

Outstanding DSP Award Nomination

Award Description:

The DSP Award will be presented to a DSP who has positively affected the lives of individuals served by an InterHab member agency. The DSP is someone who has gone above and beyond in their daily work to support individuals with intellectual and developmental disabilities.

NOMINEE: Deanna Scobee

ORGANIZATION: Big Lakes Developmental Center

Include a narrative including answers to the following questions. You may also attach a maximum of three letters of support. Additional information may be attached if necessary.

- What is the staff person's job?
- To what needs has the staff person responded and how were they met?
- What are the person's significant accomplishments in his or her workplace?
- List any personal services and/or achievements that are pertinent.
- Provide a biographical sketch of the person.
- Additional information.

NOMINATION NARRATIVE: Deanna Scobee began working part-time as a DSP at Big Lakes in our day program at the Clay Center location in April 2017. She quickly distinguished herself as an outstanding role model due to her dedication and her ability to take charge of situations when necessary. She willingly picked up shifts where they were most needed and regularly worked weekends at a location an hour away from Clay Center to assist with shortages when they were really needed with clients she had not previously met.

During the COVID-19 pandemic, Deanna was promoted to Employment Training Specialist but continued to fill in regularly as the route driver and Supported Living Residential Advisor due to position openings. She also frequently covered open hours at the group home in Clay Center. Despite working, at times, over 80 hours a week, Deanna consistently maintained a positive attitude and was always willing to step in wherever needed. She quickly becomes a leader and role model in any area she works, paying attention to clients' behavior changes, goals, medications, and processes for tasks such as vehicle checks for transportation, medical appointment details, or documentation details.

Deanna's leadership skills and her ability to provide reassurance and support to clients are highly valued by peers and management. When clients returned to day services and community employment after the pandemic, Deanna stepped up to provide training and reassurance,

helping them ease back into work. She even assisted two clients with job changes, including one with completely different tasks than he had ever done before. Deanna demonstrated to him how to read labels and perform the duties necessary for successful and stable employment. One client in particular had been resistive to competitive employment due to her anxiety about new environments and working without the security of her work supervisor. Deanna's reassurance and support with coping skills, implementation of safety precautions, and an environment where public contact would be minimal, helped this client achieve successful integrated employment.

Deanna's initiative in improving processes and creating new resources is a testament to her proactive approach and commitment to continuous improvement. She worked on revamping the Community Employment Handbook and developed numerous client activities and training units for both group and individual settings. Because of her skill level for training, attention to detail and establishing processes and tools, she was asked to retrain members of the cleaning crew which showcased her commitment to maintaining high standards.

Deanna has created hygiene and cleaning checklists and contributed creative decoration concepts to client parties. Deanna always involves the clients in her planning, gathering their ideas, desires, and goals so they have choices and influence in the support and programs offered. Additionally, she works with clients to set short-term personal goals to achieve personal independence and health goals, celebrating their successes in a big way. One notable instance is Deanna's current work with a client named Matt, who resides in supported living. Matt recently experienced the loss of his father, who was a significant support in his life. Deanna is assisting Matt in developing financial responsibility, managing daily life, and coping with the grieving process. She has helped him establish a regular contribution to an end-of-life fund, manage bill payments, set up an emergency fund, recognize when new clothing and linens are needed, and handle all the budgeting tasks his father used to assist him.

Deanna is creative, compassionate, and caring. She is an exemplary DSP who deserves to be recognized for the commitment she has for the clients at Big Lakes.

NAME OF PERSON MAKING THIS NOMINATION: Liz Holle

ORGANIZATION: Big Lakes Developmental Center

TELEPHONE: 785-776-9201

E-MAIL: lholle@biglakes.org

I have reviewed and agreed to the criteria for filming the awards video.

I have obtained approval for this nomination from the submitting agency's Executive Director.

Send this form via email to mshreve@interhab.org

The deadline to submit award nominations is June 7!

June 5, 2024

InterHab Awards Nomination Committee
700 SW Jackson St. #1100
Topeka, KS 66603

Dear InterHab Awards Nomination Committee:

It is my honor to recommend Deanna Scobee for the Outstanding DSP Award for the 2024 Annual InterHab Awards. I have known Deanna and supervised her for the seven years she has worked at Big Lakes.

Deanna's unique contributions to Big Lakes and the clients she serves make her a standout candidate for the Outstanding DSP award. Her unwavering dedication and service over the past seven years have consistently demonstrated her commitment to upholding the Big Lakes Mission, Vision, and Values.

She works where needed to ensure clients receive quality services that promote choice, independence, and inclusion. Deanna works as an Employment Training Specialist during the week and fills in at one of the group homes on most weekends. She works as many hours as she does, and she will still come in any day of the week with a smile on her face, compassion in her heart, and ideas for improvement. She does all things with respect, integrity, and enthusiasm.

Deanna's impact extends beyond the clients she serves. She is a pillar of support for her co-workers, whether it's providing training, offering personal support, or bringing a smile to their faces with a well-timed prank. Her presence is a blessing in our demanding field, and her positive influence is felt by all.

Throughout Deanna's time here, she has worn many hats. One of the most influential parts of considering her for this nomination comes from the cumulative reports from the clients of Big Lakes. I consistently hear from clients about Deanna being their preferred staff when it comes to just about anything. Not only do I hear these things, but she is also observed carrying out actions that build these bonds on any given day. For example, going out of her way to find an opportunity to give praise to clients in an attempt to brighten their day, coaching and training clients who are new to services to not only understand their job and role here at Day Services but also offer guidance as to why staff do the things they do. Deanna supports each client in their own individual ways which attributes to an environment where they can learn, grow and flourish to live a full and meaningful life.

Sincerely,



Georgia Wells
Clay Center Services Manager
gwells@biglakes.org