



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
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
Jutta Fournier, 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

January 2007

From the Directors Desks

Contributed by John Powers, CEO

Michael Wehling, CFO

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

2006 proved to be an outstanding year for growth and quality improvement for the agency. Working together we achieved some great results. Hard work and dedication in the field of child welfare allowed us to continue to be a preferred provider in the state of Nebraska. Our strong mission, goal and philosophy prove to be a strong and efficient foundation for meeting the complex needs of children and families we serve. We are looking forward to spending many more years expanding our continuum of care.

In 2006 we achieved the distinguished honor of becoming an accredited agency through COA. This accreditation has elevated our focus on the elements of service and quality in all of our programs. Being COA accredited pushes the agency to perform using best practice in the methods of service delivery.

Visinet would like to see the continued involvement of every employee in maintaining continuous quality improvement measures. Committees that are open for nominees include Human Resource and Retention, Mental Health and Risk Management. If you are interested in becoming more involved in CQI processes contact the Director of Human Resources, 402-898-8881 ext. 1024, for more information.

Our Vision for 2007 is to continue to expand our services while maintaining the quality of the current continuum. We plan to provide more services that will assist the community in filling critical gaps that exist.

Visinet administration would like feedback in regards to any gaps in service noted by yourself or others you work with in the community. We are always open to new and inventive ideas.

We look forward to another year of continued success

JOB OPENINGS

Visinet, Inc. is accepting applications for the following:

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 Radiance Klein and Mindy Wall

Wow, 2007 is already here. We hope you all have a great start to the New Year.

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.

Please remember that you all start over with zero in service hours at the beginning of the year. You need to have 12 hours by the end of the year. Please plan on attending in services throughout the entire year. Visinet will continue to offer in service hours throughout 2007.

IFP POINTS TO PONDER

Contributed by Jutta Fournier and Cinda Konken

Welcome 2007...

Progress notes need to be written in a very detailed, concise manner. When you document about progress, write how you know the client/family met a goal, i.e., using the sentence "as evidenced by..." Therapists and skill builders need to be giving homework and following up with client/family that they have completed it. An example of a progress note will be developed by IFP Coordinators and Dr. Neise and handed out to all therapists and skill builders. Coordinators and Dr. Neise will be reviewing progress notes each week.

When writing up the 7 week, 11 week and discharge reviews for families, each objective needs to be written in a detailed manner with outcome measures explaining how the objects were met, i.e., evidenced by... Therapist should be giving an example of how families are demonstrating meeting the objectives.

The Lincoln office has two new crisis response cases with more referrals due to come in. Thank you to all the therapists and skill builders who have taken on the extra work to serve families in the Lincoln area.

TREATMENT/AGENCY BASED

FOSTER CARE FACTS

Contributed by Robin Chadwell, Nanette Simmons, Rebecca Dacus

HAPPY NEW YEAR!

We hope everyone had a happy holiday and is ready for a fantastic New Year!

As we begin 2007, it is a good time to focus on improving the Visinet Foster Care Programs. The following are some suggestions for improving foster care services this year:

Focusing on maintaining the lines of communication is one way to improve our services. Foster care specialists and supervisors should increase their efforts to remain in communication with therapists and other professionals that service our foster care youth. It is also important that all members of the foster care team maintain the lines of communication and work together as a team.

Reviewing resource material and looking for new resources is one way to develop new interventions to engage our foster care youth. Don't be afraid to use your creativity to develop new ways to teach coping skills. You may have as much fun as the youth! Supervisors should be able to help foster care specialists to develop new interventions that address the youth's treatment goals while presenting information in a fun and engaging format.

As always, recruiting qualified foster parents is yet another way to improve the foster care program. All members of the foster care team need to be on the look out for dedicated new foster parents that will bring special skills to our program. Don't forget to talk to that quality foster parent about referring other foster parents to the Visinet Foster Care Program.

These are some simple ways to make the Visinet Foster Care Program the best that it can be in 2007!

The Lincoln office would also like to welcome Stacey DeShane, TFC/ABFC Supervisor to our team. Stacey we are glad to have you with us!

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

Welcome to 2007! It's been a great year for the CTA programs, just another reminder of what a wonderful job everyone continues to do. Visinet appreciates your hard work and dedication!

Just a reminder that there are new reauthorization forms that need to be turned in per the new Program Specific Guidelines. All reauthorization's will need to be completed by Friday at 5:00pm of the week prior to expiration.

Please carefully review the program specific and employee manual addendums that will be given to you by your supervisor. There are several changes within the program that you will be responsible for following through on.

With the new year comes a new start on In-service hours, a reminder that you will need to accumulate 12 hours of in-service throughout 2007. Please look for upcoming in-services on your pagers and in the newsletters.

Once again, thank you for a great 2006, we look forward to another successful year in 2007!

BEHAVIORAL LEARNING CENTER

Happy New Year from the BLC!! The BLC youth had a lot of fun participating in their Winter Festival. Some of the activities they got to participate in was Secret Santa, playing games, watching a Christmas movie and eating Christmas cookies. They also got to open up some new toys for the center and then they got to play with them.

The BLC youth really enjoy art time and can be quite creative. Some of the art activities they made were: Christmas trees, Christmas wreaths, picture frames, ginger bread houses, snowmen and many other fun things too. The preschool youth had an awesome time when they got to go visit Santa Clause. Each youth got to sit on Santa's lap and tell him what they wanted for Christmas.

In the new year the BLC youth will continue to work hard on their goals and objectives. Each youth will continue to have the privilege of earning the weekly reward for having positive behavior. Some of the weekly rewards may include: pizza party, movie/popcorn, root beer floats, and extra outside time.

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

Happy New Year! Our program has seen much growth in the past year. You all should feel very proud of the dedication each one of you brings to Visinet.

Therapists now must apply for an individual NPI number to have on record. This is in addition to the NPI number for the facility. The therapists' NPI numbers stay with them throughout their practicing career. Therapists must apply for this number at the time of hire, if they do not already have one. Therapists are to provide a copy of their application, as well as documentation of the confirmation that they have received an NPI. You can apply on-line at nppes.cms.hhs.gov. It takes about 10 minutes.

Welcome to Tina Bourland, new therapist to the Grand Island office.

Reminders...

Pre-treatment Assessments, pre-treatment assessment addendum's and monthly updates, **must** be typed.

Upcoming CEU Opportunities...

January 23, 2007 – Art Therapy and Anxiety: Healing Through Imagery, Omaha, NE. Register at www.CrossCountryEducation.com

January 29, 2007 – Integrated Positive Behavior Supports, Lincoln, NE. Register at www.pesi.com

February 9, 2007 – Coping with Grief, Omaha, NE. Register at 1-800-726-3888.

February 23, 2007 – High Risk Mental Health Emergencies, Lincoln, NE. Register at www.pesi.com

IN-SERVICE OPPORTUNITIES

Mark your calendars for upcoming CEU's:

Lincoln-CPR Class:

January 19th (Friday)-9:30am-2:00pm



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:

<p><u>6 years</u> Patra Pakieser</p>
<p><u>5 years</u> Angie Byrne Matt McCoy</p>
<p><u>4 years</u> Eve Jarboe</p>
<p><u>1 year</u> Sara Benson Linda Butler Ronda Kent Staci Machmueller Lori Reed Dane Schroder</p>

Lincoln Office:

<p><u>12 years</u> Connie Dewey Shelly Hart-Keller Linda Kistler Cinda Conken</p>
<p><u>3 years</u> Leah DuPont Emily Wesseln</p>
<p><u>1 year</u> Rhiannon Bidler Mary Hanrahan Paula West</p>

GI/Hastings Offices:

<p><u>11 years</u> Peggy Michalski</p>

COUNCIL ON ACCREDITATION (COA)

I recently attended Intensive Accreditation Training in Phoenix, AZ and Performance Quality Improvement training in Tampa FL. although we are doing many things correctly, there are some policies that need to be tightened up.

One of them being obtaining releases, consents to treat, notice of privacy practices, and clients right from all and any family member involved with or participating in sessions with the identified client. If a family member is involved in direct care, participates in mental health sessions, utilizes interventions from a provider, or attends visitation, all of the aforementioned forms must be obtained. This would include non-biological family members that may participate as well, such as a boy/girlfriend.

Another area that you will be hearing a lot about is attainment of outcome measures. Every program needs to be measuring outcomes. The CQI team will be looking at program specific outcome measures with anticipation for implementation in early 2007.

RISK MANAGEMENT

The incident forms used by staff have been revised recently. Please begin using the new version of the forms in January 2007. The primary change is that there is now an area to indicate if the client is involved in more than one program within Visinet. Please be sure to notify each program of any critical incident. Please talk with your supervisor if clarification is needed. The Risk Management committee also schedules drills and monitors risk and safety. This includes having an area with emergency supplies. Please familiarize yourselves with the location of emergency supplies, as well as emergency protocols.

HUMAN RESOURCES, RETENTION, AND RECRUITMENT (HRRR)

The December Casual Day in Omaha raised money for the McAuley Center for Women and Families. Visinet Grand Island raised funds for Project Hunger and Visinet Lincoln raised money for wish lists for children at Cedars Home for Children. Many employees contributed money and clothing to make the fund raisers a big success. As a reward, those employees participating were allowed a casual jeans day and a free lunch.

The Omaha office adopted the Sienna-Francis house for it's Holiday charity, making donations based on that organizations "wish list". The Lincoln office adopted a local family and Grand Island adopted a family through United Way.

All employees were recognized for their dedication and hard work during 2006 by being awarded gasoline gift cards and day planners. These were handed out with the mid December payroll. A big Thank You to all of our staff!

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