Quarterly Incentive Awards

Congratulations!!

2020 1st quarter awardees (Jan.-Mar.)

Top Performer:
Fauquier Health Hospital: 96.2%

Hospitals with an 80% PEP rate or higher
Johnston Willis Hospital
Clinch Valley Medical Center
Fauquier Health Hospital
Inova Fair Oaks Hospital
Riverside Shore Memorial Hospital
NOVANT Haymarket Medical Center
Ballad Health Lonesome Pine
Sentara Princess Anne Hospital
Twin County Regional Hospital
Stonesprings Hospital Center

Hospitals with a 5% point increase or more
Bon Secours St. Mary’s Hospital
SOVAH Health Danville
Ballad Johnston Memorial Hospital
Fauquier Health Hospital
Riverside Shore Memorial Hospital
Sentara Norfolk General Hospital
Sentara RMH Medical Center
Twin County Regional Hospital
Stonesprings Hospital Center

2020 2nd quarter awardees (Apr.-June)

Top Performer:
NOVANT Haymarket Medical Center: 85.7%

Hospitals with an 80% PEP rate or higher
Carilion New River Valley Medical Center
Sentara Halifax Regional
Inova Fairfax Hospital
Bon Secours Memorial Regional MC
NOVANT Haymarket Medical Center
Stonesprings Hospital Center
Twin County Regional Hospital
VCU Community Memorial Hospital
Wythe County Community Hospital

Hospitals with a 5% point increase or more
Carilion New River Valley Medical Center
Fort Belvoir Community Hospital
Sentara Halifax Regional
Lewis Gale Hospital-Montgomery
Bon Secours Memorial Regional MC
NOVANT Prince William Medical Center
Sentara Careplex Hospital
University of Virginia Medical Center
VCU Community Memorial Hospital
Wythe County Community Hospital

In an effort to keep the VPEP staff and hospital staff safe, we have decided to hold virtual conferences this Fall. You should have received the below Save the Date. Please join us virtually for a brief, interactive training session. More info to come.

Save the Date for:

Tuesday, October 20th
(Eastern Region)

Wednesday October 21st
(Northern region)

Thursday October 22nd
(Western region)
VPEP: Working Through a Pandemic

The staff at VPEP understands that life is a bit different during the COVID-19 pandemic. To protect our staff and yours, we have developed an auxiliary plan - a pandemic plan so to speak - that addresses the needs of our birth registrars while still spreading the word about adding the dad.

Some of the measures we have taken include:

- Multitudinous virtual trainings to a wide variety of audiences (birth registrars, hospital management, jail staff, community partners),
- Virtual Award Ceremony and Annual Training in the fall,
- Hospital paternity rate teleconferences,
- Personnel are practicing safety measures such as social distancing and wearing masks when making in-person visits
- Planning for “Come Back” campaigns to help hospitals add the dad when hospital visitor restrictions are lifted.

Additionally, we have distributed pulse surveys so you can weigh in on training and meeting options in the future. We continue to be committed to our overall goal of informing and assisting all unmarried parents about their right to add the dad on to the birth certificate. We applaud you for all your efforts in doing the same. As always, we are here to support your paternity establishment needs and are open to your suggestions about helping us better help Virginia’s children.

Stay safe!

VPEP Reminders

- New staff hires need to complete annual training within 30 days of hire.
- Send copies of AOPs into our office weekly
- Contact your Outreach Coordinator when you need more educational materials
- Keep your notary status current
- Use the resources available on our website
- Keep a reasons “Why Dads Don’t Sign” log

Paternity Questions answered...

What if one parent is unavailable (military, incarcerated, works out of state, etc) at the time of birth to sign the AOP?

You have two options to complete the voluntary acknowledgment of paternity.

Option 1: The AOP may be completed at the hospital by the parent who is available. This AOP will then be sent to the parent who is unavailable so they can complete their portion and have their signature notarized.

Option 2: Each parent may complete a separate form and have it notarized. The information on both forms must match and be stapled together. The completed AOP(s) should then be submitted to the birthing hospital or mailed to the VPEP office at PO Box 8270 Richmond, VA 23226

Once paternity is established, does this mean my child can receive child support?

Both parents are expected to financially support their child. In most cases the non-custodial parent (the one the child does not live with) is expected to assist with financial support. This arrangement can be between the parents or it can involve DCSE or the courts. For additional information please call 1.800.468.8894 or visit DCSE on the web at: http://www.dss.virginia.gov/family/dcse.html

What if the mother an/or father are younger than age 18?

Minors do not need parental permission to voluntarily establish paternity in the Commonwealth of Virginia.
We recognize that many unmarried parents are unfamiliar with the Acknowledgement of Paternity (AOP) process prior to their arrival at the hospital. To assist birth registrars, and to prevent common hiccups such as dads not having their ID, VPEP Outreach Coordinators work with community partners to educate eligible parents about adding the dad prior to giving birth.

One example is the outreach efforts extended to OBGYN offices, pediatric offices, WIC clinics and midwiferies. The VPEP staff diligently works with various providers throughout the Commonwealth to provide parents the information needed to Add the Dad. VPEP also supplies these partners with marketing materials, doctor office toolkits and resources such as the VPEP website to further help educate unmarried parents. We also present information at lunch and learns and online community forums and training with a laudable success rate.

If you have any additional suggestions regarding OBGYN offices or other community groups that would find our information useful, please let us know by emailing our office at bjones@veritas-hhs.com. Thank you for helping us reach our goal to prenatally educate unwed parents about the AOP process and the benefits of paternity establishment.

Are You a Highly Effective Person?

by: Michelle Wills

Many moons ago, I sat in a college class that I opted to take because, “It seemed like easy credits”. Little did I know how much of an impact that class would have on my life. The class was based on a book by, Steven Covey, called The Seven Habits of Highly Effective People. Notice that Mr. Covey did not name the book, The Seven Habits of Highly Successful people. Why do you think that is? The reason is because to be successful, you must first be effective. So, I poise the question, “Are you a highly effective person?”

Here is a brief synopsis of his book and what it means to be not just effective, but highly effective. You can utilize this information in every aspect of your life and in providing the voluntary paternity services to your patients. As you read through these seven habits, think about how you can put them to work in your role as a birth registrar!

Habit 1: Be Proactive. Have you heard the saying, “There are two types of people in this world. Those that watch things happen and those that make things happen”. Being proactive is a means of making things happen instead of sitting back and wondering why things are happening, which is a form of “reacting”. In the realm of the birth registrar, you can be proactive in your approach to visiting patients. Understand that how you approach your patients, how you speak to your patients, and your body language is a major factor in educating patients. Think about the past few unmarried patients you have had and how you approached them. Then, think about how you could take a proactive approach to the way that you approach patients.

Habit 2: Begin with the End in Mind/ Habit 3: Put First Things First. These two habits are so intertwined. Create a goal and then, prioritize those goals. For instance, create a goal at the start of each day. Say you have 5 unmarried patients you need to speak with. Before you even enter the room, tell yourself, that you are going to explain x, y, and z, to each of them. (Habit 3 starts here) Then, do it. If you enter the room with the objective of educating patients, you will be able to educate without getting shut down. Walk in, introduce yourself, and then as you tell them why you are there continue with the education portion. Do not pause, just keep going. You are responsible for gathering information for their child and educating them on paternity establishment. This is part of your job; take your time leave the birth certificate information for last. They will have to listen if they want their birth certificate.

Habit 4: Think Win/ Win. Think about what your goals are and why you created them. When it comes to VPEP, your goal is to educate patients regarding voluntary paternity establishment. You do this in hopes that they fill out and sign the paperwork before they leave. Why? So that you can hit that 80% establishment rate. So that is the “win” for you. What would be the “win” for them? Possible father-child relationship, possible co-parenting, possibly both parents sharing the financial responsibilities of raising their child which would mean, less likely hood of that child growing up in poverty.

Habit 5: Seek First to Understand, Then to Be Understood and Habit 6: Synergize. These also go together. It can be tricky given the situation; however, it does not have to be. After you educate your patients, be sure to ask them if they have any questions or concerns. Then, truly listen to find out if you can help them through the process. Maybe they are confused, but since you took the time to actively engage them, they ended up adding the dad! Do you see that when you first seek to listen and understand, you were able to find out what was holding them back (habit 5)? Then, when you explained it, they understood, and then choose to sign it. You were essentially working together with that couple to create that outcome. (Habit 6)

Habit 7: Sharpen the Saw. Reflect on what you have done, the outcomes, and how you can best take care of yourself. This habit is basically one in which you take care of yourself, always keep working to become more effective in all aspects.

I hope that you will attempt to start making each of these seven habits a part of your work life, as well as your personal life. I think you will see that it will change your life as much as it changed mine.
**Northern Community Spotlight:**
**Augusta Health Care for Women**

For many years, the Virginia Paternity Establishment (VPEP) has worked with Augusta Health Care for Women in Fishersville, Virginia to spread the word about adding the dad to the birth certificate. Most patients deliver their baby at Augusta Medical Center and are given information about paternity establishment before they arrive at the hospital, so they are informed about the decision to voluntarily establish paternity.

Augusta Health Care for Women was established in 1982 and is comprised of both male and female physicians and certified nurse midwives. The diverse staff ensures that their patients are comfortable with their OB/GYN. They are committed to assisting patients in making informed decisions regarding their health, and careful and respectful listening—combined with the latest techniques of proven effectiveness—has always been the philosophy at Augusta Health Care for Women.

Thank you for helping us help Virginia’s Children.

**Eastern Community Spotlight:**
**Norfolk Department of Health**

Anthony Calzone, WIC Coordinator

Vincent Falzone is the WIC Outreach Coordinator for the Norfolk Department of Public Health. His duties include, but is not limited to, promoting new WIC initiatives, enhancing client relations, developing an outstanding network of professionals, and public relations. Vincent’s mission to connect families with resources, perpetuates. With his permission, the WIC offices throughout Norfolk, VA now have VPEP’s educational materials available to their clients. The eastern outreach coordinator has received questions from mothers who are curious about establishing paternity because they heard or seen the outreach coordinator at a presentation one of the Norfolk WIC offices sponsored—post COVID-19.

Vincent feels that the Virginia Paternity Establishment Program is unique because it builds relationships with families. He believes that VPEP bridges the gap, holds parents accountable and is a vital program that should be utilized sooner than later. He feels the VPEP staff are like your personal team. No doubt, his valuable support comes from his own experience with having an absent biological father but also having a loving and supportive stepfather who did establish legal guardianship (and his mom who inspires him).

Vincent knows the value in using resources and that using his resource knowledge can be powerful. A wealth of free community resources is available to help families succeed and he works every day to ensure the community has access to them. He deserves recognition for his achievements in providing positive change to the Norfolk communities.

**Western Community Spotlight:**
**Pregnancy Support Center of Southside Virginia**

Do you ever wonder what type of community partners the VPEP team target in our efforts to educate parents before they reach you? One of the many types of facilities we target throughout the commonwealth areas are pregnancy support centers. Many of the pregnancy support centers give free pregnancy testing, baby clothes, parenting classes, and many more services. In Farmville, Virginia, for instance, one such facility is, The Pregnancy Support Center of Southside Virginia. They are a non-profit organization who serves pregnant and parenting mothers, as well as men and their children. They provide pregnancy testing, peer counseling, material assistance (baby care items and clothing). They also offer programs which cover a variety of topics including prenatal and pregnancy, parenting, relationships, fatherhood, toddler development, abortion recovery and special circumstances. As well as referrals for other community services. PSC utilizes VPEP literature by allowing clients to take doctor cards at will and if asked, they discuss the program with their clients. Their services are free, confidential, and are available for all community members regardless of income, race, or religion.

Their central office, which is in Farmville, has just moved into a beautiful new building, located at 1101 E. Third Street, Farmville VA 23901. Along with the central office they also have satellite offices located in Amelia, Appomattox, and Dillwyn. This affords them the ability to serve the counties of Amelia, Appomattox, Buckingham, Charlotte, Cumberland, Lunenburg, Nottoway, and Prince Edward. VPEP thanks The Pregnancy Support Center for their efforts in giving Virginia’s children the best start possible!