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What's New at NDA

July 4th Festivities

NDA Residents enjoyed July 4th festivities that included a cook-out by the pool. In addition to hamburgers, hot dogs and french fries, the children, adolescent and adult residents enjoyed several magic shows. The Recreation Therapy department organized the event and utilized a national magician booking company.

Charter School Summer Break

The Charter School is currently in its Summer Break. School will resume on August 13. Stanford Achievement Testing is now complete and results will be sent home to parents along with student report cards during the week of July 21. CSNDA teachers are utilizing the break to take continuing education courses and test for varying levels of updated certifications.

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Employee of the Month

Antonio Brown, Mental Health Technician I

Antonio Brown is National Deaf Academy's Employee of the Month for July, 2008. Antonio has been employed at NDA since November of 2007 and his positive influence has been a wonderful addition to the team of staff serving our Special Needs clients.

Antonio has 16 years of experience in the mental health field, is a Certified Nursing Assistant and has his Home Health Aide certification. He is a native of Kissimmee, Florida and currently lives in Eustis with



his family. When Antonio is not working, he enjoys singing and fishing.

When asked why he chose to work in the mental health field, Antonio said, "I want to make changes in the residents' lives so they can function better in their daily lives. I also hope that their families will see and appreciate the changes made."

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Inner Views: A Resident's Perspective

An adult male resident was interviewed about his treatment at NDA:

Q: Your discharge from NDA has been postponed because of planning and placement issues. How do you cope with the disappointment you feel and how does NDA help you with that?

A: "My Therapist advises me to be patient and wait for a good plan to be set up. I stay busy with basketball and Recreational Therapy. Delay is good for better placement for me."

NDA residents utilize the Grossman Memorial Activity Center during Recreational Therapy and leisure time. The 2-story gymnasium has two full courts of basketball, rock-climbing wall and game room.

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Ask a Clinician

My understanding is that NDA has several Behavior Analysts on staff and also utilize them on a consulting basis. What does a Behavior Analyst do and how does NDA utilize these individuals to assist your residents?

The behavior analyst works with individuals with behaviors they would like to change or that are considered to be impacting their ability to function in everyday society. The analyst is focused on describing, explaining, predicting and changing behavior.



We design a program that fits an individual's needs and will oversee the design, implementation and evaluation of systematic environmental changes to produce significant improvements in the individual which will improve the quality of life.

The behavior analyst uses 1 to 1 training sessions with the individual, staff training, family training, and monitoring of progress of the individual to determine when changes need to be made to the individual's program. We also meet with the treatment team to discuss any medication issues and program changes needed to address problem areas identified.

Christie Behnk has her Masters degree in Counseling and is a licensed, Board Certified Behavior Analyst who works with NDA's Special Needs population.

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 residents' 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.

Staff Interpreter

NAD or RID certification preferred. QA-3 considered with experience. This candidate should be able to interpret in a variety of settings. Minimum of 3 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

*Also seeking part-time contract interpreters interested in mental health interpreting to work with us on an 'as-needed' basis

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

"Every decent man, and every real gentleman in particular, ought to apply himself, above all things, to the study of his native language, so as to express his ideas with ease and gracefulness."

- Laurent Clerc, during his 1864 speech on the inauguration of what is today Gallaudet University.

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