

Staff Directory

Chief Executive Officer

John Powers

Chief Financial Officer

Michael Wehling

Director of Operations

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

Clinical Director

Michael R. Neise, PhD

Consulting Psychiatrists

Michael Coy, MD
Monica Ghosh, MD

Human Resources/ Continuous Quality Improvement (CQI) Coordinator

Dani Kessler

State Services Coordinators

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

State Services Supervisors (Omaha)

Tracy Hortman Rita Watson
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

Therapy Coordinator

Monica Zinke

Therapy/CTA Coordinator

Jolene Herrell, Lincoln

Foster Care/CTA Coordinator

Robin Chadwell, Omaha

Foster Care Coordinators

Rebecca Dacus, Lincoln (TFC)
Nanette Simmons, Lincoln (ABFC)

CTA Supervisor

Shelina Williams, Omaha

TFC Supervisors

Sharon Heckathorn, Omaha
Kellie Wadlund, Omaha
Andrea Jacobs, Omaha
Deb Duerr, Omaha

ABFC Supervisors

Cory Glause, Lincoln Paula Gepson, Omaha
Duncan Evans, Omaha Misty Crow, Omaha
Wyonne 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

A Visinet, Inc. Publication

September 2006

From the Directors Desks

Contributed by John Powers, CEO

Mike Wehling, CFO

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

There have been a few suggestions received the past few weeks of late regarding a mileage reimbursement increase. In June's edition of the Visinet Newsletter we stated that if mileage surpassed \$3.00/gallon that we would reassess the current mileage reimbursement to employees. Although price per gallon hovered around the \$2.99/gallon mark for awhile we have recently seen a steep decrease to \$2.57/gallon. At this time we will not be raising the mileage reimbursement for employees due to this latest decrease. While this decrease has occurred we aren't considering decreasing the mileage reimbursement. Please know that we are consistently looking at ways to show our appreciation to for the exceptional amount of work you put into your position(s) with the agency. Unfortunately, not all of these ways can be monetary. The flexibility of the positions, the Visinet, Inc. calendars given annually and throughout the year to new employees, gas cards, referral bonuses, competitive pay rates, PTO, floating holidays, etc. are just a few of the ways that we try and make up for challenging areas such as mileage reimbursement. Many of you may not see all of the benefits to the employees that Visinet, Inc. is consistently implementing but consistent thought and effort is put into making Visinet, Inc. a competitive employer in the communities that we serve. A few examples of this are the recent additions of the Flex Pay and Short/Long Term Disability.

Visinet, Inc.'s 3rd Annual Conference "Real Life Heroes" will be September 15, 2006. Please mention this to your contacts in the community as it will be a very beneficial conference for people in the human services field to attend. If you have any questions about the conference please contact the Director of Operations in your local office.

JOB OPENINGS

Visinet, Inc. is accepting applications for the following:

SALARIED POSITIONS

IFP Bilingual (English/Spanish) Therapist (Omaha)
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."



VISINET, INC.

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STATE SERVICES SOUND OFF

Contributed by Radiance Klein and Mindy Wall

You may have noticed that there have been some changes within the Omaha office staff. The State Services program is sad to see Andrea Jacobs move to a new supervisory position within the Foster Care program, but in return would like to welcome Rita Watson on board as the new State Services Supervisor.

Please remember to update your supervisors with the most current information on your families. Changes in phone numbers, FP addresses, pick up and drop off locations need to be reported to them immediately. This information is pertinent in emergency situations.

Since school has started, please remember if you make arrangements to pick a child up from school, you must be on time and always present your Visinet, Inc. identification badges. These families are relying on you to be responsible. Plan ahead and discuss with foster parents an alternate way for the children to get home if you have to cancel. Be prepared with all the necessary phone numbers.

IFP POINTS TO PONDER

Contributed by Sandip Singh and Cinda Konken

Please remember to be specific, concrete and detail oriented reflecting identified goals of the clients when completing progress notes. Complete and turn in all clinical/administrative documentation on time for copies to be sent to referral sources, filing and processing with accounting/payroll. Establish a working relationship/rapport with your clients, referral sources, co-workers and supervisor. Remember that IFP staff is only allowed to transport the authorized client upon permission granted by the referral sources and the supervisor reflecting therapeutic goals. Never transport client's friends, relatives, siblings and/or having your own family member present while transporting. Focus on teamwork, communication, staying within your scope of practice, respect and responsiveness. Don't forget to set firm boundaries with your clients and yourself to maintain professionalism at all times. Please look at the schedule of on-going/up-coming training classes/in-services on the newsletter and sign up as they are available since they are needed for you to maintain twelve hours of on-going education.

The Omaha office is looking to hire a part-time bi-lingual (English/Spanish) therapist/skill builder. The Lincoln office is also looking to hire a part-time therapist. Andy Marquart has been doing his practicum/internship in Crisis Response Service in Lincoln and is also assisting IFP with the increase number of cases. Lincoln office has received their second Crisis Response case and seems to be going well. Omaha is waiting for their second Crisis Response case. We look forward to this program expanding to the Grand Island/Hastings offices in the next month or so. Good luck Jolene.

TREATMENT/AGENCY BASED

FOSTER CARE FACTS

Contributed by Robin Chadwell, Nanette Simmons, Rebecca Dacus

September is a busy time of year for all of us due to school starting back up. Remember that transition times are difficult for youth and the pressures of school, peer groups and change may have some impact on the behaviors of the children in placement. Please work with the foster families to help them understand this transition and any resulting behaviors. Also, please talk with your foster parents about scheduling to ensure you are getting your hours in with the youth and the families and to make sure the foster parents have the opportunity to plan their week as well. Scheduling ahead of time will result in less confusion and missed appointments. Remember that this transition time may also be difficult for our foster families as they are trying to adjust their schedules and figure out how to get all their children where they need to be.

Supervisors and Specialists need to review with foster families appropriate supervision of youth in the home and community, particularly in relation to school based activities and work schedules. This supervision level should be based on the relevant team discussion and recommendation based on the youth's presenting mental health issues, maturity, responsibility demonstrated, and current behaviors. Please review these protocols, as well as the emergency protocols, with the foster families. Supervisors and Specialists should also be reviewing the foster parent goals and responsibilities with each review of the treatment/service plan.

In an effort at helping foster parents be more responsible, please make sure that you review with them their backup plan in case their children get suspended from school. Encourage each foster parent to identify at least one backup plan they can utilize during the daytime hours so as to minimize the crisis calls being made to the supervisors and specialists. The Visinet Treatment Foster Care Team has been very successful at supporting foster families and obtaining outcomes with foster care youth. All of the foster care staff is commended on their skills and efficient work styles. Thank you!

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

As a parent, do you find yourself constantly catching your children being “bad”? Do you sometimes feel as though you are caught in a rut of discovering what they are doing wrong, confronting them, redirecting them, and punishing them for their misbehaviors? Stop for a moment to consider this: Children do hundreds of positive things every day! The difference is that parents too often get stuck in the habit of taking these positive behaviors for granted and giving attention only to the negative ones.

Give yourself this assignment: for the next two weeks, pick one of your children’s most disruptive behaviors to focus on. Identify it to your children and explain the consequence when you find your children doing the specified unwanted behavior over the next two weeks. When you see the identified negative behavior, give your children the consequence. Do the best you can to ignore other negative behaviors for the time being. Also in the next two weeks, catch your children “being good.” Did they brush their teeth without you having to remind them? Did they sit quietly and watch their favorite movie? Did they play nicely with their brothers and sisters for even a few minutes? Did they put a toy away after playing with it? Did they accept “no” for an answer without any argument?

Take advantage of these simple, everyday behaviors to praise your children for what they do which is positive and helpful, which shows their independence and good decision-making skills. “Catch” them doing these behaviors and praise, praise, praise! What a difference you can make in your and your children’s lives when you can show your appreciation for all that they do well and give less attention to what they do poorly! Do this assignment for two weeks: you will likely be quite pleased to find that your and your children’s attitudes and behaviors have changed for the better.

BEHAVIORAL LEARNING CENTER

It is hard to believe, but it is time for a lot of our youth to go back to school. We also have a lot of our preschool youth transitioning into Kindergarten, and joining Lincoln Public Schools full-time. We look forward to transitioning in new youth that will benefit from having structured activities that may not have been successful for them at traditional centers. We not only offer a day program for preschool age youth, but have several youth who attend during the after school program to accommodate parent and foster care parent needs. Unlike a recreation center, the after school youth enrolled have structured activities provided for them throughout the evening. Participation is strongly encouraged by each youth. If a youth chooses to not participate in activities, they may lose later privileges. At the BLC we believe that each youth should be treated fairly with the same expectations and privileges. Many of the youth we serve strive for attention in a negative manner; we work daily to teach the youth that positive behavior gains trust and attention from others. Staff at the BLC are faced with frustrating obstacles like name calling, threats from the youth and often aggressive behaviors. Our goals include limiting these behaviors as well as assessing the situation appropriately and in a calm manner. The BLC has become a beneficial tool and outlet for frustrated parents and foster care parents as well.

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

School is starting soon, if it hasn’t already started. Schedules are changing. If you utilize Visinet, Inc. transportation/escort services, you need to be submitting the time and address changes NOW. Remember to follow up with the transportation supervisor to confirm that your request was received and is ready to go.

Reminders:

Daily logs for salaried therapists are due no later than 10am every other Monday. If you cannot hand in by that time it is your responsibility to contact your supervisor/coordinator.

Billing is due by 1pm on billing day. You must also hand in any progress notes, PTA’s, discharge plans, etc at that time.

There is a new Termination Summary form for therapists to complete when discharging a client. See your supervisor/coordinator for clarification if needed.

Per Therapy Manual all therapist need to schedule supervision meeting with their supervisor/coordinator each week.

Progress notes and PTA’s need to follow the outline that Dr. Neise developed. They will be returned to therapist if not completed correctly. Supervisor’s and coordinator’s have copies for clarification.

IN-SERVICE OPPORTUNITIES

Mark your calendars for upcoming CEU’s:

Omaha—First Aid/CPR:

September 20th (Wed.)—5pm-10pm
September 21st (Thurs.)—9am-2pm
October 18th (Wed.)—5pm-10pm
October 19th (Thurs.)—9am-2pm

Omaha—MANDT:

September 11th (Mon.)—9am-3pm
September 12th (Tues.)—9am-12pm *Physical
October 3rd AND 5th (Tues. & Thurs.)—6pm-9pm *Must attend both nights.
October 9th (Mon.)—9am-12pm *Physical



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:

6 years
Michael Neise

3 years
Sandra Cotton

2 years
Misti Crow
Angela Ertzner
Sharon Heckathorn

1 year
Andrew Gedbaw
Shari Knutson
Rita Watson

Lincoln Office:

5 years
Jenny Schmutte

3 years
Angela Clemons
Nate Lueders
Teresa Masek

2 years
Jamie Cardwell
Kristi Quattrochi

1 year
James Sheridan

GI/Hastings Offices:

No September Anniversaries

COUNCIL ON ACCREDITATION (COA)

The deferral memo with changes to the Preliminary Accreditation Report (PAR) has been sent to COA for review. The report was mailed to COA on August 15th and Visinet will hear back from COA within 45 days to see if we will be an accredited organization. Some of the changes in the deferral memo were for G3 (Advisory Board), G6 (Financial), and S21 (Foster Care). In the G3 standard the Advisory Board reviewed the long term plan, planned for the organizations future and participated in the organizations CQI process. The Advisory voted on adopting Visinet's current policies and procedures, made changes to the strategic plan and policies and procedures manual. In G6, COA wanted the most recent audit with a procedure of who could review the financial data by the public and the segregation of duties. In S21, the foster care program needed to have developmental screenings done on children under 5 years old in the foster care program within 30 days of admission. Also in S21, the foster care program had foster home checklists for regular inspections of the homes and needed to add when the date of the next inspection would take place as well as recommendations for improved safety within the home.

The next Advisory meeting will be Friday September 8, 2006.

RISK MANAGEMENT

School is now in session. Please allow enough time to get from point A to point B to prevent any car accidents. If you have a concern/issue that you feel the Risk Management Committee should address, please talk with the Risk Management Committee. The Risk Management Committee continues to review all incident reports. Please continue to complete the incident reports in a timely manner.

HUMAN RESOURCES, RETENTION, AND RECRUITMENT (HRRR)

The Short Term and Long Term Disability and Voluntary additional Life Insurance sign up was very successful. Again, this is a valuable benefit available to FT staff that went into effect August 1, 2006.

Meetings have been conducted in Lincoln, Grand Island and Omaha to present Flexible Spending Accounts to all Full-Time employees. This is another valuable benefit that will help you save money on your medical and child care expenses. This benefit will be effective September 1, 2006.

Reminder - Both Lincoln and Omaha will be having another Lunch and Learn in September. Plan on attending to learn more about Wellness, Fitness, and Nutrition while enjoying a free lunch. Sign up at the Reception desk.

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