare Heroes! National Nursing Assistants Week is a way to honor and show appreciation for all nursing assistants by focusing on their important contributions. Being a CNA is not for everyone. It takes a very special person with a very special heart to be in direct caregiving roles. Not only do the people we serve rely on nursing assistants for their everyday needs, but nurses and doctors rely on their observations and first hand experiences too.

Nursing assistants are a critical part of our care team and a huge part of our team. Family members put their faith and trust in CNAs to care for their loved ones and quite often, the CNA simply becomes part of their family. That's quite an honor if I do say so!

Caring. Understanding. Compassion. Loving. Gentle. Kind. Enduring. Trustworthy. These are just a few important qualities of a CNA and reasons to celebrate them. Let me say it again, it takes a special person with a special heart, to be in healthcare, and an extra dose of each to be a CNA.

Thank you to all of our CNA's this week! You are definitely deserving of our appreciation!

Make it a great day,



WE WILL BE OBSERVING NATIONAL NURSING WEEK WITH SOME FUN ACTIVITIES JUNE 22 - 26!

Turn to page 4 for details!

Watch Your Email and Social Media for a Special National Nursing Assistant Day Announcement on June 18!

Photos of the Week	2
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ADMINISTRATOR ON-CALL x4488 or 715.848.4488

In the event of Phone System Outage, reference the O:drive "On-Call Information Folder" for Schedule and Cell Phone #'s.

**Monday, June 15 –
Sunday, June 21**

Kim Gochanour



Person-Centered
Shout out



Kari Borchardt, Northwinds Vent

Thank you helping out with resident FaceTime and phone calls. I greatly appreciate your help and your laughter!

**Submitted by:
Melissa Stockwell**





PHOTOS OF THE WEEK



Submit A Great Photo From Your Week!

Submit your photo and description to Email: jmeadows@nrcen.org or Text: 715.370.1547. Please indicate Photo of the Week and include your name, who/what/where of the photo and why you are submitting.



Person-Centered
Shout out

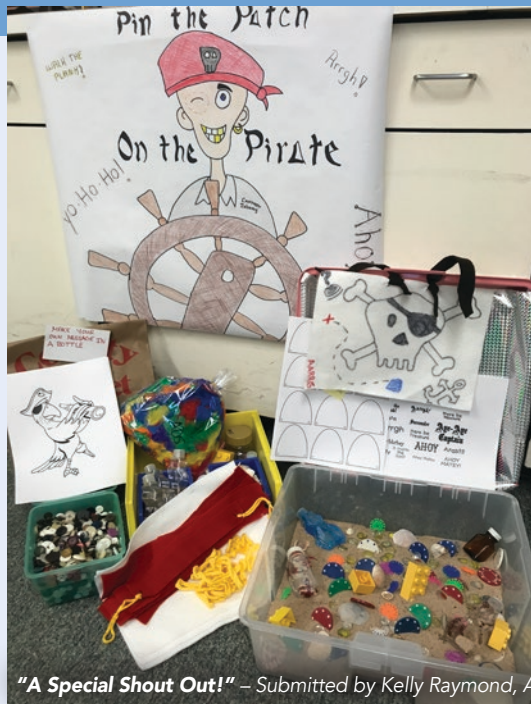
To Erika Koch, Adult Day Services!

"I would love to give a special Shout Out" to Erika Koch from Adult Day Services. After we shut down Programming due to Covid, we knew it would be very difficult for a lot of our consumers not to be coming to ADS every day. Erika came up with an innovative and creative idea to bring activities to our consumers in their homes. Erika put together different activities for each individual consumer. Erika sanitized everything she delivered, and then when she would switch out activities, she made sure she sanitized everything again. This is true dedication that Erika shows for the consumer's we serve. The response from Guardians, Care Providers and Parents were tremendous. They were so appreciative how Erika individualized each activity for the consumer.



Erika is not only an asset to Adult Day Services, she's an exemplary employee of NCHC, she's positive, motivates her coworkers, she caring and inspiring! I am honored and privileged to work with her!! These pictures show only a very small part of what Erika put together: Pirate Day, Giant Word Search, Chalk Fun and Bowling."

– Submitted by Kelly Raymond,
Adult Day Services

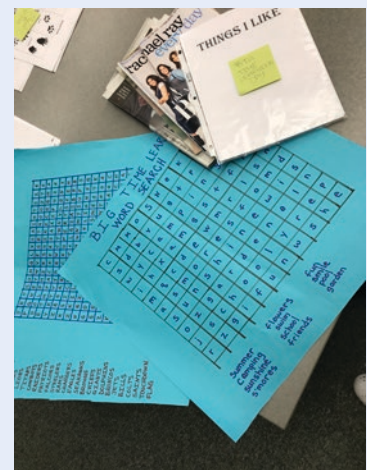
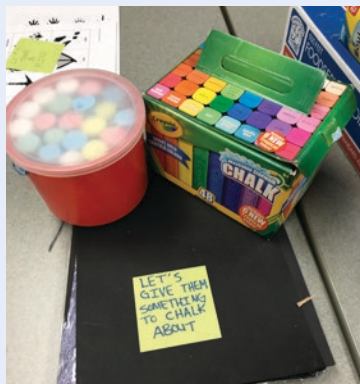


"A Special Shout Out!" – Submitted by Kelly Raymond, ADS



Give someone a big shout out and thank them for their Person-Centered Service!

Send your SHOUT OUTS to jmeadows@nrcen.org.





THROWBACK FUN!

Guess Who This Is?

Having some fun with throwback photos. Take a guess at who these 2 people are! Bonus points if you can tell us **why** they are duct taped to the wall...**Submit your answer by Wednesday, June 17th to NCHCmarketing@nrcen.org for a chance to win a prize.** Winner will be announced in the June 19 News You Can Use!



HAVE A FUN THROWBACK PHOTO?

Email NCHCmarketing@nrcen.org or text to 715.370.1547 to have people guess who is in the picture?

CONGRATS TO TAMMI LAWLESS, MOUNT VIEW CARE CENTER!

Tammi guessed correctly and also got the year correct!

Mike Frankel of Clubhouse and Tim Steller, former Executive Director of NCHC, 1993

Tammi will have some NCHC Swag delivered to her department this week! Mike Frankel celebrated his 32nd work anniversary this past week! Congrats Mike!



CONGRATS!

RETIREMENT NEWS

Congrats Bruce Slaminski

Bruce Slaminski, Environmental Services Manager at Pine Crest has retired after 20 years of service. Thank you Bruce for all your service and we wish you all the best in your retirement!



RETIREMENT NEWS

Congrats Carla Bube

Carla Bube, Dietary Aide in Food Services Wausau, has retired after 27 years of service. Thank you Carla for all your service and we wish you all the best in your retirement!



RETIREMENT NEWS

Congrats Diane Grund

Congratulations to Diane Grund on her retirement. Diane worked the last four years in the Laundry at Pine Crest. Diane said one thing she is looking forward to in retirement is spending time with her grand children and great grand children at their cottage. Enjoy your retirement Diane!





COMING UP LATER IN JUNE!






Watch Your Email and Social Media for National Nursing Assistant Day Announcements on June 18!

CERTIFIED NURSING ASSISTANTS WEEK

June 22–26



We are so grateful for all our AMAZING CNAs at Mount View Care Center, Pine Crest Nursing Home and All Our Programs Across NCHC! Let's show our appreciation for all their hard work in a way that's fun this week! Dress-up in celebration of National Nursing Assistants recognition week. Thank you for all that you do!

				
Sunshine Monday	Tornado Tuesday	Blackout Wednesday	Whiteout Thursday	Catch Some Rays Friday
June 22	June 23	June 24	June 25	June 26
Dress in all Yellow!	Mismatch that Outfit!	Dress in All Black!	A Cold Day in June! Wear All White or Winter Wear!	Wear your bright colors or neon! Don't forget your Sunglasses!



SUBJECT LINE CHANGES FOR NCHC EMAILS

Effective, June 11, 2020

Beginning June 11, all incoming, outside-sourced email will have a [EXTERNAL] text tag added to the subject line. Most email scams begin with messages from an external email system. As part of the CCITC's effort to reduce phishing and other email scams, these external email messages will now receive an [EXTERNAL] tag in the message subject.

Internal Message Subject Example:
"Meeting today at 3:00pm"

External Message Subject Example:
"[EXTERNAL] Meeting today at 3:00pm"

Please note: Many safe and legitimate email messages come from external email systems. The [EXTERNAL] tag does not mean the message is a scam, but it does provide additional information about the message source. The [EXTERNAL] tag is there to help. The [EXTERNAL] tag means you need to stop and think about this email:

Is it from a sender you know? Were you expecting the email?

If there is a link in the message, Don't click it! If the message seems suspicious, notify CCITC Helpdesk helpdesk@co.marathon.wi.us for review. For more information on identifying spam and phishing visit <http://intranet/CCITC/DocumentationTraining/Cyber-Security.aspx>

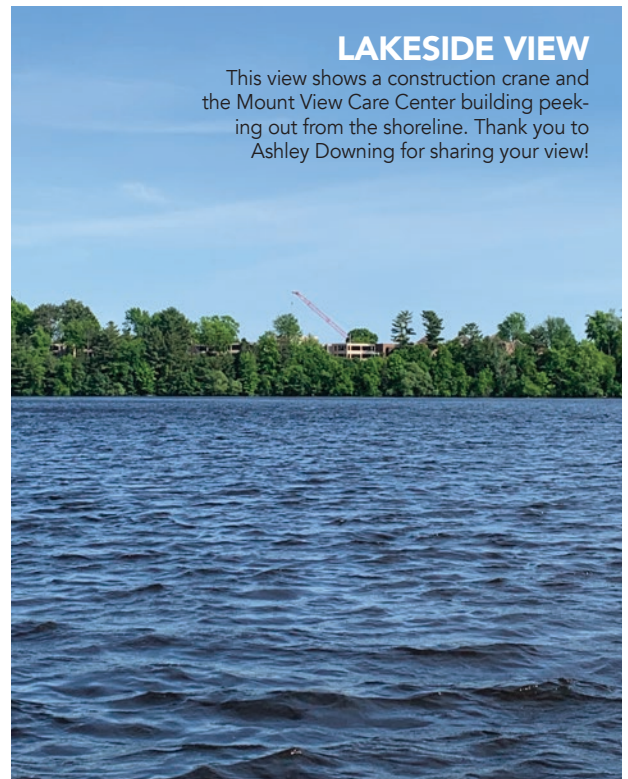
Does the message make sense? A legitimate message would not ask you to provide your credentials to maintain your account access.

No [EXTERNAL] tag, but still a bit suspicious? Internal users can have their account compromised and be used to send out additional phishing emails.

This new feature will help protect your account from possibly being compromised as well as protect our computer systems.

LAKESIDE VIEW

This view shows a construction crane and the Mount View Care Center building peeking out from the shoreline. Thank you to Ashley Downing for sharing your view!





OFFICE OF CHILDREN'S MENTAL HEALTH FOCUSES ON BUILDING SOCIAL AND EMOTIONAL SKILLS

Office of Children's Mental Health Director Linda Hall announced the publication of a new fact sheet focused on building children's social and emotional skills and what our communities can do to increase these skills.



WISCONSIN DEPARTMENT
of HEALTH SERVICES



WHY THIS MATTERS

Building social and emotional skills are critically important for life-long mental wellness, achieving academic and career success, and enhancing social connections. Children require supportive adults to teach and model these skills at home, in childcare settings, and at school. Wisconsin utilizes a nationally recognized model to assess competency in five core areas:¹



For a detailed description of these competency categories, please visit www.casel.org

WHAT THE RESEARCH SAYS

Extensive research conducted on child development shows that when kids master the 'soft skills' developed by social-emotional learning, it is associated with greater well-being and academic performance.²



Students who participate in evidence-based social-emotional programs showed an **11% point gain** in academic achievement.³



Social-emotional programming decreases the likelihood of living in public housing, receiving public assistance, having contact with the police or spending time in a juvenile detention facility.⁴



For every dollar invested in social-emotional learning programming, there is an **\$11 return on investment** in long-term benefits to the student and to the community.⁵

SOCIAL-EMOTIONAL SKILL BUILDING IS VITAL FOR CAREER READINESS

92% of LinkedIn hiring managers say soft skills are more important than technical skills.⁶

WHAT'S HAPPENING IN WISCONSIN?

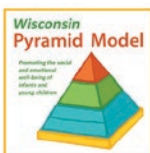
Wisconsin has [social and emotional learning standards and competencies](#) designed to guide curriculum decisions and ensure [developmentally appropriate](#) instruction in building social and emotional skills.

Some examples of the various curriculums that Wisconsin schools use:

- Second Step
- Conscious Discipline

- Sources of Strength
- Zones of Regulation
- Too Good for Violence

Many early childhood programs in Wisconsin use an evidence-based framework called [The Pyramid Model](#) which enhances the capacity of teachers, programs, and communities to responsibly and intentionally address the needs



of infants, young children and adults who care for them.

A recent [research study](#) conducted in Wisconsin classrooms on the effectiveness of

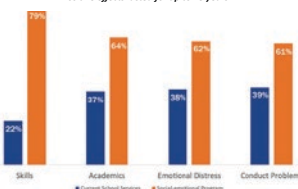
the Pyramid Model framework found significant evidence in decreasing challenging behaviors and increasing social skills in young children.

**OCMH would like to acknowledge the Wisconsin Alliance for Infant Mental Health and the Department of Public Instruction for their contributions to this section.*

children.wi.gov

ALL CHILDREN WILL BENEFIT BY ADDING A SOCIAL-EMOTIONAL LEARNING PROGRAM IN SCHOOL⁷

PERCENTAGE OF STUDENTS WHO IMPROVED
Positive effects lasted for up to 18 years.⁸



93% of teachers want a greater focus on social-emotional learning in schools. They believe these skills are teachable and would like schools to prioritize the integration of social-emotional learning practices and strategies.⁹

81% of parents think social-emotional learning is just as important as academic learning.¹⁰

On a variety of indicators, **MOST** current and recent high school students believe schools would create a more positive school environment if they added social-emotional learning programs.¹¹

WHAT WE CAN DO

EVERYONE

- Be an emotional role model and practice the five core social and emotional competencies every day.

PARENTS

- Ask your childcare provider or school how they are teaching social and emotional life skills.

EARLY CARE AND EDUCATION PROGRAM LEADERS

- Learn more about the [Pyramid Model](#) framework and its role in supporting teachers to ensure equitable outcomes for young children.

PRE-K TO GRADE 12 SCHOOLS

- Visit <https://dpi.wi.gov/sppw/mental-health/social-emotional-learning> to schedule a consultation or receive technical assistance about how to implement social-emotional learning in your classroom.

POLICYMAKERS

- Consider the long-term return on investment that social and emotional programming provides, and support funding whenever possible.

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- ² Ibid.
- ³ Civic with Hart Research Associates for CASEL. (2016). The Missing Piece: A National Teacher Survey on How Social and Emotional Learning Can Empower Children and Transform Schools. Retrieved from: <http://www.casel.org/wp-content/uploads/2016/01/The-missing-piece.pdf>
- ⁴ McGraw Hill. Social and Emotional Learning Report. 2018. Retrieved from: <https://www.mheducation.com/highered/content/dam/assets/social-emotional-learning-report-2018.pdf>
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- ⁶ Durlak, J., Mahoney, J., & Bradshaw, C. P. (2008). Linking the prevention of problem behaviors and positive youth development: Core competencies for positive youth development and risk prevention. *New Directions for Child and Adolescent Development*, 122, 1-17.
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- ⁹ Belfield, C., et al. (2015). The Economic Value of Social and Emotional Learning. *Journal of Benefit-Cost Analysis*, 6, pp 508-544 doi:10.1017/bca.2015.55.
- ¹⁰ LinkedIn Corporate Communications. Global Talent Trends Report. January 28, 2019. Retrieved from: <https://business.linkedin.com/content/dam/me/business/en-us/talent-solutions/resources/pdf/global-talent-trends-2019.pdf>
- ¹¹ Ibid.



To Wausau Campus Grounds and Maintenance Team!

"I would like to give a Shout Out to the Grounds and Maintenance employees who planted the flowers outside of the Employee Health and Wellness Center. It is a joy to see as we walk into work. It feels good to be included as well."

– Submitted by Sherry Gatewood, PA-C, Aspirus Business Health, Employee Health and Wellness Center

Give someone a big shout out and thank them for their Person-Centered Service!

Send your SHOUT OUTS to jmeadows@norcen.org.



HRinsights

NEW Position Posting

Title: Housekeeping Aide
Status: Full Time **Location:** Wausau Campus

Apply Online! <https://bit.ly/HousekeepingNCHC1>

The Housekeeping Aide provides North Central Health Care's main campus with a quality housekeeping service that ensures a clean safe environment. Monday-Friday 6:30am-3pm with working every other weekend.

Education and Experience Requirements

- Less than one year experience
- Valid Wisconsin driver's license and appropriate auto insurance coverage as required by North Central Health Care.

NEW Position Posting

Title: Laundry Worker
Status: Full Time **Location:** Wausau Campus

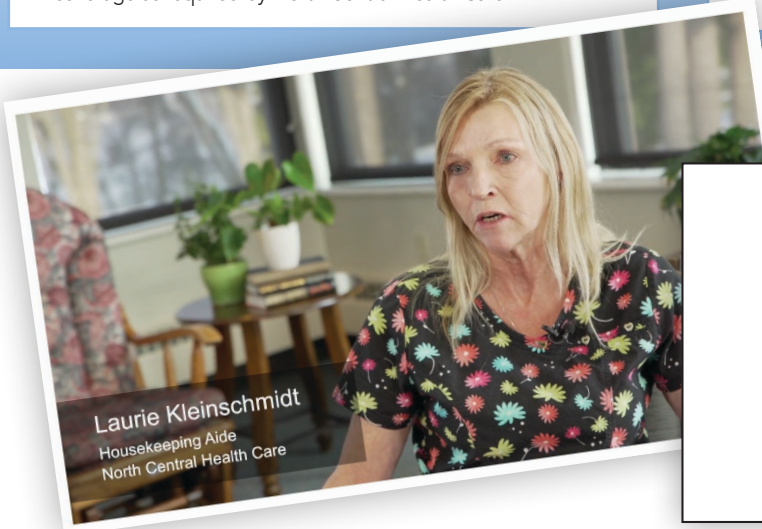
Apply Online! <https://bit.ly/LaundryNCHC1>

Under the direction of the laundry team coordinator, our laundry team members perform manual tasks to insure the efficient processing and delivery of all facility linens.

Full time position regularly scheduled for 80 hours every two weeks. Hours 6:30am-3pm and every other weekend..

Education and Experience Requirements

- High school diploma or equivalent.



North Central Health Care
Person centered. Outcome focused.

Housekeeping Aide

REALISTIC JOB PREVIEW

What's It Like to Work in Housekeeping?
Watch and Share Our Realistic Job Preview Online!

www.norcen.org/RJP

SAFETYZONE OCCURRENCE REPORTING REMINDER

If You Are Unsure, Just Report It!

Reporting occurrences is critical for organizations to bring awareness to events that signal harm or potential harm to patients, staff or visitors. And this is part of our ongoing commitment to enhance services and safety through the use of technology.

An occurrence is any incident that is not consistent with routine operation and that may potentially or actually result in injury, harm or loss to any patient/client/resident, visitor, volunteer or employee of NCHC. All occurrences should be reported. Below is a list of common occurrence events that should be reported:

- Falls (anyone – patients, visitors, volunteers, employees)
- Injuries to anyone
- Complaints (from anyone – patient, caregiver, facility, etc.)
- Medication errors
- Compliance concerns
- HIPAA breaches or potential breaches of information
- Abuse/neglect/misappropriation/exploitation



NCHC
Safetyzone

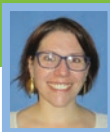




Jen
Lemmer-
Graber



Heather
Will



Tricia
Klemp



Stephany
Tatro



Lynn
Kelly



Kris
Laffin



Carl
Peterson



Randy
Krueger



Susan
DeLisle



Rachel
Place
Vachowiak



Kristin
Verhulst



Karissa
Nelson

OUTSTANDING TEAM PARTNERSHIP AWARD

Community Treatment, ACT Team

Congratulations to the Community Treatment ACT Team, recipient of NCHC's Outstanding Team Partnership Award. The ACT team meets daily and goes above and beyond each day to ensure that they meet the daily needs of our most intensive Community Treatment clients and that they remain safe in the community. The ACT Team works daily with nearly all departments throughout NCHC and have developed strong partnerships within our community and at NCHC.

"Regardless of illness, personal/medical leave, vacations or scheduling conflicts, the team is able to meet the needs of our consumers our clients do not have the supports of healthy friends and family or are too ill to accept support. It never fails to impress me that regardless of overwhelming barriers faced by our clients, as a team, the ACT Team all pitch in and cover the needs of our clients."

"After 15 years of case management in multiple different counties, I have never experienced the teamwork and client impact that the ACT team provides daily."



OUTSTANDING SERVICE EXCELLENCE AWARD

Carrie Salyers, HIM

Congratulations to Carrie Salyers, recipient of the NCHC's Outstanding Service Excellence Award. Carrie was nominated by staff from a different department that recognized her commitment to teamwork and quality. Carrie has been working on a project that not only helps physicians and staff with coding, making their day to day work easier, its helps NCHC get reimbursed correctly and patients billed correctly. She is concerned not just for the work in her program, but how it impacts others ability and accuracy to do their own.

"Carrie has worked to make this tool comprehensive, practical and scalable for growth in the future. She communicates well with those she meets with, trying to find the right solution to making coding easier for those who use it and for those who are not experts in the field. Its been a pleasure to work with her and have her on the NCHC team!"

OUTSTANDING PERSON-CENTERED SERVICE AWARD

June Ross, Residential

Congratulations to June Ross of Residential Services, recipient of the NCHC's Outstanding Person-Centered Service Award. Nominated by a member of her team who feels June exceeds her expectations every day.

"Even with children at home and another job, she is always flexible with her schedule and picks up many open shifts. She works with integrity and I can always count on her to make positive choices in the best interest of our clients. She treats everyone if they are a part of her extended family and everyone looks forward to working with her. June inspires me to bring 110% of myself to work and not only that, but to do it with a smile and sincere joy in my heart. Without dedicated staff like June, our group homes would not be able to run like they do. She is truly an essential part of our team and I'm so proud to have her."

Congratulations to Kari Borchardt of Mount View Care Center who was also nominated for this award.



OUTSTANDING LEADERSHIP AWARD

Cherie Mattson, Housekeeping

The Outstanding Leadership Award recognizes a director, manager or supervisor who inspires, influences and conducts themselves in a professional manner, acting as a role model for others to follow in the workplace and our community. Congratulations to Cherie Mattson of Housekeeping. Cherie was nominated twice this quarter by staff in different programs. Staff are inspired by her authentic and humble leadership.

"The first thing I learned about Cherie was how deep her relationships go with her employees. She knows their stories and listens to their ups and downs. She takes time to explain new things, new training and new events that her employees need to know about. She is always there without a complaint or hesitation to help cover an employee who needs it. Cherie has taught me a lot about leadership. Its doesn't have to be loud or attention getting or really anything fancy – just authentic and consistent."

Congratulations Cherie! Thank you for your outstanding leadership. Congratulations to Deanna Johnson, Jenny McKenzie and Tim Holzem who were also nominated for this award.



Nominate a Coworker or Team today! www.norcen.org/Recognition

tidbits
on benefits

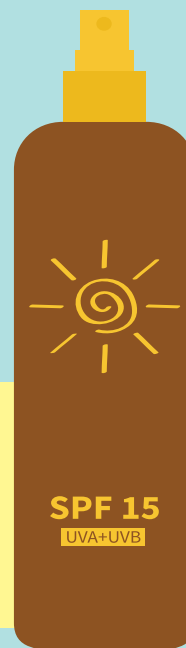
Did you know that sun can damage your skin within 15 minutes of exposure?

It can cause multiple health concerns such as sunburn, skin cancer, and cataracts.



summer is here!

and it's the perfect time for a sunny reminder

**Sunscreen facts**

- SPF-15 or higher
- Reapplication of the sun screen every 2 hours, and after swimming, sweating, or toweling off.
- Expiration date: Sunscreen without an expiration date has a shelf life of no more than 3 years, but the shelf life can be shorter if it has been exposed to high temperatures. Throw away sunscreen after 1-2 years (they lose their potency).
- Some sunscreens may lose their effectiveness when applied with the insect repellents. You may need to reapply more often.
- Cosmetics: Some makeup and lip balms now contain SPF, if you do not have this type of makeup, you can benefit from wearing a wide brimmed hat.

**Symptoms**

Sunburn does not occur immediately, symptoms usually start 4 hours after sun exposure, and worsen within 24-36 hours, and resolve in 3-5 days. Symptoms of sunburn consist of the following:

- Redness
- Swollen skin
- Headache
- Nausea
- Tenderness
- Blistering
- Fever
- Fatigue
- Eyes may become red, dry, painful and feel gritty

Treatment

- Take aspirin, acetaminophen, or ibuprofen to relieve pain, headache, and fever
- Drink plenty of water to replace fluid losses
- Comfort burns with cool baths
- Avoid further exposure to the sun, until the burn has resolved
- Apply moisturizing cream, aloe, or hydrocortisone cream.

Things that you can do to protect your skin:

- Apply Sunscreen SPF-15
- Seek shade under an umbrella, tree or shelter
- Clothing - when possible wear, long sleeved shirts and pants, that are tightly woven
- Hat with a brim, protects your face, ears and back of your neck.
- Sunglasses to protect your eyes





EMPLOYEE HEALTH & WELLNESS CENTER

1100 Lakeview Drive, Wausau, WI
North Central Health Care Campus
Door 25

Schedule an Appointment:
715.843.1256 or MyAspirus.org

Clinic Hours

Monday - Wednesday - Friday: 8:00 am - 4:30 pm
Tuesday: 6:30 am - 3:00 pm
Thursday: 10:00 am - 6:30 pm



Marathon County
Employees Credit Union

Spend Time Social Distancing with Your New Recreational Vehicle!



How does a cow balance his checking account?

With a cow-culator.

Proudly Serving NCHC Employees & Their Families Since 1965.

Already a member: Thank you! Not a member: Contact us today!

715 261-7680

400 East Thomas Street • Wausau, WI 54403

North Central Health Care
Person centered. Outcome focused.

Employee Recognition Awards

Nominate a Coworker Today!

Nomination forms, selection criteria, award details and more are available online at

www.norcen.org/Recognition

WAUSAU CAMPUS CAFETERIA

The Wausau Campus Cafeteria is Currently Closed

We understand closing the cafeteria and other closures has potentially created a hardship for some. We are committed to working with staff and the people we serve to ensure food security to the best of our ability.

Any staff member who has a concern about their ability and/or their households ability to have food security (access to food) will have the ability to reach out to our Dietary Services Director Jennifer Gorman so we can understand these challenges and hopefully work with you.

Please contact Jennifer at 1-715-851-3966 or jgorman@norcen.org

The Wausau Campus Canteen is currently closed, but will reopen at the same time the Cafeteria reopens. Watch for future announcements!

Wondering Where You Can Find the Latest Covid-19 Info? FAQ's?

**Have a Question? Need Resources?
Need a Contact Phone Number?**

www.norcen.org/ForEmployees