



The VISINET Advisor

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

State Services Supervisors (Omaha)

Shelly Doehring 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
Shane Berry, Omaha

Therapy/CTA Coordinators

Monica Zinke, Omaha
Cheryl Turner, Lincoln

Treatment/Agency Supported Foster Care Coordinators

Rebecca Dacus, Lincoln
Sharon Heckathorn, Omaha

CTA Supervisor

Mindy Hinton, Omaha

TFC Supervisors

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

ABFC Supervisors

Megan Forgue, Lincoln Paula Gepson, Omaha
Duncan Evans, Omaha Misti Crow, Omaha
Wyvonne Harper, Omaha Andrea Jacobs, Omaha
Trevor Nelson, Omaha

Behavioral Learning Center Coordinator (Lincoln-Based Program)

Jennifer Crank, Lincoln

CCAA Evaluator (Omaha-Based Program)

Kevin Berryman, Omaha

A Visinet, Inc. Publication

August 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.

We would like to remind everyone that Visinet, Inc. is holding its 4th Annual Conference, *Improving Decision Making Through Critical Thinking* on August 23, 2007. This is a free conference for service providers within the Child Welfare Community. The topic of the conference is a core component of The Homebuilders Model® which is the new Intensive Family Preservation and Crisis Response Model that the State is migrating toward at the beginning of 2008. The response has been great so far and we look forward to it being at capacity. We will make efforts for Visinet employees to attend, however, we will be video-taping the conference and it will be used as a resource for in-service hours.

It has been an eventful and exciting summer at Visinet, Inc. thus far. Part of the excitement is the expansion of existing programs and the initiation of new programs. As Visinet is always future focused and client oriented, the expansion and changes become even more exciting.

The Parent Partnering Program has been approved and added to the State Services Contract. The Parent Partnering Program is designed to provide parents with basic parenting skill knowledge, development and practice. The program will provide the tools for parents to be able to independently assess the parenting needs of their children, actively identify and implement age appropriate interventions, identify and implement age appropriate rewards and consequences based on specific behaviors, and review, critique and alter parenting techniques based on desired outcomes. The goal of the program is to provide parents with an array of parenting skills and practices that work to stabilize and enhance basic parenting abilities as well as to prevent and/or reduce time that children spend in out of home placement due to deficits in parenting skill and knowledge. At this time the program is seeking qualified individuals to embark on the initiation of this quality service. If you are interested in becoming a Parent Partner, please contact Robin Chadwell (in Omaha) or Shelly Hart-Keller (in Lincoln).

Another exciting enhancement at Visinet is the upcoming addition of Substance Abuse Counseling (initially in the Omaha office). This will include individual, family and group therapy. Substance abuse assessments will also be offered as part of this program. This program will join with the CCAA program to form the beginnings of the Visinet, Inc. Assessment Program.

While all these changes are exciting and provide additional opportunities for Visinet employees, times of change can produce stress. Remember to support each other and work together. It is team work and support that helps Visinet, Inc. to maintain quality services and stand out in the community.

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."*

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STATE SERVICES SOUND OFF

Contributed by Radiance Klein and Mindy Wall

Where has the summer gone? We hope you all have enjoyed the warm weather and get to take advantage of the last few weeks of the summer season. As all of you know with school beginning at the end of the month things around Visinet get very busy. With the start of school we are expecting to see an increase in state escorts before and after school and many additional escorts added.

August means the return to school for a lot of our clients. Please make sure that all of you are adjusting your schedules now to ensure an easy transition from the summer months to the School months. Talk with your supervisors about effective and efficient ways to schedule clients to ensure that requested hours are maintained on cases and that hour requirements are consistently met.

Just a reminder regarding requests for special visits at zoos, lakes, festivals and other community activities, we must have written permission from the case manager prior to these visits or any arrangements being made. If parents are requesting special visits, it is their responsibility to make this request with the case workers. You are not obligated to conduct any visits that require an admission fee. Please make sure your families are aware of this.

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.

IFP POINTS TO PONDER

Contributed by Cinda Konken and Shane Berry

On a personal note, I want to first and foremost say thank you to everyone for your patience, understanding, and guidance during my transition as Omaha's IFP Coordinator. It is exciting to be a part of the development in preparation for January 2008. My hope is that I will be able to help with the facilitation of this process from a holistic advantage point. More so, I expect that each and every IFP employee will continue to emanate their positive endeavors as we near this date and bear in mind the reasons why we all entered this field of Human Health Care.

Secondly, I want to say that I truly appreciate and relate first hand to each and every one of you as you endure those hot days, long hours, challenging clients, gas station pit stops, paper work trails, and yes, the weekend cases. You are a major contributor to the success of our program. The IFP program relies on the services that you deliver; your presentation, professionalism, weekly communication, eminence of care, giving attitude, etc. You are all advocates and an intricate part of the marketing basis that the clients and referral sources become to know and reference.

Thank you for your ongoing and dutiful efforts. I look forward to this professional venture with you and the organization, helping to grow IFP and Visinet Inc. as a whole.

TREATMENT/AGENCY SUPPORTED

FOSTER CARE FACTS

Contributed by Sharon Heckathorn and Rebecca Dacus

Visinet Omaha will have their foster parents and youth pizza party on July 28th. This is a time to celebrate and connect with other foster parents in the Omaha area. Visinet Lincoln is also planning an event for the summer but continues to work on the details of the event at this time. Visinet recognizes that being a foster parent takes hard work and dedication. Without the foster parent we could not do our job! Thanks for all that you do and enjoy the events that have been planned to honor you. We are always looking for new foster parents. If you have someone who is interested, please have them contact Pat Samuel in Omaha at 898-8881, in Lincoln, contact Nanette Simmons at 464-8866 and in the Grand Island office contact Jolene Herrell at 308-398-4662.

School is just around the corner. Please communicate with the foster parents on having all schedules arranged for when school starts. Starting an earlier bedtime will help the youth with a smoother transition back to the school schedule. If a youth is transferring schools, all records must be transferred as well. Foster parents should also have transportation to and from school arranged. Daycare of other community programs fill up quickly, so make plans now to be sure that before and after school care is set up in advance. It is also a good idea for the foster parent to have a backup plan in case the child becomes ill at school.

Visinet Omaha would like to welcome Lori Sue Walker and Rachel Lukehart to the foster care team! Lori Sue will be a treatment foster care supervisor and Rachel will be joining the agency based supervisors. Both ladies come with past experiences that will help to enrich the foster care team in Omaha.

Open communication is an important part in working as a team. If you have a concern or are unsure of how to handle a situation with your foster child, please be sure to communicate to the supervisor or specialist assigned to your home. They are there to encourage you and provide support when difficult situations arise.

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

End of summer: As the summer draws to a close, please be mindful that as the school year approaches this will mean a change in all of your schedules. Make sure that you are communicating with your families about changing your schedules to accommodate clients going back to school. Just a reminder that you need prior approval before seeing clients in the school setting.

Reauthorizations: As Visinet continues their emphasis on outcome measures, make sure that you are providing evidence in your reauthorization forms regarding the progress or lack thereof that your clients are making towards their goals. For example, if you utilize role-plays with a client as one of your intervention strategies, provide more information such as the client's ability to use the desired skills. It is imperative that you are turning in reauthorization forms completed in full and in a timely manner. In order to make sure that your clients maintain a current authorization status through their funding source, these documents need to be completed and turned in prior to their expiration. This is mandatory and a requirement of your position as a CTA. If you do not get your reauthorizations turned in on time, an employee education may be given if necessary.

Thank You! We would like to say thank-you to all of our CTA's and recognize the impact you are having on Nebraska families, often at a very difficult time in their lives. As field staff, you endure some very long, hard days and Visinet, Inc. appreciates the hard work and dedication you have in working with this client population. The positive changes taking place within families is largely due to the services you provide. Visinet, Inc. relies upon the assistance and support you provide to increase our referral base.

BEHAVIORAL LEARNING CENTER

During the month of August we will be finishing up summer activities and preparing for the new school year. Lincoln Public Schools will start back in session on Monday August 20th. Outings this month at the BLC include: Tuesday trips to Anderson Branch Library, Wednesday trips to the park, and Friday is reward/outing day. During outings, BLC staff focuses on teaching the youth appropriate behaviors while in public. Most of our youth do not get the opportunity to be in the community so this is a great teaching experience, as our youth need to learn how to interact appropriately in public. One of our goals is to always reward for positive appropriate behavior.

The youth at the BLC enjoyed participating in the fourth of July festivities. The youth had a water day and got to play fun structured sport games. They also had an outside picnic and got to eat fire cracker popsicles for snack. The youth did an awesome job of making creative art to help celebrate the holiday.

The BLC waiting list is overflowing with youth in need of structure and behavior modification that we offer. We have a preschool waiting list and school age waiting list that we update every month. We receive calls on a daily basis from parents and case workers inquiring to have their youth in our care. The BLC will have twelve full-time preschool youth attending the center during the day, along with after school care for those who need it, and who have a spot.

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

With school fast approaching, please be talking with your clients about any changes that will need to occur, especially any scheduling changes. Please be sure to let the escort program know of any changes. As you know, children's behaviors often change towards the end of summer and early in the school year. Please help the clients and parents prepare for this, so that everyone starts the school year on the right foot.

Outcomes have been the hot topic for the past few months. Starting in May and June, case notes had to reflect more evidence and rationale for progress indicated. In June therapists also were to devise tracking forms to use with clients to record progress towards specific outcomes measures for each goal/objective. July saw the implementation of the discharge statements in the treatment plans. August will begin the next phase in our outcomes efforts. Standardized outcomes will begin to be used with clients. Therapists will administer the outcomes measure at the beginning of service provision and again at the end. This will occur across programs, although the outcomes measurement used may vary with program. The therapy programming will be using the Ohio Rating Scale for youth and the Brief Symptom Inventory for adult clients.

Outcomes are being emphasized for COA compliance. However, they are important for more than COA. This also is the next step in our efforts to have the highest quality services and programs. Please be patient with your supervisory staff as all of these changes occur, and we thank you so much for your efforts to implement these items in your therapy sessions and documentation.

Visinet's annual conference is coming soon! Please talk to your Coordinator if you are interested in more information.

As always, please share any marketing ideas or potential referral sources or contacts with the Therapy Coordinator at your site.

IN-SERVICE OPPORTUNITIES

Mark your calendars for upcoming CEU's:

Lincoln-Verbal Mandt Training

August 20th (Monday) 9:00am-4pm.

Lincoln—CPR/First Aid Training

August 21st (Tuesday) 9:30am-2:00pm.

Note: Lincoln Office will begin CPR/First Aid recertification in October 2007.



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:

<u>6 yrs</u> Nanette Walton
<u>3 yrs</u> Miranda Stelk Heidi Terrell
<u>2 yrs</u> Rechelle Lewis
<u>1 yr</u> Allen Bird Charles Reece Naundra Whitemon Shelina Williams

Lincoln Office:

<u>10 yrs</u> Todd Middagh
<u>8 yrs</u> Cheryl Turner
<u>5 yrs</u> Megan Wobig
<u>4 yrs</u> Twyla Schaub
<u>3 yrs</u> Deanna Johnson Meghan Koinzan
<u>1 yr</u> Sara Klotz Paul Oaklund

GI/Hastings Offices:

<u>7 yrs</u> Sheryl Edwards Sharon Norberg
<u>2 yrs</u> Susan Graff

COUNCIL ON ACCREDITATION (COA)

It was brought to our attention via the suggestion box that we change billing day to a certain day of the week rather than the 1st and the 16th of each month. Although the suggestion was appreciated, billing days will remain on the 1st and the 16th of each month due to accounting and payroll purposes.

Visinet, Inc. is now offering a vision benefit to full-time employees. The cost to the employee per month is as follows:

Employee Only	\$12.45
Employee+ Spouse	\$25.04
Employee + Child(ren)	\$26.24
Family	\$33.03

Please see your area HR Director/Specialist for more information.

When becoming a full-time employee, please remember to schedule an appointment with the HR Director/Specialist in your area to see what great benefits Visinet, Inc. has to offer. A new full-time employee has thirty (30) days from his/her full-time start date to sign up for benefits. Scheduling this meeting early allows for the employee to think about what s/he wants to enroll in.

RISK MANAGEMENT

Summer time means hot weather. Please be careful to ensure that both you and your clients take precautions for the weather and possible heat related illnesses. The heat and humidity can cause heat exhaustion, heat stroke (sunstroke) and possibly exacerbate other conditions. It is recommended you drink plenty of water and do not stay in the heat/sun for an extended amount of time. There are numerous indoor activities that can be done with clients to avoid long hours in the sun. Please be cautious and remember, safety first!

HUMAN RESOURCES, RETENTION AND RECRUITMENT (HRRR)

Human Resources, Retention and Recruitment (HRRR) committee promotes Continuous Quality Improvement suggestions to upper administration and will communicate policy changes to employees in the Visinet Advisor. HRRR meets to discuss diversity and equal employment opportunities to promote and assure best practices.

An employee funded vision plan is now available to full time staff. See your HR representative to sign up for this insurance coverage.

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