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What's New at NDA

A New Perspective

At NDA, we strive to provide our residents with the latest in treatment technology in an environment free of communication barriers. So this month we begin a new section of NDA's eNewsletter called "Inner Views." This section will give you our residents' perspectives on treatment at NDA and why a facility like ours is so necessary to the individuals we serve.

Our Newest Program: Transitions Units

We have been busy this month preparing for the opening of our newest program – the Transitions Units. These Units will be specifically dedicated to adults who are transitioning from residential treatment to a community-based group home and need to show that they are able to maintain appropriate behavior within a less restrictive setting.

We plan to open the 9-bed Deaf male unit at the end of June and the 9-bed Deaf female unit at the end of August. Additional information will be posted on our website next month.

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Employee of the Month

Calvin Ross, Overnight Team Leader

NDA is proud to announce that Calvin Ross is our June 2008 Employee of the Month.

As the Overnight Team Leader, Calvin has a huge responsibility to assure that staff are not only appropriately monitoring residents during their shift, but also checking that



they stay awake.



Calvin also provides consistent training courses for his staff on a variety of topics. In order to minimize overtime hours he offers training on policy updates and other topics in short increments.

Calvin is the owner of two dogs: a miniature Pinscher and a Rottweiler. He enjoys reading, home improvements, automobile repair work, bowling, movies, going to the beach, fishing, family cookouts and gatherings. Calvin says he is not a sit-at-home type and spends much of his free time with family and friends.

Calvin joined the NDA team in October 2005.

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Inner Views: A Resident's Perspective

An adult male resident was posed this question: What is the difference between NDA and the several other treatment centers you have encountered?

"I feel safe at NDA because all staff sign. Other places had mostly hearing staff. When NDA staff use Positive Behavioral Support (PBS), it helps me feel good about myself. PBS helps Deaf patients and staff be positive role models."

Positive Behavioral Support is the method of daily interaction that NDA's staff utilizes to support and encourage our residents.

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Ask a Clinician

What does "dual diagnosis" mean and what supports does NDA offer to its dual diagnosis residents?

- M. Smith, Miami, Fla.

An individual with a substance abuse/dependence issue and an emotional/psychiatric issue is said to have a dual diagnosis. This dual condition is also referred to as dual disorder, co-morbidity or co-occurring disorder.



Programming for these residents includes individual and group therapy components. Depending on the needs of the resident, it utilizes cognitive behavioral, motivational interviewing and harm reduction techniques to fundamentally assist with the following:

- Identifying psychologically negative triggers to both psychiatric and substance abuse/dependence
- Assisting with inventorying positive triggers and replacement activities for negative triggers
- Engaging in developing an individualized relapse prevention plan
- Engaging in developing an aftercare plan

These residents attend weekly relapse prevention education groups. As with other specialized programs at NDA, individuals with co-occurring disorders receive weekly

contact with their psychiatrist, daily group psychotherapy, weekly individual therapy and family therapy (either on-site or via videophone).

Residents still enrolled in school attend the Charter School at NDA, where teachers are trained in specialized techniques to reinforce a sober and stable lifestyle.

Jag Dawadi is a psychotherapist at National Deaf Academy

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

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

"We can't solve problems by using the same kind of thinking we used when we created them."

- Albert Einstein

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

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