



# Specialized Services & Personnel, Inc.

*Meraki... a verb... Labor of love... It means to do something with passion, with absolute devotion, with undivided attention.*

**VOLUME 2 – ISSUE 4  
FEBRUARY 15, 2019**

## Administrative Notes...



**W2s were mailed on January 28<sup>th</sup> and you should have received an access code in your last paycheck to retrieve your tax information online. If you have not received one or the other please let your supervisor know.**

### Welcome New Staff:

**Angela N.  
Brian D.  
Diamonique B.  
Graham M.  
Kathleen C.  
Licinda D.  
Shontae J.  
Warren G.**

If you have company news or something that you would like to see highlighted in the newsletter – Please feel free to reach out to us. Write it up and submit it to your supervisor or email [kstockwellssp@gmail.com](mailto:kstockwellssp@gmail.com) with ATTN: NEWSLETTER in the subject line.  
*~Thank You~*

## INTRODUCING THE SOCIAL DETERMINANTS OF HEALTH INDEX

*(Excerpted via CQL Capstone e-Newsletter By Carli Friedman)*

While physical wellness, mental wellness, and medical care contribute to ones' health, health is comprised of so much more than "the absence of disease" (USDHHS, 2015, n.p.). In fact, research suggests medical care is only responsible for 10-15% of preventable mortality; the remaining 85-90% is derived from social and physical environments (Braveman & Gottlieb, 2014; Sederer, 2015). As a result, it is critical to examine social determinants of health. In the Capstone e-Newsletter that is done by first examining the construct of social determinants of health, and then exploring a new tool for human service organizations to measure it with the *Social Determinants of Health Index*.

## WHAT ARE SOCIAL DETERMINANTS OF HEALTH AND WHY ARE THEY IMPORTANT?

*Healthy People 2020*, which identifies objectives for improving health, defines social determinants of health as "conditions in the environments in which people are born, live, learn, work, play, worship, and age that affect a wide range of health, functioning, and quality-of-life outcomes and risks" (United States Office of Disease Prevention and Health Promotion, n.d., n.p.). Social determinants of health recognize that many factors can contribute to health beyond just health and safety.

*See Social Determinants on page 2*



**SS&P, Inc. – Has Created a Private Group on BAND. *IF you have not responded to the 2 emails that were sent with an invitation link please do so, or let your supervisor know you need a new link to join the group.***

**Please take a moment to join today!**

This is a free application and can be found for iPhone and android at:



## SOCIAL DETERMINANTS OF HEALTH cont'd

By examining social determinants of health we are better able to create social and physical environments that promote the health of everyone – it is necessary for health equity.

Some of the many social factors that impact health include:

- attitudes and norms
- social exclusion
- public policies
- discrimination
- health care access
- safety
- food security
- housing
- education
- employment
- transportation
- neighborhoods and communities
- relationships and social capital
- technology
- poverty
- income inequality
- natural environment
- built environment
- accessibility

People with disabilities in particular face a number of disparities and poorer outcomes compared to non-disabled peers due to an “increased risk of exposure to socio-economic disadvantage” (Emerson et al., 2011, p. 146). People with disabilities are more likely to live in poverty, face social isolation, and have trouble finding affordable accessible housing. [Ableism](#) also impacts people with disabilities' health and outcomes (Emerson et al., 2011).

## THE DEVELOPMENT OF THE CQL SOCIAL DETERMINANTS OF HEALTH INDEX

In order to facilitate people with disabilities' social determinants of health, one of the first steps is to measure their social determinants of health. In fact, the United States Department of Health & Human

Services (2015) even calls the lack of “availability of high-quality data for all communities ultimately a health equity issue” (n.p.).

At CQL | The Council on Quality and Leadership we recently developed a new tool to measure social determinants of health using the [Personal Outcome Measures®](#) (Friedman, 2019). In order to create the measurement tool, we cross-walked the *Healthy People 2020 Social Determinants of Health* with the Personal Outcome Measures®, and ran an exploratory factor analysis with 1,078 Personal Outcome Measures® interviews with people with disabilities from 2017 (Friedman, 2019). This index was also outlined in the recent report released by CQL titled '[Building The Framework For IDD Quality Measures,](#)' which establishes an understanding of value-based quality measures for people with IDD to ensure that as the industry moves to managed care, the quality metrics utilized are meaningful to people with IDD.

The *Social Determinants of Health Index* is comprised of three factors:

### Factor 1 Choice and Engagement

- People interact with other members of the community
- People participate in the life of the community
- People perform different social roles
- People choose where they work
- People choose where and with whom to live

### Factor 2 Person-Centeredness

- People exercise rights
- People are treated fairly
- People experience continuity and security

### Factor 3 Health and Safety

- People have the best possible health
- People are safe

For more information and to read the entire article you may visit:

<https://c-q-l.org/resource-library/resource-library/all-resources/introducing-the-social-determinants-of-health-index>

# Notes from Payroll, HR, and Medical Records...

## Reminders:

Pay Dates: *Thursday, February 28th*  
*Friday, March 15<sup>th</sup>*  
*Friday, March 29<sup>th</sup>*  
*Monday, April 15<sup>th</sup>*

Please make sure that your supervisor is aware of your **CURRENT contact information including your ADDRESS, PHONE NUMBER, and EMAIL. It is important to keep this info updated!!** (Your personal information will only be used to contact you regarding SS&P information)

*Documentation and Timesheets are DUE to your SUPERVISOR NO LATER THAN the 4<sup>th</sup> and 19<sup>th</sup> of the Month!! If you are mailing documentation please allow time for the Postal Service to deliver. If you are unable to meet these deadlines, please contact your supervisor as you may miss cutoff for payroll, resulting in a delay in your paycheck.*



IS COMING... Specialized Services has chosen Therap as it's EHR (Electronic Health Record) solution. *In the coming months, we will be transitioning from paper documentation to online documentation and record-keeping.* More information will be coming soon from your supervisors and through the newsletter.

A login form with a yellow background. It has three input fields: "Login Name", "Password", and "Provider Code". A green arrow points to the "Login Name" field. A blue "Login" button is at the bottom right.

LIKE our Facebook page at <http://fb.me/SSandPInc> and see a copy of this NEWSLETTER



Answers to Last Month's scramble puzzle:

## Valentine's Day word scramble

DER \_\_\_\_\_ KNIP \_\_\_\_\_  
ERTHA \_\_\_\_\_ SESISK \_\_\_\_\_  
ORWRA \_\_\_\_\_ UFBRYRAE \_\_\_\_\_  
HOLCETAOC \_\_\_\_\_ OPEM \_\_\_\_\_  
SRHUC \_\_\_\_\_ LTETRE \_\_\_\_\_  
DYNCA \_\_\_\_\_ EESTW \_\_\_\_\_  
VLOE \_\_\_\_\_  
PELEVEON \_\_\_\_\_  
NEOYH \_\_\_\_\_  
CIDPU \_\_\_\_\_

## Winter Word Scramble

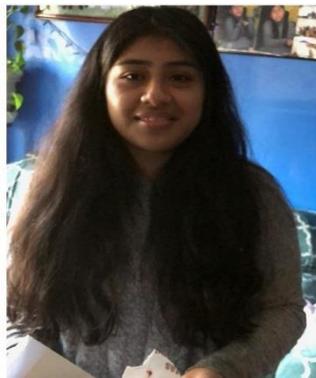
Unscramble the words below to spell words related to winter.

Ex. KTASE SKATE DZLZBRIA BLIZZARD MTNTIE MITTEN  
ILCEIC ICICLE MWSNNOA SNOWMAN TESLE SLEET  
LEGVO GLOVE PLSIERPY SLIPPERY KFALE FLAKE  
LSVHOE SHOVEL IETWH WHITE SFCRA SCARF



4 ~ NELSON T.	<b>13 ~ ANTONIO R</b>
4 ~ RACHEL G.	13 ~ TAMARA L.
4 ~ RENEE B.	14 ~ IRIS F.
<b>7 ~ TERRI S</b>	22 ~ APRIL S.
7 ~ JOSEPH E.	23 ~ JEFFREY K.
9 ~ CHARLES L.	24 ~ EARL S.
11 ~ ASHLEY H.	<b>27 ~ SAVANNAH N</b>
<b>12 ~ KIMBERLY B</b>	<b>29 ~ KEVIN M</b>
12 ~ MERCEDES S.	29 ~ DRUCELLA R.

- MICHAEL Q. - 19 years**
- VANESSA H. - 16 years**
- JANE D. - 11 years**
- APRIL S. - 9 years**
- AYLES R. - 7 years**
- SHARON C. - 5 years**
- DEBRA S. - 4 years**
- JANET H. - 4 years**
- BETTIE B. - 3 years**
- IRIS F. - 1 year**
- VICTORIA C. - 1 year**
- ANDREA G. - 1 year**



*Raleigh Christmas Giveaway winner!*

*And January Prize*

*Winner!*

**Cindy G** –who won this pair of wireless earbuds!!



*Congratulations, America M.!*

**FEBRUARY**  
*Congrats!*

★ YOU'RE A WINNER! ★

**CHECK # 45069**  
**Adebayo Ojo**

Visit the giveaway page on our website [www.sspinc.org](http://www.sspinc.org) to choose the prize you like, and then let your supervisor know what you chose. They will make arrangements to get your prize to you. AND, if you don't mind, let them take your picture so we can show you off in this section of our newsletter!!