

## 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)**

**Director**  
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**

Cheryl Turner, 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  
Deb Duerr, Omaha  
Lynna McPhatter, Omaha

### **ABFC Supervisors**

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

### **Behavioral Learning Center Coordinator (A Lincoln-Based Program)**

Jennifer Crank, Lincoln

### **CCAA Evaluator (An Omaha-Based Program)**

Kevin Berryman, Omaha

A Visinet, Inc. Publication

October 2006

## From the Directors Desks

Contributed by John Powers, CEO

Mike Wehling, CFO

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

Visinet is proud to announce that as of October 9, 2006 Jolene Herrell, LMHP is the new Central Region Area Director. Jolene will oversee the Visinet offices located in Grand Island and Hastings as well as the surrounding communities. Jolene has worked for the agency for five (5) years as an IFP therapist, Outpatient Therapist and TFC Supervisor. Prior to her latest promotion, Jolene was the Coordinator of the therapy and CTA programs in the Lincoln office. Jolene will be expanding the service continuum in this region to include: Agency Supported Foster Care, Intensive Family Preservation, Outpatient Therapy, Community Treatment Aide Services, Family Support and Visitation Services. Future plans for this region include the drug screening program and escort /transportation.

Jolene is a great example of the pride Visinet takes in promoting an individual from within the agency. Our philosophy of continuous education and training employees is consistent with the consistency we strive to provide the children and families we service.

Visinet, Inc. has been providing quality services to children and their families in the Grand Island area since 1996 and is looking forward to continuing the continuity of care Visinet, Inc. provides to Region III.

October rushes in the ice and snow season. As we all know this can cause problems with providing in-home services to the families we serve. It is essential that everyone make alternative arrangements for bad weather.

## JOB OPENINGS

Visinet, Inc. is accepting applications for the following:

### **SALARIED POSITIONS**

IFP Coordinator (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

Visinet is once again growing. The Drug Screening program started in the Lincoln office in June and now will begin in the Omaha office October 1<sup>st</sup>. Lincoln has had great success with this program and it continues to expand each month. The referral sources are most commonly ICCU, DHHS and drug court case managers. Drug screens can be conducted off site and also at the Visinet office. Visinet is currently offering on and off site breathalyzers and drug screens Monday through Saturday. We are hoping this program will continue to be successful. If you are interested in conducting on site or off site drug screens contact Radiance in the Omaha office or Mindy in the Lincoln office.

Please remember to inform your supervisor of any cancellations or no shows by Magellan/escort clients. Visinet will discontinue services for a Magellan/escort client after 2 no shows. If the transports are cancelled previous to the transport happening, Visinet will not consider these no shows. It is very important to notify your supervisor so they can document the no shows. Please also remember when doing these transports to never leave a child without making face to face contact with an adult. There have been reports recently that children are not always being left with an adult. The only time it is approved to leave a child without an adult is when the legal guardian has given permission for this to happen.

On Family Support cases try to provide a resource every time you meet with the family. Visinet views these resources as being a very helpful tool in assisting the parent(s) that we work with every day. If you are conducting a family support case and a field observation is done by a supervisor they will want you to be able to show the resource that you will be presenting to the family.

We hope you all enjoy the autumn season. We want to thank all of our staff for the great work you do each and every day.

## IFP POINTS TO PONDER

Contributed by Sandip Singh and Cinda Konken

The Omaha office has just received its second Crisis Response case. Mindy and Stephanie have graciously accepted the case again. They were the first team from Omaha office to be trained in Crisis Response Services and have completed the first pilot case a few months ago. The Lincoln office has completed their second Crisis Response case. Andy and Jacquie worked on this case for two weeks putting a total of 86 hours. Visinet appreciates all of the hard work that has gone into the crisis response cases and assisting the family in crisis intervention/stabilization.

Please remember that all progress notes should reflect measurable goals and objectives with outcomes from the master treatment plans. Remember to complete all areas of session summary, therapeutic assessment, and plan for next session on the progress notes in accordance with measurable goals and outcomes.

The children/youth are back in school so please schedule your appointments/sessions with your clients that best fit with their busy schedule as well as yours. Remember that transition times are difficult for children due to the pressures of school and this change may have some impact on the behaviors of the children. Please work with the parents to help them set up structure and routine in the home to help with this difficult time.

## TREATMENT/AGENCY BASED

### FOSTER CARE FACTS

Contributed by Robin Chadwell, Nanette Simmons, Rebecca Dacus

The foster care programs in both Lincoln and Omaha are looking for foster parents. If you know anyone who is interested in providing foster care, please contact Nanette in Lincoln at 464-8866 ext 1022, or Darin in Omaha at 898-8881 ext 1032. Visinet Inc. offers a \$100 referral bonus to the employee or foster parent who refers the foster parents to Visinet Inc. Our foster care team offers an excellent support system to foster parents. Word of mouth is our best resource for recruitment and informing everyone about the quality foster care program at Visinet Inc. We would like to spread the word to foster parents who may be providing care to children but may not be satisfied with their current agencies and to those who have never fostered but are interested in providing care to children. There is always a need for more foster homes to accommodate the children who are in out of home placements.

It is not too early to start looking ahead when youth will be out of school for various breaks. LPS school will be on a break from October 30 until November 3. During these breaks from school, the foster care team needs to ensure that there is appropriate supervision of youth in the home and community. This supervision level should be based on the treatment team's recommendation. Discuss with the foster parents what level of supervision is required with the youth and where the youth will be going. There are also school breaks around the holidays, Thanksgiving and Christmas. The holidays will be here before we know it, so let's plan ahead. It is better to have these arrangements made ahead of time to make it less stressful for the children and the foster parents.

Foster parents are required to have 24 hours per year for in-service hours. Please remind foster parents to fill out the in-service forms. All the forms must be filled out prior to re-licensing. All foster parents should be Mandt, CPR, and First Aid certified. In-service hours can be completed by various work shops, videos, books, classes, etc... Please check with the foster care staff if you are not sure what can accommodate your in-service hours. If you know of any workshops that are available and would be beneficial for foster parents to attend, please inform the foster care staff to spread the word to the foster parents. The end of 2006 will be here before we know it, so let's get the in-service hours done ahead of time.

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 Robin Chadwell, Cheryl Turner, Monica Zinke and Jenny Crank

## CTA CONNECTION

### Using Natural and Logical Consequences to Facilitate Behavioral Change

Our behavior choices result in consequences, sometimes positive, sometimes negative. As parents, we rely upon two types of consequences to teach our children right from wrong: natural and logical consequences.

*Natural consequences* are those circumstances which result naturally, following a behavior. No one has to plan them or dole them out; they simply occur, as the name implies, naturally. If we don't wear coats on cold days, we will feel cold. If we don't wear shoes while walking on hot pavement, our feet will get hot. If we don't close the windows to our homes when it rains, our floors and carpets will get wet. No one has to "cause" these consequences, yet we learn so much from the experience. As parents, we must protect our children from some natural consequences because the consequences will be too severe for our children. Other times, we can let nature to take its proverbial course and allow our children to experience the natural results of their poor choices. After all, personal experience can be the best teacher at times.

*Logical consequences* are thought out, reasonable, and just. They are planned and carried out by authority figures, such as parents. The most effective logical consequences are as closely related as possible to the rule infractions which necessitate them. Children get up too late to catch the school bus: their logical consequence is to sit at the dining room table during school hours and work on reading, math, and history. They do not get a gourmet meal at lunch time; instead, they may have a sack lunch. They don't get to watch T.V. or listen to music. In fact, the entire experience should closely resemble the average in-school day. Children hit their little brothers: a logical consequence is to require them to play nicely with their little brothers, with adult supervision. Children don't keep their bedrooms picked up: a logical consequence is to simplify their environment and put some of their toys away until they are able to manage their belongings on their own.

## BEHAVIORAL LEARNING CENTER

The school year is in full swing at the Behavioral Learning Center. The BLC has established a routine and curriculum that all of our early childhood youth have adopted to. One of the BLC staff's main objectives is to set our youth up for success. It is all about taking baby steps to get our youth to be successful throughout their day. The youth strive to have good days and work really hard to reach their goal at the end of the week. The BLC has weekly rewards and this is a huge motivator for all of the youth that attend the BLC. The early childhood youth are enjoying a new curriculum geared toward teaching colors, shapes, letters and numbers. They also enjoy gross motor time which may include exercising, running through an obstacle course and dancing.

The after school program has kept us on our toes. We have a full center for the after school program, and a curriculum for the youth to follow. Some of the activities that the youth participate in are: arts and crafts, science and cooking. The after school youth have adjusted well to the curriculum and activities that have been provided for them. They also work hard to earn their weekly reward at the end of the week.

We look forward to the holidays in the months to come, and decorating the center. In October some of the art projects we are planning on doing is decorating Halloween mask and carving pumpkins.

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

Congratulations to Cheryl Turner, who has accepted the Therapy Coordinator position in Lincoln. She will take over when Jolene Herrell transitions to the Grand Island office in early October. Good luck to Jolene in her new role with Visinet, and thank you for all of your work with the therapy program!

The Omaha therapy staff has grown! Please help welcome the new part time therapists, who include Brian Obrist, Christine Pilcher and Laura Gervase!

Documentation: Remember to include intervention and approach in your case notes. In Omaha, case notes and other documentation now will be reviewed during supervision with the Therapy Coordinator. Please reflect any changes, such as change of diagnosis or case worker, on your treatment plans and monthly updates. Omaha staff also is now required to attach a completed fax coversheet with these documents.

Please remember to check the school schedule for days that your school age clients will not be in school, as this could affect their therapy schedule and transportation arrangements.

The quarterly updates to the Therapy Program Specific Manual are available in October. Please review these, as there are some changes to procedures including changes to the intake assessments and the private insurance policies.

Please continue to bring any resource ideas or materials to share with other therapists and so that we may continue to build the resource library.

As always, if you have suggestions for quality improvement, please talk with your Therapy Coordinator or the Clinical Director.

## IN-SERVICE OPPORTUNITIES

Mark your calendars for upcoming CEU's:

### **Omaha—First Aid/CPR:**

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

### **Omaha—MANDT:**

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

### **Lincoln-First Aid/CPR:**

October 7th (Sat)—9:30am-3:30pm



**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:**

**9 years**  
Remar Walker

**3 years**  
Sarah Chadwell

**2 years**  
Treva Haugaard

**1 year**  
Cortez Rhodes  
Kimberly Scarlett  
Chris Scholl  
Kerstin Weldon-Kuhlman

**Lincoln Office:**

**6 years**  
Sarah Gould  
Mindy Wall

**5 years**  
Eric Pabst

**2 years**  
Jennifer Bestmann  
Bobbi French  
Michelle Hartman

**1 year**  
Jason Blodgett-McDeavitt  
Tiffani Knight  
Mikaela Lovell  
Julia Pettit  
Brenda Wikoff

**GI/Hastings Offices:**

**5 years**  
Jolene Herrell

**COUNCIL ON ACCREDITATION (COA)**

In our employee suggestion box, it was recently suggested that we have a pre-tax gas deduction. In response, mileage currently is pre-taxed on your paychecks. If you are currently involved in a program that does not automatically pay drive time or mileage, it would be in your best interest to seek a mileage authorization through the appropriate entity and utilize the mileage authorized. Any mileage used above and beyond the authorized mileage should be kept track of for tax deductions at the end of the year.

Employee Satisfaction surveys have been tallied and the results overall were excellent. The employees biggest concern was that employees felt input regarding their position and the agency overall was not sought or taken into consideration. Visinet, Inc. has grown throughout the last several years and, at times, this may make it seem as though the employee goes unheard. We are constantly striving to improve our agency and increase employee retention. The agency can not exist without its worker. If you have any concerns or ideas please bring them to the attention of your supervisor so that he/she may inform the Director of Operations. Although not all suggestions are implemented, they are all heard.

**RISK MANAGEMENT**

Monica Zinke is now the chair for Risk Management out of the Omaha office, and Jenny Crank will be in charge in the Lincoln office. There will be fire drills ran periodically so it is good idea to review where you go in the case there is a fire. All fire drills and tornado drills are timed so please go where you need to go in a timely manner.

**HUMAN RESOURCES, RETENTION, AND RECRUITMENT (HRRR)**

The HRRR committee sponsored the Fall Lunch & Learn in Omaha and Lincoln in September. Many positive comments were heard regarding the material that was presented. A speaker talked about the advantages of a healthy diet and exercise, including lowering health care costs, managing stress in the workplace and less sick time/absences. By making positive changes, you end up promoting a healthier, happier, more productive life. Remember to complete an In-Service Verification form to get credit for attending. If you have an idea for a topic for the next Lunch & Learn, please tell your supervisor.

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