

dhhs EmployeeUPDATE

Our Mission: To serve the people of North Carolina by enabling individuals, families and communities to be healthy and secure, and to achieve social and economic well-being.

A monthly publication for employees of the North Carolina Department of Health and Human Services

New leadership team set for Mental Health, Developmental Disabilities and Substance Abuse Services

Secretary Dempsey Benton has announced a new leadership team for the Division of Mental Health, Developmental Disabilities, and Substance Abuse Services. The division will be led by two co-directors, one in charge of clinical activities and the other handling administrative duties.

Mike Lancaster, M.D., who has been DMH/DD/SAS clinical policy chief since June 2004, and Leza Wainwright, who has been DMH/DD/SAS deputy director since December 2003, will fill the new roles.

“This is a large division with a complex mission,” said Benton. “It is clear that we need to have strong, focused leadership on both the clinical and the administrative sides of the operation. These two professionals are uniquely qualified to fill those roles. I don’t think any



Mike Lancaster, M.D. and Leza Wainwright

one individual would have the skill set to give both the clinical and administrative functions the attention they deserve at this time.”

Dr. Lancaster will provide guidance on clinical policy throughout the entire public mental health, developmental disabilities, and substance abuse services system. Lancaster, who has more

than 25 years clinical experience as a board-certified adult, child and adolescent psychiatrist, will work with clinical staff to ensure that quality services are delivered consistently across the system.

Wainwright will focus her attention on day-to-day administrative operations of the division, including overseeing budgeting, personnel and relationships with the local management entities that manage community service delivery.

DMH/DD/SAS oversees delivery of services to over 315,000 people a year and has an annual budget of \$2.3 billion. It is by far the largest division in DHHS, accounting for almost 12,000 of the department’s 19,000 employees. The division also oversees four regional psychiatric hospitals, four developmental disabilities centers,

cont. on page 2

INSIDE TOP FEATURES

- Caswell Center’s old well to become art, Page 2
- New Communicable Disease Branch, Page 3
- Latino HIV/AIDS Initiative, Page 4
- Project Management in Cyberspace, Page 10

Watch your home mailbox!

➡ Page 9



Employee Softball League

➡ Page 12



Caswell Center's old well to become art

Transforming an outdoor wall to art will soon be under way at Caswell Developmental Center, Kinston. The Center was informed recently that grant funding from the N.C. Council for the Arts will be used to transform the concrete surrounding wall of an old campus well into a work of art. When completed, it will be one of several pieces along the Trail of Art through Kinston, sponsored by the Community Council for the Arts (CCA). The projected completion date for the mural is late spring this year.

The project will incorporate abstract artwork created by Caswell Center residents with the goal of empowering them through their art. The lead artist for the project is James Burns, a muralist working with Mural Arts Program, a non-profit organization headquartered in Philadelphia, Pa. He will be assisted by Nicole Litts, an artist/muralist on staff at the CCA, who earned her masters in fine arts from the Philadelphia Academy of Art. ■



Built in 1934 and facing Hull Road, Caswell's abandoned well is 45 feet in diameter. Standing in front of it, from left to right: Niki Litts and Sandy Landis from the Community Council for the Arts and Jimmy Burns, the artist/muralist from Philadelphia who will lead the effort to transform the concrete wall into a work of art.

New leadership team cont. from page 1

three substance abuse treatment centers, a specialty nursing facility for consumers with mental illness, a specialty nursing facility for consumers with developmental disabilities, and two residential facilities for children with emotional disturbances. ■

New Communicable Disease Branch created in Public Health

The Division of Public Health's Epidemiology Section is merging its General Communicable Disease Control Branch and its HIV/STD Prevention and Care Branch. The new Communicable Disease (CD) Branch combines the two programs and also brings in the Veterinary Public Health program, with the goal of improving both efficiency and effectiveness.

"This reorganization integrates three programs that essentially do the same thing—prevent the spread of germs, whether those germs are spread through person-to-person contact, by animals or vectors like ticks or mosquitoes, or by contaminated food or water," said State Epidemiologist Jeff Engel. Dr. Engel heads the division's Epidemiology Section, which oversees the state's communicable disease programs.

"Basically, we're aligning our staff for the future—which is now," Engel said. "The new North Carolina Electronic Disease Surveillance System, NC EDSS, combines what used to be four separate data sets into one—general communicable diseases, tuberculosis, HIV/AIDS, and other sexually transmitted diseases. So, it touches all communicable disease programs. Those programs will now all be working together in this one new branch."



Left to right: Dr. Jean-Marie Maillard, Evelyn Foust, Dr. Jeff Engel, Dr. Lou Turner and John Peebles.

The reorganization also reflects the general trend toward integration of like programs within the Centers for Disease Control and Prevention (CDC) and the public health community as a whole, and puts North Carolina in the forefront of that movement.

The new branch will be headed by Evelyn Foust, MPH, Certified Public Manager (CPM). Foust, who had been serving as the state's AIDS director and head of the HIV/STD Prevention and Care Branch, has more than 20 years of public health experience.

The Operations Unit manager for the new branch is John Peebles, who has been the HIV/STD branch's program administrator. Dr. Jean-Marie

Maillard, MD, acting head of the former General Communicable Disease Control Branch, has been named Medical Consultation Unit manager.

The branch's Field Services Unit Manager is Todd Vanhoy, CPM, who held the same position in the old HIV/STD Branch. Field Services uses highly trained Disease Intervention Specialists (DIS) to do partner notification and other field investigation activities that are applicable to any communicable disease outbreak.

Kathy Dail, RN, M.Ed., also from GCDC, is heading up a new sub-unit within the Medical Consultation Unit, Quality Assurance/Training and Development, which will provide training and expert assistance in communicable disease control to local health departments.

Dr. Del Williams, PhD, who has headed up Epidemiology and Special Studies in the former HIV/STD Branch, is the new Epidemiological Surveillance Unit manager. He will be integrating existing datasets into NC EDSS, ensuring ongoing high-quality data, and working with other systems such as the Public Health Information Network.

A national search will be conducted to fill the now-vacant position of state AIDS director. ■

HIV/STD Prevention and Care Branch kicks off Latino HIV/AIDS initiative

The department's newest initiative focusing on the Latino population was launched in late January by the HIV/STD Prevention and Care Branch (now within the new Communicable Disease Branch) in the Division of Public Health.

The main goal of this year-long initiative is to engage and mobilize North Carolina's Latino community in a statewide effort to reduce HIV/AIDS in the Latino population through expanded prevention, testing and care efforts.

While Latinos make up approximately 6 percent of North Carolina's total population, they comprise approximately 8 percent of the reported HIV/



AIDS cases. One of the biggest issues in the Latino community regarding HIV disease is that Latinos are more likely to be diagnosed with HIV and AIDS on the same day, which means that the individual's HIV infection was not diagnosed early enough and has already progressed to AIDS. Latinos are also more likely to delay medical care after diagnosis, both endangering their health and increasing the possibility of spreading the infection to others.

The new initiative brings together community advocates, people living with HIV disease, public health agencies and service providers with a common goal.

The HIV/STD Prevention and Care staff will work with those community leaders to involve the community, mobilize necessary resources, disseminate information, generate support and foster cooperation in order to halt the spread of the HIV epidemic in the Latino community. Objectives include improving access to HIV testing and prevention services for Latinos, with emphasis on high-risk and hard-to-reach populations, and increasing retention of HIV-positive Latinos in medical care. ■

American Nurses Association to honor Joy Reed

Since the early 1900s, the American Nurses Association (ANA) has presented awards to prominent nurses to recognize their outstanding contributions to the nursing profession and the field of health care. On June 26, during its 2008 biennial meeting in Washington, DC, ANA will bestow honorary awards in 12 categories. Joy F. Reed of DHHS will be the recipient of one of those awards.

Reed is head of the Local Assistance and Training Branch and head of Public Health Nursing in the Division

of Public Health. She will receive the Pearl McIver Public Health Nurse Award for significant contributions to public health nursing.

Reed served as the DPH lead on establishing an accreditation system for local health departments in North Carolina, which began in 2004. That system has been adopted by the General Assembly and has received ongoing funding. She also served on the Standards Workgroup for the Exploring Accreditation Initiative funded by the Robert Wood Johnson Foundation and the Centers for Disease Control and Prevention in 2005-2006.

Reed's most recent national work includes serving as chair of the work group to update the document, *Public Health Nursing: Scope & Standards of Practice*, which is now being used by the American Nurses Credentialing Center to revise the nursing certification exam.

cont. on page 6



Jalil Isa

iSalud y Saludos!

Farewell

Well, the time has come for me to bid farewell. I'm leaving my job as DHHS Hispanic Affairs Spokesperson on March 7 to take advantage of an opportunity to spend a few months living and working in New Zealand. I plan to go there and embrace the experience of living overseas in a different part of the world, and then, upon my return, will likely apply to report full-time at some television station out-of-state. The reasons for that are several. Nevertheless, my remarks in the past about my love for this adopted state and community have been from the heart. To that end, I see my return to North Carolina—eventually—as a very realistic, possible and welcome outcome.

But for now, I wanted to recap some of the things I'll look back on and reflect about the department and what has happened during the six full years I have worked here:

I saw almost the entire tenure of one secretary and the very beginning of another; Title VI (Federal law mandating language access) is slowly but most assuredly becoming the accepted norm and not just an afterthought; the quality of Spanish documents has improved as branches, sections and offices within the department come to understand

and appreciate the value of quality translations, as opposed to a quick on-line muddled product; more supervisors are realizing the benefit of bilingual employees and are becoming more willing to hire them; various initiatives are being created with a Latino focus; dissemination of health messages through Hispanic media has grown significantly, with the help of an ever-expanding media base (consider there were no FM Spanish-language radio stations when I first began working here and now there are at least two, of which the first was also the most potent Spanish radio station between New York and Florida! We now also have a Univision television station in the Raleigh-Durham market); and several work groups and committees tackling health disparities among Hispanics in this state have also risen from within DHHS.

But as of now, the disparities among Latinos continue; there are still inadequate numbers of Spanish-speaking employees for various positions; the ideas of different task forces/committees have often remained in the conference room; and funding priorities have still not always reflected the needs.

Nevertheless, progress has been made and will continue. DHHS was the first department in North Caro-

lina to create a position devoted to communicating with the state's Latino population through media and by way of numerous other available resources. Continuing forward in this position will be Gloria Sanchez, presently Latino communications specialist for the Healthy Start Foundation, who will begin working in the DHHS Public Affairs Office on April 7. She is already familiar with the inner workings of DHHS. She's also well-liked and well-respected in both the Hispanic and non-Latino communities. She comes to us with more than a decade of communications experience. Gloria has created countless Spanish materials—from scratch—to promote healthy babies across North Carolina. She will now broaden her focus as she works to take Spanish-language communications coming out of DHHS to a new level.

I thank you so much for the patience and good-will so many of you have shown me and for allowing me to help others—and expand myself—along the way. ■

Sincerely,

Jalil Isa

Dr. Turner honored as she steps down from historic role

Dr. Lou Turner was honored for her service at the Feb. 21 meeting of the Clinical Laboratory Improvement Advisory Committee, or CLIAC, a national body that oversees clinical laboratory quality assurance and certification. Turner is deputy chief of the Epidemiology Section in the N.C. Division of Public Health and a long-time director of the State Laboratory of Public Health.



Dr. Lou Turner

Dr. Turner has just completed a full four-year term as the fourth chair of CLIAC. She was the first woman, first non-physician and first public health professional to chair the group.

CLIAC helps assure consistent, accurate, and reliable test results by all clinical laboratories in the United States. CLIAC was chartered through

the Public Health Service Act in February 1992 to provide scientific and technical advice and guidance to the secretary of the U.S. Department of Health and Human Services (HHS) and the assistant secretary for health regarding standards under which clinical laboratories are regulated; the need for and impact on medical

and laboratory practice of proposed revisions to the standards; and the modification of the standards to accommodate technological advances.

The committee consists of 20 members selected from across the United States by the federal HHS secretary, including authorities knowledgeable in the fields of microbiology, immunology, chemistry, hematology and pathology, and representatives of medical technology, public health, clinical practice and consumers. Ex-officio members include the director of the Centers for Disease Control and Prevention (CDC); the commissioner of the Food and Drug Administration (FDA); the administrator of Centers for Medicare & Medicaid Services (CMS) and other key representatives. ■

Joy Reed cont. from page 4

The ANA is the only full-service professional organization representing the interests of the nation's 2.9 million registered nurses. ANA fosters high standards of nursing practice, promotes the rights of nurses in the

workplace, projects a positive and realistic view of nursing, and lobbies Congress and regulatory agencies on health care issues affecting nurses and the public. ■

Caswell employee receives Larkins Award

James Harris Jr. has received the 2008 John R. Larkins Award for his contributions in human and race relations in the workplace and community. Harris, who works at Caswell Developmental Center in Kinston, received the award from Governor Mike Easley at the 27th annual State Employees' Martin Luther King Jr. Day Observance Program in Raleigh.

"James Harris has devoted his life, both professionally and personally, to improving race relations, promoting inclusion for people of all races, and being a voice for citizens with disabilities and special needs," Easley said. "North Carolinians can be proud that we have state employees who possess the wisdom, compassion and willingness to serve others."

Harris is director of standards management and an Equal Employment Opportunity representative, as well as an instructor, at the facility.

"We saw James as a natural candidate for this honor. He demonstrates a strong ability to listen, understand, and relate to staff at all levels within the



James Harris Jr.

organization as well as any other people he may meet throughout the day," said Caswell Developmental Center Director Beverly Vinson.

In 1997, Harris was instrumental in forming the North Carolina Guardianship Association (NCGA).

This organization trains and supports court-appointed guardians for those who are not able to make sound personal and business decisions and who have no family members or friends to serve in that capacity. NCGA, a private, nonprofit organization, is dedicated to promoting the protection, dignity, and value of individuals through guardianship.

Harris is active in his community and church. He has served as a baseball coach for the Raleigh Boys Club, providing mentoring and supportive counseling to youth of all ages and races. Harris is an usher and involved in health and men's ministries at his church.

The John R. Larkins Award was created in 1998 as one of North Carolina's highest honors in public service. Larkins, who joined state government in 1942, helped create and expand the state's programs for minorities and the poor and the disadvantaged, including establishment of the Good Neighbor Council, now known as the Human Relations Commission. ■

BEACON Checklist

April 1, 2008

Go Live!

- ✓ Ensure you have an active email address.
- ✓ Obtain an NCID and password at <https://ncid.nc.gov>
- ✓ Complete BEACON Overview training at www.beacon.nc.gov/training
- ✓ Complete Employee Self Service (ESS) training at: www.beacon.nc.gov/training
- ✓ Managers complete Manager Self Service (MSS) training at: www.beacon.nc.gov/training
- ✓ April 1, 2008, review your personal data in all ESS screens.
- ✓ After April 15, 2008, check your leave balances.
- ✓ Open any paper mail with the BEACON logo on it! It may be your ID card!

For general questions, call BEST Shared Services Center at 919-707-0707 or 866-622-3784.

Broughton Hospital health care tech a "Hero"



Bobby Martin and Dr. John Esse

Bobby Martin, a Broughton Hospital health care technician, was recently recognized with a Hero Award by the hospital's Patient Advocacy Services Section.

On three separate occasions in 2007, Martin intervened to render emergency care to both patients and Broughton staff, which helped avoid serious injury.

Last September, he administered CPR on a fellow staff member who collapsed with an apparent heart attack. His co-worker has since recovered. Twice last year, Martin observed patients who were choking and successfully performed the Heimlich maneuver, dislodging the obstructions and clearing each patient's airway.

In presenting the award, Broughton's deputy director and chief operating officer, Dr. John Esse, said, "Due to the quick recognition and immediate response from Bobby Martin, three separate lives were saved. He truly deserves to receive the Broughton Hero Award."

Martin, a Broughton employee since July 1996, is assigned to the hospital's Division S, Geropsychiatry. ■

Watch your home mailbox!

In March, you should be receiving your new Employee ID card from BEACON. Be on the lookout for an envelope with the BEACON logo and return address in the top left corner, like this illustration. It isn't junk mail... don't throw it away!! You need this card; it is an important part of DHHS's new payroll system that will start on April 1.



The card will have your new Employee ID number, which will be used instead of your Social Security number from April 1 on as your unique identifier on all your pay, benefits and retirement records. This number will stay the same for the rest of your career and right into retirement, even if you leave state government service, and it is your key to accessing all your records. Using this Employee ID number will also help protect the confidentiality of your Social Security number and keep your personal information safer.

If your address or name has recently changed, be sure to let DHHS Human Resources know as soon as possible to avoid delay in receiving your correct card.

If you do not receive your new Employee ID card by the end of the month, if the information on the card is misspelled or otherwise incorrect, or if you lose your card, please immediately notify BEST Shared Services, the customer service arm of the new BEACON payroll system. You can call them toll-free at 866-622-3784 or at 919-707-0707

in the Raleigh area, 7 a.m.-7 p.m. Monday through Friday. Or, you can e-mail them at BEST@ncosc.net. You can also speak to your agency's human resources representative.

Visit the DHHS BEACON webpage at www.ncdhhs.gov/humanresources/beacon.htm for more information about the new ID cards, the BEACON payroll and human resources system, and self-training modules for using the new Employee Self Service system (ESS) for accessing and updating your employment-related records. The BEST Shared Services website is at www.ncosc.net/best.

The Employee ID number is different from your NCID, which is a name, along with a password, that you must use to log into your "ncmail.net" email account. You will also use that NCID to access the BEACON web portal where your employee information will be stored. For more information, or to register for an NCID, visit <https://ncid.nc.gov>. ■



CHANGES IN PAY INFORMATION!

BEACON

April 1, 2008

- ✓ Streamlined payroll and HR functions throughout state government
- ✓ Secure employee access and ability to:

- record working time and submit leave requests online for certain divisions
- make changes to benefits programs during enrollment periods
- print pay stubs and W-2s
- update personal information such as addresses and phone numbers



Talk to your HR office if you have questions or go to www.beacon.nc.gov

There's Got to Be a Better Way... There is!

Project Management in Cyberspace

Have you often wished there was a way for your group to share files, ideas and best practices, and collaborate on projects?

You now have the power of Web 2.0 available to you. Web 2.0 is often confusing to people who are shy of technology, but it simply refers to collaborative websites. Have you ever placed photos on a Flickr, Kodak or Picasa page for others to add their own observations? Have you ever posted a comment on a blog? Have you ever received a "care page" from a friend who was sick, and posted a consoling message on the page? Then you've already participated in Web 2.0.

Now you can use these technologies to assist in your work. ITS can help you set up a blog, wiki or forum for you to use for project management. Project pages may not be open to the public; they should be password-protected. (There may be an occasion in the future for the department to have a publicly available blog or wiki, but policies would have to be written and the project approved by the division director and the Director of Public Affairs.)

Perhaps you think you want a blog. Or maybe a wiki. Or maybe a forum would work best. How do you know which one is ideal for your project?

- Use the **blog** when regular communication needs to occur, primarily from the top down. That is, the project manager or someone working on the project manager's behalf is communicating often to a distributed group of people. Files can be posted with each entry. While blogs are essentially one-way communication, the other members of the project group can post responses to the project manager's posts. To see a blank blog, go to <http://qa.blogs.its.state.nc.us/>.
- Use the **Forum** when a group wants to discuss various matters in email-like posts. Posts and all their responses are kept together. Posters can upload files. To see a blank forum, go to <http://qa.forums.its.state.nc.us/>.
- Use the **Wiki** when you want a collaborative website among your project members. Wikis have been used in government to create a document in a collaborative way (there may be other uses). One example is described at www.uscourts.gov/ttb/2007-06/circuits/ and the actual wiki discussed in the article is at www.ca7.uscourts.gov/wiki/. While wikis allow a wide group to edit the site, the administrator of the site can view all the changes and who made them. Of all three options, the wiki is the most complex to maintain. To see a blank wiki, go to <http://qa.wiki.its.state.nc.us/>.

ITS can assist you in setting up a blog, wiki or forum for you to use for project management. Initiate the process with an email to its.incidents@ncmail.net. Be sure, when you do so, to ask that it be made password-protected.

Please know that ITS can set it up for you and host it, but they do not provide any further technical support for these products. They are merely hosting these open-source programs as a service to you. As such, they are the right price (free!).

Be aware that someone needs to be made the "administrator" of the blog/forum/wiki, which involves determining who can view the material and contribute, user administration, etc. This will be configured at the time they product is set up.

And of course, never create a project blog/forum/wiki without talking to the project manager first! ■

*Lois Nilsen
DHHS Webmaster*

DHHS WELLNESS INITIATIVE

New OSP Policy Increases Support for Wellness Programs

Support for state employee wellness programs just increased dramatically in North Carolina. The Office of State Personnel's new Wellness Policy, effective Feb. 1, provides the foundation for state agencies and universities to develop activities and to modify work environments and policies to support employee health and well-being.

Developed in collaboration with the State Health Plan, the policy calls for the creation of wellness programs within state agencies and universities that encourage and support state employees in adopting healthy lifestyles. Each agency and university will designate a Wellness Leader to ensure that committees are established to develop wellness programs in the workplace. The committees will work to provide increased support and opportunities in the workplace for physical activity, healthy eating, tobacco cessation, and stress management, and to increase employees' awareness of healthy lifestyle choices.

The new OSP Wellness Policy goes beyond outlining the essential organizational and program components of an effective employee wellness program. It also addresses many of the barriers that have limited employee wellness programs within state government. And, it provides state personnel policy support for wellness programs in a number of important areas, such as allowing space designated for fitness areas and permitting fund-raising for wellness activities. The complete text of the policy can be viewed at www.osp.state.nc.us/manuals/manual99/Worksite%20Wellness%20Policy.pdf. Implementation guidelines are being developed.

The program goals and organization of the OSP Wellness Policy should sound familiar to DHHS

employees, since the policy describes the structure and focus of our department's own Wellness Program. DHHS was selected in 2004 by the State Health Plan to create an employee wellness program that could be used as a model for other state government agencies. The DHHS program has been successful in creating wellness committees that have increased opportunities at a majority of our agencies and facilities for physical activity, healthy eating, stress management, and tobacco cessation. Significant numbers of DHHS employees have reported positive changes in their exercise levels, eating habits, weight control, and stress management since implementation of the DHHS Wellness Program.

The DHHS Wellness Program also played a key role in the development of the OSP Wellness Policy. The DHHS Wellness Council and wellness director identified areas of needed policy support for state employee wellness programs, and these recommendations along with others were used by the State Health Plan and OSP in developing the OSP Wellness Policy. Wellness Committees in DHHS can be proud that their wellness programs have not only benefited employees within the department but will also improve support for wellness programs for all state employees.

We are very excited that the new OSP Wellness Policy provides even greater opportunities for DHHS wellness committees to incorporate wellness into the workplace and empower individual employees to gain more control over their health. As additional information becomes available on guidelines for the new policy, we will share those details with our wellness committees and with employees in future newsletters. ■



Attention Raleigh Area Employees:

Employee Softball League starts this spring

The 2008 N.C. State Government softball league will be kicking off in April/May. This is a co-ed league that plays through the summer against other state government departments. The games are played on the Dorothea Dix campus softball field in the evenings from about 6 p.m. to 8 p.m. Teams typically play 2 to 3 nights per month, culminating with an end-of-season tournament in August/September. DHHS was the tournament champion last year, and we look to continue our winning streak this season.

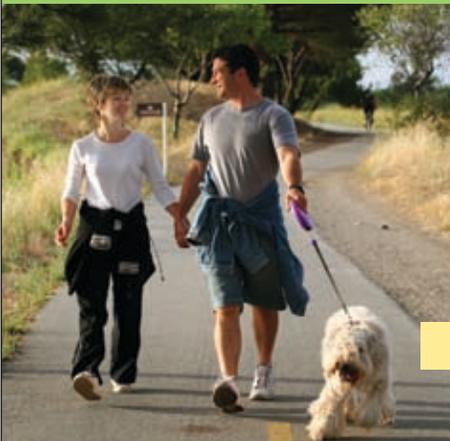
Contact Mark Prakke for more information at mark.prakke@ncmail.net.

**For information
on other team sports
in the Haywood Gym
on Dix campus,
contact:**

Volleyball team play:
Heather_Livingston@ncauditor.net,
807-7695

Basketball team play:
Darryl Ballantine, 733-2567

Eat Smart, Move More Health Tip



Choose to Move More Every Day

Physical activity is essential for all of us. Children, adults and seniors can benefit from moderate activity every day. Take a walk with a friend, take the stairs instead of the elevator, or work in your yard. Dancing works too and is great fun! Thirty minutes or more of motion for adults and 60 minutes for children on most days can help keep you in shape and feeling good. Can't find a 30 minute chunk of time? Break it up throughout the day.

For more tips on how to move more every day where you live, learn, earn, play and pray, visit

www.EatSmartMoveMoreNC.com



Adoption Profile

Introducing Daisy

Daisy is a friendly and loving girl with a beautiful smile. She is very caring and thoughtful and goes out of her way to make friends and family feel special. While she is somewhat shy, Daisy makes friends easily. Daisy gets along well with her foster family and enjoys different activities with her foster sister, who is the same age. She also enjoys writing poetry.

Daisy attends regular classes at school where she has struggled, but she will seek out tutoring or extra assignments to help her get ahead. She now understands the importance of getting good grades if she is to reach her goal of becoming a lawyer. After school, Daisy spends time with her personal aide to help her maintain compliant behavior. She is working through past experiences through counseling and will need to continue this for some time.



Daisy, b. March 9, 1992

A Family for Daisy

Daisy needs a patient and compassionate family that is willing to give her plenty of time to transition and bond with them. They need to be aware and understanding of how her past affects her current relationships. An adoptive family for Daisy should encourage her academic progress and work with her on developing and maintaining positive peer and authority relationships. They must also understand Daisy's continued attachment to her birth family.

For more information on this child or adoption and foster care, in general, call N.C. Kids Adoption and Foster Care Network toll-free at 1-877-NCKIDS-1 (1-877-625-4371). ■