

Staff Directory

Chief Executive Officer

John Powers

Chief Financial Officer

Michael Wehling

Chief Operating Officer

John Hoffman

Director of Operations

Robin Chadwell, 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 Charles Reece
Jamie Lnenicka (Escort) Rita Watson

State Services Supervisors (Lincoln)

Leigh Loskill Brent Fuhr (Escort)
Michelle Hartman Emily Wesseln (Escort)
Karla Grove (Drug/Alcohol Screening)

IFP Coordinators

Cinda Konken, Lincoln
Jutta Fournier, Omaha

Therapy/CTA Coordinators

Monica Zinke, Omaha
Cheryl Turner, Lincoln

Treatment/Agency Supported Foster Care Coordinators

Rebecca Dacus, Lincoln
Sharon Heckathorn, Omaha

CTA Supervisor

Shelina Williams, Omaha

TFC Supervisors

Stacey Doan, Lincoln
Deb Duerr, Omaha
Laura Gervase, Omaha

ABFC Supervisors

Cory Glause, Lincoln Paula Gepson, Omaha
Duncan Evans, Omaha Misti Crow, Omaha
Wyvonne Harper, Omaha Andrea Jacobs, Omaha
Trevor Nelson, 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

June 2007

From the Directors Desks

Contributed by John Powers, CEO, Michael Wehling, CFO

John Hoffman, COO

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

First off, we would like to announce that we have heard many staff comments regarding the high gas prices. Visinet Administration has decided to increase employee mileage to \$0.42 per mile. Please thank your supervisor and administration by taking difficult to assign cases that may require additional drive time.

The Administration at Visinet, Inc. would like to take this opportunity to thank all of the employees who have been providing support and assistance to the State Services Programs. Interagency communication, collaboration, and team work is an integral part of Visinet, Inc. and is what helps our agency to stand out in the community.

Interagency communication has been a topic of discussion recently with the integration of evidence based practice and outcome measures into each of the Visinet, Inc. programs. Communication among coordinators and supervisors is imperative in maintaining continuity within and between programs as well as across locations. Please remember to update your counterparts and remember not only to communicate with each other but to follow up on ongoing issues. Open and frequent communication can eliminate or minimize programmatic and client issues.

As summer approaches and we are all taking time to enjoy the warm weather, please remember to adhere to the Visinet, Inc. dress code. Visinet, Inc. requires that its in-office employees dress business casual. While the field employees are not required to dress in this manner, they are required to have a neat, tasteful appearance which contributes to a positive impression of consumers and referral sources (see below). Employees are expected to be suitably attired and groomed during working hours or when representing Visinet, Inc. If any employee is subpoenaed or asked to attend a court hearing, a team conference, and/or treatment team meeting, etc., they are required to dress in a business casual manner. Hats of any type, flip flops and/or clothing that expose undergarments are not allowed for any level of employee while working or representing Visinet, Inc. Employees are to wear sensible, safe shoes when working in the field, i.e., heel support, flat, etc..

Field employees are permitted to wear appropriate, professional, casual attire when conducting sessions or visits with clientele. This can include an appropriate short outfit during seasonal months. Skirts and/or dresses can not be above the knee and must appear to be appropriate and professional by Visinet, Inc. staff.

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

Summer is finally here. Due to the weather being so nice, many of our families and clients will be spending their visit time outside. Please remember that absolutely NO swimming is allowed during visits. Not even baby pools. Reassure parents that it is for their child's safety. Water parks are also prohibited. If your families want to be by water, encourage them to use sprinklers or slip-n-slides. Even during these activities, the child(rens) safety needs to come first. Also, remind Foster Parents/Biological Parents to apply sun block to their children prior to going outside.

Reminder: You have 30 days from the date of hire to take MANDT, CPR, and First Aid. If you have not done so, you need to sign up at the front desk for the next available class. Current employees, please remember that you need to get your recertification for each of these each year. If you are unsure of when your certification expires, please check with your program coordinator.

With school out, please be sure to communicate all visit schedule changes with all parties involved. Pick up and drop off locations may be different due to summer vacation.

Now that the temperature keeps rising, clients as well as staff need to be reminded of what's appropriate dress attire. Be considerate and respectful when dressing for visits. No flip flops are allowed.

IFP POINTS TO PONDER

Contributed by Cinda Konken and Jutta Fournier

The Omaha IFP program has seen an increase in Crisis Response cases this past month. A special "thank you" goes out to the dedicated therapists, Mindy Hinton & Shane Berry as well as skill builders Stephanie Jacobs, Melissa Podkovich and Tabitha Ross who so willingly accepted the extra cases!

The Lincoln IFP Program would like to thank Brandi Settje, Therapist and Candace Sturgeon, Skill Builder, on their help with a Crisis Response case.

Remember that you are responsible for 12 hours of ongoing education per year. Check your Visinet monthly newsletter for dates on those trainings and/or with the receptionist in your office. Mandatory annual requirements are the Mandt and CPR training. Also, remember to complete your vehicle inspection and TB testing every year and provide car insurance verification. All employees must have a minimum of \$100,000/\$300,000/\$100,000 liability insurance!

Visinet continues to strive for excellence and ongoing quality improvement to best serve our clientele and to stand out as a positive icon in the Human Service field. We are proud of our services, professionalism, and dedicated employees.

TREATMENT/AGENCY SUPPORTED

FOSTER CARE FACTS

Contributed by Sharon Heckathorn and Rebecca Dacus

With summer approaching very quickly, we need to be proactive with foster parents in making sure the youth in our program have supervision, accountability and activities arranged for the summer. There are many options to consider for the youth. If you are unaware of programs available in your community, please see your supervisor.

Remember all youth ages 16 and older should be working on independent living skills. Some of the skills to consider with youth should include: filling out job applications, role playing interviews, setting up a savings/checking account, learning the locations of a grocery store in their neighborhood, local post office, local library, planning a budget, learning how to pay bills, applying for college, applying for grants and student loans, learning about public transportation and learning the whereabouts of the local hospital.

Assistance is available to youth who are living independently and find themselves in a crisis or emergency situation, unable to pay for rent, utilities, or other expenses. Room and board and transition assistance are programs that provide emergency assistance to youth. This funding is for emergency or crisis situations only and is not designed to provide ongoing assistance.

Room and board funding is available to youth who have been dismissed from the state's custody on or after their 18th birthday, and are between the ages of 18 and 21. Room and board funding can provide assistance with rent and food.

Transition assistance has funding available to youth 16-21 years of age who are dismissed from the state's custody on or after their 16th birthday. Youth who are within 90 days of being dismissed from the state's custody are also eligible, and must have their caseworker's signature on the application. Transition assistance provides help in the following areas: education, transportation, home/apartment furnishings and utilities. This assistance must directly affect the youth's ability to transition or maintain independent living. If the youth is applying for more than \$100.00, a receipt must be attached to the application. If a youth is in need of room and board or transition assistance, contact their caseworker, or PALS worker.

Any youth between the ages 14 and 24, could be eligible for council membership of the Nebraska's Foster Youth Councils. For application information, call Foster Youth Initiative toll free @ 1-877-476-8003. This initiative could help youth be connected with other youth in care and help other youth in care.

Please remember to continue to assist the foster care programs with recruitment of foster parents. Most of our referrals come from current foster parents. If anyone is interested in foster care, please have them call Nanette Simmons in Lincoln @ 464-8866 or Darin Severson in Omaha @ 898-8881.

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 Cheryl Turner, Monica Zinke and Jenny Crank

CTA CONNECTION

Summer is quickly approaching. Summer usually means that CTA's can adjust their schedule to accommodate the day time schedule of the clients. Make sure you are communicating with your families about changing your schedules. Take time to check with your families and find out what your clients will be doing for the summer. Now is an excellent opportunity for you to assist the family with getting their children involved in activities. Suggest a membership to the YMCA, Boys and Girls Club, Girls Inc., etc.

Summer can be a fun time and enjoyable time for you and your clients, however, make sure you are abiding by policy and procedures. Please take a moment and review the CTA's Do's and Don'ts resource:

CTA Do's:

Set firm boundaries, refer treatment conflicts to supervisor, use positive reinforcement, keep supervisor up-to-date regarding (all) client information, any changes in providers, phone numbers, addresses. Collaborate with referring therapist/telephone and document date and time of call weekly. Establish a positive rapport with your clients in the first few sessions. Communicate regularly with caretakers/work with them at each session. Make sure interventions follow treatment plan and established diagnosis, Respect all clients, establish limits and expectations early on in the therapeutic relationship with client, stay within authorizations time frames.

CTA's Don'ts:

Take clients across state lines, take a client to your house, talk to anyone without a release of information, disclose personal information, have more than one client together at the same time, let clients drive your vehicles, use physical discipline, turn billing in late, put yourself in potentially dangerous situations, take a client to a movie, make-up own goals to work with clients, smoke with clients, transport unless it is for therapeutic reasons and is pre-approved by supervisor.

BEHAVIORAL LEARNING CENTER

Happy Summer from the BLC. The BLC will be at full capacity with youth enrolled for the summer program. The BLC will primarily have preschool youth attending the summer program. With school out for the summer, our goal is to provide a consistent daily schedule to set the youth up for success while attending the BLC for the summer months. We will continue to work on stabilizing all behaviors and working towards daily and weekly rewards. Having rewards is extremely motivating for the youth that attend the BLC. Some of the weekly rewards the youth have to look forward to in June are: root beer floats, water day, park & picnic day, extra outside time and money for the vending machine. The youth work very hard each week to earn the weekly reward. Those youth that do not earn the weekly reward have tendencies to get very upset, and then perceive to have a better week the following week.

The BLC staff will continue to run the program the same as they do during the regular school year. They will offer the same consistent schedule, and have the same expectations for all the youth. The only thing that will be different is we will offer outings periodically throughout the week. The outings will benefit our youth, as some of them do not have the opportunity to get out much in the community. This gives the BLC staff the opportunity to teach our youth how to act in public. Some of the outings may include: Zoo, Children's Museum, Ager Play land, Valentino's pizza tour and going to Pioneers Park.

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

Summer often brings earlier session times but also comes with its own scheduling issues. Please make sure you are double-checking your transportation authorizations for sessions around when school ends to make sure the escort drivers go to the right place. Also, if you want to meet with a child at a summer program, be sure to check with state workers and/or parents regarding permission to meet with the child there and obtain a release of information. Many programs have field trips throughout the week, so also check availability for the session so that your clients do not miss a field trip or that you end up with a no show.

The biggest news lately is the increased emphasis on outcomes measures in all of Visinet, Inc.'s programs. For the therapy program, case notes are expected to include a rationale for the progress (i.e. examples to support progress or lack of progress indicated). This should also occur in the treatment plan reviews. The discharge section of the treatment plan also will be adjusted to increase the outcomes measures indicated for each client. Please talk with Dr. Neise in staffing or the Therapy Coordinator at your site if you have questions about outcomes.

Please remember to obtain yearly consents and releases of information for your clients. Since we no longer complete annual PTAs, it may be easy to overlook these items. The consents and releases expire after one year, so it is essential to obtain updated documents.

Summer is often a slow time for referrals, especially early in the summer. Please give any ideas for potential referral sources or marketing ideas to your Therapy Coordinator to help us increase incoming cases.

Please also give ideas for trainings to the Therapy Coordinator at your location. Or, if you have the name of a possible speaker, please pass that onto your Coordinator. We want the trainings to continue to be relevant and of interest to you.

IN-SERVICE OPPORTUNITIES

Mark your calendars for upcoming CEU's:

Lincoln-Verbal Mandt Training

June 2nd (Saturday) 9:00am-3:00pm

Lincoln-CPR/First Aid Training

May 26th (Saturday) 9:30am-2:00pm

Omaha-Physical Mandt Training

June 4th (Monday)

Omaha-CPR/First Aid Training

June 20th (Wednesday) 5:00pm-10:00pm

June 21st (Thursday) 9:00am-2:00 pm

Omaha Cultural Competency Training

June 11th (Monday) 5:00pm-10:00pm

June 26th (Tuesday) 5:00pm-10:00pm



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:	Lincoln Office:	GI/Hastings Offices:
<p><u>6 years</u> Leslie Epstein</p> <p><u>5 Years</u> Sherri Doll Wyvonne Harper</p> <p><u>3 Years</u> Esenam Amezotchi</p> <p><u>1 Year</u> Pamela Sydnor Frances Washington</p>	<p><u>6 years</u> Carol Brehm</p> <p><u>4 years</u> Summer Allen-Portsche</p> <p><u>3 years</u> Candee Hulten</p> <p><u>1 Year</u> Stephanie Bonnema Jessica Chandler Andrew Gray Lauri McKathnie</p>	<p>No Service Anniversaries</p>

COUNCIL ON ACCREDITATION (COA)

In a continued effort to improve the quality of our services and hold our employees to the highest expectations, the HR department has been reviewing exit interviews and compositing some of the information to assist in the completion of an Employee Retention Plan for each of Visinet, Inc.'s offices.

Communication has been a core issue addressed on employee exit interviews. In an attempt to combat this potential negative issue, we are making every effort to assure that a coordinator or supervisor is present in the office at all times to assist in any issues that may arise or questions you may have through out the day.

Just a reminder June 1, 2007 is the deadline for employees to turn in a copy of their car insurance policy. Every employee must have \$100,000/\$300,000/\$100,000 coverage.

RISK MANAGEMENT

The Risk Management Committee values your input and suggestions. Please feel free to contact any committee member as Visinet strives for excellence in safety and making this the best working environment for you and our clients. Just a friendly reminder to always use your seat belts and not use a cell phone while driving! During our annual safety training, staff emergency evacuations were discussed as well as locations of shelter areas and emergency kits. Safety first.

HUMAN RESOURCES, RETENTION AND RECRUITMENT (HRRR)

HRRR meets to discuss diversity and equal employment opportunities to promote and assure best practices. Please utilize the suggestion boxes to give us your ideas on issues you'd like addressed. Several changes have occurred based on suggestions.

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