

June 2024

# BENCO NEWSLETTER

A Newsletter for Benco Staff



## How Using OIS Skills and Values Can Set You and Others Up for Success

This month, Benco rolled out a new guide for Positive Behavior Supports and following Positive Behavior Support Plans. The information covered in the guide was not new, these protocols are part of the OIS training that all Benco staff are taught upon hire and refreshed every two years. One of our guiding principles at Benco is that we should be proactive in our supports. The foundation of our care model is Respecting the Rights of those we support, being Person-Centered in our practices, utilizing teamwork, being proactive and preventative, and having integrity in all that we do.

Getting to know those we support ensures we can proactively address setting events and environmental factors that impact behavior. We know that when a disruptive behavior occurs it is the result of an unmet need. All behavior makes sense when you understand the context, so when we are seeing behavior that is unproductive (whether in staff or those we support) get curious--not furious.

## Emotional Regulation Plans

Emotional regulation plans are not just recommended, they are required for all Benco staff. Creating, revisiting, and revising these plans often ensure that staff is emotionally and mentally prepared in the event a challenging behavior arising. It also ensures that we respond with dignity and respect, and don't let our own behavior create unsafe outcomes.

A person who does not have a strong and well-practiced emotional regulation plan, who is feeling stressed and/or burned out is more likely to respond inappropriately. This response can put themselves, their co-workers, or those we support, in danger and could result in termination of the employee.

How frequently you revisit your plan is up to you, but factors such as life changes, stressors, or health issues should be considered, since stress impacts your ability to respond. You should also re-evaluate your plan after every use to see if it is still working.

Things to include in your plan:

1. Personal triggers based on your trauma responses.
2. Physical warning signs you notice when your alarm reaction is activated.
3. Strategies for self control: grounding techniques, breathing, internal self talk.
4. After a situation, what do you need to regain composure at work? (You can call the DOP to help provide you support in the moment.)

# *Misty Minutes* IS NOW ON YOUTUBE


@bencocorvallis1926



This month the Director of People is rolling out Misty Minutes: a YouTube video series that will take you out of the mist of uncertainty into a place of clarity and new level of understanding.

Misty Minutes will be short trainings on topics that are relevant and inspired by our staff. We will have guest speakers from our own staff and experts in the community.

Please subscribe to our channel to ensure you don't miss any of these valuable trainings.



Send your ideas to Misty at  
[mistys@bencocorvallis.com](mailto:mistys@bencocorvallis.com)  
or on Therap to Misty Sorte

## T-logs, GERs (General Event Reports), Behavior tracking, Intake and elimination tracking (as applicable) and Activity tracking

It is essential that documentation occurs on a daily basis to capture the specifics of each individual's day. This is for multiple purposes:

- to capture the progress towards goals and action plans identified as part of the person's ISP plan
- to document health-specific information that may impact medication administration (especially for things like bowel output) or the need for medical attention (for things like urine output or fluid intake)
- to capture a full picture of an individual's behavior needs and the frequency staff are utilizing interventions. Not having an accurate record of this can result in supports not being captured adequately for the individual, and create potential for unsafe situations.
- to ensure we are in compliance with OARs and rules of other governing bodies regarding appropriate care, follow-up, and notifications

There are 4 main tenants for all documentation done at Benco to always keep in mind and follow:

1. Documentation must be prepared at the time or immediately following the event being recorded.
2. Documentation must be accurate and contain no willful falsifications.
3. Documentation must be legible, dated, and signed by the person making the entry.
4. Documentation must be maintained by Benco.

Whether we are documenting in Therap or on paper these steps must always be followed to the best of our ability.

Tune in to Misty Minutes to hear more about this topic!



This is a literal Easter Egg. If you mention to Misty that you saw the egg (because you read the newsletter) you will get a prize!