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Texas Youth Commission Journal

September 1995, Fall Issue

4900 N. Lamar, Austin, TX 78765

News and Information from throughout the Agency

In this issue:

Marlin 'Reception Center' opens

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Outstanding 1995 Employees Honored

Stories and photos pages 11-16.

Lindgren resigns; Briscoe named acting deputy director

Jay Lindgren, Deputy Executive Director of the Youth Commission since January 15, 1988, has resigned to accept the position of Director of the Rhode Island Department of Children, Youth and Families, effective August 15.

Executive Director Steve Robinson appointed Judy Briscoe, TYC's Director of Delinquency Prevention, as acting deputy director.

Lindgren's duties in Rhode Island will include responsibility for youth correction juvenile probation, pretrial detention, mental health services for children, and child protective services. His appointment was made by Rhode Island Governor Lincoln Almond.

"It has been an honor to serve on what I am certain is the best juvenile corrections

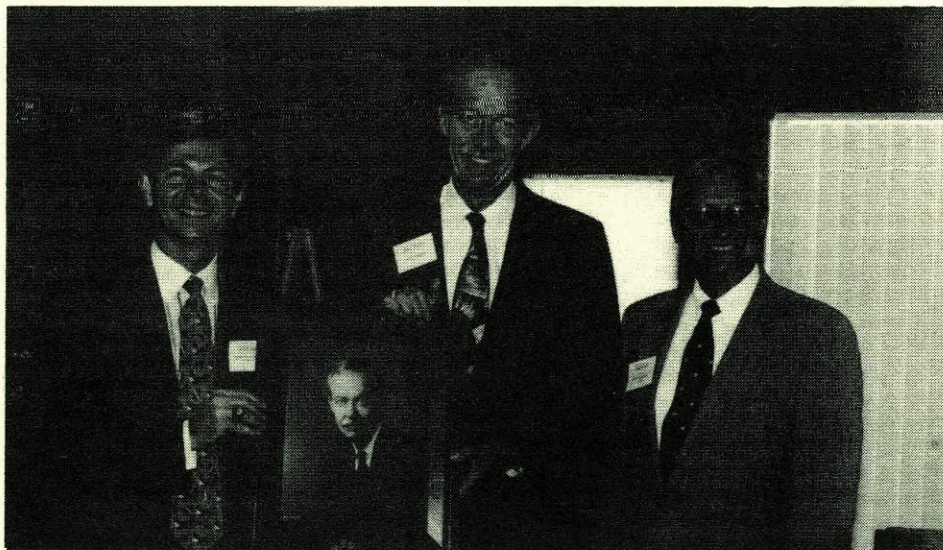
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Former TYC Board Member Larry York, center, was honored when the TYC halfway house in Corpus Christi was renamed York House. Also pictured are current Board Chairman Gary D. Compton of Amarillo, left, and State Senator John Montford of Lubbock, keynote speaker.

Halfway house renamed to honor former Board Member

The Corpus Christi halfway house, formerly called Nueces House for the county in which it is located, was renamed "York House" on May 18, 1995, in honor of former TYC Board Member Larry York of Austin.

Ceremonies were held to mark the occasion, during which Senator John Montford of Lubbock made the keynote remarks.

(continued on page 8)

From the Executive Director

TYC has been 'changing course' for several months... Now we've "Come About!"

For the last year, the Youth Commission has been 'changing course' in the way we provide services to youthful offenders. And numerous other changes are in the works.

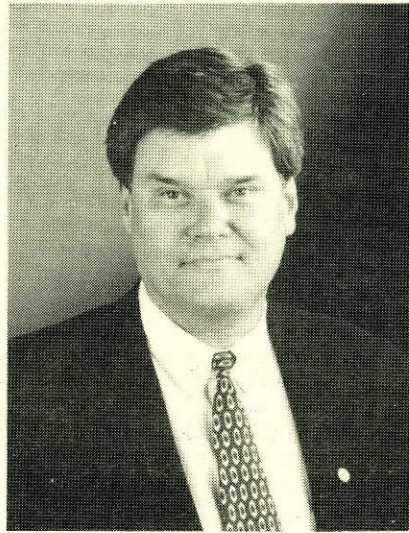
I believe we are currently at the point where we can say we've "Come About!" We are rapidly opening new programs, restructuring old programs, and going about the job of putting a new system into place which is capable of responding to the internal needs of the agency and the external needs of the public.

As we go to press, we are beginning the task of reorganizing our administration.

Our new "reception center" is now fully operational at Marlin - with all youth committed to TYC (except for those from the South Region) being transported to that location by the committing counties.

The Marlin program is being called the "assessment and orientation" center, to reflect on the longer length of stay at the first TYC placement before a permanent placement is determined. Youth begin their orientation into the Youth Commission during a 60-day stay, and academic classes are being conducted.

One of our most important new goals in EVERY program is to require kids to participate in structured activity during every waking hour - what we're calling "the Sixteen-Hour Day." Instead of "free time" to watch TV, play games, and visit, youth are now being required to focus on a specific activity, such as reading, watching educational videos, doing homework, or writing letters.



Steve Robinson, Executive Director

I do understand that the "Sixteen-Hour Day" challenges staff a lot more, but I've also heard positive comments about shifts "moving more quickly."

Most of those 16 hours are scheduled with meals, chores, exercise, academic classes, counseling and resocialization "groups." Additionally, youth will be expected to do community service projects on campus, as well as in the community (under strict supervision), and some youth will be doing paid jobs on campus. Half-way house residents are also continuing to be heavily involved in volunteer work in their communities, and many will hold down paying jobs in the community.

Youth earning money for jobs will be required to pay restitution, if the court has ordered it, and court-ordered child support.

Our "look" has also 'Come About.' Standardized clothing and state-issued footwear is standard dress in institutions, no jewelry (other than religious) is permitted, and standard haircuts are given on arrival.

Recreational television is permitted only as a special privilege, and then, only at limited times.

We have begun several new, specialized programs.

The former statewide reception center in Brownwood is being renovated to house a new sanction unit for youth who violate parole. The 128-bed program will be a 60-day program.

We have had youth in two conservation camps this summer as pilot programs, the CT-11, an 80-foot minesweeper, and the Gulf Coast Trades Center camp. Kids live in tents with wood floors at the Gulf Coast camp. Both require very hard work and our youth have responded very well, so we will be continuing these two programs.

Our specialized 'gang intervention' program at Gainesville State School is being continued, with emphasis on controlling gang activity, while continuing to encourage and assist youth to give up their gang affiliations.

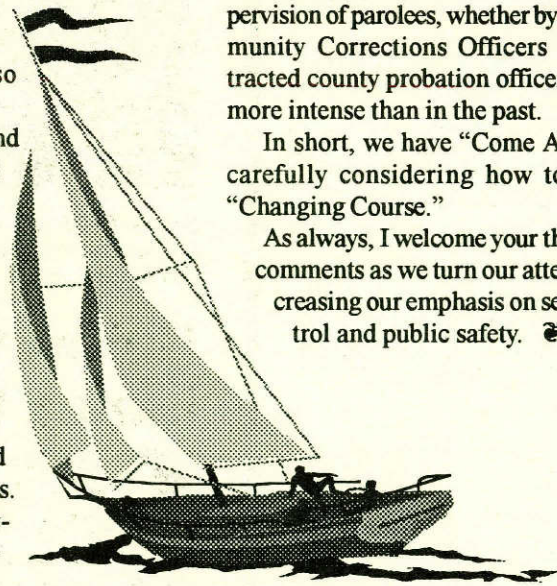
I am extremely optimistic about our new programs to place youth in jobs: through Project RIO (see article on page 26) in cooperation with the Texas Workforce Commission; and through a construction skills pre-apprenticeship program at Giddings, in cooperation with Home Builders Institute, which was kicked off September 1, 1995.

The first 15 youth will receive 750 hours of training and 90 percent will be placed in career-type employment. The Institute will place a full-time job placement coordinator at Giddings. I welcome this excellent opportunity to develop this alliance with the community.

We are restructuring our parole services, and we're downsizing staff as we step up contracting with juvenile probation departments for parole services. We expect supervision of parolees, whether by TYC Community Corrections Officers or by contracted county probation officers, to be far more intense than in the past.

In short, we have "Come About" after carefully considering how to go about "Changing Course."

As always, I welcome your thoughts and comments as we turn our attention to increasing our emphasis on security, control and public safety. ☺



Legislation enacted by 74th Legislature



A call for juvenile justice reform in Texas by the Governor and legislative leaders has resulted in many new laws which will impact the Texas Youth Commission.

Numerous bills were introduced during the 74th Legislature to change the juvenile sentencing statute. Many offenses have been added to the determinate sentencing provisions, coupling them with statutory minimum length-of-stay requirements for administrative parole eligibility. The results were incorporated into an omnibus juvenile justice bill, House Bill 327.

The major change included the addition of "punishment" into the agency's purpose, and emphasizes the accountability and responsibility of both the parent and the child for the child's conduct.

A parent, managing or possessory conservator of a child will be required to attend transfer, adjudication, disposition and release hearings, and employers are prohibited from firing employees who are required to attend hearings.

The list of offenses for which a juvenile may be given a specific sentence of commitment to TYC was expanded to include indecency with a child, sexual assault, aggravated assault, injury to a child, elderly individual or disabled individual; felony deadly conduct involving discharging a firearm; a criminal attempt to commit six of the offenses, criminal solicitation, criminal solicitation of a minor; certain offenses involving controlled substances; habitual felony conduct (if the child has at least two previous felony adjudications and the second offense occurred after the first adjudication); and aggravated robbery.

Sentencing for these new offenses will occur only if the offense is committed after January 1, 1996.

Minimum age for transfer to adult court lowered to 14

The minimum age for eligibility for transfer to adult criminal court was lowered from 15 to 14 for capital and first degree felony offenses.

(continued on page 4)

Delinquent mentally retarded youth now come to juvenile correction system

A major change in philosophy is reflected in the omnibus juvenile justice law passed by the 74th Legislature: Mentally retarded youth are now being committed to TYC, as of May 31, 1995.

Prior law provided that a child in juvenile court who was believed to be mentally retarded was first dealt with by TXMHMR and, only if released by that agency, would juvenile proceedings be resumed.

Previously there was a prohibition on TYC from accepting a mentally retarded youth, but that law was repealed.

Since the law went into effect May 31, the agency has contracted with a private provider to provide residential treatment for 16 mentally retarded youth who are committed to TYC. At least 24 youth committed prior to that date, and already in TYC placement, have been identified as eligible.

☞

AROUND TYC

\$250 million appropriated for next biennium

\$ Biennial operating funds of \$250 million have been appropriated for the Texas Youth Commission for fiscal years 1996 and 1997, following work by Legislative budget conferees.

An additional \$55.5 million was appropriated for construction, including conversion of several adult facilities, and construction and renovation of TYC facilities.

The funds will provide for a residential average daily population of 2,760 in FY 1996 and 3,675 in FY 1997.

In addition to the TDCJ facilities in Marlin and San Saba, an MHMR facility in Vernon has been preliminarily identified to be transferred to TYC. The funding plan would also provide for the conversion of an additional 356-bed unit and two 256-bed facilities from TDCJ.

The budget would enable expansion of specialized treatment programs, establishment of a gang initiative, and follow-up services in aftercare.

Construction funds provide for expansion of the Evins Regional Juvenile Center at Edinburg with three new 48-bed dormitories, a new administration/detention unit, a vocational/education building, and a secu-

rity fence.

The Jefferson County State School, Beaumont (scheduled to open in August), would be expanded with the addition of three 48-bed dormitories as well as completion of the physical education/vocation building.

Also to be constructed are 48-bed dorms at both Brownwood and Giddings, and two 48-bed dorms at Crockett. Other construction includes perimeter fences at Crockett and Corsicana, and a new administration building at Crockett.

New riders require TYC to contract with TDCJ for construction management services, and will require TYC to report on the effectiveness of specialized treatment programs.

Another rider requires the agency to increase contracts with local juvenile and adult probation departments to supervise parolees when cost effective.

Legislators also adopted funding for the Juvenile Probation Commission, including funds for 400 additional probation officers and 40 intensive supervision probation (ISP) officers. ☞

Legislation *(continued from page 3)*

The term of a determinate sentence may not be more than 40 years for a capital, first degree or controlled substance felony; 20 years for a second degree felony; or 10 years for a third degree felony.

Courts may place a child on probation in a TYC intermediate sanction facility.

The juvenile courts are required to include as a condition of probation that the child work a specified number of hours at a community service project.

Juvenile court proceedings will be open to the public (unless the court determines that good cause is shown for excluding the public).

Juvenile records to be computerized

Law enforcement officers and other juvenile justice personnel will collect information including fingerprints and photographs (for felony and jailable misdemeanor offenses only) for the Department of Public Safety, which will develop and maintain a computerized juvenile justice information system (JJIS). (However, the child must be referred to juvenile court on or before the 10th day after he is taken into custody to be included in the system).

The courts may no longer order the sealing of records of a person who has received a determinate sentence.

The Department of Protective and Regulatory Services (DPRS) is required to operate a program to provide services for children age 7 to 17 who are in at-risk situations and for families.

TYC youth may now be sent to prison as early as age 16

TYC may refer a sentenced offender between 16 and 21 to the court for consideration of transfer to TDCJ (who is sentenced for an offense committed after January 1, 1996) if he has not completed his sentence and his conduct indicates that the welfare of the community requires the transfer. The current automatic referral for all sentenced offenders at age 17 1/2 is repealed as of January 1, 1996, for offenses committed after that date. The current law remains in effect for other youth.

The agency may establish and operate youth boot camps for TYC youth or for probation youth who are placed there as an

intermediate sanction (if the program is appropriate and space is available) after January 1, 1996.

In addition, TYC, in consultation with TJPC, will develop guidelines for placing TYC parole violators in boot camps operated by probation departments.

Specific authority is provided for TYC to contract with a private vendor for the financing, construction, operation, maintenance or management of a youth boot camp.

Industries program to be developed

TYC was given authority to implement an industries program by January 1, 1996, to provide employment and vocational training, and to develop and expand public and private TYC industries.

A nine-member advisory committee is to be appointed to represent industries appropriate for hiring TYC youth. The agency will apportion wages earned by youth, first to pay court-ordered or agreed victim restitution, and second, to pay court-ordered child support.

The agency is also authorized to contract for services related to the program; receive donations from contracting businesses; accept grants for vocational rehabilitation; lease land to a private business to expand and develop the industries program, and certify the amount of wages paid by private employers in order for them to receive franchise tax credit for employing TYC youth.

TYC will establish vocational and educational assessment through cooperation with the Texas Employment Commission, (now Texas Workforce Commission) and refer youth to Project RIO (Reintegration of Offenders) through the parole officer for possible job placement.

A youth adjudicated for sex offenses is now required to register with local law enforcement authorities when he is paroled — in any city or county where he intends to live for more than seven days. (Effective September 1, 1995). This requirement does not end until the 10th anniversary of the day on which the youth ceases to be under TYC's supervision.

(continued on page 10)

Progressive sanctions guidelines seek to ensure consistency

One of the most significant components of juvenile justice reform is the provision of statutory guidelines for making decisions and sanctions based on offense severity and frequency.

"The guidelines do allow consideration of individual needs and circumstances," said Neil Nichols, TYC general counsel, "and these 'progressive sanctions guidelines' are not particularly new."

They describe seven sanction levels, each one more restrictive and demanding than the previous one, beginning with a supervisory caution at level one and ending with a sentence to commitment to the Texas Youth Commission at level seven.

"The guidelines reflect generally how most juvenile justice practitioners believe the juvenile justice system SHOULD work when resources are adequate to meet the needs," he explained.

A team of staff members from TYC and from the Texas Juvenile Probation Commission had already developed the guidelines for possible administrative implementation before they were included in HB 327, the juvenile justice omnibus bill passed by the 74th Legislature.

"The permissive language used throughout the chapter reflects the Legislature's intent that the guidelines not be regarded as unfunded mandates (which would require that all the services at each level be provided to all youth who would be qualified to receive them)," Nichols added.

"However, the Legislature did appropriate a large amount of money to both TYC and TJPC to fund the progressive sanctions guidelines with the expectation of good faith implementation," he pointed out.

One of the key purposes of the guidelines is to provide a means of identifying what the system provides and who the system serves.

Another key purpose of the guidelines is to inform youth what they can expect at each level. ☛

Victims' rights expanded

An amendment to a current law on "Rights of Victims" expands who is considered a "victim" of juvenile crime to include owners and lessors of property damaged or lost as a result of an offense committed by a juvenile offender. In other words, people who are not considered "victims" in the adult system have rights in the juvenile system.

"Victims' rights in the juvenile system now parallel those rights available to victims of adult offenders," explained Neil Nichols, TYC General Counsel.

Two of the most important additions to the law are: a provision to give a victim written notice of his rights at his initial contact with law enforcement; and a provision allowing a victim to get a court order against a juvenile to prevent further victimization.

New victims' rights also include: 1) notification, if requested, of appellate proceedings; 2) explanation of juvenile procedures related to deferred prosecution and appeal of juvenile cases; 3) the right to be informed, if requested, of the procedures for a TYC youth who received a determinate sentence to be transferred to adult parole supervision; 4) to participate in and provide information regarding the transfer to adult parole process; and 5) notification of the transfer to adult parole.

Additionally, victims of juvenile offenders are given all other rights under the Code of Criminal Procedure that are given to victims of adult offenders, including the right to counseling, on request, regarding HIV/AIDS.

County juvenile boards will be able to designate a victim assistance coordinator to work with victims of juvenile offenders.

Their duties would include providing: 1) an explanation of victim's rights; 2) written notification of the rights along with a Crime Victims' Compensation Act application for compensation; and 3) a victim impact statement kit.

The coordinator, on request, must provide assistance in completing all forms, and ensure a copy of the impact statement is sent to the juvenile court hearing the case.

☞



Official ribbon-cutting ceremonies were held for the new TYC Boot Camp in Sheffield with Commandant Chip Harrison doing the honors. Others taking part were, left to right, Kathy Collette, Iraan Chamber of Commerce President; Kim Yonkers, Iraan Chamber of Commerce; Bob McCall, Iraan ISD Superintendent; Dan Bartlett representing Governor George W. Bush; TYC Board Member John Odam, Houston; Harrison; TYC Executive Director Steve Robinson; TYC Board Member Edna Tamayo, Harlingen; State Representative Pete Gallego; and Renetta McCall, Iraan City Council member.

Prison system contracts to manage TYC construction

The Texas Youth Commission is now contracting with the Texas Department of Criminal Justice (TDCJ) for construction management services for all construction projects, as a result of a rider to the TYC appropriations bill passed by the 74th Legislature.

The duties and responsibilities will transfer from TYC to TDCJ by September 30, 1995, and on that date the current Maintenance and Construction Department will be eliminated, according to Gary Guenther, Director.

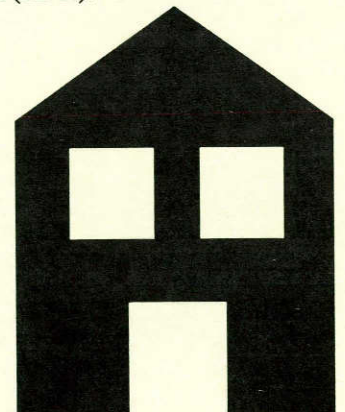
TDCJ will manage not only the projects funded in the 1996-97 biennium, but also all current, on-going construction projects.

David McCafferty, construction program manager with TDCJ, will be coordinating the construction contract administration functions under the interagency agreement.

A new Maintenance and Operations Department will be created October 1 with six employees — a net reduction of ten employees from the current department.

The new department will be responsible for oversight of the maintenance and

general conditions of institutions, Evins Regional Juvenile Center, and halfway houses; providing technical assistance and support relating to planning, construction and maintenance; construction management for smaller projects funded with General Revenue funds; developing and maintaining the agency Six-Year Plan for Capital Construction; monitoring and reporting energy consumption for all owned and leased facilities where TYC pays utilities directly; providing environmental compliance, including asbestos abatement and waste disposal; and general compliance with the Americans with Disabilities Act (ADA). ☞



Performance measures add control

The performance measures verification process was begun in the fall of 1994 so that TYC has a strong control system to ensure the accuracy of information entered into the computer regarding agency performance measures.

TYC's performance on these measures is reported to the legislature and the governor. These measures in effect constitute TYC's "contract" with the legislature and measure what the agency is funded by the legislature to do. Examples of TYC's performance measures include reducing the criminal behavior of youth, ensuring employment or successful participation in school, and maintaining a 1:8 staff-to-student ratio during awake time in institutions.

TYC faced the prospect of reduced funding if a control system for performance measures was not adopted. The state auditor plans to return in October 1995 to certify our agency performance measure verification process.

In August, the performance measures control team again will check copies of verified transaction reports to determine if the reports are being verified in accordance with the state auditor's recommendations.

The performance measures control team consists of Jay Svinicki, Patti Hayes, Elizabeth Lee, Gladys Smith, and Kathy Bremner. A report of the team's findings, similar to the report produced last spring which identified strengths and weaknesses of the verification process, will be produced for review by the deputy executive director, Cherie Townsend, and Dwight Harris. Field supervisors will be notified of the results. ☞

Briefly noted ...

◆ **Karen Wooding**, Youth Rights Administrator, has been named to the Child Abuse Prevention Task Force cosponsored by Attorney General Dan Morales, the Texas Medical Assn., and Texas CASA...The task force will put together an informational child abuse handbook and video.

Board honors Brownwood man

Groner Pitts, businessman and TYC supporter in Brownwood, was honored with an official resolution noting his activities on behalf of the Texas Youth Commission by the TYC Board during their May 1995 meeting.

Pitts "has always come to the aid of the Texas Youth Commission and effectively articulated his support of the agency's activities in Brownwood and throughout the state," read the resolution.

A charter member of the very first TYC volunteer council organized in Brownwood in 1973, Pitts had been instrumental in influ-

encing the Texas Legislature to locate a TYC institution in Brownwood in the late 60's.

He was also honored in 1984 with the First Lady of Texas award for his volunteer service to the agency.

For years, Pitts has been recognized as "the most enthusiastic and effective promoter and community cheerleader for the city of Brownwood," according to the resolution.

Official presentation of the resolution was made August 24, 1995, at the Brownwood State School's annual Law Enforcement Appreciation Banquet. ☞

Lindgren *(continued from page 1)*

team in the United States," Lindgren said. "It is with strong mixed feelings that I say goodbye. Although I look forward to this challenge, I will miss the competence, dedication and just plain friendliness of all of you."

He added that he was looking forward to being in more direct contact with local communities -- "where the tire meets the road," and where kids' ultimate successes must occur."

Agency administrators honored Lindgren at a going-away reception August 10 in Austin where he was presented several plaques and gifts of appreciation.

"Jay's expertise and dedication will be sorely missed by this agency," Robinson said. TYC Board Members, during their July meeting, bestowed verbal accolades on Lindgren for his outstanding, compassionate service to Texas young people in the juvenile justice system.

Prior to coming to the Texas system nearly eight years ago, Lindgren served as an executive officer responsible for juvenile release with the Minnesota Department of Corrections. He also served as project director to manage and administer direction in planning a demonstration project for chronic and violent juvenile offenders.

He served as Executive Director of PORT of Olmsted County in Rochester, Minnesota, from 1972 to 1977, and organized a community corrections organization serving three southeastern Minnesota counties.

Briscoe, who has over 20 years experience in juvenile corrections, began her career at TYC in 1973 as executive secretary and later administrative assistant to Director Ron Jackson. Her last position with TYC was Contract Specialist in the Community Assistance Program.

When the Texas Juvenile Probation Commission was created in 1981, Briscoe was one of three TYC employees to be transferred to help establish the new agency. She was initially Executive Assistant to the Director of TJPC, and then became Deputy Director.

She served as Deputy Director until 1991 when she left to become Director of Governmental Affairs at the Texas Department of Mental Health/Mental Retardation. Briscoe returned to TYC January 1, 1993, to head the new Department of Delinquency Prevention.

She has a Bachelors degree in Public Administration from St. Edward's University, and a Master's Degree in Criminal Justice Management from Sam Houston State University.

Briscoe is a member of the Board of Governors of the American Correctional Association, the Board of the Texas Institute of Children and Youth, and the Executive Committee of the Board of the Council on Offenders with Mental Impairments. She serves as a peer review consultant to the National Institute of Justice. She is also past president of the Texas Corrections Association and past chairman of the Interagency Council on Sex Offender Treatment. ☞

Apprehension specialists approved to carry firearms

TYC's two Apprehension Specialists have been designated as peace officers by the Legislature, and may carry firearms, as of September 1, 1995.

The new law requires them to be licensed by the Texas Commission on Law Enforcement Officers Standards and Education (TCLEOSE), or the agency must make application for such a license before commissioning the officers.

Both specialists, Joe Reno and Arthur McBride, are already licensed peace officers. ☞

Marlin 'Reception Center' opens

First youth arrive from counties August 7

The first 20 youth arrived August 7 from Travis, Henderson and Matagorda Counties (and from the Brownwood Reception Center) to the recently converted Marlin adult prison — now the Texas Youth Commission's Assessment and Orientation Unit. By the end of the month, the Marlin population was over 100.

All newly committed youth (except those from the South Region) are now being transported to Marlin by county juvenile probation authorities, rather than to the former statewide reception center in Brownwood.

The Marlin unit, most recently an adult substance abuse treatment facility for females, was transferred from the Texas Department of Criminal Justice to TYC during the recent legislative session.

"The opening of the Marlin unit marks the first step in carrying out the juvenile justice reforms mandated by the Legislature," said Steve Robinson, TYC Executive Director.

"The Marlin program provides a highly structured and regimented program to teach the juvenile offenders the expectations for them while under the custody of TYC," he added. "The offenders will undergo a comprehensive assessment and evaluation of the factors that contribute to their delinquent behavior."

Youth will remain at Marlin for up to 60 days before being assigned to a permanent residential placement, based on their performance at the orientation unit, the severity of their committing offense, and the results of their comprehensive assessment.

The 356-bed unit, under the direction of Superintendent Alan Steen and Assistant Superintendent Jack Patton, is receiving both male and female offenders from throughout the state who have been committed to the Youth Commission.

Youth committed from the agency's South Region will continue to undergo their assessment and orientation at the Evins Regional Juvenile Center in Edinburg, before being sent to a residential placement.

The former reception center in Brownwood is being converted to an intermediate sanctions program for youth who have violated parole from TYC, and for a limited number of youth on juvenile probation. (See related story on page 25.) ☞

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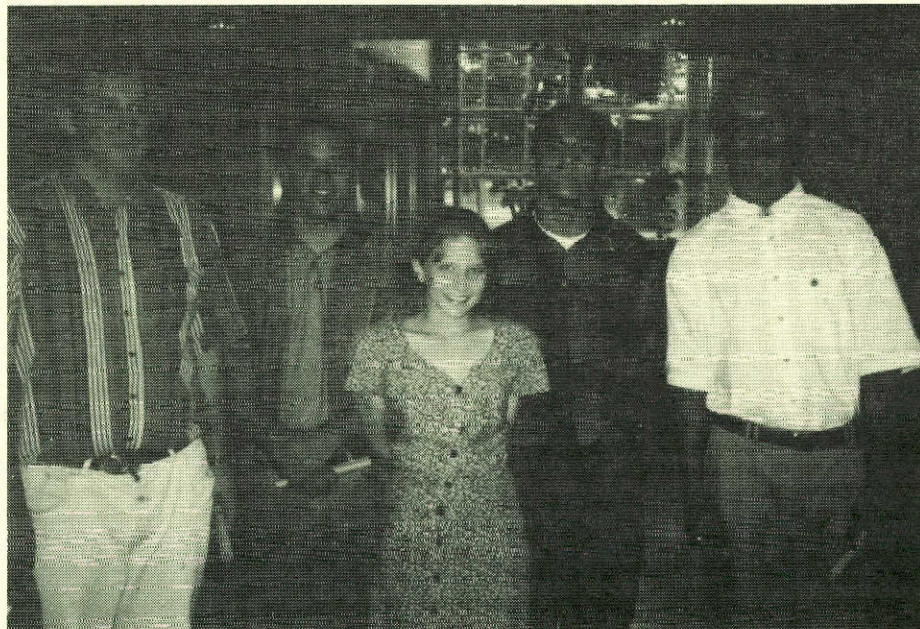
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Five Corsicana State Home students received \$50 scholarships from the CSH Ex-students Association during their homecoming banquet in June. They are, left to right, Steven Reid, Anthony Johnson, Jennifer Fillmore, Richard Reyes and Michael Thompson.

York (continued from page 1)

York, an attorney, served on the TYC Board from 1985 to 1991, also serving as Board Chairman for two consecutive terms. He began his service to the agency while serving as lead counsel for the State Attorney General's Office during the Morales v. Turman lawsuit during the early 70's.

Current Board Chair Gary D. Compton served as Master of Ceremonies for the dedication, with the invocation by Reverend Lawrence Duhart, associate minister, Brooks Chapel A.M.E. Church. Also on the program were Donald Brooks, York House program administrator, and Robert Garcia, a student graduate of the program.

A reception was held following the event.

York received a bachelor's degree in business administration from the University of Texas at Austin, as well as his law degree. He began his law career with Baker & Botts of Houston, and later became a partner in the firm. He is currently a partner with Baker & Botts of Austin.

He is a Director of the Texas Research League and chairman for the State Bar of Texas Committee on Legislation in Public Interest. He also serves as chairman for the American Bar Association Subcommittee on Aviation Related Legislation, as well as co-chairman for the Houston Chamber of Commerce Governmental Relations Council for State Affairs. ☛

Briefly noted . . .

◆ TYC Board Member **John Odam**, a Houston lawyer and longtime Texas Democratic Party activist, has announced that he will run for the U.S. Senate seat currently held by Phil Gramm. Odam, a native of Abilene, chaired the Harris County Democratic Party from 1982 to 1984 and served as special legislative counsel to Governor Mark White. His only run for public office was in 1990 when he made an unsuccessful bid to become Texas Attorney General.

◆ **Helen George**, East Region Director, was arrested in June and detained by Harris County Sheriff's department as part of an annual fundraiser for the Muscular Dystrophy Association in Houston. George raised over \$1,000 for MS and to get out of the poky.

Tactical objectives will guide next four years

TYC administrators met August 11 in Austin for a public hearing on the tactical objectives which will be implemented during the next four years. The team leaders for each objective presented the official plan for each objective.

The "tactical objectives" are the priority initiatives to implement the strategic plan and legislative mandates of the comprehensive juvenile justice reform bill.

Objectives and team leaders are as follows:

PRIMARY CARE OBJECTIVES

1. Establish the orientation and assessment unit at Marlin, with first admission on 8/1/95. (Alan Steen)
2. Establish a residential sanctions unit at Brownwood, with first admission 8/7/95. (Dan Humeniuk)
3. Complete construction and begin operation of the Jefferson County State School by 8/14/95. (Marie Murdoch)
4. Establish two conservation camps in partnership with Texas Parks and Wildlife Department by 9/1/95. (Cherie Townsend)
5. Establish a highly structured 16-hour day in all institutions which emphasizes discipline, education, training, resocialization and productive work by 9/1/95. (Dwight Harris)
6. Expand capacity by 356 beds by assuming and renovating the Texas Department of Criminal Justice facility at San Saba by 4/1/96. (Linda Steen)
7. Establish a 300 bed basic military style bootcamp at Vernon by 9/1/96. (Linda Steen)
8. Implement local data entry controls agencywide, to include reporting, training and verification, so that TYC performance measures can be certified by the state auditor, by 8/31/95. (Dwight Harris and Cherie Townsend)
9. Develop, with the Texas Juvenile Probation Commission (TJPC), a long-range planning process and adopt a coordinated strategic plan for juvenile justice in Texas by 12/1/95. (Chuck Jeffords)
10. Coordinate the response to the Sunset Advisory Commission Self-evaluation Instrument and monitor activities relating to the Sunset Review of TYC and other designated youth services agencies by 1/1/97. (Gary Fuchs)
11. Coordinate compilation of information, layout, printing and distribution of FY 1995 TYC annual report by 10/1/95. (Gary Fuchs)
12. Provide the TJPC advice and expertise on juvenile corrections programs, American Correctional Association accreditation standards, construction standards and contract monitoring in setting long-term detention standards by 11/1/95. (Cherie Townsend)
13. Update and simplify rules in the Texas Administrative Code related to youth rights and discipline, youth placement and movement, and youth security and control by 11/1/95. (Neil Nichols)
14. Develop policies and procedures for placement of probation youth in TYC intermediate sanctions facilities by 1/1/96. (Cherie Townsend)
15. Expand TYC risk management and workers' compensation programs by establishing safety and health committees and accident review boards in all facilities to address safety concerns; and develop, monitor and recommend the appropriate facilitation of the new workers' compensation bill (agencies managing worker compensation expenses), through the establishment of a risk management advisory board, program/policy to be developed by 9/1/95. (Eric Young)
16. Coordinate with TJPC, the Texas Department of Criminal Justice and the Department of Public Safety to work on the design of a centralized juvenile records system by 1/1/96. (Chuck Jeffords)
17. Include a county representative appointed by TJPC as an advisor to the joint subcommittee of the TYC/TJPC boards by 9/1/95. (Cherie Townsend)

(continued on page 9)

Tactical objectives *(continued from page 8)*

18. Set records transfer policies and develop continuity of programs and services for TYC offenders transferred to the Texas Department of Criminal Justice by 9/1/95. (Dwight Harris)
19. Appoint, with the Texas Department of Criminal Justice, liaison offices to begin cross-training and familiarization of agency staff with each other's systems of operation by 9/1/95. (Jerry Dollar)
20. Establish "Legacy" system modification and/or development to implement new legislature-directed guidelines, policies and procedures by 9/1/95. (Kathy Bremner)
21. Establish a staff training academy function which includes preservice training, maintenance of annual training requirements at field locations, and training management by 9/1/95. (Eric Young)
22. Work with TJPC and the various other responsible state agencies to maximize the amount of federal funds available for juvenile corrections in Texas by a time to be determined. (Nancy Emmert)
23. Study, with TJPC, the feasibility for merging certain administrative functions and management information systems and report findings to the legislative leadership by 1/1/96. (Ed White)
24. Continue collaboration with TJPC on legislative appropriations request population projections for FY's 1998-99 by 4/1/96. (Chuck Jeffords)
25. Compile information for analysis on a quarterly basis, showing commitments, placements, parole releases and revocations administered under the progressive sanctions guidelines by 4/1/96. (Chuck Jeffords)
26. Develop a rate-setting methodology that establishes the most cost effective rates for community corrections services by 7/1/96. (Paula Morelock)
27. Adjust program populations in contract care facilities to maintain an ADP for FY '96 of 714 youth and an ADP for FY '97 of 685 youth. (Paula Morelock)
28. Establish the statewide communications infrastructure (local and wide area networks with appropriate circuits, hardware and software), to allow ease of data and information transfer within TYC and to external entities by 9/1/96. (Pete Mikel)
29. Establish TYC information security standards required of all state agencies to provide for the confidentiality and security of state-owned information resources. (Louise Porfirio)
30. Establish an agency wide "Open Systems" computer architecture that will promote the development of software application databases of "information" which are accessible statewide and provide "information" between authorized customers, both internally and in other agencies or external entities by 9/1/97. (Kathy Bremner)
31. Increase TYC participation of certified Historically Underutilized Businesses in agency contracts to 30% by 8/31/98. (Ron Arnett)

ASSESSMENT OBJECTIVES

1. Develop and implement a new assessment and placement process, including specialized treatment evaluation procedures by 2/1/96. (Linda Reyes)

CONSTRUCTION AND RENOVATION OBJECTIVES

1. Implement provisions to transfer bond funded construction management to the Texas Department of Criminal Justice by 9/1/95. (John Franks)
2. Increase capacity by 144 at Jefferson County State School by constructing three additional dormitories by 11/1/96, reaching capacity of 264 by 2/97 and construct the physical education and vocational education building by 3/97. (Marie Murdoch)
3. Increase capacity by 144 at Evins Regional Juvenile Center by constructing three additional dormitories by 3/1/97, reaching capacity of 192 by 8/97 and construct a perimeter security system by 6/30/97. (Butch Held)
4. Increase capacity by 96 at Crockett State School by constructing two additional dormitories by 3/1/97, reaching capacity of 264 by 6/97 and construct a perimeter security system by 6/30/97. (Rey Gomez)

(continued on page 10)

Boot camp holds open house

An open house for TYC's first boot camp, located in Sheffield, included a ribbon cutting and dedication ceremony, with cadets from the first platoon performing a military drill.

The second platoon provided a physical training exercise.

Special guests for the event were TYC Board Members John Odam of Houston and Edna Tamayo of Harlingen; TYC administrators Steve Robinson, Executive Director, and Dwight Harris, Director of Institutions; Dan Bartlett, representing the Governor's Office; State Representative Pete Gallego; and Tina Hogy representing Senator Frank Madla's office.

Also attending were residents of the local communities -- Iraan and Sheffield -- who had their first opportunity to see the changes made in the building which had previously been the Sheffield Elementary School. ☺

Briefly noted ...

◆ **Anthony Rodriguez**, East Region, has received the first annual Kirk Baptiste Southwest Key Olympic Scholarship. On July 15, 1995, at the Key Olympics held in Houston, Anthony was awarded a \$4,000 scholarship to the college of his choice and will be attending Prairie View A&M University this fall, where he will major in hotel management.

Tactical objectives *(continued from page 9)*

5. Increase capacity by 48 at Brownwood State School by constructing one additional dormitory by 3/1/97, reaching capacity of 280 by 5/97. (Gaylon Garrison)
6. Increase capacity by 48 at Giddings State School by constructing one additional dormitory by 3/1/97, reaching capacity of 328 by 5/97. (Sandy Burnam)
7. Construct a perimeter security system at Corsicana Residential Treatment Center by 6/30/97. (Chester Clay)
8. Expand TYC institutional capacity by 256 by renovating one Texas Department of Criminal Justice substance abuse facility (location to be determined) by 9/1/97. (Gary Guentner)
9. Expand TYC institutional capacity by 256 by renovating one Texas Department of Criminal Justice substance abuse facility (location to be determined) by 9/1/98. (Gary Guentner)
10. Expand TYC institutional capacity by 356 by assuming and renovating one Texas Department of Criminal Justice facility (location to be determined) and establish a 356 bed basic correctional facility by 11/1/97. (Gary Guentner)

EDUCATION OBJECTIVES

1. Contract with Home Builders Institute for a pre-apprenticeship program at Giddings State School by 9/1/95. (Byron Griffin)
2. Establish a TYC Reintegration of Offenders model at TYC for parolees ages 17-21 by implementing a cooperative program of specialized employment through education, training and support for up to 2,000 youth released in nine selected counties by 1/1/96. (Billy Jacobs)
3. Establish operating policies and an advisory council for TYC industries programs and disseminate information to public and private entities in regard to locating industries at TYC facilities by 1/15/96. (Byron Griffin)

BASIC TREATMENT OBJECTIVES

1. Continue curriculum development, training and implementation of the TYC Resocialization Program throughout the agency by 9/1/15. (Linda Reyes)
2. Restructure and expand aftercare, including parole supervision, expanded contracts with probation departments and increasing contract rates, sanctions, and specialized treatment, Phase 1 to include supervision and sanctions starting 9/1/95, and Phase 2 to include supported outpatient services for specialized treatment starting 2/1/96 with an overall completion date of 9/1/97. (Cherie Townsend)
3. Develop, with TJPC, uniform program evaluation criteria based upon improvements in juvenile competency by 10/1/95. (Chuck Jeffords)
4. Develop, transfer and release criteria for offenders sentenced to TYC after 1/1/96 by 1/1/96. (Dwight Harris)
5. Determine need for an objective to contract with adult probation by 9/1/95. (Cherie Townsend)

SPECIALIZED TREATMENT OBJECTIVES

1. Establish a specialized treatment program for a minimum of 16 mentally retarded offenders, utilizing a private vendor, by 9/30/95. (Paula Morelock)
2. Provide an assessment of the effectiveness of specialized treatment, emphasizing the rearrest rates of offenders receiving treatment by 11/15/96. (Chuck Jeffords)
3. Expand specialized chemical dependency services by 36 at Giddings by 9/1/97. (Sandy Burnam)
4. Expand specialized capital offender services by 32 at Giddings by 9/1/97. (Sandy Burnam)
5. Expand specialized gang related services at Gainesville. (Jerry Day) ☞

Legislation

(continued from page 4)

Occupancy Tax change

State employees and others exempt from the hotel occupancy tax are now required to pay the tax at the time a room is rented.

Employees may continue to be reimbursed for the full amount they pay, including a maximum room rental of \$55 PLUS any tax they pay. The agency will then be able to file with the state or city for a refund of the taxes.

Sick Leave Pool

The three-day limit on donating to a sick leave pool has been deleted. Retiring employees are authorized to donate sick leave hours they have in excess upon retirement.

Social Security Taxes

The state's contribution for the employees' share of social security taxes will be eliminated beginning January 1, 1996, and replaced with a supplemental pay increase for state employees employed before August 31, 1995.

The State Purchasing and General Services Act was amended to require contracting with as many travel agents as possible, giving preference to Texas resident entities.

TEC now "TWC"

The Texas Employment Commission was renamed the Texas Workforce Commission, effective September 1, 1995.

Whistleblower Act

The Whistleblower Act now requires an employee to exhaust an agency's grievance process before bringing suit (previously required only for local government employees).

Veterans get preference

All state agencies must file a quarterly report on the percentage of the total number of employees hired who are veterans entitled to a hiring preference. Veterans will now receive employment preference, unless they are receiving retirement and disability benefits. ☞



NEIL NICHOLS, GARY FUCHS
Executive Director's Award 1995

Neil Nichols (left) General Counsel and Gary Fuchs, (right) Executive Assistant in Central Office, are pictured accepting two of the Executive Director's Awards for 1995 presented by Executive Director Steve Robinson during the agency's annual workshop in Austin on July 5. Nichols and Fuchs were recognized for all of their work during the 74th Legislative Session and the juvenile justice reform bill.

ANNUAL WORKSHOP

'Changing Course' theme of Austin event

The Texas Youth Commission held its annual workshop, "Changing Course," in July at the Stouffer Renaissance Austin Hotel.

Steve Robinson, Executive Director, presented various awards, including Outstanding Staff Member awards in the categories of Institutions, Community Services, Central Office, and Contracts.

He also presented Executive Director Awards to Alex Escarcega, West Regional Director; Neil Nichols, General Counsel; and Gary Fuchs, Executive Assistant in Central Office.

The annual Safety Award was presented to Crockett State School and Cottrell House; the Administrator of the Year Award was presented to Linda Reyes, Director of Programs/Mental Health Services. Robinson also presented tenure plaques to 15-20-25-30 year staff who were present.

Sharon Hambrick, chairman of the Statewide Intercultural Awareness Task Force, and Linda Ross (last year's winner), North Region Director, presented the annual award to the Giddings State School's Task Force. Various members of their Task Force were present to accept the award.

Highlighting the program was a review of recent reforms in the juvenile justice system including a panel discussion of the ways in which juvenile justice reform legislation developed.

The morning's events began with a panel of individuals who had a significant role in developing and refining the provisions of legislation which would ultimately become the omnibus juvenile justice reform bill. Participants included the Honorable Hal Gaither, Juvenile Judge of the 304th District Court in Dallas; Chief of Police Ken Yarbrough of the Richardson Police Department; Stefanie Sanford of the Attorney General's Juvenile Crime Intervention Division; Mary Anne Wiley of the Lieutenant Governor's Office; and Janna Burleson of Senator Royce West's office.

The panel, moderated by Political Columnist Dave McNeely of the *Austin American-Statesman*, illustrated the differing perspectives and points of view which were brought together during the legislative session to collaborate in the reforms that were ultimately enacted. Panelists began by detailing their personal involvement and later responded to questions from the audience.

Executive Director Steve Robinson remarked, "I felt the panel was very representative of all of the various offices and individuals who had a stake in rewriting the laws governing juveniles. The differing views expressed by the panelists also gave our staff an idea of how important cooperation and compromise are in the legislative process."

Bob Weaver, President and CEO of Associated Marine Institutes from Tampa, Florida, addressed the group later in the morning and talked about the positive aspect of change and how successful organizations respond.

Deputy Director Jay Lindgren discussed the impact that the reform of the juvenile justice system will have on TYC. Linda Reyes presented an overview of resocialization, performance expectations and the rights and privileges of TYC youth, including education and discipline training.

Doyle Bailey, Administrator of the Texas Alcoholic Beverage Commission, provided a motivational address during breakfast on Friday, July 7. Robinson concluded the program by summarizing the various presentations that had been provided during the workshop. ☛

Institutional outstanding employees recognized

Seven "Outstanding Staff Members in Institutions" were honored during the awards presentations at the Stouffer Renaissance Austin Hotel on July 5. Announcement of their awards was made by Dwight Harris, Director of Institutions.

In making the presentations, Harris stated that "awards are selected on the basis of dedication. These employees are committed, not just to their individual responsibility, but to the Texas Youth Commission as a whole. These staff members go out of their way to make life easier for all the rest of us, doing exactly what it takes to get the job done."

ALVINO VALDEZ, Statewide Reception Center

Alvino Valdez, Youth Activity Supervisor II, has been with the Statewide Reception Center for the past four years. Due in part to his commitment to the youth in his dorm, Dorm 5 was recently recognized as the Outstanding Dorm of the Year for the Statewide Reception Center. In addition, Valdez was honored as the Reception Center's employee of the month in October 1994.

Valdez is constantly building staff morale by "leading by example." He places a high priority on the safety of staff and youth, facility security, and dorm cleanliness. His coworkers emphasized his dependability in both routine and crisis situations. Even though he travels 60 miles to work each day, he always arrives promptly.

"Serving as a role model for both the youth and his fellow coworkers, it is an honor to recognize Valdez as the Outstanding Staff Member from the Statewide Reception Center," said Harris.

WANDA DREW, Brownwood State School

Wanda Drew, Youth Activity Supervisor III at Brownwood State School, has been with the agency for six years.

"Drew treats every student on the dorm as an individual and does her best to meet the needs of each and every student. She believes that every student has an inner power within them to change not only their attitude but their beliefs and will do everything in her power to reach that part of each student. To quote Ms. Drew herself, 'God doesn't make junk, so their ain't no junk at the Brownwood State School,'" said Harris in presenting her award.

When Ms. Drew first came to Faith Dorm, the dorm was known as the 'bad Dorm on campus'. She immediately went to work on changing that reputation. She believes that all staff have good qualities and that her job is to find those qualities and bring them out. Now, instead of hearing teachers and other staff say "on no, here comes Faith," you hear, "look at Faith, they have really turned around." Wonder what they're doing? Ms. Drew would answer by saying "teamwork and consistency!" Harris concluded.

JAMES GOODEN, Corsicana Residential Treatment Center

James Gooden, Youth Activity Supervisor at the Corsicana Residential Treatment Center, has been with the agency for almost two years. Gooden has volunteered in the campus intramural sports *(continued on page 16)*

Five regional staff members named outstanding

The Texas Youth Commission honored the following "1995 Outstanding Staff Members in Community Services" during the awards presentations. Announcement of their awards was made by Cherie Townsend, Director of Community Services.

DONALD BROOKS, North Region

Donald Brooks was Director of Operations at Cottrell House when he was named North Region's Outstanding Staff Member for 1995. He has been with the agency for two and one half years and was recently named superintendent of York House in Corpus Christi.

In recommending Brooks for this honor, a fellow coworker referred to him as being "made of the extra best stuff in TYC, extra dedication, extra perseverance, extra competence and extra love for TYC youth," said Townsend.

"He is firm and consistent with his residents and expects the same from his staff. He encourages staff to better themselves by allowing time for education. He also physically works their shifts in time of personal emergencies or severe stress. He works alongside of his staff. He doesn't just direct, he leads them to success. He doesn't just manage staff, he coaches them. He holds them and himself accountable," she concluded in making the presentation.

JIMMY REYES, South Region

Jimmy Reyes, Recreation Program Manager at Evins Regional Juvenile Center, has been with the agency for almost five years.

"Reyes is very active in organizing athletic events and opportunities for staff as well as youth and has often contributed his personal time and energy to coordinate and organize events in which the local community can take part. His efforts have improved both the morale and fitness of the staff and youth at Evins and has helped win the support of citizens throughout the area," said Townsend.

"Coach Reyes, as he is known at Evins, has implemented a Wellness Program for staff and families at the facility. He has taken the initiative to develop individual physical fitness programs for staff. He has organized and coached a staff city baseball team. He planned and established the obstacle course at the Evins facility. He has organized and sponsored community events such as the annual softball and basketball tournaments for youth. This included coordinating and organizing teams from other programs in TYC," continued Townsend.

"Jimmy's goal and main focus in the sporting events has always been the enhancement of group skills, sportsmanship, and individual leadership," she concluded.

(continued on page 15)

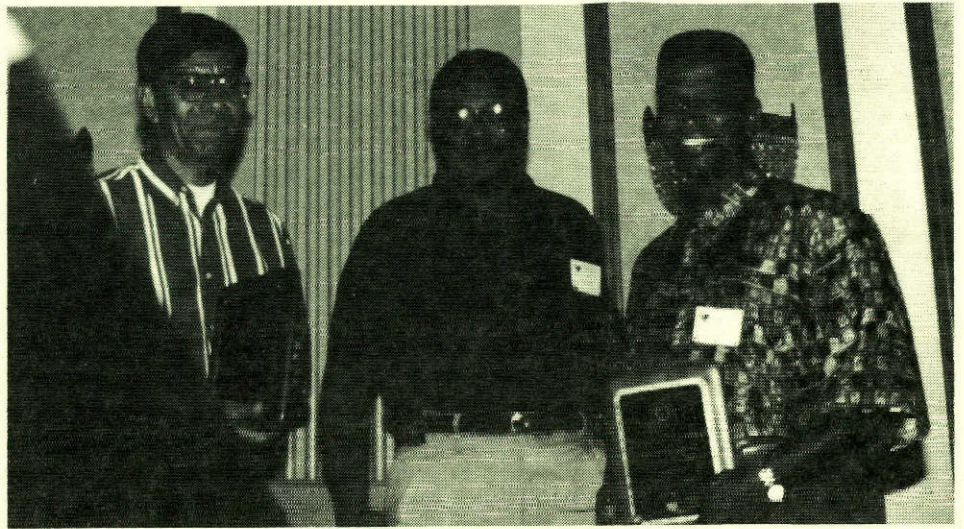
Safety awards go to Crockett, Cottrell

Crockett State School and Cottrell Halfway House, Dallas, were recipients of the Texas Youth Commission's 1995 annual Safety Awards, presented by Executive Director Steve Robinson during the annual workshop at the Stouffer Renaissance Austin Hotel.

Superintendent Rey Gomez accepted the award on behalf of Crockett State School, which held an Injury Frequency Rate (IFR) of 11.28, lowest in the institutional category.

Cottrell House was awarded the 1995 Safety Award in the halfway house category with an IFR rating of 4.17. This is the first year an award has been presented to halfway houses since the Risk Management Department began inspecting these facilities. Superintendent Travis Wortham accepted the award on behalf of the halfway house. All calculations were based on the time frame of May 1, 1994 - April 30, 1995.

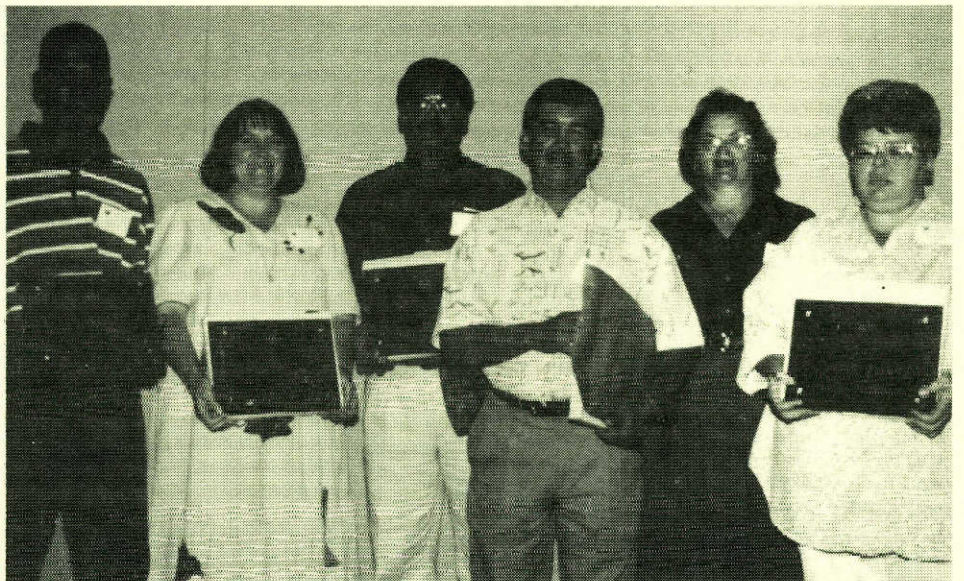
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TOP RIGHT: Rey Gomez, Superintendent of Crockett State School (left), and Travis Wortham, Superintendent of Cottrell House (right), are shown accepting the 1995 Safety Awards from Eric Young, Director of Human Resources, who oversees Risk Management for the agency.

CENTER RIGHT: Five regional staff members were named outstanding in 1995. Pictured (left to right) are Jimmie Dean Prince, West Region; Jimmy Reyes, South Region; Dulce "Candy" Gracia, Central Region; Patrice Miles-Garcia, Central Region; and Donald Brooks, North Region (now Superintendent of York House, Corpus Christi).

BOTTOM RIGHT: 1995 Outstanding Employees from institutions were presented award plaques by TYC Director of Institutions Dwight Harris during the annual workshop in Austin. Pictured (Left to right) are James Gooden, Corsicana Residential Treatment Center; Wanda Drew, Brownwood State School; Alvino Valdez, Statewide Reception Center; Bill Liddell, Gatesville State School; Phyllis Urhan, Giddings State School; and Diane Graham, Crockett State School. (Raul Briceno, West Texas State School, is not shown).





TOP LEFT: Genesis House from the West Region was awarded one of the 1995 Outstanding Contract Program awards during the annual workshop in Austin July 5. Pictured with Board Chairman Gary D. Compton of Amarillo and accepting the award on behalf of the program is Sharon Braddock, Program Director.

TOP RIGHT: Alex Escarcega, West Region Director, received one of the 1995 Executive Director's Award during the agency's workshop in Austin on July 5. Escarcega was recognized for his work in assisting the female program in Bronte, the TYC Boot Camp in Sheffield, and TYC's Schaeffer House in El Paso.

CENTER LEFT: Cynthia Park, Central Office computer trainer (left), accepts her 1995 Outstanding Central Office Staff Member award from Pete Harrell, TYC Board Member.

CENTER RIGHT: Linda Reyes, Director of Programs and Mental Health Services, is pictured accepting the Youth Commission's Administrator of the Year Award for 1995 from Executive Director Steve Robinson during the agency's annual workshop in Austin July 5. Reyes was recognized for her initiative and efforts in the establishment of Resocialization as the agency's Basic Treatment Model. The Administrator of the Year winner is selected by peers through a nomination process.



BOTTOM RIGHT: Mel Matthews, Mel Matthews Boy's Ranch Program Administrator (pictured on left) was presented one of the 1995 Outstanding Contract Program awards by Board Chairman Gary D. Compton of Amarillo during the annual workshop in Austin July 5. The program is located in the North Region.

Regional outstanding employees

(continued from page 12)

DULCE "CANDY" GRACIA, East Region

Dulce "Candy" Gracia, a parole aide in the East Region, has been with TYC for four years. Last year, Gracia was recognized by her peers as the Outstanding Employee in the Region. In May, the regional staff again selected her as outstanding employee.

"Gracia treats all TYC youth and their families with dignity, making sure their needs are met, which at times even includes buying them food. She is the one who usually transports parole youth when they have to be removed from their home. Usually the youth is aggravated and highly emotional, but by the time they reach their destination, she has helped them feel better and has prepared them to accept the change in their life," said Townsend.

"At the same time, she follows all related TYC policies and procedures and makes sure to insure the safety and protection of the community during the performance of her duties," said Townsend.

Gracia is frequently called upon to help regional staff both in the office and in the field with her excellent bilingual communication skills in Spanish and English. In addition, she is willing to help in any way she can, whether it is helping parole officers with home evaluations, working on office projects, or anything else she can do to help the team effort.

"I think it's about time that the rest of the agency knew what the East Region has known for a while," said Townsend in concluding her presentation. "She's an incredible asset to the agency and we're lucky to have her."

JIMMIE PRINCE, West Region

Jimmie Dean Prince, Youth Activity Supervisor II at Schaeffer Halfway House in the West Region, has been with the Youth Commission for over three years.

"Prince takes a sincere interest in each of the youth in the house by providing them with guidance and counseling as well as the support that is necessary for a successful transition back into the youth's home and community," said Townsend in making the presentation. "He promotes a sense of confidence in the group that enables them to confront each other appropriately and without fear of retaliation. He ensures that each individual member of the group feels safe and secure enough to share delicate and sensitive issues," continued Townsend.

Prince's involvement at Schaeffer House extends well beyond that of his required tasks. He is a member of the Multicultural Task Force. He participates in organized recreation activities and is always willing to come in when the facility is short staffed, volunteering to participate in the treatment team and missing his own classes to train staff; he even ensures that youth have an opportunity to participate in religious activities at his church. When the program had only a part-time cook on the weekends, Prince came in early to get meals started just to keep everyone on schedule.

Townsend concluded her presentation by commending Mr. Prince on his dedication and hard work on behalf of the Youth Commission's youth and staff.

PATRICE MILES-GARCIA, Central Region

Patrice Miles-Garcia, Caseworker III at Ayres House in the Central Region, has been with the agency four years.

Superintendent Rosie Labrado was amazed when she first assumed her duties December 1994 and saw that Miles-Garcia had been single-handedly making sure that the facility continued to function in the absence of a superintendent and assistant superintendent. "I cannot describe to you how much really needs to be done and how difficult it is for one person to attempt to do it all," Labrado said.

"Miles-Garcia knows the youth well. She knows who to keep an eye on for the protection of the community. Miles-Garcia looks at the protection of the community first when dealing with youth at Ayres House," said Townsend in making the presentation. "She works hard at releasing these boys and reestablishing them into the community on independent living and makes sure that they have enough money before they venture out. Miles-Garcia is the first to follow up on the youth if there is a problem and is the one who is there to provide the positive feedback," said Townsend.

In concluding her presentation, Townsend thanked Miles-Garcia for her hard work and dedication.

She told all of the regional winners in the Community Services category that "they raise the standards for all of us and we appreciate the challenge they set for us to match in their efforts." ☛

CYNTHIA PARK, 1995 Outstanding Staff in Central Office

Cynthia Park, Computer Trainer in the Human Resources/Training Department, was selected as Outstanding Central Office Staff Member for 1995. Announcement of her selection was made by Pete Harrell, TYC Board Member from Austin.

Park has been with the agency since 1990 and previously held the position of Word Processing Operator in the Electronic Document Center before being named to her current position in April.

"Cynthia's belief in the 'always set a good example' philosophy is a true reflection of our agency policy," stated Pete Harrell in making the presentation. "When dealing with her, you can always count on a very pleasant and helpful attitude. Cynthia will always go that 'extra mile' to assist each individual user. She is known in Central Office as one of the easiest people to work with and she always provides lots of laughter, especially when the department is operating in a 'crisis/rush' mode because of the heavy work load."

Harrell concluded his presentation by stating that the editor of the American Correctional Association newsletter sent a note complementing TYC on its excellent newsletter after Park became the newsletter desktop publisher. ☛

Outstanding institution staff

(continued from page 12)

teams, coaching and encouraging the kids to understand that sports can be a positive way to work out problems. His dedication to the students is obvious in that he spends much of his free time talking to his youth about what to expect once they are released and how to meet those challenges.

Gooden goes beyond his regular duty in ensuring the youth are safe and well taken care of. He has made family contacts for youth and has arranged for youth to talk to their families. He is a good listener and youth respect him for this. He doesn't just talk with youth about their problems, but also talks and encourages them on what they are doing right.

If Gooden observes a staff working with a youth in a way that may negatively affect the youth, he will step in and assist. He will later talk with the staff in a helpful manner about the situation and will work on positive staff relationships across campus.

Harris concluded his presentation by thanking Gooden for his time and inspiration to the youth and staff of the agency.

DIANE GRAHAM, Crockett State School

Diane Graham, Youth Activity Supervisor III at the Crockett State School, has been with the agency for over three years. In those three years, she has involved her coworkers in constantly searching for ways to reward youth for their improvement and good work. Graham is a strong advocate for change in the life style of the youth. She takes opportunities that foster a new understanding of living by rules and laws. She gets youth involved in tasks and hobbies which seem to build self-confidence and encourages other youth to find ways to assist peers to live together.

Graham studies youthful trends. She listens to the music, reviews the current fashion trends and listens to the concern of citizens. She informally networks with agencies in Crockett in order to help find a way to prevent local youth in Houston County from becoming involved in the criminal justice system.

"Graham shows care and concern in real ways and in ways in which the youth can see. She takes clothes home with her and sews anywhere from ten to twenty hours a month for 'her boys.' She provides beautiful cakes and on many occasions she does this for the youth and her colleagues," Harris said.

BILL LIDDELL, Gainesville State School

Bill Liddell was named the 1995 Outstanding Staff Member for the Gainesville State School. As the building trades teacher, Liddell has for over 20 years instilled in his students a strong work ethic, providing them with the opportunity to learn skills which are marketable and spending time both on and off campus to help students learn self-esteem and social skills.

Liddell has gone above and beyond the call of duty many times, accompanying youth during off campus visits with their families who would otherwise not have been able to go due to their Custody Supervisory Rating (CSR) scores.

"This attitude is seen in his daily interactions with youth," said Harris. "Liddell encourages staff when they are having personal problems. When you need a friend, he is always there. He often arranges cookouts when teachers are in training or having work days, doing both the buying and preparing. He is never known to say no," Harris concluded.

PHYLLIS URBAN, Giddings State School

Giddings State School Outstanding Staff Member for 1995 is Phyllis Urban, who has been with the Youth Commission for 17 years and currently serves as a Statistical Clerk.

Urban is an excellent role model. She always takes the high road and is constantly trying to resolve problems and bring people together. Perhaps the most effective way Phyllis has been able to do this is through her leadership in the SQI, an organization set up to help improve the staff morale, communication and rapport. By doing this, staff feel better about themselves and the quality of care and treatment of the students naturally improves.

Through Phyllis' efforts and leadership, the annual Staff, Student and Volunteer Appreciation Day has become a significant staff morale builder. Primarily through her innovative ideas and hard work, thousands of dollars have been raised over the last several years. This money has been raised through staff food cooking contests and food auctions. One of the benefactors from this fund raiser have been Gainesville staff whose homes were destroyed by a tornado.

"Urban has the gift of encouraging others to accept responsibility and become problem solvers instead of complainers. Truly a team player, she has constantly strived to create an effective and pleasant work atmosphere at the Giddings State School," Harris concluded.

RAUL BRICENO, West Texas State School

Raul Briceno is the Outstanding Staff Member from the West Texas State School for 1995. Currently a Youth Activity Supervisor in the Recreation Department, Briceno has been with the agency for seven years.

Briceno's dedication and positive attitude toward both students and staff are an example for all West Texas State School staff. His "can-do" attitude is perceived by all who work with him, as he quietly but efficiently offers assistance to many other department staff members other than his own.

"His genuine concern and caring attitude for the youth of West Texas and the Youth Commission are evident to all who know him. Raul has never hesitated to offer assistance to any person or department in need. He served on the interview team from WTSS prior to the opening of the TYC Bootcamp, Sheffield, and has always volunteered to help with special activities and events," said Harris

"No job is too tough, nor too time consuming that Briceno will not offer assistance or support," Harris concluded. ☞

TYC Regional Education Liaisons participated in the third annual Brownwood State School Transition Conference in June to provide students information which may be helpful when they make the transition back into the community. Shown left to right are: Tom Luce, Central Region; Vernon Broussard, East Region; Clyde McClatchey, North Region; Alma Padron, representing the South Region; and Rodger Wiley, representing the West Region.



Briefly noted ...

◆ El Paso TYC volunteer **Dorothy Davidson**, attended the August Preservice training at Corsicana, along with 43 paid staff members.

◆ **Bobbie Owen**, institutional placement officer at Gainesville State School, retired July 31 after 30 years with the Youth Commission. She was honored with a luncheon and a reception, and was presented a scrapbook of photos and mementos from her tenure.

◆ Retiring June 30 was **Bill Simmons**, parole officer in Cooper.

◆ The Austin Volunteer Council is sponsoring its annual fund raiser **Golf Tournament** Saturday, September 30, at Forest Creek Country Club in Round Rock. All TYC golfers are invited to participate. Entry fee is \$75. For further information, contact **Adrian Moore**, Central Region Director.

◆ **Bill Hollis**, formerly training officer at West Texas State School, has transferred to Central Office as Lead Training Officer. Hollis served 22 years in the U.S. Army before retiring in 1990 where he was a Russian Linguist/Technical Trainer.

◆ The **Evins Volunteer Council**, along with the volunteer councils for **Valley House** and **Beto House**, sponsored youth in a six-week baseball tournament with games held every Saturday. All teams had uniforms and caps, and official referees oversaw the games. Other residential teams also participated.

Tenure recipients

Tenure plaques were presented to 68 TYC employees who have reached milestones in their service to the agency.

Many of the plaques were given by Executive Director Steve Robinson during the workshop in July.

Recipients included the following:

CENTRAL OFFICE/ REGION

15 Years	Benny Martinez El Paso Parole	Roy Ford Central Region	Jerry Venable Amarillo Parole	Travis Wortham, Jr. Cottrell House
	Joan Timmons Central Office	Sharon Hambrick Tyler Parole	Debra Daniels East Region	Wanda Pike Central Office
	John White Schaeffer House			

EVINS REGIONAL JUVENILE CENTER

15 Years Juan DeLeon, Jr.

BROWNWOOD STATE SCHOOL/RECEPTION CENTER

15 Years	Ben McDonald Joe Reno	Betty Kennedy May Sutton	Sagrario Perez Mary Taggart	Willie Morgan
20 Years	Delroy Erskine	Tommy Manley, Jr.	Herbert Lee	
25 Years	Harold Pairish	Jo Ann Miller	Jean Ann Lee	Marilyn Goodson

CROCKETT STATE SCHOOL

15 Years	Michael Tutt Edgar McKnight	James McCullough Willie Rhodes	Arthur Murphy, Jr.	Virginia Williams
20 Years	Carol Hacker			

CORSICANA RESIDENTIAL TREATMENT CENTER

15 Years	Robert Henderson	David Farr		
20 Years	Melanie Hardeman	Jane Smith	Chester Clay, Jr.	
25 Years	Lynn Weems			

GIDDINGS STATE SCHOOL

15 Years	Sam Rogers Dinah Akin	Stan DeGerolami John Green	Annie Chandler Stanford Patridge	Milton Hobbs Darrell Sanders
20 Years	Sharon Sanchez Marilyn Alexander Larry Reue	Iris Bohr Dorothy Moore Herbert Lerche, Jr.	Carol Carmean Leslie Chandler, Jr. Dalton Sherrill	Karen Siegmund Jo Ann Bradshaw Glennie Hervey
25 Years	Walter Stevens			

GAINESVILLE STATE SCHOOL

15 Years	Vicky Tuggle	Lunetta Jo Privett		
20 Years	Norman Clark Reid Turner	Bill Liddell	Anita Murphy	John Powell
25 Years	Lynda Langston			
30 Years	Bobbie Owen			

WEST TEXAS STATE SCHOOL

15 Years	Manuela Dunham	Linda Brady	☺	
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VOLUNTEERS

San Antonio council hosts bowl-a-thon

The "Bowling for Texas Youth" fundraiser hosted by the San Antonio volunteer council in June included 17 teams competing for trophies and prizes.

The top team was AFIWC To Four, one of three teams from Kelly AFB. Second place was a team of American Express Financial Advisors.

A team of Ayres House staff members competed against teams from San Antonio parole and Central Region/Austin parole.

KRIO radio announcers Bobby Lopez

and Camille Rojas kept things rolling and gave out door prizes which had been donated by 43 different businesses.

"Net proceeds totaled \$2,752.78. Donations from sponsors and pledges totaled \$3,661.50," said Mark Padilla, council president. Prizes included tickets to the Missions, Spurs and Iguanas professional games. Other donors included Columbia Industries and Draft, Inc.; Scrivner's; N.H. Northern Hardware, and Circuit City. In-kind donations totaled another \$3,592. ☛



Winning team members proudly display their trophies and shirts after taking the honors at the "Bowling for Texas Youth" fund raiser sponsored by the San Antonio Volunteer Council. Top bowlers, members of the AFIWC Top Four at Kelly AFB, are: Tsgt. Christopher Hester, a council member; Tsgt. Ronald McKenstry, Tsgt. Richard Kahleh, Tsgt. Robert Kehleh and Tsgt. Robert Daluz, who was also the top male bowler.

Rain again featured for Gainesville volunteer picnic



Rain came on schedule for the 100 volunteers and staff attending the eighth annual Gainesville State School volunteer recognition picnic in June.

For several years it has rained on this event like clockwork. Last year, as well as this year, there were severe thunderstorm warnings issued at the event. Participants who braved the storm arrived at the campus cafeteria drenched.

Emcee for the program was John Stutz, volunteer coordinator/chaplain. Dr. Ted Shorten, assistant superintendent, welcomed guests who were treated to a surprise performance from world Yo-Yo champion and magician Bunny Martin.

All volunteers received a volunteer services coffee mug. Joan Timmons, chief of volunteer services, presented plaques to recipients of outstanding volunteer service awards:

- ◆ Debra Allred, outstanding individual volunteer
- ◆ Dr. Pervais Rahman, outstanding religious volunteer
- ◆ Bill Lidell, outstanding employee volunteer
- ◆ Soroptomist Club of Gainesville, outstanding volunteer group
- ◆ Bill Glass Ministries, outstanding religious volunteer group ☛

Sheffield boot camp hosts 'Life Action Ministry'

Sheffield Boot Camp volunteer, Reverend Jerry Fortune, coordinated a patriotic and inspirational program in June for boot camp cadets and residents of the Iraan/Sheffield community.

The "Life Action Ministry" team from Niles, Michigan, performed in the gymnasium. The boot camp's first platoon performed a military drill, led by Lt. John Rodriguez. ☛

Ft. Worth council funds mom's visit

The mother of a young woman at TYC's Willoughby House in Fort Worth recently traveled to Fort Worth for what is termed "a therapeutic visit," thanks to having her bus ticket provided by the Fort Worth Volunteer Council.

Daughter Stephanie Chavarria worked to earn the money to pay for her mother's hotel stay. Family therapy was conducted during the weekend, which Stephanie said "was well worth it."

The two made plans for the future — and plans for change.

Stephanie was selected to attend the recent four-day Texans' War on Drugs/Youth In Action Leadership Conference, accompanied by a Willoughby House staff member. The registration fees for both (\$460 total) were paid for by the volunteer council. ☞

Lucky ducks dive for 4th year

The fourth annual Lucky Ducky Dive fund-raiser raised \$7,200 in August for the Corsicana Residential Treatment Center Aquatic Center.

The swimming pool, originally built in the 1930's, is soon to have the plumbing and pumphouse restored, and the Community Advisory Council continues to raise funds in an effort to enclose the pool for year-round use by the students. The council has raised over half the funds for this through monetary and in-kind donations and pledges.

Entertainment was provided by the Ellison Sisters gospel group.

The grand prize, won by C.D. Rawls, of Crockett, an ex-student of Corsicana, was a Caribbean cruise of up to \$700 value. There were about 70 prizes total.

Chairman of the fund-raiser was volunteer Rich White; co-chairman was Gioia Keeney. Other volunteer committee chairs were Dolores Upshaw, Carolyn Mathis, Kelly Berry, Mary Rozelle, Lynn Anderson and Billie Carroll. ☞

Austin volunteers honored at picnic

Turman House staff and youth hosted a CHEERS FOR VOLUNTEERS! picnic at the Sunken Garden in Zilker Park in June. Barbecue chicken and all the trimmings were prepared for council members, church volunteers and youth.

Council president Bob Stewart welcomed guests. The Mt. Sinai Christian Drill Team presented a precision drill to a cadence of Biblical verses.

Guest speaker was Cherie Townsend, director of community services. She recognized Allen Scott, now a student at Austin Community College, as the Central Region "Outstanding Student Volunteer." Joan Timmons, chief of volunteers, awarded certificates of appreciation to Austin community service sites and donors. Coffee mugs were awarded to volunteers by volunteer coordinator Jane Parker.

Judge Phil Sanders received a desk set for his service as part-president of the Austin council from Adrian Moore, regional director. ☞

West Texas fireworks

The seventh annual Fourth of July fireworks display was provided for West Texas State School students again this year. The annual exhibit has been sponsored by the WTSS Community Advisory Council, together with donations from staff and visitors.

With students gathering outside the dormitories and community members spreading blankets in the park area outside the fence, the festivities began at about 8:45 PM. WTSS youth Al McGruder and Jesus Sanchez provided the "Presentation of Colors," followed by the National Anthem, sung by staff member Gary Brewer.

WTSS has hosted the only fireworks exhibit in the surrounding area for several years. ☞

NOTICE

If you want to continue to receive the *Texas Youth Commission JOURNAL*, Texas law requires that you request it in writing annually. Your name will be removed from the mailing list if you do not respond. To remain on the mailing list, return this page with your mailing label to:

TYC JOURNAL

4900 North Lamar
P.O. Box 4260
Austin, Texas 78765-4260

I wish to continue receiving the *TYC JOURNAL* at the address/corrected address on my mailing label. (Please attach.)

Signature _____ Date _____

NOTE: TYC employees, contract programs, and juvenile probation departments are exempt from this requirement.

Gainesville junior/senior olympics

Nineteen students from the Gainesville State School and residents of the Gainesville Convalescent Center teamed up recently for the second annual junior/senior olympics in Gainesville. Students and residents paired up to compete in horseshoes, Frisbees, basketball and soccer. Highlight of the day was a joint cookout. (see photo on page 25) ☞

Army band performs at Giddings

The 49th Armored Division Band performed a concert in July for students of Giddings State School. Under the direction of Chief Warrant Officer Frank Simon, the 34 member band played an assortment of music including marches, classical and popular.

Roy Reid, Giddings youth rights specialist, also serves in the National Guard as a Staff Sergeant and percussionist for the 49th Armored Division Band. Through his efforts, the band has put on concerts over the last five years at Giddings. The band is based at Camp Mabry in Austin. ☞

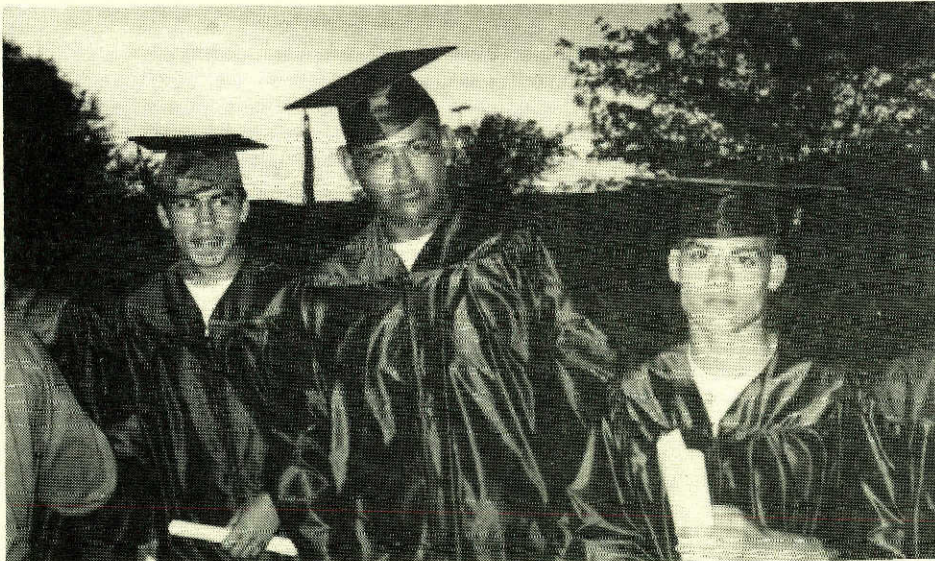
45 students take part in job fair

Thirty-one employers from Central Texas participated in a mock job fair at Giddings State School this summer. Forty-five students spent the day filling out job applications and being interviewed by future prospective employers.

Representatives from a variety of companies such as Wal-Mart, HEB and Apple Toyota gave the Giddings students first-hand experience at what the real employment world will be like when they are discharged from TYC. The fair is a project of "Project Re-enterprise," a program started in 1992 by the Crime Prevention Institute. The president of the Institute, Robb Southerland, had previously focused on adult convicts, teaching them the skills necessary to find employment.

State Representative Ray Allen and Executive Director Steve Robinson addressed the prospective employers and Giddings staff during a luncheon. ☞

YOUTH SPOTLIGHT



Three youth at Brownwood State School's GED graduation ceremonies.

Brownwood students honored at GED graduation

Brownwood State School honored 34 students with a graduation ceremony in May for attaining the General Equivalency Diploma (GED).

Superintendent Gaylon Garrison served as master of ceremonies. Pat McClatchy delivered the keynote address and Carson Byers provided special music.

Keith Clark, president of the Brown-

wood community advisory council, organized a reception following the graduation with council members providing refreshments and decorations.

Students were also honored at a brunch provided by the faculty. A dialogue with the students was moderated by Dan Humeniuk, superintendent of the Statewide Reception Center. TYC job training coordinator Ron Foy also participated.

Students with their GED may continue their education in the formal high school program, enter the student work program, or pursue specialized training. ☞

TYC youth receives college scholarships

Jeremy Payne, a TYC youth placed at Mel Matthews Boys Ranch, received his high school diploma in May and finished in the top 25% of his class.

Jeremy also won two scholarships, including the Rick Chambers Memorial Scholarship, the highest scholarship given to youth in Cisco, Texas.

He will use his scholarship monies to work toward an associate degree from Cisco Junior College, and a bachelor's degree in agriculture from Tarleton State University where he plans to minor in criminal justice and work in the prison system.

Jeremy also received a \$350 agriculture scholarship. ☞

37 students honored at banquet

Thirty-seven TYC youth were honored at the third annual East Region educational awards banquet at the Harvey Hotel, Houston, in May.

Theme for the event was "Success is not by Accident, but by Determination..."

Several former students were honored: Jamie Dolison, who graduated from Yates High School and will be attending Prairie View A&M University this fall; Melanie Wybro, who will be receiving her RN associate degree; and Nicole Boykin (Davis) a cosmetology graduate who now owns her own hair styling business.

Also honored was Robert Jackson, who graduated from Yates High School and will be attending Baylor University on a football scholarship.

Vanessa Williams, chair, Houston community volunteer youth council, welcomed guests. Student Melanie Wybro, who attends the Texas Women's College School of Nursing, was mistress of ceremonies.

Also on the program were Dr. Van Johnson, invocation; Faith Luster, musical selection; Keith Branch, Sonja Lucas-Roberts, Denise Kennedy (East Region volunteer coordinator), Bea Marquez, special musical tribute; Rodger Wiley, educational administrator, Austin, who presented the awards, and Helen George, regional director.

Reverend Roosevelt Howard, Wheeler Avenue Baptist Church, was keynote speaker. Kennedy and Vernon Broussard, East Region educational liaison, were in charge of the banquet, which was hosted and funded by the volunteer council. The 80 students, families, volunteers and staff were served a formal dinner prior to the awards ceremony.

Also attending from Central Office were Dennis Payne, director of training, and Joan Timmons, chief of volunteer services.

☞

GED graduation for 10 Corsicana students

Ten students received GED diplomas during the first ever GED commencement exercises at Corsicana State Home.

Deputy Director Jay Lindgren was guest speaker. Sylvia Bonin, on behalf of the Community Advisory Council, presented monetary gifts to each graduate.

Valedictorian was Greg Wiese and Africa Moore was salutatorian.

Other recipients were Virgil Aguirre, Renetta Cobb, Frank Esponzoza, Chris Hames, Michael Janes, Terrance Sapp, Abraham Wever and Lena Woods. ☞

Student poem earns national recognition

"Headfirst," a poem written by Brownwood State School student Richard Gonzalez, has been selected from among 72,000 entries for publication in the National Poetry Society's National High School Anthology.

"Fewer than 1,500 students are being honored," said Society President Martin L. Keegan. "These young poets join the company of an elite fraternity which embodies and represents the very best the United States has to offer."

While consideration was given to form and style, primary emphasis was placed on the overall emotion evoked, he explained.

Submission of the poem was accomplished by Brenda Howard, Richard's English teacher at Brownwood.

HEADFIRST

*Born Headfirst into a bleeding world of pain,
Machine-gun fire for sunshine.
Black teardrops for rain.
Day by day, and brick by brick,
I built my metropolis of stone.
Born Headfirst into the apocalypse,
I fight the world alone.
Death's black wings spill the blood
Of angels from the sky.
The serial Killer's chant
Is a dead man's lullaby.
My world crumbles like a pagan god of stone,
Born Headfirst into the slaughter.
Sacrifice of flesh and bone.
I wish there was a way to slip back into the womb,
Holy Mother of all creation,
Conceal me in your blessed tomb,
Everything I lust for, and for everything I thirst.
From the sins of my father, I inherited this hell,
Into which I was born Headfirst.*

by Richard Gonzalez ☞

HUMAN RESOURCES



Crockett reunion featured lots of war stories — Nancy Emmert, currently in Central Office, tells one of her stories to Judy Dyess from Arizona, George Head from Nacogdoches, and Alva Phillips from Crockett.

Crockett old-timers get together

Former Crockett State School employees, retirees, TYC staff and volunteers greeted each other with a smile and a handshake while trying to recall each others' names at a CSS reunion.

Charlie Davis, recognized as the oldest retiree present, said, "I will soon be up in my nineties, but I still have good memories about Crockett State School and the staff I worked with." He was hired by Pete Harrell and served as security officer for Crockett State School for Colored Girls.

Jerry Day, now superintendent at Gainesville State School, was recognized for his leadership with the camping program and was presented with a pair of Georgia boots used in the camping program.

Superintendent Rey Gomez presented tee-shirts, caps and an assortment of prizes to winners in specific categories. ☛

Trainers return to field supervision

Institutional trainers have been returned to the supervisory control of the institution superintendents, as of September 1, 1995.

The reason for the change, according to Dennis Payne, Director of Training, is to provide superintendents with increased control over the presentation of training at their facility, and to add the trainer to the institution's management team.

"As an active participant of the management team, the trainer will be more sensitive to all issues affecting training, so better training can be provided to meet the needs of the particular facility," Payne said.

The Central Office staff development department will serve as consultants to field managers and trainers, and will manage the Preservice Training Academy — which will continue to be offered monthly at the Corsicana training facility.

In addition, a community services training officer will be hired and will work out of Central Office.

Central Office will coordinate the use of the training facility in Corsicana as an agency conference center.

The basic supervision course will continue to be managed and offered on a quarterly basis, and development of intermediate and advanced supervision courses are planned for the future.

Staff Development will also:

- ◆ provide and manage agency computer software training;
- ◆ coordinate special training academies;
- ◆ revise and update existing training modules and develop new curriculum;
- ◆ provide electronic and print media support;
- ◆ coordinate Handle With Care Trainer Certification and coordinate initial certification and annual recertification training;
- ◆ schedule staff to attend Governor's Management Development Program;
- ◆ provide a semi-annual audit of agency training to ensure compliance with agency and ACA policies and standards. ☛

Layoff/RIF policy effective July 1

An official comprehensive Layoff/Reduction In Force (RIF) policy went into effect July 1, 1995.

The policy provides procedures whereby employees may be laid off under certain circumstances, and whereby a reduction in the number of positions allocated to an office, department, institution or region may be initiated.

Layoffs may occur for medical reasons, because of pending criminal charges, and for failure to complete specific training requirements for sole supervision positions.

When a Reduction In Force is necessary, priority for retention is given to job classifications or individuals with unique skills which are essential by evaluating performance, seniority, skills and experience.

Notice of a position being eliminated is to be given at least 60 days prior to effective date of separation, when possible. Prior to the separation date, an employee affected by a RIF is to be notified of vacant positions in the agency for which he/she is qualified.

An employee whose position has been eliminated due to a RIF is eligible for automatic reinstatement to a vacancy in the previously held job classification and salary at the same facility for a period of 12 months from the effective date of the layoff.

However, eligibility for automatic reinstatement terminates if an employee declines an offer of a position in the same job class and salary held by the employee prior to the layoff.

Priority consideration is given to RIFFED employees when he/she applies for positions other than the one held before layoff or at other facilities. The applicant is given preference points of ten per cent of the total number of points used in the selection process.

A RIF resulting from a decision to close a facility or discontinue a program is not grievable; however, an employee who believes proper procedures were not followed MAY file a grievance.

Accurate, complete information on the new policy may be obtained through reading the Personnel Policy and Procedure Manual, PRS 11.03, effective date 7/1/95, available through Human Resource Officers and Central Office Human Resources Department. ☛

New administrators named

New assistant superintendent at Crockett State School is **Bob Woods**, who assumed his duties there June 1, 1995.

Woods had been director of Smith County Juvenile Services in Tyler for the past 13 years and was affiliated with Jefferson County Probation Services for five years before that. He also was an intern for the wilderness camp at Crockett State School.

He holds bachelor's and master's degrees in criminology and corrections from Sam Houston State University, Huntsville.

Woods replaced Marie Murdoch, who was named superintendent of a new TYC institution, Jefferson County State School, Beaumont.

DONALD BROOKS

Donald Brooks, formerly director of operations at Cottrell House, Dallas, since November 1992, is the new program administrator for York House in Corpus Christi.

Prior to coming to Cottrell House, Brooks was a juvenile services officer in Shreveport, Louisiana, and director of Joy House in Greenwood, Louisiana. He holds a master's degree in criminal justice from Grambling State University and a bachelor's degree in psychology/sociology from Millsaps College.

Brooks was honored as the outstanding regional employee from the North Region during the recent agency workshop in Austin.

DR. TED SHORTEN

New assistant superintendent at Gainesville State School is **Dr. Ted Shorten**, who previously served as a social service administrator there since 1989.

Shorten replaces Jack Patton, who was selected assistant superintendent at the new TYC Assessment and Orientation Facility in Marlin.

Shorten has also served as superintendent of Turman Halfway House, Austin; as a research associate in central office; and as a parole officer.

He holds a Ph.D. in education from the University of Michigan, a master's degree in social work administration from Case Western Reserve University; and a bachelor's degree in business administration from the University of Houston.

PEDRO COHEN

A former TYC staff member, **Pedro Cohen**, has returned to the agency as program administrator of Valley House, Harlingen. He had been serving as director of human resources development at the Rio Grande State Center, a TXMHMR facility in Harlingen, since 1989.

He replaces Butch Held, who has been named superintendent of the Evins Regional Juvenile Center, Edinburg.

Previously Cohen served as assistant superintendent and superintendent at Valley House. He also served as community coordinator, treatment coordinator and weekend coordinator, beginning in 1978.

He holds a master's degree in science in health professions with a minor in political science and allied health services from Southwest Texas State University, and a bachelor's degree in psychology and sociology from the University of Texas at Austin.

CURTIS J. SIMMONS

Curtis J. Simmons was selected as program administrator at the Statewide Reception Center in Brownwood where he assisted in the transition of the center to the Sanction Unit.

Simmons came to TYC from the Tarrant County Hospital District where he was a social worker.

He has held a variety of clinical and administrative positions in human service organizations in California and Texas, and also has 14 years experience with the Louisiana Training Institute, a juvenile facility in Bridge City, Louisiana.

Simmons has a bachelor's degree in history from the University of Portland and a master's degree in social work from Tulane University.

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Religious symbol tours at Evins

June was a special month for youth and staff who worship in the Catholic faith. A life-size photographic replica of the Image of the Virgin Mary toured the Rio Grande Valley area's Catholic churches. (The original is in Mexico City.)

Through the efforts of Larry Contreras, who volunteers as a Deacon for youth's Catholic services at Evins, arrangements were made to have the Image visit the Evins Center on June 18th, Father's Day.

During the visit, priests, actors and musicians detailed the meaning behind the

history and symbolism of the Image. The event culminated in a Consecration Ceremony.

For three weeks, under the guidance of volunteer Pam Whitworth, about 20 youth took classes to prepare for the event. Some youth were on TV and offered positive testimonies.

Local religious observers believe that the visit of the Image to Evins was a "first" in its history, as the visit is usually confined to local churches. ☞

Summer arts, cultural workshops

Four workshops by artists were conducted this summer on the Corsicana campus.

Grady Hillman, creative writer/poet, and Rebecca Pritchard, dramatist, conducted a week-long workshop of collaborative art activities with the students.

Paul Taylor, musician/storyteller/didjeridoo maker, brought history, stories and culture from his native Australia. Students made and played their own didgeridoos — long, slender musical instruments.

Tina Marsh, composer and vocalist, taught workshops which compared the blues with rap and taught students about jazz and new music. Working with Tina was James Polk, a musician who formerly worked with Ray Charles.

Dale Bulla, storyteller and creative writer, led the students in workshops of bilingual tales, legends, and created stories.

These workshops were sponsored by the TYC Wende Fund and Navarro Council of the Arts. The Navarro Arts Council also brought a performance to campus by the Bluebonnet Brass. ☞

CULTURAL EVENTS

Giddings intercultural group named outstanding 1995 program

The Giddings State School Intercultural Awareness Task Force received the agency's Outstanding Award for 1995. Sharon Hambrick, chairman of the statewide Intercultural Awareness Task Force, was assisted by Linda Ross, North Region Director, in making the presentation. (The North Region was last year's winner.)

The Giddings State School Intercultural Awareness Committee (ICA) was established in 1990 to educate staff and students concerning the similarities and differences in their cultures, and to increase tolerance for diversity among individuals. The Committee is made up of representatives from all departments.

Accomplishments of the Giddings ICA include:

- three training sessions provided to staff by the Committee;
 - The first training session involved cultural awareness in mental health settings.
 - The second training concerned the civil rights movement from a cultural perspective.
 - The third training was an all-day workshop for TYC employees, including presentations by Dr. Paniagua concerning practical points in the assessment and treatment of multicultural clients; Robert Loayza, concerning appreciating individual similarities and differences, and the Cultural Warriors, a group of young people sharing personal stories, hardships, and successes through dramatic interpretation.
- an intercultural awareness bulletin board in the visitation area, changed monthly to increase intercultural awareness;

(continued on page 26)

Corsicana Cinco de Mayo celebration

The Corsicana Residential Treatment Center (CRTC) celebrated Cinco de Mayo with students from Collins Middle School, taught by Ruth Alba, performing authentic Mexican dances throughout the program.

A musical tribute to Selena, the upcoming Tejano performer who was recently killed, took place during one part of the program. Two students from Corsicana made speeches in tribute to Selena.

Students participated in two contests — an El Grito contest, a Mexican yell, and a Cumbian dance contest.

Also on the program was a presentation by CRTC staff member Ramon Alba. The program was sponsored by the CRTC Intercultural Awareness Task Force. ☞

Continuing care center admits first group of youth

TYC's Continuing Care Center (CCC) opened its doors in June, and is temporarily located at the Dallas County Juvenile Probation office. Twenty-four youth have been screened, and 12 admitted into the program.

"The treatment model is both innovative and creative, and deviates from traditional CD treatment models," said Alex Appiah, program director. The Center runs an intensive 12 hour outpatient program Monday through Friday. A Saturday family systems component may be added later.

The treatment approach, which blends the TYC CDTP resocialization process with cognitive life-skills and the therapeutic community model, is aimed at youth age 14 to 17 years with substance abuse, criminal and deviant social behaviors. "The primary criteria for admission is for the youth to recognize the fact that entering the program is a privilege and not a right," Appiah said.

Youth may be referred to the program by the Texas Youth Commission or by the Dallas County Juvenile Probation Department. The case management aspect of the program is handled by either the "Safe Houses" or "Positive Directions" through Dallas Challenge. Both programs are funded by the Texas Commission on Alcoholism and Drug Abuse (TCADA), the Dallas County Juvenile Probation Department, and TYC.

The continuum of services is designed primarily to help the substance abusing juvenile offender to become a drug-free, prosocial, law-abiding citizen who makes a positive contribution to the community he has victimized.

"All primary treatment services are intended to assist youth in developing a personal sense of responsibility and accountability and to make positive motivational and behavioral changes," Appiah added.

New sanction unit at Brownwood will serve parole violators

The former statewide reception center in Brownwood is in the process of being converted to a 128-bed sanction facility incorporating a 90-day residential program for youth who have violated the terms of their parole.

The goal of the program is to provide a meaningful consequence for rule violators from less restrictive settings. They will be expected to address the reasons they are failing to adjust in community programs and a community success plan will be developed that will promote community reintegration.

Also to be assigned to the sanction unit will be those who have not been successful

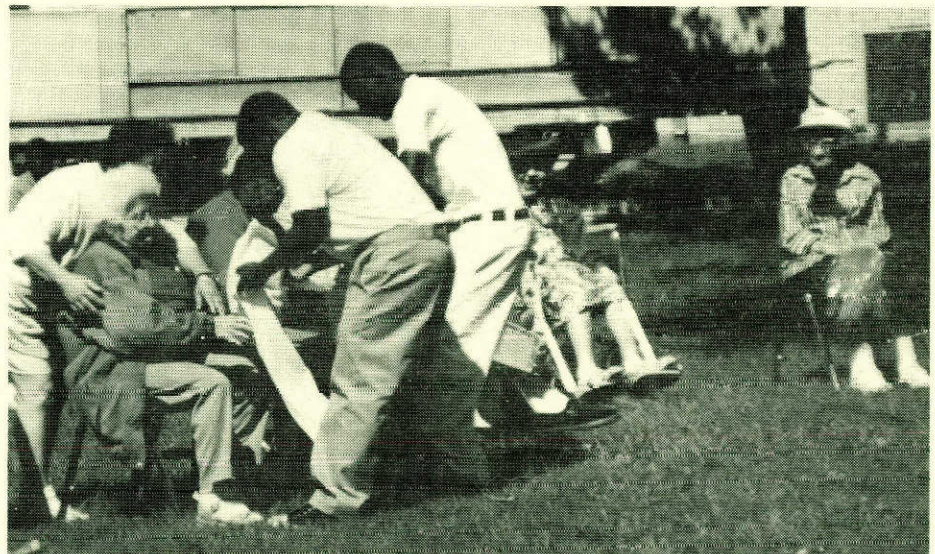
in other community-based placements.

Youth will be assigned by the centralized placement unit following a disciplinary hearing which makes them eligible for placement in a high restriction facility.

There will be no assigned minimum length of stay for the all-male facility. Youth will most likely return to the community through halfway houses and other community programs," said Dan Humeniuk, Superintendent.

Major changes are being made in the physical plant of the old reception center. ☛

PROGRAMS



Nineteen Gainesville State School students and residents of the Gainesville Convalescent Center teamed up for the second annual Junior/Senior Olympics.

Conservation camp established

A conservation camp has been established in partnership with the Texas Youth Commission, the Gulf Coast Trades Center, and the U.S. Forest Service. A TYC contract program, the Gulf Coast Trades Center is operating the camp for 48 youth on their property near New Waverly, Texas. The project is known as the Gulf Coast Trades Center Conservation Corps.

Youth selected for the program are from TYC institutions and other residential programs. They will live in tent-like barracks and work on projects in the Sam Houston National Forest.

Youth at this site will be involved in improving habitats of threatened and endangered species, improving trails, removing pine beetles, removing range fences, and preparing and planting wildlife food plots. ☞

Cultural program

(continued from page 24)

- a Veterans' Day display honoring staff members who are veterans of foreign wars; and
- an intercultural awareness booth set up at Staff Appreciation Day.

The ICA sponsored the first annual intercultural cookbook, with staff contributing favorite recipes representing different cultures. An art contest was sponsored for the students with the purpose of developing an appropriate picture for the cover of the cookbook. Students wrote their ideas concerning the definition of culture and their own cultural traditions. The resulting 300-page cookbook was sponsored by the Giddings community advisory council.

The ICA also sponsored the production of an intercultural awareness tee-shirt with students entering original designs. These two special projects will result in the establishment of funds for the creation of a reference library of video and educational materials for staff and youth to increase awareness of diversity. ☞

Planning begins for Project RIO

Youth employment counseling and job placement services has become a primary new program in the Youth Commission, thanks to the new State of Texas Juvenile Offender Program (STJOP) mandated by the 74th Legislature.

The program is patterned after the Texas Workforce Commission's Project RIO (Re-Integration for Offenders), a multi-agency initiative which coordinates employment services for inmates in the adult prison system.

Project RIO, which has been recognized nationally as an innovative rehabilitative program, began in 1985 and now has sites in 80 cities throughout the state to assist former prison inmates in offering direct placement into jobs. Services include teaching basic skills such as properly completing applications, writing resumes, interviewing, telephone etiquette, what to wear, and labor market information.

Billy G. Jacobs, legislative analyst, has been named team leader for the TYC program by Executive Director Steve Robinson.

(continued on page 27)

Youth living on Navy minesweeper

"If you want to work and you want to learn, come aboard!"

This is the motto TYC youth see when they board the CT-11.

The CT-11, an 80-foot minesweeper that was donated by the U.S. Naval Academy to Associated Marine Institutes (AMI), set sail down the inter-coastal canal from St. Petersburg, Florida, and docked in Taylor Bayou at the J.D. Murphree Wildlife Management Area (WMA) headquarters.

Youth selected for the CT-11 are from TYC institutions and other residential programs. They live on the CT-11 and are involved in both education and work programs.

Primary work projects for this site are performing brush control work on the 150-acre mottled duck nesting pasture, cleaning out and tearing down buildings at Lost Lake Camp, providing weekly grounds maintenance, and clearing the Candy Abshire WMA of Chinese tallow trees.

An agreement has been reached between TYC and Texas Parks and Wildlife to establish this youth conservation camp, known as the CT-11 project. The purpose of the camp is to furnish youthful offenders with the opportunity to provide meaningful conservation, environmental and community service to build a strong work ethic. The camp has been operated through the summer by AMI through contract with TYC. ☞

West Texas State School awarded grant funding

West Texas State School has received a grant for the third year, Project AIMS (Applying Initiatives in Math and Science). The grant is funded under the U.S. Secretary of Education's math/science priority.

Project AIMS focuses on math and science problem-solving, in addition to language training. It incorporates current "best practices" for students Limited in English Proficiency (LEP). A major component is the use of satellite technology to provide interactive, video-based instruction to incarcerated youth.

The WTSS Education Department, under the leadership of Dr. Jerry Trevino, Principal/Title VII Project Director, was awarded its first Title VII grant in October, 1988. That grant, A Bilingual Program for Youthful Offenders, existed for five years and augmented the school's education budget with a total of \$1,310,883.

As Project AIMS enters its third year, it has already added an additional \$476,451 to the school's resources. ☞



ACA auditors, TYC staff indicate their pleasure with the 100 percent compliance finding in the West Region audit. Pictured left to right are (standing) Auditor Al Bennett, Indiana; Jules Franklin, TYC Chief of Aftercare; Auditor Chuck Kehoe, Virginia; Ed Edmister, West Region Parole Supervisor; (seated) Cherie Townsend, TYC Director of Community Corrections; Gail Graham, TYC Accreditation Manager; and Alex Escarcega, West Region Director.

Regions complete re-accreditation following intensive ACA audits

During the spring, North and West regions were audited for ACA re-accreditation. They were initially awarded accreditation by the Commission on Accreditation for Corrections (CAC) in August 1992.

During the three years since that time, staff were expected to maintain compliance levels. North and West Regions each reached 100% compliance for re-accreditation. Audits were conducted by corrections professionals from Indiana and Virginia.

During exit conferences, auditors were complimentary of TYC's dedicated staff and use of resources. Alex Escarcega, Director of the West Region, noted that policy and ACA standard compliance is not difficult when all staff know their jobs and perform at high levels every day.

"Parole supervision, volunteer services, contract care, administration and types of community involvement are all addressed in the standards," he noted.

Parole Supervisors Allen Wallace (North) and Les Brown (former supervisor of West Region) and the region staff are credited with on-going compliance in daily

activities. Ed Edmister (current supervisor) coordinated the West Region audit after Les' resignation.

Jules Franklin, chief of aftercare, assisted the regions during the three-year re-accreditation period. He attended audits of all five regions as did Gail Graham, accreditation manager.

Valley House in Harlingen was also audited and was re-accredited in August. Then Superintendent Butch Held and staff achieved high marks, scoring 100% compliance on mandatory standards and 98.9% on non-mandatory standards. Auditors from New Mexico and Oklahoma found the conditions of confinement and overall quality of life to be excellent.

Evens Regional Juvenile Center (ERJC) was audited in May. "In spite of several years of high turnover in key positions, they rated a 96.6% compliance in non-mandatory standards," said Gail Graham.

ERJC was represented by Doris Davila, regional superintendent, at the commission hearing in August. The facility was accredited with a monitoring visit to be conducted during the fall. ☛

Project RIO

(continued from page 26)

Jacobs, who began his employment with TYC in January, previously served as a policy analyst for the Joint Select Committee to Review the Central Education Agency. He was assistant chief of adult probation for Rusk County for six years, and later (1986-1990) served as chief juvenile probation officer for Rusk County. He has also been a probation officer for Harris County adult probation department.

Jacobs is a graduate lecturer/doctoral student at Pennsylvania State University, completing course work toward a Ph.D. in Administration of Justice.

An advisory committee will be named to work closely with Jacobs. In addition, staff throughout the state will be working with STJOP.

TYC research in 1994 indicated that 61 per cent of youth released from institutions had been rearrested within one year.

"Although there are no simple answers to the causes of recidivism, one critical element in recidivism—unemployment—can be addressed," said Jacobs.

"Our focus will be to prepare TYC youth for release through education, training, support, opportunity and a systematic approach to changing attitudes," he explained.

Pilot projects will be set up in the following counties: Dallas, Harris, Cameron, Hidalgo, Tarrant, Bexar, El Paso, Lubbock and Travis.

Assessment specialists will be hired in TYC institutions to identify youth who will meet the age requirements at release (17-21) and administer interest/aptitude tests. They will prepare Employability Development Plans (EDP) and assist in designing vocational programs offered by TYC to match these interests and aptitudes.

They will also provide motivational materials and techniques and job search workshops for youth.

TWC/STJOP staff in the pilot counties will provide orientation, workshops, bus tokens for seeking employment, fidelity bonding, referral to supportive services and JTPA training programs, and will communicate and coordinate with TYC staff and providers.

TWC and TYC will be engaging a joint public information campaign to educate the public, specifically the business community, about the goals of the program. Employers who hire ex-offenders are eligible for free fidelity bonding. ☛

New administrators *(continued from page 23)***JOHNATHAN HAMPTON**

Johnathan Hampton has been selected program administrator for Evins Regional Juvenile Center in Edinburg. He has served as captain of the Judge Homer Salinas Rehabilitation Center Boot Camp in Edinburg for the past two years.

Hampton previously was a team leader at Associated Marine Institute's RGMI in Brownsville, a TYC contract program, and was a vocational instructor at Piedmont Wilderness Institution. He also served ten years in the infantry of the U.S. Army.

He holds a bachelor's degree in criminal justice from Appalachian State University in Boone, North Carolina.

DR. WILLIA WOOTEN

Dr. Willia Wooten has begun her duties as principal of Crockett State School's academic department. She previously served as a principal in the Crockett ISD.

Wooten replaces Elaine Murdock, who was named principal at the new Jefferson County State School in Beaumont.

She holds a master's degree from Sam Houston State University, and an undergraduate degree from Prairie View A&M University. She holds a doctor of education degree from Nova University, Fort Lauderdale, Florida.

Most recently Wooten served as an assistant superintendent for CISD. ☺



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Briefly noted ...

◆ Fifteen cadets from the Sheffield Boot Camp performed a military drill, led by **Lt. John Rodriguez**, for the TYC board during its meeting in May. Board Member **John Odam** arranged for the group to visit the Capitol, where they witnessed the Legislature in session, and were introduced to Governor George W. Bush...The cadets were accompanied to Austin by Commandant Chip Harrison, Rodriguez, Lt. Wallace Brown and Caseworker Tommeer.

◆ "Armadillo biscuits" are one of the highlights of the Crockett State School Community Advisory Council's cookbook, which sells for \$10, and includes a history of the school. The book is dedicated to the memory of Bob Drake, former superintendent, and Cladis Williams, Crockett cook for 24 years. If you want one, contact **Jerri Warner**, 409 544-5111, or send \$10 plus \$1.75 shipping charge to: Community Advisory Council, Rt. 4 Box 66, Crockett, TX 75835.

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