

The VISINET Advisor

Staff Directory

Chief Executive Officer

John Powers

Chief Financial Officer

Michael Wehling

Chief Operating Officer

John Hoffman, MSW

Director of Operations

Robin Chadwell, LCSW

Clinical Director

Michael R. Neise, Ph.D.

Consulting Psychiatrists

Michael Coy, MD Arun Sharma, MD

Director of Finance and Administration/Continuous Quality Improvement (CQI)

Dani Kessler, MS

State Services Coordinators

Radiance Klein, Omaha Mindy Wall, Lincoln
Jennifer Warren, Grand Island

State Services Supervisors (Omaha)

Angela Ertzner Kayla Zegers
Lisa Fisk (Drug/Alcohol Screening)

State Services Supervisors (Lincoln)

Leigh Loskill Michelle Hartman
Karla Grove (Drug/Alcohol Screening)

Escort Coordinator

Emily Wesseln, Lincoln

Escort Supervisors

Heidi Ezell, Omaha Brent Fuhr, Lincoln
Jamie Lnenicka, Omaha

IFP & Assessment Coordinators (CCAA)

Shane Berry, Omaha Cinda Konken, Lincoln

Therapy/CTA Coordinators

Monica Zinke, Omaha Sara Crandall, Lincoln

CTA Supervisor

Mindy Hinton, Omaha

Outpatient Services Coordinator

Robin Chadwell (Interim), Grand Island

Treatment/Agency Supported Foster Care Coordinators

Sharon Heckathorn, Omaha
Wyvonne Harper, Omaha (Assistant FC Coordinator)
Kadi Holmberg, Lincoln

TFC Supervisors

Karla Ahl, Omaha
Candra Glinsmann, Lincoln,

ABFC Supervisors

Jamie Rankin, Omaha Misti Crow, Omaha
Duncan Evans, Omaha Andrea Jacobs, Omaha
Ryan Vonderohe, Omaha Shawn Riddle, Omaha
Rachel Lukehart, Omaha Angie Allphin, Omaha
Stacy Wilkinson, Lincoln Megan Fogue, Lincoln
Jaimie Schriber, Lincoln Ellen Shafer, Grand Island

Recruiter, Licensing, Training Coordinator

Paula Gepson

Behavioral Learning Center (Lincoln-Based Program)

Jennifer Crank (Coordinator) Angela Wilkason (Supervisor)

CCAA Evaluators

Kevin Berryman, Omaha
Rebecca Dacus, Lincoln

Human Resources Coordinator

Jill Wehling

Billing Coordinator

Natalie Applegate

Executive Assistant

Sara Collins

A Visinet, Inc. Publication

April 2008

From the Chief Officers

Contributed by John Powers CEO, Mike Wehling CFO, John Hoffman COO

Visinet, Inc. would like to take this opportunity to announce a few staff changes that will be occurring in April. Robin Chadwell will be resuming as the Director of Operations (DO) across all locations in an attempt to assist the Chief Operating Officer (COO) with additional tasks to include special projects and proposals for the Department of Health and Human Services. This may or may not be a permanent structural change, but for the time being we are very excited to have Robin back in her former position as Director of Operations. In addition to day to day operations, Robin will be responsible for quality assurance (QA) within all existing programs. Therefore, if any of you have concerns with regards to current employment/program functions please feel free to address them with her **after** following the existing chain of command (talking first with your supervisor, coordinator, etc.).

In addition to special projects, the Chief Operating Officer will be responsible for continuous quality improvement (CQI) and QA. The Chief Operating Officer will also be available as back-up to Robin as she will be traveling to Visinet, Inc.'s other offices during certain weeks to ensure they are given the support required for effective operations. However, it will be imperative for the chain of command to be followed; now adding the Director of Operations as a level of contact prior to contacting the Chief Operating Officer in the event that a situation is not resolved at the initial stages. We understand that there will be a transition to this entire process so feel free to ask questions of your direct supervisor or program coordinator throughout the month.

Finally, The Chief Financial Officer (CFO) will now be overseeing the Finance and Administration Division leaving the Operations Division to the Chief Executive Officer. If there are any human resource, payroll, and most importantly benefits related questions please direct these to the individuals within the Finance and Administration Division. Michael Wehling, CFO, is our program administrator for our health benefits plan.; therefore, if you have any questions related to your benefits first contact our Finance/Administration Director, Dani Kessler. If there continues to be questions or if Dani is unavailable, be sure to contact Michael Wehling for further clarification. Do not ask other individuals in the office, as their insurance deductibles/plan details could vary from yours.

An updated Visinet, Inc. flow chart will be forthcoming to reflect these changes and some others with regards to Robin's former position. Thanks for your dedication to the agency and your patience during what we hope will be a seamless transition for all of our valued employees.

JOB OPENINGS

ADMINISTRATIVE POSITIONS

Outpatient Service Coordinator (Grand Island)
Foster Care Supervisor (Lincoln)
State Services Supervisor (Grand Island)
Foster Care Specialist (Omaha; Lincoln)
BLC Specialist (Lincoln)
IFP Therapist (Omaha; Lincoln)

DIRECT CARE POSITIONS (All Locations)

Foster Parents, Therapists, Supervised Visitation Specialists
Community Treatment Aides, Family Support Workers
Mental Health Transportation/Escort Specialists
Foster Care Specialists
Parent Partners, Psychological Assistants

Visinet, Inc. is an Equal Opportunity Employer

Family Centered In-Home Services



VISINET, INC.

Eastern Service Area

Corporate Headquarters

11836 Arbor Street

Omaha, NE 68144

Phone: 402.898.8881

Fax: 402.898.8886

www.visinetinc.com

STATE SERVICES SOUND OFF

Contributed by Radiance Klein, Mindy Wall, Emily Wesseln and Jennifer Warren

Please remember to inform your supervisor of any cancellations or no shows by FS/SV, drug screening, and escort clients. Visinet is enforcing a two (2) no show policy for all state services as of April 1st, 2008. It is imperative that field staff notify their supervisor so they can call the referral source to inform them of the discontinuation of services. For the family support and supervised visitation program, the no shows will need to be two (2) consecutive or consistently occurring within so many sessions. The escort and drug screening programs no shows/cancellations do not need to occur consecutively. You will find this updated information in the April PSM addendums.

You will be seeing State Services Supervisors at your visitations/family support sessions, UA sessions and escorts. Supervisors are required to do field observations every other week. Supervisors will be looking to make sure you have everything that is required while performing service provisions. Supervisors will also be introducing themselves to the families that we serve. If you would like a supervisor to conduct a field observation on one of your visitation/family support sessions and/or escorts please let them know.

There have been some recent concerns expressed regarding confidentiality. Cases should only be discussed with your supervisor, program coordinator, and case manager. Discussion of case specifics should not be done in the lobby, visitation center, etc.

Please remember that all employees start over with zero (0) in-service hours at the beginning of each and are required to have a minimum of twelve (12) in-service hours by the end of the year. Please plan on attending in-services throughout the entire year. Visinet, Inc. will continue to offer in-services throughout 2008.

If you have questions in regards to proper installation of car seats please let your supervisor know right away. The Omaha and Lincoln offices each have an individual (Rita Watson in Omaha and Brent Fuhr in Lincoln) who have been trained in proper installation of car seats.

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 coordinator for more information, see if you qualify, and find out the requirements.

All Visinet, Inc. 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. These weekly meetings should discuss case issues/concerns, appropriate interventions, Visinet, Inc. mission, goals, and philosophy and on-going training on PSMs/EM and Family/Person Centered Practice. Additionally, CFSR and DHHS trends should also be discussed to keep staff abreast of community state changes.

Visinet, Inc. employees are responsible for the information contained herein.

TREATMENT/AGENCY SUPPORTED FOSTER CARE FACTS

Contributed by Sharon Heckathorn and Kadi Holmberg

Because spring is just around the corner, it is a good time to begin brainstorming with foster parents regarding scheduling for spring break and the upcoming summer season. It will also be a good time for foster care specialists to plan for daytime hours with foster care youth and possibly integrate some new interventions for the new season. Hopefully, specialists will work together to share ideas and use their imaginations to develop fun interventions that also help our youth work toward meeting their treatment goals. If you need assistance in this area, please talk with your supervisor during your weekly meetings.

Visinet Foster Care continues to grow and change. Programs in all three offices continue to expand and with that expansion come new staff. The Omaha office would like to welcome Angi Allphin, Jamie Rankin, Karla Ahl, and Roger Barratt. Angi and Jamie are agency based foster care supervisors, Karla is a treatment foster care supervisor, and Roger will be a foster care specialist. We are excited to have new team members and look forward to the expertise that each member will add to the foster care staff!

As always, Visinet is looking for new foster homes to meet the growing needs of the program. We are especially focusing recruitment efforts in the Lincoln and Grand Island areas where there is a very large need for foster homes. If you know of a quality family that is looking to become foster parents please have them contact Visinet for more information. In the Omaha office please contact Pat or Katie at 898-8881 x1010 or x1067; in Lincoln contact Nanette at 464-8866 x1022; and in Grand Island call Jen Warren at 308-398-4662.

Thanks for all your hard work and dedication to the foster care program!

IFP POINTS TO PONDER

Contributed by Cinda Konken and Shane Berry

The North Carolina Family Assessment Scale (NCFAS-R) is a Family Assessment Scale intended for use by programs using intensive family preservation service intervention methods to reunify families following the removal of children from their homes. The NCFAS-R ("R" is for Reunification) is the second series of family assessment scales developed for use with vulnerable children and families involved in the child welfare system.

The original scale, NCFAS, is used with families in which one or more children are at the risk of removal due to child abuse or neglect. The NCFAS-R is used with families in which a child/children have been removed from the home due to child abuse or neglect and in which the case plan for permanency is reunification. The NCFAS-R will assist to assess family functioning in seven domains directly related to major practice concerns in these types of cases: Environment, Parental Capabilities, Family Interactions, Family Safety, Child Well-Being, Ambivalence, and Readiness for Reunification.

This instrument should prove to be supportive of the DHHS Safety Plan and help to provide clinical evidence in assessment of the family's strengths and areas of concern. The IFP Coordinators will be reviewing the NCFAS training manuals during the course of the next few weeks and will be announcing a date to for formalized training with IFP staff. The training will be an excellent opportunity to gain new perspectives for assessing and improving upon the treatment being employed with those populations served. Credits earned for ongoing training will be determined by the IFP Coordinators.

OUTPATIENT SERVICES

Articles contributed by Monica Zinke, Sara Crandall, Robin Chadwell (Interim) and Jenny Crank

CTA CONNECTION

When picking up or dropping off children to foster placements, or when providing care to a client in a foster home, please remember to be aware of the biological parent and child's confidentiality. It is important to remember to remain objective and discuss only the information that is necessary for the foster parents to know with regard to the client's behaviors and well-being.

It is important when taking a client into the community to be aware of the client's confidentiality while working on goals. The focus of community activities should be on social skills and other goals and not a time to discuss the family home or confidential information. If the client should bring up this information indicate to the client that these issues can be discussed at a more appropriate time, and explain to the client in age-appropriate language to avoid discussing confidential information while in the community.

Reminders: All documentation is due to your supervisor or coordinator during weekly supervision meetings.. Please review all documentation before these weekly meetings to ensure that all items are filled out correctly and completely. All CTAs should be handing in a completed time management sheet weekly in supervision.

The Lincoln office would like to welcome Paul Oakland and Cheryl Stephens as part of our CTA team.

IN-SERVICE TRAINING OPPORTUNITIES

Omaha

Apr 7 MANDT 9-5

Apr 8 Verbal MANDT 5-9

Apr 9 Physical MANDT 5-9

Apr 28 CPR/First Aid 9-5

Apr 29 & May 1 CPR/First Aid 5-9

Lincoln

Apr 5 Verbal MANDT 9-3:30

Apr 15 CPR/First Aid 9-4

Apr 16 & 18 Verbal MANDT 9-1 (must attend both days)

Apr 22 Physical MANDT 9-1

Apr 29 & 30 Verbal MANDT 9-1 (must attend both days)

Grand Island

Apr 4 CPR/First Aid 3-9

IN-HOME THERAPY NEWS

With spring comes fewer missed sessions for weather complications and illness. At the same time, along with the nicer weather comes sporting events and vacations. Stress to families the importance of therapy in their busy schedules and that missed appointments will be made up. Remember to remind clients that children may be getting restless, and with this restlessness there may be an increase in acting out behaviors. Give parents concrete interventions to help with this restlessness. Many school age clients may benefit from summer programming and this is the time to begin the sign up process for this programming. Reminders: All paperwork is due weekly in supervision. Time management sheets are to be completed weekly and handed in during supervision.

All mental status exams (MSE's) are to be completed within four weeks of completion to the pre-treatment assessment (PTA). If this policy is not followed it will result in disciplinary action. Immediately schedule MSE's within 1 week of a PTA being scheduled and/or completed, whichever is possible.

Make sure to mark all modifiers for sessions including CAP sessions and TFC clients. Make sure to have clients sign billing and logs and to sign these yourselves. Remember preapproval must be sought for the use of all CAP sessions from the coordinator and Dr. Neise.

All transportation authorizations are due to Heidi (in Omaha) and Brett (in Lincoln) the week before the transportation is needed. Remember to follow-up to make sure that these transportations have been approved and are set up appropriately. These documents must be completed accurately. Remember to call the Visinet escort staff if there is a change in or cancellation with a client.

The Grand Island office would like to welcome Linda Wells who has accepted a therapist position.

BEHAVIORAL LEARNING CENTER

The BLC youth and staff are very anxious for spring time to arrive. With the weather warming up, this will give the youth the opportunity to have more outside time and participate in outside activities.

All of the youth need to be outside as much as possible to burn off all of their extra energy. Some of the activities they may participate in include: blowing bubbles, side walk chalk, riding bikes and these are just to name a few. We will also be doing different learning activities focusing on spring time.

Our theme for the month of April will be Earth and Bugs/Butterflies. We will focus our activities around these themes. We are always focusing on positive behavior and rewarding our youth for having positive behavior. Some of the rewards for the month of April may include: ice-cream sundaes, bubbles and extra outside time. We would like to thank the CEO and CFO for the many building enhancements that will be occurring over the next month or so.



VISINET, INC.

- Treatment Foster Care
- Agency Supported Foster Care
- Intensive Family Preservation
- Individual and Family Therapy
- Outpatient Psychological Services
- Outpatient Psychiatric Services
- Comprehensive Assessments
- Behavioral Learning Center
- Community Treatment Aide
- Crisis Response Team
- Family Support
- Supervised Visitation
- Escort/Transportation
- Drug/Alcohol Screening
- Parent Partnering
- Substance Abuse Assessment/Treatment

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:

13 Years:	John Hoffman
12 Years:	Paula Gepson
11 Years:	Dennis Scheffler
3 Years:	Valerie DuBoise Brandi Uher Ryan Vonderohe
2 Years:	Margaret McKenzie Leannette Norviel Amy Safford
1 Year:	Timothy Becker Kira Kaltenbach Brooke Spencer

Lincoln Office:

11 Years:	Nanette Simmons
7 Years:	Pat Sneckenberg
4 Years:	Bret Kohles
2 Years:	Kelli Czarnick Renee Mattox Jamie Schriber

Grand Island Office:

3 Years:	Sandi Rodeman
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RISK MANAGEMENT

Visinet, Inc. has been assessing safety and security measures for the agency for personnel, information and facility security. This has resulted in changes being considered. Some of these have been implemented, such as needing to wear/show your ID badge for access to the program areas of the building. Changes will be made regarding the process to check out files/ confidential information. Some security measures have been in place for quite awhile, such as the sign in/out forms and the secured access. Please talk with your supervisor about any changes and about any safety concerns you may have. There also is a revised Incident Report with categories for weapons/dangerous items and an "other category." Please use this newest version effective immediately.

HUMAN RESOURCES, RETENTION AND RECRUITMENT (HRRR)

It was suggested via the suggestion box that the kids need more time in the eating room and be provided more games. The same individual also thought parents should be able to have a cup of coffee. Part of the visitation process is for the parent to provide "entertainment" for the children on their own and not rely on the facility in which they visit to do so. Also, Visinet prides itself on a clean, healthy environment for clients to have their sessions in. Drinks and food are too easily spilled in order to allow them in all rooms; therefore one food room has been established. Due to the high number of visits, the food room is allotted in timed increments.

Another suggestion was to add some color to the walls, stating brown was too depressing. Although Visinet appreciates everyone's individual choices in favorite colors, the organization chose colors that were neutral and aesthetically pleasing to the overall population.

As we all know TV and video games are not allowed during visits/sessions. An employee suggested that this policy be revisited. During visits parents should be interacting physically and intellectually with their children. This is not possible while doing the aforementioned activities. Visits are a time to bond. Although society is use to continually having electrical devices at their whimsy, the parents and children should challenge themselves to come up with activities that use the imagination—not the remote.

Another concern was that when the state services pay rates went up for new-hires the old employees who were paid at a lower rate remained at their current pay. This is not the case. Any employee making less than the new hourly rate was increased to the new pay rate.

Thank you for your suggestions. Without employee and clients feedback we would be unaware of your concerns/questions.

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

Central Service Area
1020 W. 2nd Street
Grand Island, NE 68801
Phone: 308.398.4662
Fax: 308.398.4665

