

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
Arun Sharma, 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

CTA Supervisor

Mindy Hinton, Omaha

Treatment/Agency Supported Foster Care Coordinators

Rebecca Dacus, Lincoln
Sharon Heckathorn, Omaha

Assistant Foster Care Coordinator

Wyvonne Harper, Omaha

TFC Supervisors

Laura Gervase, Omaha
Lori-Sue Walker, Omaha

ABFC Supervisors

Megan Forgue, Lincoln Paula Gepson, Omaha
Stacy Wilkinson, Lincoln Duncan Evans, Omaha
Misti Crow, Omaha Rachel Lukehart, Omaha
Andrea Jacobs, Omaha
Trever Nelson, Omaha

Behavioral Learning Center Coordinator (Lincoln-Based Program)

Jennifer Crank, Lincoln

CCAA Evaluator (Omaha-Based Program)

Kevin Berryman, Omaha

Chemical Dependency Therapist

Teresa Hamilton, Omaha
Shelina Williams, Omaha

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September 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.

Visinet, Inc. would like to announce that the agency is entering a new age of re-structuring that will include three (3) separate divisions: the **Division of Research and Program Development** consisting of the CEO, CFO, COO and the Clinical Director; the **Division of Human Service Operations** consisting of the Directors of Operations, Program Coordinators, Receptionists and all of the Field staff/Office Therapists/CCAA; and the **Division of Finance and Administration** consisting of a Director with various Coordinators and Specialists to be announced in the next newsletter. The Department of Health and Human Services (DHHS) (formerly Nebraska Health and Human Services System (NHHSS), is also in the process of re-structuring and Visinet, Inc., as always remains progressive in their approach to be at the forefront of aligning with them throughout their changes. Look for most of these changes to be finalized by October 1, 2007. Please be patient and make sure to follow the Employee Manual as you currently understand it while this transition occurs especially with regards to communication and following the proper chain of command. Thank you for all of your dedication and effort that you provide to the agency and especially to Nebraska Families.

The 4th annual Visinet Conference was a huge success as it was at capacity with a very eclectic crowd of referral sources and community providers. The Lieutenant Governor along with the new Director of Children and Family Services, Todd Landry spoke at the conference and complimented Visinet for taking the time and resources to "give back to the community" by holding the conference. Thanks to everyone who made this a huge success.

STAKEHOLDER SUGGESTIONS

An employee suggested that Visinet Inc. trainings be posted on our website. This was in process when the suggestion was made and the site is up and running with training dates.

It was also suggested that Visinet Inc. employees have email access. Currently FT salaried employees do have email accounts.

JOB OPENINGS

Visinet, Inc. is accepting applications for the following:

ADMINISTRATIVE POSITIONS

Administrative Assistant

DIRECT CARE POSITIONS

Foster Parents
Therapists
Supervised Visitation Specialists
Community Treatment Aides
Intensive Preservation Therapist
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

Fall is upon us and Visinet is back in the swing of things with all schools back in session. With an increase in state escorts and Magellan transports, please remember Visinet policy and make sure to walk all clients inside to their destination (therapy, daycare, school) and to make contact with an adult. The only time a youth would not need to be escorted in to their destination is if the client is over 13 AND there is written approval from the legal guardian of that child. Please remember to always have your Visinet ID badge with you at all times when transporting youth, many schools and child care centers are asking for verification.

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.

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.

State Services would like to welcome Joann Sukovaty the new State Services Coordinator in the Grand Island office. Joann comes to Visinet with past experience and education that will help enrich the state services team. Welcome Joann!

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. Please remember there is a \$50.00 referral bonus for all current employees who refer a new employee and they work at Visinet for a minimum of 90 days.

IFP POINTS TO PONDER

Contributed by Cinda Konken and Shane Berry

The Lincoln IFP program would like to welcome Jamie Moline, IFP Therapist Intern and Jeff Scheer, IFP Skill Builder. The Omaha IFP program would like to welcome Fara Nita Dunbar and Trever Nelson, IFP Therapist Intern. We look forward to having you in the IFP program and working with you.

The Lincoln and Omaha offices would like to thank all of the Therapists and Skill builders for all of their hard work on the Crisis Response cases.

Remember to renew your CPR, MANDT (verbal & physical), and Safety Training yearly. In order to get credit for attending any in-service hours, you must fill out an in-service summary sheet. The forms are placed in your file and are used to determine your raise at the end of each year. Each employee needs to attend 12 hours of ongoing education each calendar year.

Please be familiar with Visinet's continuum of care. When talking with referral sources, you should be able to explain and give an overview of other programs at Visinet. Remember that there will be a \$25 referral bonus to each personally generated referral from referral sources in the IFP program.

TREATMENT/AGENCY SUPPORTED

FOSTER CARE FACTS

Contributed by Sharon Heckathorn and Rebecca Dacus

School days are here! This is another transition for our foster care youth. Foster parents and foster care staff should be supportive as our foster care youth transition back to school and face another change. Foster care staff should be supportive and work together as a team in ensuring that all needed transportation and day care are in place so this transition will be as smooth as possible. This is a good time to review with foster parents the requirements for supervision of foster care youth at home, in after-school programs and various community settings.

To celebrate the end of summer and the beginning of school, Lincoln Foster Care held a *Fun-In-The-Sun* foster parent support group at Valentino's. Everyone enjoyed the pizza, pasta and good times! Activities were provided including beanbag toss and Karaoke. Prizes were awarded to foster parents and foster care youth. It was a good time for everyone in the program to socialize and support each other in a less formal setting.

Visinet continues its search for quality foster parents. If you would like to refer a potential foster parent, please contact Omaha at 402-898-8881; Nanette in Lincoln at 402-464-8866 or Jolene in Grand Island at 308-398-4662. To help in the recruitment of new foster parents, the Lincoln team worked the booth at the Lancaster County Fair. Thanks for your help!

The Lincoln Office would like to welcome our two new ABFC supervisors: Megan Fogue and Stacy Wilkinson. Megan came to foster care from the Behavioral Learning Center and Stacy has been with the foster care team for a long time as a foster care specialist. We would also like to welcome our new foster care specialist: Mary Hanrahan. Mary came to the foster care team from State Services. Welcome to your new positions!

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

We would like to welcome the following to the CTA team: Candra Glinsman (Lincoln), Ryan Youtz (Omaha), and Chessie Rohrer (Omaha).

As our clients head back to school, this is an important transition time. Please help our clients and their families find the structure and stability necessary for everyone to be successful. This is also a time to shift our schedules, let's do our best to accommodate our clients needs as quickly as possible.

A review on time sheets:

Please ensure your timesheets are being filled out accurately on a regular basis.

CTA's need to make sure that the client's full name (spelled correctly), Medicaid number, and Axis I diagnosis is completed on the top of each time sheet.

Please be sure to complete the authorization dates and number of weekly hours. If a client switched from CTA to CCTA during a billing period please utilize a new time sheet to reflect this change.

The second section requires that the CTA document the date, mileage (including odometer readings), start and end times, total number of hours, and the place of service.

All entered dates MUST have a client signature completed as well.

Lastly, please ensure you total up your times and mileage and sign your time sheets.

Please ensure these are filled out completely and accurately.

Thank you for all your hard work and dedication, it is truly appreciated.

BEHAVIORAL LEARNING CENTER

Happy Fall from the BLC. It is hard to believe, but school is back in session. We have some BLC youth transitioning from the BLC preschool program to Kindergarten, so hopefully this will be an easy transition for all the youth involved.

The BLC started the school year off with following the same consistent schedule, and offering a lot of positive reinforcement. We believe in focusing on the positive and rewarding positive behavior. The youth will continue to be split into two groups which helps staff to be able to focus on the youths developmental needs while paying close attention to their behavioral needs. We will continue to offer daily and weekly rewards to motivate the youth to have good behavior. We will also have a few after school youth participating in the after school program. The after school youth will be put into a group and expected to follow the schedule. They will also have the opportunity to earn daily and weekly rewards for their positive behavior. 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, so our job is to teach the youth that positive behavior gains staff's trust and attention. BLC staff are faced with frustrating obstacles like name calling, threats from the youth and often aggressive behavior. Our goals include limiting these behaviors as well as assessing the situation appropriately and in a calm manner.

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

The Lincoln, Omaha, and Grand Island offices would like to welcome a few new outpatient therapists: Jacquie Winbolt (Lincoln), Nellie Sando Beyan (Omaha), and Deb Duerr (Omaha). We look forward to having them as part of our therapy team!

As summer officially comes to a close with the beginning of the new school year, it is very important to shift your schedules quickly to best meet your client's needs. Remember that as your schedules change you need to keep transportation requests up to date with the correct times, dates, and pick-up/drop-off addresses. This is a busy time of year for the transportation department and to help them accommodate your needs, place your requests early.

Just a few brief reminders:

Please ensure that all documentation you are using is the most recent and updated. If you have documentation that you utilize on a disk or flash drive, please ensure you have downloaded the most recent versions.

A reminder that as of July 1, 2007, all progress notes, treatment plans and discharges were required to have evidence based outcome measures utilized. Please ensure you are utilizing the appropriate format for discharge criteria within your treatment plans as well.

Trackers are utilized to help you keep your client information current and up to date. Please ensure you are utilizing these to keep authorizations and paperwork up to date. These trackers are a courtesy and it is the ultimate responsibility of the therapist to ensure that everything is up to date.

Thank you for all your hard work and dedication, it is truly appreciated.

IN-SERVICE OPPORTUNITIES

Mark your calendars for upcoming CEU's:

Lincoln-Verbal Mandt Training

September 17th (Monday) 9:00am-3:00pm

Lincoln-CPR/First Aid Training

September 18th (Tuesday) 9am-2pm

Lincoln-Physical Mandt

September 25th (Tuesday) 9am-1:00pm

Grand Island-Annual Safety Training

September 4th (Tuesday) 9:00am-11:00am

Grand Island-Verbal Mandt Training

September 14th (Friday) 9:00am-4:00pm

Grand Island-Physical Mandt Training

September 21st (Friday) 9:00am-1:00pm



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:

7 yrs
Michael Neise
4 yrs
Sandy Cotton
3 yrs
Misti Crow
Sharon Heckathorn
2 yrs
Rita Watson
1 yr
Catherine Dougherty
Laura Fischer
Ashley Hall
Susan Mixan
Myra Mullholland
Christine Pilcher
Justin Valla

Lincoln Office:

6 yrs
Jenny Schmutte
4 yrs
Angela Clemons
Stacy Wilkinson
3 yr
Karla Grove
Kristi Quattrochi
2 yrs
James Sheridan
1 yr
Sarah Dietrich
Shelly Palik
Paula Patocka

GI/Hastings Offices:

4 yrs
Teresa Masek

COUNCIL ON ACCREDITATION (COA)

Please be sure to bring any discrepancies that you have in regards to your paycheck to your immediate supervisor before bringing it to the HR department. If, after speaking with your supervisor, you still feel there is a discrepancy, please see your local HR department.

Visinet, Inc. recently participated in raising money for the Muscular Dystrophy Association on August 14, 2007. HR Director, Dani Kessler, was "jailed" for the cause and had to raise bail to get out. Bail donations were made by administrative staff that paid \$10 to "buy a casual day". Over \$220 was raised by Visinet, Inc. staff. Thanks to all of you who participated.

Please be sure to sign up for mandatory trainings in a timely manner. Due to the high number of employees and the small number of spaces available, mandatory trainings fill up quickly. Please do not wait until the last minute to sign up for training, but be proactive and complete all trainings before they are due.

RISK MANAGEMENT

School is back in session. The next Risk Management committee meeting is Friday, September 7, 2007. We will be discussing: updates on Incident Reports, Safety Walkthrough and Security/Confidentiality Walkthrough. Please talk with a committee member if you have any topics or concerns to be addressed. Committee Chairs are Jenny Crank (Lincoln), Monica Zinke and Charles Reece (Omaha) and Joann Sukovaty (Grand Island). Just a friendly reminder to always use your seat belts and not to use your cell phones while driving! Always remember safety comes first.

HUMAN RESOURCES, RETENTION AND RECRUITMENT (HRRR)

The Human Resource and Retention (HRRR) Committee meets (4) times per year to discuss diversity and equal employment opportunities to promote and assure best practices. The team makes recommendations to the Administration team about policies regarding recruitment and employee issues. The HRRR Committee promotes CQI suggestions to upper administration and will communicate policy changes to employees in the Visinet Advisor (monthly newsletter). The team will have educational meetings (Lunch and Learn) four times per year.

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