



The VISINET Advisor

Staff Directory

Chief Executive Officer

John Powers

Chief Financial Officer

Michael Wehling

Director of Operations

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

Clinical Director

Michael R. Neise, PhD

Consulting Psychiatrists

Michael Coy, MD
Monica Ghosh, MD

Continuous Quality Improvement (CQI) Coordinator

Cinda Konken

State Services Coordinators

Radiance Klein, Omaha Mindy Curtis, Lincoln
Peggy Michalski, Hastings/G.I.

State Services Supervisors (Omaha)

Andrea Jacobs Tracy Hortman
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
Sandip Singh, Omaha

CTA Coordinator

Deb Duerr, Omaha

Therapy Coordinator

Dani Kessler, Omaha

Therapy/CTA Coordinator

Jolene Herrell, Lincoln

Foster Care Coordinators

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

TFC Supervisors

Sharon Heckathorn, Omaha
Kellie Waudler, Omaha
Monica Zinke, Omaha

ABFC Supervisors

Cory Glause, Lincoln Paula Gepson, Omaha
Duncan Evans, Omaha Misty Crow, Omaha
Wyvonne Harper, Omaha Lynna McPhatter, Omaha

Behavioral Learning Center Director (A Lincoln-Based Program)

Jennifer Baum, Lincoln

CCAA Evaluator (An Omaha-Based Program)

Kevin Berryman, Omaha

ICCU Supervisor (Lincoln)

Julie Mason

A Visinet, Inc. Publication

May 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

Visinet's long history of providing quality service to children and families has led to the development of new program opportunities. In conjunction with the State of Nebraska Visinet has been selected to add Crisis Response Teams and Drug and Alcohol screening to the list of services currently being provided in the human service field. This expansion of the service continuum is evidence of the outstanding work provided by all the staff at Visinet.

May 1, 2006 marks the start of the Crisis Response Team. This team is designed as a first response to working with families to maintain their children in the home. The family may or may not be already be involved with the Child Protection and Safety Department of Health and Human Services. This team will assist the family with stabilization and provide skill building opportunities to work on the identified safety and risk factors. A master level therapist along with a skill builder will be assigned to a family for up to 14 days of intense service provision. The goal of this service is to prevent unnecessary out of home placements.

Drug and alcohol screening is a process of chemical analysis designed to test individuals for chemical abuse, or to ensure that an individual is substance-free. Common uses for this service include pre-visitation results; random testing for probation or juvenile offenders, adult and child court ordered random testing.

Drug and alcohol screening will be available after June 1, 2006 at the Visinet office and in the client's place of residence. This service is available to any individual referred by, but not limited to, the Department of Health and Human Services (DHHS), Integrated Care Coordination Units, Office of Juvenile Justice, Office of Probation, Legal Representatives and Community Providers.

If you are interested in providing direct service in either of these programs please contact the Director of Operations for more information.

Visinet will continue to assess the needs of the community and provide services to fill gaps in the community as identified. The comprehensive continuum of services provided by Visinet is unique in that a family can move up and down to meet their complex set of needs for family preservation.

JOB OPENINGS

Visinet, Inc. is accepting applications for the following:

SALARIED POSITIONS

Family Support Workers

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."

Phone: 402.898.8881

Fax: 402.898.8886

www.visinetinc.com

STATE SERVICES SOUND OFF

Contributed by Tracy Hortman and Mindy Curtis

If you are in the Omaha office, please stop by and congratulate Radiance Klein for her promotion to State Services Coordinator. She is a prime example of career enhancing opportunities at Visinet, Inc; she started as a field worker, was recently promoted to State Services Supervisor, and is now State Services Coordinator.

Thanks to those employees who have referred potential candidates for employment with Visinet, Inc. Please continue to refer appropriate individuals for employment as we have many openings for Mental Health Transportation Specialists, Visitation Specialists, and Family Support Workers. You can receive a \$50 referral bonus after the referred employee has successfully completed their 90-day introductory period with Visinet. You need to ensure the applicant lists your name on their application. You only need to complete a Referral Bonus Form and submit it to your supervisor or the Office Coordinator to receive your bonus. Please ensure that you submit the Referral Bonus Form, before the 90-day introductory period has ended.

If you are assigned to a case and are instructed to use the Structured Family Support format, please ensure that you are giving completed assessments to your supervisor within two weeks of the initial intake session. Timely completion of assessments will ensure that goals are created in a timely manner and families can begin working towards their goals.

Special thanks to those employees who have volunteered to cover extra escorts, visits, and sessions, during their regularly scheduled time off. Our success depends on the flexibility of our employees. Your willingness to help will be remembered during our yearly performance and compensation reviews.

IFP POINTS TO PONDER

Contributed by Sandip Singh and Cinda Konken

All IFP time sheets should have the first and last name of the authorized client written on them. Please do not write any other name than the authorized client. If you are unsure of the authorized client please check with your supervisor.

Collateral notes must be turned in every billing cycle, for every client. IFP Therapists will have a collateral note for each authorized client due to updating the referral source weekly. As a general rule, IFP Therapists are responsible for making contact weekly with all referral sources. The Therapists are responsible for all communication with other collateral contacts and may delegate this to Skill Builders. Please remember to turn in your collateral notes on billing days.

Please be familiar with Visinet's continuum of care. When talking with referral sources, you should be able to explain and give an overview of other programs at Visinet. Remember that there will be a \$25 referral bonus to each personally generated referral from referral sources in the IFP program.

TREATMENT/AGENCY BASED

FOSTER CARE FACTS

Contributed by Robin Chadwell, Nanette Simmons, Rebecca Dacus

There are currently 29 states that have proclaimed May to be Foster Care Month. Every day, there are over 518,000 children and youth living in foster care because their own parents cannot care for them. National Foster Care Month in May provides an opportunity for people all across the nation to honor foster families across the nation for providing safe, stable, and supportive homes for children and young people who are temporarily unable to live with their birth families. Foster Care Month also encourages more individuals, organizations and communities to come forward and help these young people in any way they can. We appreciate all foster parents, foster care specialists & supervisors, and all team members who work with the youth and everything they do.

There is a great need for foster homes. Please call Nanette at the Lincoln office, or Darin at the Omaha office if you know of someone interested in doing foster care.

The end of the school year is approaching fast. Please make arrangements and plan now for the summer. There are several camps, daycare, recreational activities or volunteer work but you must sign up as soon as possible to reserve a spot.

Reminder: All foster parents must have 24 in-service hours per year. This is per COA, not per the state licensing. Please have foster parents fill out the in-service hour forms as they complete their in-services. All foster parents must be certified in Mandt, CPR, and First Aid.

We would like to thank everyone again for all of their hard work and dedication. You do make a difference!

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, Deb Duerr, Jolene Herrell and Jenny Baum

CTA CONNECTION

Often as authority figures, we have a tendency to tell children what not to do, but we forget to tell them what to do instead. Learning theories abound, but one basic element to much of the learning we do is the importance of rehearsing a new behavior until we get it right, until we master it, until it becomes second nature. Children are able to "undo" negative behaviors and learn what not to do by rehearsing what to do instead.

Take a child who likes to do handsprings across the living room floor, even if the neighbor downstairs doesn't find it amusing. Simply telling the child to stop does little to guide him in what he might do instead. Even telling him what to do instead is not as effective as explaining to him or showing him what behavior you want to see. There is one more step to the process of learning a new, improved behavior. Give the child an assignment: have him return to where he was when he started his handsprings. Ask him now to walk across the floor on his feet quietly, so as not to disturb the neighbor. Watch the child do as you asked. If he does the task poorly, tell him what he did incorrectly, and ask him to do the correct behavior again. Ask the child to repeat the behavior until you are satisfied that he has role-played the target behavior to the best of his ability. Each time the child engages in the same negative behavior, ask him to practice the "new, improved behavior" several times, redirecting any lack of effort on his part and praising his positive efforts.

But how would you "undo" your daughter's behavior when she hits her little brother? After all, she already hit him, and his arm already hurts. How can she take it back, "undo" it, and practice a new improved behavior? Be creative! Ask her to play nicely with her little brother for 20 minutes while you supervise to ensure positive behaviors are used. Or ask her to say 10 nice things to her little brother to make him feel better. Or ask her to do something nice for her brother, such as doing one of her brother's chores! My guess is that over time, she will decide hitting little brother isn't really much fun when she considers the consequences.

With patience and consistency on your part as the parent, your child will be able to "undo" negative behaviors and replace them with new, improved behaviors.

BEHAVIORAL LEARNING CENTER

Our token/reward system has been a phenomenal success. The expectations the youth need to follow to get their reward on Friday are: 1) Participate in the activity 2) Have no aggressive behaviors and 3) Follow staff direction. The reward system started on Monday April 10. We had over half of the BLC youth receive the special reward on Friday. The first Friday the reward was root beer floats and the second Friday was banana splits. Their next reward will be a pizza party. The reward system is extremely motivating for our youth, and is working very well.

The BLC currently has three new staff on board with them. Their names are Kara Gordon, Felicia Mendoza, and Ali Van Cleef. They have been a wonderful asset to the BLC.

Summer is quickly approaching us. The BLC Coordinator and Director of Operations is working diligently to ensure care for all of the youth that attend the BLC. Those who are not offered summer care will be referred to a community resource. The BLC staff will be integrating field trips/outings into their summer schedule.

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

Updates from Magellan Behavioral Health...

If you have an authorization for mileage for family therapy, you cannot receive Magellan authorization for in-office escort for individual therapy. You can only have one or the other.

If you have an authorization for individual and family therapy, you cannot receive an authorization for pre-approved conferences. The family therapy authorization is to be used for pre-approved conferences.

Upcoming CEU Conferences...

PESI – Working with Self-Harming Adolescents. **Wednesday, May 10, 2006, Lincoln, NE; Thursday, May 11, 2006, Omaha, NE; and Friday, May 12, 2006, Sioux Falls, SD.** Register on-line at www.pesi.com

Advanced Practice Seminars: Disorders of Traumatic Stress – Psychotherapy of the Dissociative Disorders: An Overview of the Standard Care. **Thursday and Friday, May 11-12, 2006, 9am to 4pm, Country Inn & Suites, 5353 North 27th Street, Lincoln, NE.** Call 402-475-5069.

PESI – Successful Treatment Strategies for Children of Discord & Divorce. **Thursday, May 18, 2006, Lincoln, NE and Friday, May 19, 2006, Omaha, NE.** Register on-line at www.pesi.com

NAMFT Spring Conference – Emotional Intelligence in Couples Therapy – with Brent Atkinson, Ph.D. **Friday, May 19, 2006, Countryside Community Church, 8787 Pacific Street, Omaha, Nebraska.**

Mary Lanning Memorial Hospital – How to Improve the Effectiveness of Your Clinical Work by 65% Without Hardly Trying – with Scott D. Miller, Ph.D. **Thursday, May 25, 2006, 9am to 4:30pm, Hastings Convention Center, 2205 Osborn Drive East, Hastings, Nebraska.**

Judge Crnkovich will be the guest speaker in Omaha on May 5th from 12 pm- 1 pm during monthly supervision

IN-SERVICE OPPORTUNITIES

Mark your calendars for upcoming CEU's:

Omaha
First Aid/CPR:
Friday, May 19th —9am.

MANDT:
Thursday, May 11th—9am-4pm.

MANDT Physical:
Friday, May 12th—9am-12pm (Limited to 12).
Wednesday, May 17th—6pm-9pm (Limited to 12).
Thursday, May 18th—9am-12pm (Limited to 12).



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
Melissa Ibanez
Dani Kessler

3 years
Kate Ott

1 year
Tabitha Ross

Lincoln Office:

3 years
Cally Keim

2 years
Allison Kelton
Kathy Miller
Jacquie Winbolt

1 year
Charis Gregory
Noel Kassebaum
Julie Shearer
Walter Watson

GI/Hastings Offices:

5 years
Jo Abbott

1 year
Sarah Stoddard

COUNCIL ON ACCREDITATION (COA)

The Omaha and Lincoln Advisory boards are coming up with long term goals and focus for upcoming meetings. Board members will develop a list of proposed long term goals for the next meeting in June. The Intake paperwork was reviewed with the Advisory board to ensure that clients are provided with phone numbers to make complaints about services if needed.

The Advisory board has started to look through the policy and procedure manual. The Advisory board had a lot of good suggestions and will be recommending changes for the July manual. The Advisory board will be providing updates and changes for the July policy and procedures manual at the next meeting in June. These recommendations will be presented to the CEO/CFO and the Director of Operations.

RISK MANAGEMENT

The Risk Management Committee will be meeting on Thursday June 22, 2006. If you have a concern/issue that you feel should be addressed, please talk with the Risk Management Committee. The Risk Management Committee continues to review all incident reports. All programs have been doing a great job in filling these out accurately and in a timely manner.

HUMAN RESOURCES, RETENTION, AND RECRUITMENT (HRRR)

The HRRR Committee is currently working on monthly coupons for gas, car washes and discounts on oil changes and auto service. Watch for upcoming coupons and details!

Please utilize the Suggestion Box to give us suggestions on different things such as topics/speakers for Lunch and Learns, issues, etc. that you would like addressed. You can remain anonymous or if you sign your name we will get back to you to let you know the outcome. Thanks to a suggestion, the Lincoln Office is getting their parking lot re-stripped. It is scheduled to be done on Sunday, April 30. In Omaha the entry way to the parking lot has been repaired.

The HRRR Committee promotes CQI suggestions to upper administration and will communicate policy changes to employees in the Visinet Advisor (monthly newsletter). Our next Lunch and Learn is scheduled for June in Lincoln the topic is Domestic Violence and Omaha is the Chicano Awareness Center. We will let you know when you can sign up!

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