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What's New at NDA

Charter School Summer Session

The Charter School at National Deaf Academy is now in summer session. Our project-based curriculum is focusing on health and art. During the week of July 6-11 we will be conducting the Stanford Achievement Test. This is a nationally utilized test that measures academic achievement ability, particularly in the areas of reading and math. The edition of the test that we use enables our teachers and parents to compare our students with their hearing and Deaf peers. As we give the test each year, we can evaluate the progress of our students over a year's time. We also use the test as a systems-change tool for modifying our curriculum.

NDA Welcomes New Recreation Specialist

NDA welcomed Kirsten Webster, a Certified Therapeutic Recreation Specialist (CTRS), to the Recreational Therapy department this month. Kirsten joins the RT staff in preparing for the July 4th celebration, which will include a cook-out, a visit from Uncle Sam, and a magic show. We will share more information on the festivities in next month's newsletter.

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Employee of the Month

Bob Connors, Mental Health Technician II

"When we ask for help, he is more than willing to work extra shifts"

"He has good patience when dealing with the residents"

"Versatile, can work anywhere"



"Workaholic"



These are all phrases used to describe National Deaf Academy's Employee of the Month for June, Bob Connors.

Bob is a Mental Health Technician II and has worked for NDA for six years. Bob previously worked in the mental health field in a group home.

He grew up in Boston, Mass., and now lives in Ocoee with his family and five children, John, David, Kaylee, Karalyn and Brandon.

When he is not working at NDA or taking care of his large family, Bob enjoys playing basketball, swimming and perusing garage sales for priceless treasures.

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Inner Views: A Resident's Perspective

An adult female resident was interviewed regarding her experience at NDA.

Q: This is your first residential placement and you are much calmer and even-tempered since you arrived at NDA. Why do you think that is?

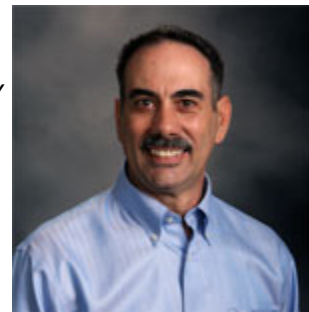
A: "I learned to listen to my therapist's and peers' feedback. In the real world, the results of my disruption could be jail. I like Recreation Therapy and helping adult special needs patients."

NDA residents attend daily Group and Recreation Therapy sessions that assist them with social skills development, conflict resolution and trust building.

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Ask a Clinician

This month we received an inquiry from a family member of a future NDA resident about patients' rights. Though we normally answer a clinical question in this section, we felt it was an interesting topic and decided to address this inquiry.



Can you explain a little bit about who is responsible for ensuring that patients' rights are protected and the role of this person?

The Resident Advocate is responsible for ensuring the resident's rights are protected at all times. Residents, staff, parents and visitors all have the right and opportunity to file grievances and their account of what happened, which are then processed, investigated and resolved in a timely manner and to the satisfaction of the complainant.

Joseph Walker is our Resident Advocate here at National Deaf Academy. In this position he is responsible for:

- Maintaining a grievance log and investigating all grievances within 24 hours of receipt. Complete investigation shall be completed within 5 working days or

reason for delay noted.

- Providing proper notice to all individuals involved with the complaint.
- Teaching the resident their rights and how the grievance process works.
- Ensuring the resident is satisfied with the resolution of their complaint or assisting the resident in taking the grievance to the next level.
- Submitting a quarterly report of all grievances to the Performance Improvement Committee.
- Educating staff on the NDA Grievance Procedure and approaches that do not compromise the resident's respect and dignity.
- Recommending retrainings that will assist the staff in working with residents.

If the Resident Advocate determines that a complaint may be satisfactorily resolved by changing policy and procedure or requires budgetary consideration, he/she shall immediately route the complaint to the next level of authority.

If the complaint contains any allegation of abuse or neglect, the staff member who receives this information shall immediately initiate child abuse reporting procedures.

The final outcome of all grievances shall be recorded in the designed Grievance Log Book.

Joe Walker has been with NDA since the facility opened its doors in October 2000. Joe is fluent in American Sign Language and has a great rapport with residents and staff. In addition to this role, Joe also serves as NDA Staff Development Coordinator with responsibility for scheduling trainings, coordinating new employee orientation, and providing education on various state and Joint Commission-required topics.

Reply to this email with your question to an NDA clinician.

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Job Postings

Mental Health Technicians

Individuals holding the MHT position are responsible for implementing and assisting in the daily management of our resident population. MHTs work on an ongoing basis to improve the resident's social, communication and personal hygiene skills. They engage the residents in activities, help implement their treatment programs and maintain a safe living environment while providing close supervision and observation. This job is often referred to as Psychiatric Assistant, Group Advisor, Dorm Counselor, CNA or Youth Leader. Prefer the candidate to be fluent in American Sign Language, however will train the right individual. \$500 sign-on bonus for qualified individuals fluent in American Sign Language.

Contract Interpreters - Per Diem

NAD or RID certification preferred. QA-3 considered with experience. This candidate should be able to interpret in a variety of settings. Minimum of three years professional interpreting experience required. Mental health interpreting experience preferred.

Interpreting will be for clinical, educational and medical meetings/sessions including:

- Family, individual and group therapy
- Clinical meetings/Treatment Team meetings

- Staff training/meetings
- Medical appointments (as needed)
- Charter School meetings/training sessions

Transitional Unit - Habilitation Staff Openings

Full-time/per diem, all shifts, available 7 days a week

An exciting position in the new Transitional Unit. Functions as facilitator, coach and driver. Certification in First Aid, CPR and Medication Administration preferred. Fluent in American Sign Language and computer knowledge required. At least two years of experience in a psychiatric setting specializing in mental health and post-school adult living program preferred.

Must demonstrate these skills:

- Coordinating the household operation and day-to-day scheduled program
- Handling all types of emergency situations and utilizing behavioral management techniques
- Implementing, executing and documenting individual service plans and required data
- Developing and providing in-house trainings for the house members

How to Apply

NDA offers a competitive salary and excellent benefit package. Send resume to:
Director of Human Resources
National Deaf Academy
19650 US Hwy 441
Mt. Dora, FL 32757
Email: btashlein@nda.com
Phone: 352-735-9500
Fax: 352-735-4939

Working at National Deaf Academy

National Deaf Academy offers a wide range of deafness and mental health employment opportunities. More than 60 percent of our direct-care staff members are Deaf or Hard-of-Hearing. Though we actively seek individuals who are fluent in American Sign Language, many of our current employees have developed fluency both on the job and through classes available on campus. Employees enjoy an excellent benefits package that includes medical, dental, vision and a choice of electives such as short- and long-term disability. We offer a paid-time-off (PTO) plan that is generous and allows for flexibility. In addition, employees can participate in NDA's 401(k) plan and enhance their professional growth through tuition reimbursement. National Deaf Academy also serves as an internship site for therapists, social workers, educators, interpreters and other professional disciplines.

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Quote of the Month

"A pessimist sees the difficulty in every opportunity; an optimist sees the opportunity in every difficulty."
- Winston Churchill

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- Residential Mental Health Care for Deaf Children, Adolescents and Adults -

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