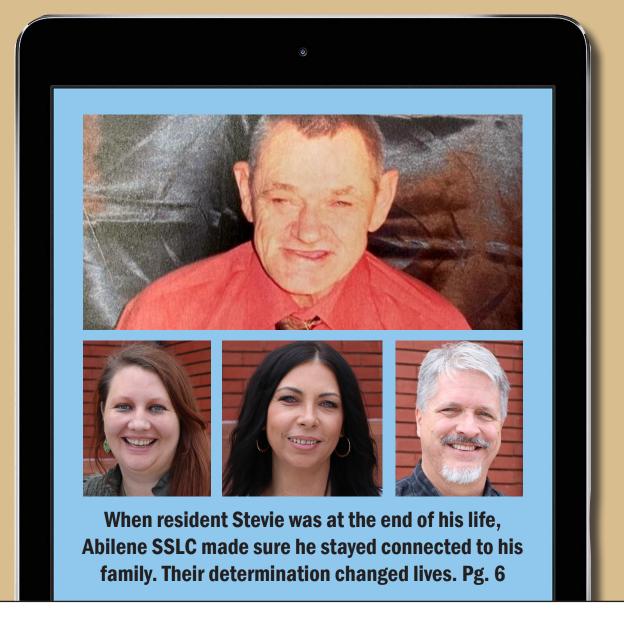
# Hope & Healing THE MAGAZINE FOR THE HEALTH AND SPECIALTY CARE SYSTEM

# ALLINATTHEEN



# STATE SUPPORTED LIVING CENTERS

13: SSLCs owned & operated by HSCS

2,588: Number of residents at SSLCs

49

**139** 

1,291 1,158

Average age

Age 0-21

Age 22-54 55 and older



133: Average monthly admissions | 61: average monthly transitions

11,675 10,666 30.6%

**FTE total positions** 

**Filled positions** 

**Turnover rate** 

\$820,678,944

SSLC operating budget

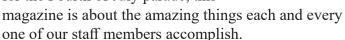
# FROM THE TOP



El Paso Psychiatric Center maintenance staff Israel Ysquierdo, Cesar Silva, Juan Barboza and Jesse Gonzalez celebrate Rock Star Day during Spirit Week. See more of the best Friday Photos on Pages 12-13.

I couldn't be happier to bring you the second edition of Hope & Healing.

This new edition is full of even more amazing stuff that YOU did. From a psychiatric nursing assistant at San Antonio who's working his way out of homelessness to a housekeeper in Lubbock taking a leadership position for the Fourth of July parade, this



On top of that, you'll find a history piece from Denton, the best of Friday Photos, the latest news and more.

As always, if you know of something amazing, let us know! You could be on the cover next time. See you next time!

Scott Schalchlin

Deputy Executive Commissioner

#### IN THIS EDITION

Statewide news from Austin SSLC, recent hires and more, **Pages 4-5** 

Death of Abilene SSLC patient leads to new program, Page 6

San Antonio State Hospital PNA goes from homeless to helping and healing others, **Page 8** 

Lubbock SSLC housekeeper asks facility to join city's annual Fourth of July parade, **Page 10** 

Our History of Caring: The story behind an vintage photo from Denton SSLC, **Page 15** 

# HSCS STATE NEWS

## CHERYL RHODES NEW SAN ANTONIO SSLC DIRECTOR

Cheryl Rhodes is the new Director of the San Antonio State Supported Living Center.

Rhodes attended the University of North Texas where she graduated with her Bachelor's in applied behavior analysis/psychology. She started as a Home and Community-based Services (HCS) supported home living provider in the community and became an HCS program manager in 2011. She joined the State as a Unit Director for San Antonio SSLC in 2014 and was

promoted to Director of Residential Services in Richmond in 2019. Rhodes has been the Director in Richmond since December 2021. Throughout her tenure, Rhodes also provided leadership support to other centers when requested.



Lacy Boggan is the new Deputy Associate Commissioner of Facility Operations Support for HSCS. Boggan is a 2003 graduate of Texas A&M



with a bachelor's degree in Economics and minor in Business Administration. Boggan started with the State in 2004 at Brenham State Supported Living Center. Since 2021, Boggan

has been serving as the Director of Business Operations and Special Projects for the SSLCs. In this role, she was a liaison to other HHS areas and the Health and Specialty Care System division office.

Justin Pickens is the Deputy Associate Commissioner of Financial Services for HSCS. Equipped with over nine years of public sector budget manage-



ment and strategic financial planning experience, Pickens is a dynamic and detail-oriented financial leader. His academic credentials include a Bachelor of Arts in History and Philosophy from the

University of Texas at Austin, and an MBA in Organizational Leadership & Management from Concordia University Texas. Pickens comes to HSCS from The University of Texas at Austin where he served as the Budget Director.



Teresa Beck was instrumental in the creation of the All-Abilities Park, working to get the right features and making sure it is safe for the residents.

#### **AUSTIN SSLC TO OPEN INCLUSIVE PARK**

Austin SSLC plans a ribbon cutting for Oct. 31 to celebrate a new fully inclusive playground and park on their campus.

The idea originally came from Shannon Thorne, the former Community Relations Director, who envisioned a safe and accessible area where residents and members of the community could engage in social and physical activity.

"This park is incredible! The equipment provides inclusive, accessible learning and sensory opportunities for individuals of all abilities," said Director Alan "Chip" Walters. The All-Abilities

Park has been in the works for two full years as it required more development than a typical park.

Various departments were involved in the design and staff and residents were able to have input in what would create the best park possible.

The Habilitation Therapies Department at Austin SSLC says that the park will provide residents who have sensory processing challenges with opportunities to work on self-regulating their emotional, mental or physical responses to environmental stimuli and promote self-regulation.

# IN CASE YOU MISSED IT ...



The grand opening for the new patient complex at **Rusk State Hospital** is over and the patients are moving in. Read more at: bit.ly/HSCS
RuskPatientMove

After pay raises and hiring success, SSLCs are doubling down on retention efforts: bit.ly/MessageFrom HSCS 0823



See a video about a 1975 album created to raise funds for **Big Spring State Hospital** (and hear some of the songs): https://bit.ly/BigSpringRecord

Educational benefits for staff are growing. See how you can get help for school: bitly/MessageFrom HSCS 0723



Facility directors and superintendents gathered in a peer session to share knowledge and ideas during the Leadership Conference.

#### LEADERSHIP CONFERENCE A BIG SUCCESS

The Health and Specialty Care System hosted the 2023 HSCS Leadership Conference from Sept. 18 through Sept. 20. Leadership from state offices and every facility gathered to discuss challenges, share solutions and come up with new ideas to improve the lives of staff and the people we serve.

Deputy Executive Commissioner Scott Schalchlin welcomed everyone, speaking about the value of self-reflection in leadership. It's been a very rewarding year for HSCS, and when HHSC Executive Commissioner Cecile Erwin Young took the stage, she had a lot of praise – and gratitude – for the successes we had during the Legislative session.

Much of the early part of the conference was dedicated to peer sessions, where leaders holding the same positions met to discuss issues specific to their jobs. "The best part of the peer sessions was meeting stakeholders from across HSCS — people who are passionate about the mission of serving



HHSC Executive Commissioner Cecile Erwin Young applauds some longtime employees of HSCS. In her address to the conference, Young celebrated the recent successful Legislative session and looked ahead to embracing innovation.

Texans," said Brent Crihfield, Interim Superintendent at the Waco Center for Youth. "I came away with a lot of ideas. It was inspiring!" There was time on the second afternoon for some key presentations, including Mexia's Employee Advancement Mentoring Program, Austin State Hospital's Data-Driven Quality Improvement and more.

The last day of the conference was devoted to keynote

speaker Chester Elton, a New York Times bestselling author with a wealth of knowledge on organizational culture, employee engagement and leadership. Elton's engaging talks focused on improving workplace culture and overcoming anxiety at work.

A silent auction of donated gift baskets raised more than \$4,300. The money will go into the Employee Recognition Fund set up last year.

# The end, and a new beginning

## Abilene SSLC staff go 'above and beyond' to help family visit with dying resident

tevie had been a resident at Abilene State Supported Living Center for more than 60 years. He was a proud employee of the laundry, an avid Dallas Cowboys fan and – his family said – occasionally cantankerous, but always a man with a big heart.

"Everybody on the campus knew Stevie because he had been there on campus probably longer than anyone," said nephew Mark Nelson.

Mark Nelson, his brother, Rick, and sister, LaNita Frost, were Stevie's guardians. This role had been passed down from their grandparents to their uncle and then to them.

They were as close as a now-widespread family could be. Mark Nelson lived in California. Frost lived in Georgia. But they would stay in contact by video chat a few times a month.

"We took care of Stevie because that's what our grandparents would have wanted," Nelson said. "We always talked about how Stevie got such good care at the state school, he might outlive us."

But late last year, about the time of his 71st birthday, Stevie fell ill.







Sarah Chavarria has worked at Abilene SSLC for 24 years. She came to work there as a Direct Support Professional just out of high school and has been there long enough that she considers it to be her second home.

"I really truly love all the people who live out here," Chavarria said. That included Stevie, whom she had known for more than a dozen years. "He was just a really cool guy," she said. "I had known him for a long time and knew him very well."

So, when Stevie got sick and couldn't make it to the activity center for video chats with his family, Chavarria knew that he was missing them.

Chavarria, now a home supervisor,



Home Supervisor Sarah Chavarria, left, and Social Worker Kristen Cosper did their best to make sure Stevie's family could visit with him until the end.



Chaplain Mike Horton shows off the iPad donated by Stevie's family in honor of their uncle. It will be used in other end-of-life and emergency situations.

wasn't going to let that slide.

She got her work laptop and joined forces with Social Worker Kristen Cosper to schedule video chats with Stevie's family.

At first, Stevie could go down the hall to Chavarria's office. Then it was from his room. Then the infirmary.

"He declined so rapidly, I think the family were having a hard time believing that this was a thing happening," Cosper said.

By this point Stevie couldn't communicate very much, but Chavarria would do a video chat every few days and talk to the family a lot herself. She let them know how Stevie was doing. The news was not good.

"It just happened so quickly," Frost said. "But we could see week-to-week how his health was going downhill."

Being able to see Stevie helped the family make the hard choice for hospice.

"Stevie's been a part of our life since we were born," Frost said. "So, for us to try and let go, knowing that he was sick, had we not been able to see him, it would have been much more difficult."

The video chats continued as Stevie entered hospice care. One night Chavarria told the family that the end was near. It's a hard thing to say, but Chavarria was forthright.

"I don't think they truly understood that it was going to be the last conversation until I told them 'This is going to be your time to say goodbye,'" she said.

It was hard for all involved. "It was heart-wrenching," Nelson said. "It really was."

But it was the right call. They said their goodbyes and Stevie died the next day.

The family remains grateful for Chavarria's caring and courage.

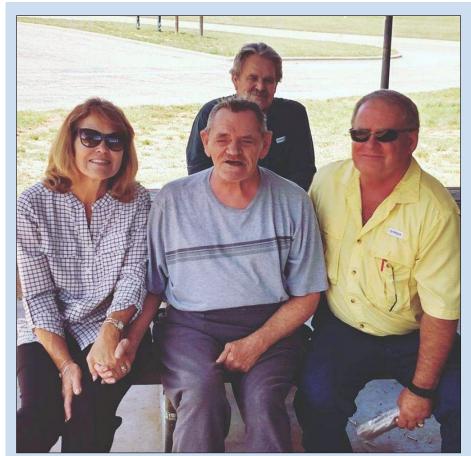
"Sarah was really great about helping with everything," Nelson said. "But when this happened, she went above and beyond what anybody else would have done."







Chaplain Mike Horton has been at the Abilene SSLC for only two years, but



Abilene SSLC resident Stevie with his niece LaNita Frost and his nephews Mark, right, and Rick.

that's long enough for him to recognize the unsung heroism in direct care.

"I've seen it multiple times, where people go above and beyond and do something and just take care of it," Horton said. "I'm amazed by people like that. You just do something big, take care of it, and then get back to work."

Horton spoke to the family after Stevie's death and heard their gratitude.

"They were just really appreciative," he said. "I think the directness of Sarah being clear in that moment meant the world to them and let them really say goodbye."

Both the family and the SSLC held memorials for Stevie and that would have been the end of this story.

But the family wasn't done. They wanted to give back.

"We were able to see Stevie and able to make the calls we needed to make," Nelson said.

They wanted other families to have those same opportunities to see their

loved ones.

The family suggested buying a laptop for the SSLC to continue vital communication with families during end-oflife situations. Horton said an iPad would be more portable.

So Nelson bought one, essentially creating a new program at Abilene SSLC.

The facility's iPad is tested and ready to go. It hasn't been used in another such situation yet, but Horton is ready to take it to a hospice, a hospital, wherever it is needed.

The family is glad to help.

"If it comes down to it, we don't have a problem getting another one," Nelson said. "There's probably a lot of people out there that do not get to see their loved ones."

On the back of the iPad, there's a sticker saying that it was donated in memory of Stevie.

Stevie had been at Abilene SSLC for more than 60 years.

And he's still there in spirit.

# A path, a purpose

New SASH PNA journeys from homeless and hurting to helping and healing



Rosendo Flores has found success and personal fulfillment as a Psychiatric Nursing Assistant at San Antonio State Hospital.

Rosendo Flores stepped toward the microphone and delivered a speech marking the graduation of his New Employee Orientation class. The speech was short – about two-and-a-half minutes – but it would reverberate through San Antonio State Hospital.

"When you want students to succeed, we must first feel the freedom to trust and the ability to imagine," Flores told the crowd.

That's quite a turn of phrase for a former construction worker who will tell you that he struggled to finish high school. But those were the words in his heart.

Flores didn't grow up with the freedom to trust those around him. And most of his life, he was unable to imagine himself as a success. Even as he delivered his speech that day, he wasn't very far from hard times.

In fact, after the new Psychiatric Nursing Assistant gave his speech, after the handshakes and hugs and praise, he returned to Haven for Hope, a shelter where he had a bunk waiting for him.

Flores was homeless.







"I lost my brother, and I took it really hard," Flores said in a recent interview. "I kind of went into a depression. I started drinking. I hit the bottle and I hit it bad."

Soon Flores lost his apartment. He ended up at Haven for Hope. It wasn't his first time being homeless.

Flores, who grew up in the foster care system, had been homeless at times in middle school and high school. When there was a home, there was often no food there, and certainly very little encouragement or compassion. He grew up on the streets.

"It was rough," he said. "I grew up too quick." Becoming homeless again in his late 20s, Flores was aware of how far he had fallen.

"When I first got (to the shelter), it was pretty overwhelming," he said. "There's a lot of horrible things you see. I couldn't imagine myself like that.

"You're all lined up like sardines in a big area. You see a lot of sorrow and sadness."

For a year, Flores stayed at the shelter while he tried to rebuild his life. Some of those around him were addicted to drugs or alcohol. Others were mentally ill. He saw people who had made one mistake and it ruined their whole lives.

Flores didn't want to be one of them.





Kiley Clark has known Flores for about six years. They had first run into each other while Flores was working and struck up a casual friendship. Clark, a peer support specialist, could see then that Flores was struggling. Eventually they lost touch.

But one Monday night, Clark came to Haven for Hope to lead a peer support group on drug and alcohol addiction and there Flores was, looking at his feet and shrugging awkwardly.

"I was so embarrassed," Flores said. He thought he was going to get an earful from his old friend, but instead Clark asked "What's wrong? What can I do to help?" After the group meeting, the pair spoke for a long time about Clark's own struggles with substance abuse, mental health and moving forward.

Flores was ready to turn his life around. That began with quitting drinking – so going back to construction wasn't going to work for him.

"Everybody was drinking in construction, it's part of the gig," he said. "I needed to change my lifestyle."

Flores wanted a job that was positive. One where he could help others instead of just helping himself.

Clark encouraged him to apply for the PNA job at San Antonio State Hospital and Flores sweated the long hiring process. As the weeks went by, he thought he wasn't going to get the job, but he didn't give up. He stayed positive.

When Flores finally got that call that he was hired, he was ready to give it everything he had.







A short time later, Flores was taking the bus from the shelter to his new employee orientation class at San Antonio State Hospital, where he impressed everyone.

"Rosendo looked, acted and communicated professionally each day," Director of Risk Management Michael Mackey later said in an email to Superintendent Bob Arizpe. "Rosendo exemplified determination, allowing nothing to deter him from reaching his goal and making absolutely no excuses for any shortcomings."

Flores said he was just trying to be the best he could be, because "I had nothing to lose at that point. I really didn't."

Standing out in the 27-person March class, Flores was chosen by his peers to represent them as their leader. Flores saw that honor as reassurance that he was now on the right path.

And then he found out he was expected to give a speech.



Rosendo Flores delivers his speech at the end of his New Employee Orientation class at San Antonio State Hospital.

Flores didn't know the first thing about writing a speech. He had never even written a paper. He was equal parts terrified and determined. He went to downtown San Antonio's Central Library and got on YouTube to research "how to write a speech."

For three days, Flores labored in the library. He wrote a half-dozen drafts or more, switching things up, searching for the right words.

"Everything in there I wrote from the heart," he said. "And it was kind of therapeutic, to be honest, because I wrote out what I was feeling."

Flores was still working on the last lines right up to the last minute.

In his speech, Flores thanked the instructors. He encouraged his classmates, telling them there would be hard times but they needed to fight through it. He told them he was ready to fail himself, because he knew his teammates would be there to help him back up.

And then, just like his YouTube instructions taught him, Flores ended with a "wow."

**CONTINUED, PAGE 14** 



The float crew posed for a photo before the parade. In the bottom row are Tammy Moquin, Sandy Anderson, Angel Garcia, Rebecca Valdez, Rosalinda DeLeon, Wayne Moore and Grace Enriquez. In the top row are youth volunteers Rudy Casarez, Kaylee Valdez, Lily Casarez, Jazmen Naron and Valerie Cortez.

# A good reason to show off

Lubbock SSLC housekeeper convinces leadership to enter float in Fourth of July parade

ho can make a difference at an HSCS facility? To have your voice heard, do you need a certain spot on the org chart? A certain amount of experience? Certain high-level degrees and certifications?

Rebecca Valdez was still working on her first year as a housekeeper for the Lubbock State Supported Living Center when she found herself standing before Director of Support Services Patricia Johnston. Valdez wanted to make a pitch, but was uncertain on how her idea would be received.

"I had my fingers crossed in my pocket," Valdez said during a recent interview. "I was like 'I want to do this; I really want to."

Valdez had gone to see the Cinco de Mayo parade in downtown Lubbock and seen all the floats representing local institutions and businesses.

"It just dawned in my head, where's Lubbock SSLC?" Valdez said. "We





Rebecca Valdez and her husband, Angel Garcia, are housekeepers at the Lubbock State Supported Living Center.

need to be out there to show this is a good place. These people are unique and they're awesome."

With the annual Fourth of July parade approaching, Valdez went to Johnston to ask if Lubbock SSLC could enter the parade. Johnston told her to find out more, and it wasn't long before Valdez had tracked down the rules, the entry form and all the necessary information.

Valdez got her wish – she would be leading the project to create a float for the 33rd annual Bolton Oil Parade, part of the 4th on Broadway celebration.

"I thought it was great," Johnston said. "I'm in the department head meetings and one of things we've said is that nobody in Lubbock knows who we are. This was a way for us to get out there in the community."

The catch? The parade was only three weeks away.

Assisted by husband Angel Garcia – also a housekeeper in his first year with Lubbock SSLC – Valdez got to work. She started recruiting help from others in housekeeping, as well as maintenance and vocational and residential services. Everyone chipped in to buy supplies and pay the registration fee. They came in early and stayed late.

Housekeeping brought poster boards to each home they served so that all the residents could help decorate them in red, white and blue – and be a part of the project. Some residents in the vocational department helped decorate the 20-foot-long trailer.

Not only did they finish on time, but both Valdez and Johnston said it was particularly meaningful to have such a project where housekeeping was not only working with other departments, but they were leading the way. "It really brought us together in a better way," Valdez said.

Johnston agreed: "It takes every one of us for this to work."

Dawn on the Fourth of July wasn't too hot as Valdez's crew got the float into position across from Buddy Holly Hall. They were decorating right up until the start of the parade, trying hard to make the skirt on the float just right.

"We're all just running around trying to get it figured out," Valdez said. "(By



The Lubbock State Supported Living Center float makes its way down Broadway Street during the Bolton Oil Parade on the Fourth of July.

the end) it was looking fantastic."

At the 9:45 a.m. start, the day had heated up quite a bit. As official marshals for the entry, Valdez and Garcia had to walk the 2.5-mile route ahead of the float, down the cobblestones of Broadway Street and into MacKenzie Park.

"It was very, very hot," Valdez said. "But I made it."

Among the estimated 65,000 people watching the parade was a large group of Lubbock SSLC residents. They love watching the parade each year but seeing themselves represented this year was really special.

"They were really excited, they started screaming 'that's our float!" Garcia said.

Valdez said that was the best part.

"We were out there showing this is their home, this is their place," she said. "Seeing (the residents) happy is what makes us happy."

When all was said and done, the Lubbock SSLC float won second place in the non-commercial division, earning a prize of \$250.

Lubbock SSLC Director Robin Seale-Gutierrez said those employees who invested their personal money in decorations refused to be reimbursed out of the \$250. Instead, the Volunteer Services Council is holding onto the money to help pay for next year's parade entry.

"It'll probably be a little more over the top," Valdez said. "Hopefully, we'll have some candy, too."

Johnston added that next year they'd like to have more residents involved in the creation of the float and some residents riding on the float.

Let's go back to the question we started with: Who can make a difference at an HSCS facility?

Rebecca Valdez, a housekeeper in her first year at Lubbock SSLC, has shown that anyone can make a difference.

Valdez, fueled by a love for the residents and pride in her job, just felt that she could do it. So, she did.

"I really love working here, I love my job," she said. "I wanted more people to know, 'Hey, this is the Lubbock State Supported Living Center. It's a great place.'

"I don't see myself letting go of this place."

# THE BEST OF FRIDAY PHOTOS

#### **DENTON SSLC**



Housekeeping staff enjoy coffee and snacks at the Volunteer Services Building. The facility hosts a weekly Wednesday coffee bar from 5:30 a.m. to 9 a.m. and 1 p.m. to 3 p.m. for all staff. Pictured from left are Ezequiel Hernandez, Consuela Medina, Maria Martinez, Isabel Sincal Marta Duran and Greg Richardson.

#### AUSTIN STATE HOSPITAL



Staff were celebrated and treated to an outdoor potluck style lunch which included grilled hot dogs, burgers, pulled pork sandwiches and an impressive table of homemade desserts. Pictured from left are Dana Hopkins, Connie Azouggah, Mervin Camare, Asha Bose, Edgar Recendez, Frank Morris and Roy Spencer.

#### SAN ANGELO SSLC



The Qualified Intellectual Disability Professional Department had a large barbecue fundraiser and auctioned off items to raise money for Q Week. Pictured from left are Vanessa Barrientez, Kayci Long, Diane Munoz, Sylvia Arambula, Misty Mendez, Brandy Williams and Kevin Huyler.

#### ABILENE SSLC



During the summer, residents enjoyed weekly water slide fun. Staff assisting the residents are, from left, Adam Berry, Crystal Rowden and Justin Rivera.

#### NORTH TEXAS STATE HOSPITAL



Staff on the Vernon campus opened the Multiple Disabilities Program on July 11. The specialty program serves persons with psychiatric disorders simultaneous with intellectual development disorder, or similar functional impairment.

#### **RIO GRANDE STATE CENTER**



State Hospital administration provided midafternoon nachos and raspas to staff. Pictured from left are Guadalupe Gonzalez, Robert Martinez, Frances Flores, Patty Flores, Dina Garcia, Geneva Guerra and Aurora Rojas.

#### RICHMOND SSLC



Supported Employment had a grand opening for What's the Scoop? in the Lite Rock Cafe. The new ice cream parlor will serve the residents. Pictured from left are Keyunsha Williams, Lakeshia Butler, Charisma McMillian, Desarrae Green and Michael Kusler.

# A PATH, A PURPOSE

#### **CONTINUED FROM PAGE 9**

"When you wake up each morning, remember we may not get a chance to change the world," Flores told them. "However, we do have a chance each day to change a patient's life."







Among Flores' new coworkers was Clark, who had just joined SASH as a Peer Support Specialist. Clark, during his own new employee orientation class, saw Flores and told him how proud he was of him.

It's a moment that Flores returns to several times during a 30-minute interview. Asked why, he doesn't hesitate to admit that hearing "I'm proud of you" from someone he respected was something he really needed. It certainly wasn't something he had heard while growing up.

"You feel good," Flores said. "That really hit me good."

Clark was proud of Flores, but not too surprised by his success.

"He's a smart guy and he's got a big heart," Clark said. "He's really good with people. People love Ross."







Flores has been on the job for a few months now. He got an apartment and he's buying furniture. It's been a journey, he said. And a blessing.

He works in Admissions. Sometimes he does paperwork. Sometimes he drives patients to their appointments. Sometimes he's there to comfort a new patient who is crying and confused.

On weekends, he'll do shifts on the units, and he looks forward to engaging with patients – he knows he's making a difference when patients will see him on campus during the week and they want to talk to him.

Sometimes he seems surprised by his own compassion. Helping with geriatric patients involves hands-on duties that he couldn't have pictured himself doing not so long ago.



Rosendo Flores with SASH teammate Kiley Clark. Clark, a Certified Peer Support Specialist, has been a mentor to Flores.

"That's something I didn't know I was going to be ready for," Flores said. "But when you're there, your instincts are to help."

The teamwork he praised in his speech – he sees it every day.

"I've never had anybody on my team the way I do when I'm here," he said. "It's great to be at place where everybody's positive."

Flores now is thinking long-term, making sure his choices are the right ones. Already he's thinking about going to college. Maybe becoming a nurse. The idea of schoolwork is not necessarily appealing to him, but the idea of leadership is.

"I just turned 30 in March," he said. "There's just so much I have to learn."

He says he agreed to talk about his past troubles just in case it can help somebody else out.

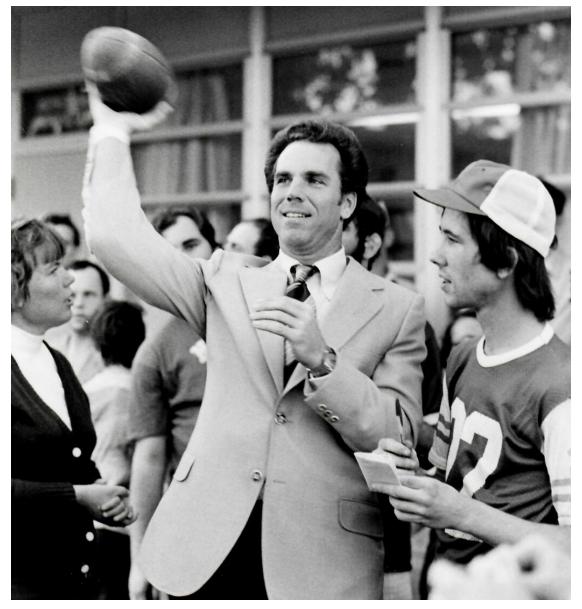
"I'm grateful for the programs that helped me get to where I need to be," he said. "I feel like I owe somebody something."

Being at SASH is special for him. He loves his job, and it shows.

"I want to take care of people, like I feel that in my heart," he said. "I love coming to work, I really do.

"I feel like I'm a new person and it's just great."

# OUR HISTORY of caring



Dallas Cowboys quarterback Roger Staubach throws a football during an Oct. 18, 1977 visit to the Denton State School (now the Denton State Supported Living Center). The Dallas star was there to speak at a recognition banquet for the state school's volunteers. Staubach told the volunteers to tear down the walls against growth to "truly practice love, care and concern."

"I think what you're doing is fantastic," Staubach told the volunteers. Then he urged everyone to cheer for the Cowboys.

# **DO YOU WORK FOR HSCS?**

Your ideas have value, and we want to hear them! Submit an idea for your department, facility or the whole system! No topic is off-limits and everyone is encouraged to participate. Use the QR code to submit.





# **DO YOU WANT TO APPLY?**

We're hiring great people across the state at all levels. From direct care to support staff such as custodial or food service, we're looking for amazing people to fill our roles. To learn more, scan the QR code.

