



Issue 34

County Administration Newsletter

Vision & Stewardship

January 2017

Administration

Organizations are ever changing. Regardless of how we view ourselves within the organization or whether we like change or not, organizations grow with or without us. As we continue into 2017 we will continue to engage employees in order to find ways to strengthen our staff as well as support them so they can be as effective as possible and serve residents to the greatest degree.

Over the past three years, we have taken time building our base of human resource management by revamping the Human Resources Manual, restructuring benefits, and adding incentive programs like LEEDs to create a more engaged workforce as well

as to assist in recruitment and retention. In addition, we created the WE committee to act as a sounding board for non-supervisory staff and increased communication across departments, and with our elected officials by utilization of a monthly newsletter. It is now time to further engage employees to start understanding employee satisfaction.

Employee satisfaction is critical in service delivery. In organizations where employees feel generally satisfied verses organization where employees are less satisfied, efficiency and service are greatly impacted. Included within the 2017 budget is fund-

ing for a survey that will be conducted among all staff. In a few weeks, employees will start to receive information via email regarding the survey and exact timeline for its completion. The survey will be conducted by the International Public Management Association for Human Resources (IPMA-HR). IPMA is a very trusted resource in the world of public administration. Once the survey work is complete, Burnett County will have a baseline by which we can further evaluate HR programs that we hope to roll out in the future. We look forward to your participation in the survey.

-Nate

Aging and Disability Resource Center

Report to the Legislature on the Reliability and Consistency of ADRC Screening and Options Counseling:

As part of Governor Walker's 2015-17 biennial budget bill, there were a few required reports pertaining to ADRC services that the Department of Health Services (DHS) needed to submit to Joint Finance. On December 30, 2016, the Depart-

ment submitted the third and final report on the reliability and consistency of ADRC Functional Screening and Options Counseling.

Many of you know the ADRC is responsible for determining the physical eligibility of individuals who want to enroll into a state Long Term Care Program: Family Care or IRIS. The Functional Screen is the tool that de-

termines if an individual's care needs are great enough to meet the requirement to enroll. The tool is used by the ADRC for initial eligibility, by MCOs and IRIS for annual redeterminations, and other entities for a rate setting guide. It is important that ADRCs are consistent in determining the level of care locally as well as across the state.

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Utilizing data and surveys from a variety of sources, as well as employee testing, DHS summarized their finding as such (Excerpt from the Executive Summary of report to the Joint Committee on Finance: P-01712):

- 95% of the 658 ADRC Customers surveyed in 2016 said the screener obtained a good understanding of their physical abilities and limitations.
- 92% of the screens performed by the ADRCs in 2015 and 2016 determined the same level of care as that from the first subsequent screen performed by an MCO or ICA.
- Only 18 of the 23,114 functional screens completed by

ADRCs in 2015 were appealed. Of those, only 5 appeals were successful.

- 95% of the 658 ADRC customers surveyed in 2016 felt they received enough information in enrollment counseling to make a decision and 89% had no second thoughts about their choice.
- 95% of the 382 ADRC staff who took the Continuing Skills Test for the functional screeners passed the test in 2016. The 19 screeners who scored below 70% on the test (5%) were decertified and are no longer permitted to perform the screen. **

Based on the data reviewed in this report, it appears that func-

tional screening and options/enrollment counseling provided by ADRCs can, on the whole, be considered both reliable and consistent.

This report helps to illustrate the dedication the staff have to maintaining high quality of work. The philosophy of utilizing informal supports and maximizing self-sufficiency and resources to delay enrollment into a state Medicaid program is at the forefront when we meet with individuals. Performing a Functional Screen and proceeding towards enrollment is just one tool in the tool box and it is generally the last one used.

** Locally, our ADRC of Northwest Wisconsin had 4 testers, all of whom scored higher than needing a plan of correction which is at 80%.

Sheriff's Office



Please join us in welcoming the newest addition to the Burnett County Sheriff's Office. Students from our local schools were asked to assist in naming our new K-9. The most popular vote went to Tracker! Tracker is a one year old German Shepard from Slovakia. Tracker and his handler, Deputy Mitch Olson, will begin training this month.

A big thank you to all that have supported the K-9 program!



Land and Water Conservation

STARRY STONEWORT An Aquatic Invasive Algae



Star-shaped bulbils are produced in the sediments, and give starry stonewort its name.

We've received a few calls in 2016 with concerns about Starry Stonewort (*Nitellopsis obtusa* L.) being present in a few lakes in Burnett County. Luckily, none of the reports have turned out to be Starry Stonewort but some similar native species.

So what about it? Starry Stonewort is a non-native species of large algae in the Characeae family. It has whorls of 4-6 long brachlets. It is more robust than most members of its family, and can grow to over two meters tall. Anchored by colorless filaments (rhizoids) that contain up to several dozen 4-5mm, star-shaped bulbils, Starry Stonewort

typically grows in marl sediments of alkaline lakes, up to 9 meters deep. While Burnett County has some alkaline lakes, many are not. Starry Stonewort typically dies back to the sediments in the fall, but may persist during mild winters. Interestingly, Starry Stonewort is listed as an endangered species in the United Kingdom.

North American Distribution: Michigan, northern Indiana, and the northeastern United States. Recently found in Wisconsin and Minnesota.

Dispersal Vectors: Starry Stonewort is native to Europe and western Asia. It was probably introduced to the Great Lakes via ballast water carried in trans-oceanic ships. Fragments of Starry Stonewort can be spread between lakes by boats, trailers, and anchors holding sediments. Local dispersal occurs by bulbils or fragments being transported by water currents or boats within the lake. There is no evidence that it's being spread by waterfowl.

Ecological Impacts: By forming dense mats of vegetation, Starry

Stonewort can reduce the diversity of aquatic plants in a lake. It can also impede movement of fish and other animals, and may impact spawning activity of some fishes. Mats growing to the surface can reduce water flow and make recreational activities difficult.

Once established, there aren't many options for control of Starry Stonewort. Manual removal may be feasible on a small scale, but it's difficult. Chemicals may or may not be effective and there's no biological control out there for this species.

The bottom line is we want to avoid getting this species. Just like for other AIS, boaters need to remove all plants and drain all the water from live wells, lower units, etc. This is the most effective way of not spreading this species.

For more information or to report a potential infestation please contact the Land & Water Conservation Department at 715.349.2186 or

lwcd@burnettcounty.org

The 2016 -2017 Annual Tree, Shrub, and Native Plant Sale is now accepting orders!

This program offers trees, shrubs, perennial plants and wildflower seeds for sale to the general public. Please visit: <http://www.burnettcounty.com/DocumentCenter/View/6357> to view a copy of the sale brochure. Orders can be mailed or dropped off at the Burnett County Government Center. When orders are placed, they must be paid in full at that time. Cash or check only – no credit cards accepted. Trees and shrubs are picked up at the end of April; wildflowers are the beginning of June.

Sales accepted on a "First come, first served" basis.

Health & Human Services

Keeping Children on the Path to Success with Developmental Screenings

Burnett County Health & Human Services / Public Health Unit facilitates a community coalition called Early Childhood Interagency Council of Burnett County (or ECIC for short). ECIC has been making a difference in our early childhood community for over 10 years with focuses ranging from developmental screenings to mental health. Although specific objectives of the group have varied over the years, the vision has remained the same:

“Burnett County families with young children will be informed and have access to available resources and services to better our community.”

Infants and toddlers develop and learn at different paces. However, when a child does not master a skill by a specific age, he or

she may have a developmental delay. Early diagnosis and treatment of developmental delays can make a huge difference in helping the child achieve success – inside and outside of the classroom. Through the work of ECIC, many community partners are working together to assure all children in the community have access to developmental screenings and in turn, receive necessary services as early as possible.

How To Determine If A Child Has A Delay In Development?

Child development screenings such as the ‘Ages & Stages Questionnaire’ or ‘ASQ’ compare a child developmentally to other children of the same age. The ASQ is designed for parents to complete with their child, and then have a professional score the results. There are several areas of development looked at during the screening, including communication, problem solving, talking, listening, and interacting with peers. There is also an ‘ASQ-SE’ that focuses on Social, Emo-

tional, and Behavioral aspects of development. Combined, these two tools help parents understand if their child is on track with peers or if the child would benefit from assistance.

At What Ages Should A Child Be Screened?

At a minimum, *all children* should be screened *at 9 months, 18 months, and 24 or 30 months* of age (according to the American Academy of Pediatrics Guidelines). In addition, a child should be screened *any time there is a concern*.

Who Does Screenings?

Members of the Early Childhood Interagency Council of Burnett County (ECIC) perform developmental screenings throughout the community. Members of ECIC include Burnett County DHHS (Public Health Nurse, Social Workers, Birth to 3 Service Coordinators), Burnett Medical Center, the Burnett County Family Resource Center, Kid City/Kid Country/Kiddie Campus Child Care Centers, Mina Copeland Head Start, Community Referral Agency, St. Croix Tribal Health Center, St. Croix Tribal Head Start, and the Grantsburg, Siren, and Webster Elementary schools. A concerned parent or community professional can call any ECIC member to request a screening on the child.

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What Happens After The Screening?

After the ASQ & ASQ-SE are completed by the parent, an ECIC member will score the screening and contact the parent with the results, as well as the resources in the community that could be of assistance to the child and/or family. For example, if the screening is within normal ranges, the screener may suggest attending playgroups. If the screening shows concerns, the



screener would refer the child to an early intervention program such as Birth to 3 or the school system for special education evaluation/services, depending on the age of the child.

For more information about developmental screenings, you may contact any member of ECIC at the locations listed in this article. You may also contact Burnett County DHHS at 715-349-7600 and ask to speak with the ECIC coordinator.

Highway Department

Why is the Highway Department spraying water on the roadway on a perfectly clear day?

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 We are actually spraying a liquid salt solution on the roadway that will help keep snow and ice from bonding to the pavement. We refer to this solution as brine. Spraying brine on the roadway is similar to using cooking spray on a frying pan. The brine acts as a barrier so that the snow and ice won't form a strong bond to the pavement.

Brine comes in many forms. Cheese brine is a very popular solution in Wisconsin due to the abundance of supply in the state. Beet juice is also popular as is molasses and other high-chloride organic byproducts from local industries. Brine can also be produced by mixing road salt with water. The High-

way Department and WisDOT just entered into a partnership to commission a brine mixer in the new highway/forestry facility to produce brine using road salt. This will further increase our brining capabilities and decrease our dependence on obtaining brine from others.

At this time we primarily spray brine on bridge decks before a predicted frost since they have a high likelihood of icing in these conditions. We also use brine to pre-wet road salt and sand when spreading onto the roads to ensure the material sticks to the road sur-

face and to activate the salt. Other counties who have fully adopted brine to their operation have realized over 30% reduction in salt usage by incorporating brine in their anti-icing and snow removal efforts. This is the direction Burnett County is moving and similar success could result in nearly \$40,000 savings annually in salt usage on the county roads alone.



University of Wisconsin-Extension and Tourism

Raising a Thinking Child Workshops

Beginning March 2nd Parents of 4 to 7 Year Olds are invited to the Webster School District to participate in these workshops on Thursday Evenings

As parents, our role is to help our children develop the skills and personal characteristics that will help them succeed in life. We want them to take personal responsibility and have positive



and healthy relationships with others through childhood and into adulthood. However, in the real world many parents complain that their children don't always listen to them. Children who have parents who seem to be doing all the right things, can still have social behavior issues. These behavior issues might include talking back to adults, fighting with other children, or difficulty making friends.

As children begin preschool and early elementary school, their social problem-solving skills become more and more important to their success in school and long into adulthood.

In order to help parents be able to give their children strong social and problem-solving skills, a program called Raising a Thinking Child was developed. This program is designed to:

- 1) Improve relationships within the family
- 2) Improve children's behavior at school, home, and with peers
- 3) Give children the tools and skills to be able to think about and solve social problems

The program is evidence-based, meaning that we know it works! This method is unique and has been researched and evaluated throughout the U.S., with thousands of families, and has won several national awards.

It teaches children to:

- Think about what to do when they face a problem with another person;

- Think about different ways to solve the same problem;
- Think about the consequences of what they do;
- Decide whether or not an idea is a good one;
- Realize that other people have feelings and think about their own feelings too

The program in Webster is a cooperative effort between the Webster School District and the UW-Extension. Beth Rank, Burnett County Extension 4-H/ Youth & Family Development Educator, who has her MS in Human Development and Family Studies, will be the facilitator. Supper and childcare will be provided for busy families, thanks to funding provided by Burnett County. In addition to food, childcare, and class supplies, each family who attends all eight sessions of this program will receive a \$100 VISA gift card, a free family board game, and a framed family photograph.

For more information, please call the Burnett County UW-Extension, 715-349-2151 Ext. 2, or email Beth at beth.rank@ces.uwex.edu.

