

Staff Directory

Chief Executive Officer

John Powers

Chief Financial Officer

Michael Wehling

Director of Operations

Shelly Hart-Keller, Lincoln/Hastings/G.I.
John Hoffman, Omaha

Clinical Director

Michael R. Neise, PhD

Consulting Psychiatrists

Michael Coy, MD
Monica Ghosh, MD

Continuous Quality Improvement (CQI) Coordinator

Cinda Konken

State Services Coordinators

Tracy Hortman, Omaha Mindy Curtis, Lincoln
Peggy Michalski, Hastings/G.I.

State Services Supervisors (Omaha)

Andrea Jacobs Radiance Klein
Angela Ertzner (Escort)

State Services Supervisors (Lincoln)

Leigh Loskill Brent Fuhr (Escort)
Michelle Hartman Emily Wesseln (Escort)
Sarah Stoddard (Hastings/G.I. Office)

IFP Coordinator

Cinda Konken, Lincoln

IFP/CTA Coordinator

Jim Livingston, Omaha

Therapy/CTA Coordinator

Dani Kessler, Omaha Jolene Herrell, Lincoln

CTA Supervisor

Jen Stehlik, Omaha

Foster Care Coordinators

Robin Chadwell, Omaha
Rebecca Dacus, Lincoln (TFC)
Nanette Simmons, Lincoln (ABFC)

TFC Supervisors

Sharon Heckathorn, Omaha
Tiffany Redmond, Omaha
Monica Zinke, Omaha

ABFC Supervisors

Cory Glause, Lincoln Paula Gepson, Omaha
Misty Crow, Omaha Wyonne Harper, Omaha

Behavioral Learning Center Director (A Lincoln-Based Program)

Jennifer Baum, Lincoln

CCAA Evaluator (An Omaha-Based Program)

Kevin Berryman, Omaha

ICCU Supervisor (Lincoln)

Tonya Beckenhauer

ICCU Coordinators (Lincoln)

Jen Buresh Julie Mason Shawn Trimble
Shawna Keller Shawn Martindale
Lisa Kreifels Ty McGhee
Deb Mabon Kathy Miller

A Visinet, Inc. Publication

February 2006

From the Directors Desks

Contributed by John Powers, CEO

Mike Wehling, CFO

Shelly Hart-Keller, DO Lincoln/Hastings/G.I., John Hoffman, DO Omaha

The advisory boards in both the Omaha and Lincoln offices have been established and comprise community collaborators to provide Visinet, Inc. with suggestions and input on various functions of the agency including but not limited to gaps in service provision, continuous quality improvement (CQI), employee retention, etc. The two Boards consist of local law enforcement, attorneys, therapists, case managers, insurance executives, foster parents, and Visinet, Inc. field employees.

Questionnaires related to the agency's practices and quality improvement will be a focus in the upcoming months. Please take the time to complete these requests to assist the Board in making decisions about improving quality within the agency and enhance employee related functions.

Suggestion boxes are located in each of Visinet, Inc.'s lobbies to encourage feedback from staff, things that we are doing well and areas for improvement. Please use these devices to enhance the CQI process.

In addition, Visinet, Inc. would like to inform the Omaha staff that due to the lease coming to an end at the Farnam Street Office we will be looking to consolidate the therapy offices and the visitation center. At this time we are looking at the possibility of moving these offices to the Arbor St. location. Although there hasn't been a date set for this transition, the process is underway.

Finally, we have a coordinator position in the Omaha office open as of March 1, 2006. After nearly 4 years as the CTA/IFP coordinator for Visinet, Inc., Jim Livingston has decided to step-down. An ad was placed in the OWH and we are internally accepting resumes for those who are interested. Please have these to the Omaha Director of Operations no later than February 8th, 2006. Reference visinetinc.com for these job guidelines.

JOB OPENINGS

Visinet, Inc. is accepting applications for the following:

SALARIED POSITIONS

Intensive Family Preservation (IFP) Coordinator
Community Treatment Aide (CTA) Coordinator

NON-SALARIED POSITIONS

Foster Parents
Therapists
Supervised Visitation Specialists
Community Treatment Aides
Mental Health Transportation Workers/Escorts
Family Support Workers

"Visinet, Inc. employees are responsible for the information contained in this newsletter."



VISINET, INC.
Eastern Service Area
Corporate Headquarters
11836 Arbor Street
Omaha, NE 68144
Phone: 402.898.8881
Fax: 402.898.8886
www.visinetinc.com

STATE SERVICES SOUND OFF

Contributed by Tracy Hortman and Mindy Curtis

This month we just want to remind you of a couple of things with the state services programs.

While doing any escorts, the Visinet staff must walk the youth into where they are going. For example, when transporting a youth to school, the worker should walk the youth into the school, unless there has been prior written approval by the legal guardian. With youth under the age of 13 there are no exceptions—the youth must be taken into the destination and Visinet staff must make contact with an adult.

Also, while supervising a visit, the session is to be 100% supervised whether it is family support or a supervised visitation case. The Visinet staff must be in a position to see and hear everything going on during a visit. The client may not be in a room with the door shut, including taking the child to the restroom. Also the client should not be sleeping at any time during a visit. If the visit is with a younger child and occurs during a nap time, it is not okay for the client to also be sleeping. If the case manager has approved for the client to be sleeping Visinet still does not allow this. Please contact your supervisor if you have any questions in regards to this.

Please make sure you are not agreeing to do extra sessions or add on time to sessions without prior approval from your supervisor. Many times case managers are asking staff directly to add time to current visitation schedules. Please direct case managers to call the office and we can assess if there is staff to cover the extra sessions/hours for the family.

One last reminder. Please make sure you are properly checking out car seats and return them when done with a session or an escort. Special permission must be obtained by supervisor if you need to keep the car seat for a length of time. Visinet will conduct periodic car seat checks to ascertain that no car seat has expired or recalled.

IFP POINTS TO PONDER

Contributed by Jim Livingston and Cinda Konken

Both the Therapist and skill-builder notes contain a section entitled "Therapeutic Assessment (Progress toward goals)." When documenting in this section, please record data that can be directly observed or placed in measurable terms and correlates to the overall goals of the treatment plan. For example, if a family is to develop and follow a financial budget, this section may say something like: Joe and Marge have completed a financial budget and have recorded their budget on a log; or Joe and Marge have spent at or below their designated budget on 8 out of 10 categories; or Joe and Marge have recorded 100% of their expenditures for 3 weeks. Again, the purpose is to display in measurable and observable terms the overall progress towards goals.

It is an important part of our job as IFP workers to assist families in identifying and utilizing community resources. Every effort should be made to identify community resources that support the overall treatment goals and promote the self-sufficiency of individuals served. To promote the use of community resources we maintain a resource guide of agencies and programs available in the communities served. It is advisable to review this information every month to keep up to date on available resources. Also, if you are aware of any new resources that are not maintained under the current guide, please provide this information to your supervisor.

TREATMENT/AGENCY BASED

FOSTER CARE FACTS

Contributed by Robin Chadwell, Nanette Simmons, Rebecca Dacus

The foster care programs in both Omaha and Lincoln are embarking on a mission of training and recruiting this year. Goals are being set to increase the number of homes that we actually recruit, train and license. Obtaining and maintaining quality foster parents is crucial to the success of the foster care programs. If you know of anyone who is interested in providing foster care, please contact Darin in Omaha at 898-8881 x1032 or Nanette in Lincoln at 464-8866 x 1022. Visinet Inc. offers significant training and support systems to foster parents, so encourage interested parties to explore the possibilities and discuss reservations they may have about fostering with Darin, Nanette or any team member.

Additional training for foster parents is being put in place during the upcoming year. Foster care staff will be working to train all foster parents on the use of Step-parenting and will be working to implement this program within the foster homes. With the changes in teaching and support to the foster parents and in accordance with COA recommendations we will be looking at revamping the treatment and service plans currently in use. Overall it looks to be an eventful year full of progress and positive change.

The foster care teams would like to thank all the Therapists, CTA's, Family Support Workers and Visitation Specialists for all their hard work with the families. We would especially like to give kudos to the transportation department and Angela/Emily who have worked to help us keep up with the ever increasing demands in regard to getting our children where they need to be.

Visinet, Inc. offers a complete full-time benefits package including medical, dental and life insurances, 401(k) plan with company match, paid time off and more. Contact your service coordinator for more information, see if you qualify and find out the requirements.

OUTPATIENT SERVICES

Articles contributed by Dani Kessler, Jim Livingston and Jolene Herrell

CTA CONNECTION

If you are planning on conducting CTA sessions in the school, make sure that these CTA hours have been pre-approved by the designated funding source, therapist, and CTA supervisor. Often a therapist will instruct a CTA to go into a school without approval from the other two entities. If this occurs, please explain to the therapist that approval must also be sought from the designated funding source and your supervisor. If the therapist is not agreeable to this or has any questions, contact your supervisor immediately. Your supervisor will in turn contact the therapist to further discuss this matter.

At times it can be difficult to come up with new ideas to assist clients in reaching their goals. We are asking for your help in generating new interventions to address common goal areas. If you are aware of any activities and interventions that are not part of the current material used by Visinet, Inc., please bring these to your supervision meetings. These materials can then be shared with other CTAs and programs.

BEHAVIORAL LEARNING CENTER

Contributed by Jenny Baum

The BLC currently has 9 children consistently attending the all day program to enhance their learning. The BLC offers a structured environment, individualized attention, and a daily schedule for each child. The daily schedule will help the children follow through with the expectations of the center.

The BLC started to implement the program Boardmaker which focuses on visual strategies. Boardmaker is a graphic database that contains over 3,500 communication symbols that can be used to create a variety of communication materials such as schedules, calendars, worksheets, social stories, behavior symbols, etc. Boardmaker is great for making a daily schedule for the whole classroom, or you can break it down and make an individual schedule for a child that may need that extra support. Visual strategies are important when working with a child with behavioral disorders, because it allows the child to visually see what is coming up next and gives the child that predictability.

The BLC will be having a Happy Heart Festival on Tuesday, February 14. The children will get to exchange valentines, play games, and eat goodies. Parent/guardians are encouraged to come and join in on the festivities!

All Visinet, Inc. field employees are required to attend a 30-minute weekly meeting with their supervisor. Employees in a dual role will attend weekly meetings with each supervisor. If you cannot attend your scheduled weekly meeting you must call your supervisor in advance to reschedule.

IN-HOME THERAPY NEWS

Please remember that no overtime will be approved without the Coordinator's permission. This means you will need to process your direct time, indirect time (meetings), as well as your paperwork time (treatment plans and reviews, monthly updates, collaterals, and progress notes) into each week so that your total hours do not exceed 40.

All sessions must take place in the home or office setting. No other places of service are approved without the Coordinator's permission.

The CTA program has openings for new clients. Therefore if you have a client that could benefit from these services please complete a referral and turn into the CTA Coordinator.

Please let Dr. Neise or your Program Coordinator know of any topics you would like presented at the monthly group supervision. All efforts will be made to accommodate these requests.

PTO for full-time therapists will be decreasing to six sessions for a full day and three sessions for a half day. Holidays will be reimbursed at six sessions as well starting February 1, 2006.

IN-SERVICE OPPORTUNITIES

Submitted by Various Contributors

Mark your calendars for upcoming CEU's:

Play Therapy:

February 3rd from 12pm -1pm in Omaha

Annual Safety Training:

March 10th from 9am-12:30pm in Omaha

TB Testing:

Concentra will be at the Arbor St office in Omaha on Friday Feb. 17 and Monday Feb. 20 from 10:00am -2:00pm for TB Testing. Field Staff and Foster Parents can have their annual test done either day.

If you have the test done on Friday, you must come back Monday for results reading. If you have the test done on Monday, you will need to go to the Concentra office on Wednesday for results reading. Test reading must be done 2-3 days from the date you are tested. You will be provided with a form to have completed before testing. Contact your supervisor if you have questions.



VISINET, INC.

- Treatment Foster Care
- Agency Based Foster Care
- Intensive Family Preservation
- Individual and Family Therapy
- Outpatient Psychological Services
- Outpatient Psychiatric Services
- Comprehensive Assessments
- Behavioral Learning Center
- Community Treatment Aide
- Crisis Intervention
- Family Support
- Supervised Visitation
- Escort/Transportation

PHILOSOPHY

Visinet, Inc. believes that working with the entire family within their natural environment is essential. Service design must be individually tailored to suit each family in order to implement the most effective methods, thereby reducing significant barriers. Visinet stresses the need for culturally competent professionals that have the ability to assess clients within the family's own cultural and social context. We believe that everyone receiving services will develop best within the framework of respect, accountability, and open communication.

MISSION

Visinet's mission is to provide families and individuals with a stable, nurturing and secure environment for the promotion of healthier family functioning. We encourage people to be self-sufficient; utilizing community resources when necessary. Every effort should be made to prevent extended out of home placement and maintain the least restrictive environment possible.

GOAL

Visinet's goal is to provide families and individuals the skills necessary to improve their quality of life.

SERVICE ANNIVERSARIES

Omaha Office:

5 years
Robin Chadwell
Jim Poehlman

3 years
Jodi Deane

2 years
Maria Hernandez
Candace Newland
Monica Zinke

1 year
Phillip Baldwin
Reavis Dorsey
Lynette Hiatt
Shaila Leuschen
Jen Stehlik

Lincoln Office:

6 years
Julie Mason

2 years
Sharon Davenport Jones
Colin McKernan

1 year
Shawna Keller
Aaron Weaver

GI/Hastings Offices:

9 years
Rinda Ueckert

6 years
Nancy Gray

2 years
Hayle Rohlck
Dannell Simmons

COUNCIL ON ACCREDITATION (COA)

Visinet received the Preliminary Accreditation Report (PAR) from COA in January. The PAR recommended a few noncompliance ratings be raised to demonstrate compliance. These changes will be due to COA by March 1st to become accredited. Thank you to everyone who participated in the site visit and for all of your hard work.

The Omaha Advisory board met on January 10th and the Lincoln Advisory board met on January 24th. The Advisory board will be meeting on a quarterly basis. Members of the Omaha Advisory board are Dani Kessler (chair), Ceceilia Seldon, Mark Miller, Alma Avant, Esenam Amezotchi, Kevin Brown, Roxanne Jackson, and Kelly Jens. Members of the Lincoln Advisory board are Rebecca Dacus (chair), Aaron Weaver, Brian Jackson, Maria Fritz, Marcia Little, Karen Jordan-Anderson, and Michaela Hahn.

RISK MANAGEMENT

Visinet Inc's next Risk Management meeting is scheduled for Thursday Feb 23 at 8:30am. Risk Management will continue to conduct Fire Drills and Tornado Drills on a quarterly basis. Please be prepared to have a drill at any time. All employees are required to retain auto insurance with 300,00/100,000 liability limits on the vehicles that are used for work purposes at all times. The Risk Management team will continue to assess liability issues within the agency.

HUMAN RESOURCES, RETENTION, AND RECRUITMENT (HRRR)

The Human Resource Recruitment and Retention (HRRR) Committee will be meeting again in February to discuss diversity and equal employment opportunities to promote and assure best practices. The team makes recommendations to the Administration team about policies regarding recruitment and employee issues. They will also be planning the next Lunch and Learn to be held in March.

The HRRR Committee promotes CQI suggestions to upper administration and will communicate policy changes to employees in the Visinet Advisor (monthly newsletter).

Eastern Service Area
11836 Arbor Street
Omaha, NE 68144
Phone: 402.898.8881
Fax: 402.898.8886

Southeast Service Area
3940 Cornhusker Hwy, Suite 600
Lincoln, NE 68504
Phone: 402.464.8866
Fax: 402.464.8879

South Central Service Area
1020 W 2nd St.
Grand Island, NE 68801
Phone: 308.398.4662
Fax: 308.398.4665