

THE SDRC REPORT

To serve and empower persons with developmental disabilities and their families to achieve their goals with community partners.

DDS New Initiatives

The American Rescue Plan Act Part C Project

The American Rescue Plan Act Project, known as ARPA, is a new initiative introduced by the Department of Developmental Services (DDS) in 2021 for targeted and culturally sensitive outreach. This is a pilot project with the goal to increase Early Start enrollment for children from communities that have low rates of participation in Early Start, specifically families experiencing homelessness, families that are fearful of accessing services due to their immigration status, or both.

With funding from DDS, SDRC will collaborate with community-based partners in San Diego and in Imperial County to engage families through child-find activities and scheduled events to participate in the on-site screening. The team has identified several community partners and is working toward establishing connections for event collaboration.

Each family will receive an SDRC bag filled with diapers, wipes, changing pad, and a development toy or gift card for participating.

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August 2022

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What regional centers are doing well *and* can improve upon for people with I/DD.

National Core Indicator Results

The state and regional centers use the National Core Indicator (NCI) Survey to learn about the California service system. Survey responses help the regional centers see what they are doing well and can improve upon for people with I/DD.

Below is a sampling of our survey indicators. To see the full presentation, [click here](#).

Access

94% feel their staff is well trained. (CA 91%)

Friends & Family

88% of people reported they could communicate and see their friends when they wanted. (CA 82%)

Community Participation

82% of respondents indicated they received help to learn new things.

Employment & Day Program

80% of respondents indicated they are not attending a day or work program. (CA 58%)

Service Coordinator

SDRC is above the state average in the areas of:

- People meeting their service coordinator
- Choosing services
- They know who to speak to if they want to change something about their services
- Their service plan includes things that are important to them

Staff Survey Update

The survey results were reviewed by the Management Team at the retreat, held on June 29th to review, discuss, and develop strategies as to how we might best create the changes and recommendations noted by you. More updates to follow.

The IRS Mileage Rate Increasing

June 9, 2022 - The Internal Revenue Service announced an increase in the optional standard mileage rate for the final six months of 2022. Taxpayers may use the optional rates to calculate deductible costs of operating an automobile for business and other purposes.

The IRS provided legal guidance on the new rates in the [Announcement 2022-13](#).
[2022 Travel Expense Claim - Form 115 - WIKI](#)



July Events

The Day of Play



It was a fun “Day of Play” for Sarah Franco, Early Start Manager, Elizabeth Almeida, SDRC ARPA Liaison, and Stacey Hardifer, Program Manager for Unit 17, who kicked off our efforts under the ARPA initiative (page 1) at the Special Needs Resource Foundation’s Day of Play event. Nicole Collins from the Marketing & Communications Department was there to set up and help where needed as well as STARS representative Lynette Negrón. Six families participated in our screenings and received diaper bags filled with goodies.

3-Day PERT Academy

Psychiatric Emergency Response Team

Tuesday, July 26 through Thursday, July 28, from 2pm - 4pm at Marina Village, 11936 Quivira Way, San Diego, 92109

Before and After

By Joab Gonzalez, Imperial Regional Manager

In January, our team in Imperial kickstarted the new year with a presentation from Nutritionist Aide Pacheco. I met Aide through our MediExcel insurance from Mexico and asked her if she would come to talk to us about health and wellness. Aide's presentation included topics about nutrition, how our body benefits from a well-balanced and healthy diet, the negative impact fast food/processed food has on our bodies, and the importance of hydration and exercise.

Our team has been participating in health and wellness events since then, and I'm happy to report that our efforts to be healthier have truly paid off. Several staff have purchased a gym membership and are going regularly, others are seeing a nutritionist to improve their health, and many have lost weight and hope never to find it again!

Karla Geraldo shares her story. "I started working for SDRC over a year ago and was overweight, had Type 2 diabetes, high cholesterol, and fatty liver, and was just prescribed insulin for my diabetes. I learned about a medical procedure designed to help you reduce your food consumption, therefore, lose weight. Although I hesitated about the surgery, my drive to be healthier and start a family outweighed my concerns.

This particular surgery can often be perceived as an easy process. Only those who undergo such medical procedures may attest in their own way how challenging (at times impossible to bear) adapting to a new way of life and eating can be. For weeks I was able to hold just water in tiny sips. My body was weak mentally; I was drained, hungry, mad, frustrated, and at times regretted undergoing the procedure.

Since then, I have learned that surgery has only been a tool to help me make better choices. Each day, I decide if I want to go back to my



bad eating habits, or if I am going to change that. As of today, I no longer need medication for diabetes or cholesterol but best of all I feel much better."

Many of us including myself struggle with being overweight and have attempted dieting, exercise, gym memberships, etc. Speaking from my own experience, when under stress, I find myself eating unhealthy snacks that later become challenging to burn. But the war to be healthier and achieve an ideal weight is far from over. Stories like Karla's are so inspiring and provide extra motivation to never give up our desire to achieve a healthier lifestyle and lose weight.

To date, our team has lost over 200 lbs. Thank you, Karla, for sharing your amazing story.



IN THE SPOTLIGHT

Executive Director, Mark Klaus

Mark was appointed San Diego Regional Center's Executive Director on August 2, 2021, and officially stepped in to lead our organization on November 1, 2021. During that time, he regularly met with the executive director, the executive leadership team, board members, staff, and community members to do everything possible to hit the ground running on his first day.

More about Mark

Where were you born and raised and how many siblings are in your family?

I was born in Walnut Creek. I've lived in many states including California, Ohio, Illinois, New York, and Massachusetts. I have two brothers, my oldest brother retired as a Colonel from the Air Force and lives in Washington DC and my younger brother lives in Long Beach and is the vice president for a large construction firm that does work throughout the US.

What do you like to do in your spare time?

I'm not sure what "spare time" is these days, but when I am able to get away I like to spend time with my lovely bride of 35 years, Angie. Doesn't really matter what we do as long as I get to spend time with her.

How many kids and grandkids do you have?

I have two (2) daughters, Megan and Lindsey, who live in San Diego. I also have a 10-year-old grandson, Wyatt.

Why did you get into this business?

A friend of mine was the CEO of a community-based provider in Illinois and one day he asked me if I wanted to help out and volunteer for a fundraising event they were hosting. I said yes and the impact that the clients had on me



was immediate. I knew I could make a difference in the lives of others and I was "hooked" immediately. It's almost 40 years later and I love what I do and would not change one thing.

What is one of your greatest accomplishments?

I'm not one that looks at accomplishments and takes ownership of outcomes as we can't do what we do without the help, support and assistance from others. It really is about the team and having everyone rowing in the same direction.

What is the most important characteristic of a good leader?

Be open, honest, present, and be yourself.

What do you value in a person most of all?

Truth, honesty, and integrity.

Where do you hope to travel to in the next five years and why?

I'd love to go back to Italy. My wife and I took our first trip to Italy several years ago and had planned to return in 2020, but that obviously didn't happen.

What is the best advice you ever received?

Be yourself and surround yourself with others who you trust.

Tell us one thing people would be surprised to know about you?

I've had the honor and privilege to spend time with six US presidents – Jimmy Carter, George H. W. Bush, George Bush, Bill Clinton, Barack Obama, and Joe Biden.



DEPARTMENT SPOTLIGHT

Meet the Marketing & Communications Department

The marketing & communications team, Nicole Collins, Michelle Morales, and Pamela Starmack, are here to support the SDRC mission and the important work you do every day for people with developmental disabilities.

THEIR MISSION IS: *To achieve top-of-mind awareness throughout the community through creative marketing, strong branding, team collaboration, and communication within and outside the organization.*

Some of the many functions of the team are a rebranding of the marketing and promotional materials, purchasing and managing promotional products for resource fairs and events, coordinating resource fair sponsorships and event participation, creating the internal newsletter, website design, advertising campaigns, community outreach, PowerPoint presentations, internal communications, annual report, social media content management, translation of marketing related material and presentations.

Please let us know how we can be of help to you and your team.

DDS Initiatives *continued*



The ARPA Project *continued*

The responsibilities of the team will include gathering basic demographic information, providing materials to the families in their threshold language, and ensuring there is a means of contact for follow-up.

Throughout the project, SDRC will be required to collect, track, and examine data, provide DDS with data reports, and meet regularly with their representatives regarding the progress.

Language Access & Cultural Competency

The Language Access & Cultural Competency Initiative, implemented by the DDS, was designed to better support the language and cultural needs of people with developmental disabilities, their caregivers, and their families.

SDRC is committed to improving the consumer and family experience and providing linguistically appropriate materials to enhance access to information and services for multi-lingual, monolingual, and diverse cultural groups through ongoing assessment and evaluation of our documents, public input, marketing materials, website, and community forums.

SDRC will host listening sessions and conduct surveys to assess the language and cultural needs of our community. We will collaborate with other Regional Centers to expand our outreach to LGBTQ+, Middle Eastern, and homeless populations through events, collaboration with community partners, and the development of resources.



FROM THE SAFETY COMMITTEE: Heat Stress

We have experienced some of the hottest days this year and although most of our work is done indoors with air conditioning, that does not mean the heat is not impacting our safety. The safety committee would like to encourage everyone to remain safe during this summer heat by familiarizing themselves with the risk factors and recommendations below. Stay cool!

Common factors that can contribute to heat stress:

- High temperature and humidity
- Direct sun or heat
- Limited air movement
- Physical exertion
- Poor physical condition
- Some medication
- A lack of tolerance for hot workplaces or areas

Heat stress prevention:

- Know the signs and symptoms of heat-related illnesses, and monitor yourself and your co-workers
- Block or avoid direct sunlight or other heat sources
- Use cooling fans or air conditioning
- Take regular breaks in shaded areas
- Drink plenty of water or high-electrolyte fluids
- Wear lightweight, light-colored, and loose-fitting clothing
- Avoid alcohol, caffeinated drinks, and heavy meals
- If you detect signs of heat exhaustion, notify a supervisor or appropriate individual with first aid training

NOAA's National Weather Service Heat Index

		Temperature °F (°C)															
		80(27)	82(28)	84(29)	86(30)	88(31)	90(32)	92(34)	94(34)	96(36)	98(37)	100(38)	102(39)	104(40)	106(41)	108(43)	110(47)
Relative Humidity (%)	40	80(27)	81(27)	83(28)	85(29)	88(31)	91(33)	94(34)	97(36)	101(38)	105(41)	109(43)	114(46)	119(48)	124(51)	130(54)	136(58)
	45	80(27)	82(28)	84(29)	87(31)	89(32)	93(34)	96(36)	100(38)	104(40)	109(43)	114(46)	119(48)	124(51)	130(50)	137(58)	
	50	80(27)	83(28)	85(29)	88(31)	91(33)	95(35)	99(37)	103(39)	108(42)	113(45)	118(48)	124(51)	131(55)	137(58)		
	55	80(27)	84(29)	86(30)	89(32)	93(34)	97(36)	101(38)	106(41)	112(44)	117(47)	124(51)	130(54)	137(58)			
	60	82(28)	84(29)	88(31)	91(33)	95(35)	100(38)	105(41)	110(43)	116(47)	123(51)	129(54)	137(58)				
	65	82(28)	85(29)	89(32)	93(34)	98(37)	103(39)	108(43)	114(46)	121(49)	128(53)	136(58)					
	70	82(28)	86(30)	90(32)	95(35)	100(38)	105(41)	112(46)	119(48)	126(52)	134(57)						
	75	84(29)	88(31)	92(33)	97(36)	103(39)	109(43)	116(47)	124(51)	132(56)							
	80	84(29)	89(32)	94(34)	100(38)	106(41)	113(45)	121(49)	129(54)								
	85	84(29)	90(32)	96(36)	102(39)	110(43)	117(47)	126(52)	135(57)								
	90	86(30)	91(33)	98(37)	105(41)	113(45)	122(50)	131(55)									
95	86(30)	93(34)	100(38)	108(42)	117(47)	127(53)											
100	87(31)	95(35)	103(39)	112(44)	121(49)	132(56)											

Likelihood of Heat Disorders with Prolonged Exposure or Strenuous Activity

Caution	Extreme Caution	Danger	Extreme Danger
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Employees of Distinction

Cornell Montgomery-Richardson

Nominated by Jose Rojas, Technical Operations Manager, and Seth Mader, Director of Information Technology.

Since Cornell moved from Centralized Records to the Information Technology (IT) Department, he has learned his new job responsibilities much more rapidly than anticipated, including the administration of the SDRC website, Seamless Docs, iPad support, etc. He is exceeding expectations with regard to quality and quantity of work.

Cornell has made positive contributions to the IT Department since his first week on the job. Cornell worked on the Therefore project to correct invalid information from the Legacy System (OnBase), to ensure a much cleaner migration of information. He contributed extra time to the DUO project (two-factor authentication) to ensure employees keep all employee and client data secure from unauthorized logins.

Jorge Malone

Nominated by Lori Sorenson, Director of Community Services.

Jorge exemplifies the customer services that SDRC aspires to achieve with all of our staff to provide to clients, families, providers, and co-workers.

Recently, Jorge's supervisor received a call from a parent commending Jorge for, "Taking the time to come into the office when working from home to straighten out a problem with a Pronto card. Jorge is a wonderful employee and a wonderful person," said the mother. When this commendation was shared with him, Jorge responded, "Our clients, their families, and vendors don't want excuses. They want action and I totally get it! Thank you for letting me know of Mrs. W's call. Now, I can have a peaceful weekend."

Special Recognition



**Congratulations
Terri Colachis (L)**
Elected ARCA
Board Vice-Chair

Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others.

— Jack Welch



LEAP



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LEAP offers a variety of training modules that can further your career development. Invest in your professional development. You can see your progress and enroll in additional modules available to you.

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The benefits of online training:

Online training provides convenience and time efficiency - on demand training that is self-paced, convenient and competency based; most training modules have activities that assess competency.

Relevant - Course content includes the most current topics, e-Learning ensures training is applicable to a person's career path.

By providing a captivating interactive environment with dynamic content, e-Learning not only effectively keeps people up-to-date, but interested as well.

LEAP reporting tools aid management in monitoring staff progress and heightens accountability.

Recently published trainings:

[SDP 1: Staff Introduction to Self-Determination](#)

A basic introduction to the Self-Determination Program intended target for SDRC staff.

[SDP 2: Staff Introduction to Individual Budgets in Self-Determination](#)

A basic introduction to Self-Determination Individual Budgets intended for SDRC staff.

MANDATORY TRAINING

All SDRC staff are required to complete the following trainings (new employees must complete within the first six months of employment).

- **Harassment Free Workplace** – available online (completion required every 2-years) - [Employee / Manager](#)
- **Introduction to the Regional Center System** – available online: [enroll HERE](#)
- **Working From Home: Security** – available online: [enroll HERE](#)
- **Safety in the Workplace** – available online: [enroll HERE](#)
- **Workplace Etiquette** – available online: [enroll HERE](#)
- **SDRC Emergency Action and Fire Prevention Plan** – available online and in-person : [enroll HERE](#)
- **Person Centered Thinking** – available in-person: Enrollemnt opportunities will be announced when it becomes available.
- **What You Need to Know About COVID-19** – available online: [enroll HERE](#)

Dont have a **LEAP** account?

New employees must register. If you have recently changed your name please log in using your existing account and update the information on your profile to reflect the new name/email.

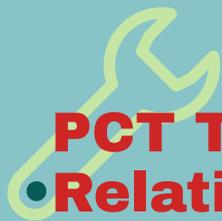
Create your LEAP account [HERE!](#)

WIN Some Swag!

Demonstrate the way you use **Person Centered Thinking Tools** in your day-to-day work.

To embed PCT practices agency-wide, The SDRC Report will highlight a "**Tool of the Month.**" A winner will be chosen at random from all [qualified submissions](#). Submit to communications@sdrc.org by August 25th.

LEARN MORE



PCT Tool of the Month Relationship Circle

What it does: It captures who a person knows, how they know them, who else in their circle knows them, and how these networks and relationships can help a person to live the life they choose.

How it helps: It is a way of identifying who is important to a person, and to explore any important issues around those relationships. It feeds into support planning because it highlights those people who should be involved in planning, and helps to discover which relationships can be strengthened or supported.

[Use it now!](#)

**Congratulations PCT Winner
Jovi Rodriguez!** ✨

Tool: Important To, Important For

I chose this tool because I think it is important to think about what the client may want, but also what is in their best interest/is a necessity. I have learned that sometimes parents can overlook their child's opinions because they want to take control or do what they think is in their child's best interest. It is beneficiary for a parent to act in their child's best interest, however, we also need to think about the client and value their opinions/decisions as well.



COMING SOON...

The Tribute Program

Coming September 1st! Reward and recognize your co-workers for their good work and contributions.

Each tribute will be thrown into a monthly drawing for a chance to win SDRC swag including our new t-shirts!



August Events

People First Self-Advocacy Conference

Friday, August 26 thru Saturday, August 27;
Friday from 4pm - 10:30pm and Saturday from 8:30am - 3:15pm at Doubletree Mission Valley Hotel, 7450 Hazard Center Drive, San Diego, 92108

Community Advisory Committee (CAC) Resource Fair

Thursday, August 4 from 10am - 12pm at Regional Ed Center 800 National City Blvd. National City, 91950

Southern California Tribal Community Rincon 2022 Fiesta

Friday, August 19 through Sunday, August 21 at Rincon Sports Complex 65218 West Tribal Road, Valley Center, 92082

Volunteer for an Events!

We're looking for staff who enjoy meeting people and the opportunity to do something different. Sign up as an event volunteer to represent SDRC. Complete the [Event Volunteer Form](#) located on Wiki and submit it to communications@sdrc.org.

For event information please visit Wiki's [Resource Events](#) list.



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