

ARRM Cares Nomination: Snow Ree
Carver & Western House
Years of Service: 7

Professional Integrity: Explain how the individual has supported persons served while maintaining high standards to benefit persons served, co-workers, and the organization

Snow always professional and person-centeredness when working with the individuals she supports and her coworkers. For example, one of the individuals she works with has lots of behaviors in the bathroom, so she will sing with him to calm him down and he will sing along most of the time.

There have been many times when Snow has been the Trained Medication Passer and asked to do 1:1 with two individuals in the home. However, she still finds the time to come in and help prep dinner, sweep/mop common areas, do laundry, and organize the home, while also completing all her other responsibilities.

Snow supports two of our homes, and both of the managers at those homes speak so highly of her! They wish she could work at their home more often! You'll often hear Snow ask, "How are you doing?" or "Can I help you with something?" despite the multitude of things that she may have going on at the time.

Staff members at both homes have also remarked feeling at ease when they know that they're working with Snow, knowing that things will be done and that they will feel supported.

Networking Supports: Explain how the individual has advocated to connect persons served with natural support systems. Explain techniques the DSP has used to connect persons served with natural supports

Snow is constantly advocating for and connecting the individuals she supports with natural support systems. For example, she helps one of the individuals she works with call friends and family on a consistent basis—which is so important to her and her family. If it weren't for Snow, this individual may not be able to do so otherwise.

If she does have a concern or suggestion and the manager isn't around, she will approach them later with her concern or leaves them reports from her shift. Most recently, she suggested to the manager incorporating more favorite activities into one individual's daily schedule, including playing games and listening to music.

Another time, Snow started dinner and passed medications while the manager was downstairs working—even though she wasn't assigned to it. Or so many other times, she has stripped the bed of one of the individuals on a Monday, so the staff didn't have to do it the next day.

"Snow likes to stay busy," said one of her managers. "I never have to worry when she's working. She doesn't hesitate to do anything. If I ask her to take on a project, she'll get to it right away."

Creative, Innovative, Person-Centered Approaches to Services: Explain how the individual has personalized services for persons served and how they have demonstrated an ability to develop and implement new person-centered approaches while demonstrating successful results.

Snow provides personalized care in everything she does. She's quick to think on her feet, but also thinks outside the box. She quickly recognizes and meets residents where they're at, however she's not afraid to challenge them—even if it means them striving to further maintain their independence.

Snow has demonstrated this when helping one of the individuals she supports during mealtime. In the past, this individual has had a difficult time eating most of her meal. But with Snow's creativity, now the individual eats more than 70% of her meal, because of the counting games and sideline competitions Snow facilitates!

Despite Snow's small stature, she makes a strong presence in the home. She exudes a contagious positive attitude that can be felt throughout the home. Snow never personalizes someone's grumpy exterior; if anything, she approaches these instances with a "can do" attitude and 99% of the time can swing things the other way where individuals are laughing to the point of almost crying.

Snow has done this on many occasions by using distinctive character voices to encourage the individuals to finish daily treatments when they may not want to, like brushing their teeth or using nasal spray.