

NOTES



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Insurance Rates Increase

Effective September 1, 1989, group health insurance rates will increase by an average of 22.6% for Blue Cross/Blue Shield participants and an average increase of 34% for HMO participants. Rates for optional coverage under the various insurance policies include decreases in life insurance rates by 11%, decrease of 10% for short-term disability, decrease of 16% for long-term disability, and a 22% decrease in accidental death and dismemberment coverage.

Employees have all been provided a schedule of rates for

both insurance policies and should contact the Central Office Personnel Office if they did not receive the schedule or if they have any questions regarding their coverage.

There is a proposal pending to increase the State's contribution to the group insurance premium which is currently \$115.00. However, no final action has been approved.

More detailed information regarding the Group Insurance Program will be communicated during June and July.

Kerrville Workshop Planned

The agency's annual workshop has been scheduled for July 18-20 at the Best Western Inn of the Hills in Kerrville.

Keynote speaker for the agency awards banquet July 19 in Kerrville will be Molly Ivins, columnist for the Dallas Times-Herald. The Wednesday night, July 19 awards banquet, recognizing TYC's top employees in four categories, is the annual highlight of the workshop.

The TYC Board will hold a regular meeting at 1:30 p.m. Wednesday, July 19, with board members presenting the awards at the banquet that evening.

Drugs in the Workplace

Under the recently enacted Drug Free Workplace Act of 1988, all federal grantees, such as the Texas Youth Commission, must have a Substance Abuse Awareness Program. A copy of our policy was recently distributed to all employees which became effective on March 18, 1989. While many sections of the program merely restate our philosophy and policy regarding substance abuse, the following are highlights of the program's provisions:

The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance on agency property or during the performance of agency business is prohibited as is reporting to work or working under the influence of controlled substances. Violations of this policy will result in disciplinary action, up to and including termination.

Employees must notify their supervisor of any conviction under a criminal drug law for violations occurring in the workplace no later than 48 hours after the conviction. Failure to do so will result in disciplinary action up to and including termination.

The Texas Youth Commission recognizes chemical substance abuse as an illness and a major health problem. Therefore, an employee who violates the terms of this program will be given an opportunity to enroll in a rehabilitation program. Upon successful completion of the rehabilitation program and compliance with agency rules, the employee may return to work.

The Texas Youth Commission encourages employees with substance abuse problems to voluntarily enroll in a rehabilitation program. If the employee fails to do so and the substance abuse problem contributes to conduct which results in discharge or other discipline, the agency will not alter the discipline imposed merely because of the substance abuse problem.

The Youth Commission urges all employees to take the time to read the policy that was recently distributed, because all staff are expected to abide by its terms for their own health and safety of fellow employees. If you have any questions regarding this policy, please contact your Personnel Office.

YAS Staff to Receive Upgrades

Action taken by both the Texas House of Representatives and the Senate will enable the Youth Commission, upon the approval of the Legislative Budget Board and the State Classification Office (State Auditor's Office), to reallocate the Youth Activity Supervisor positions. TYC will be able to utilize unexpended balances from this fiscal year to pay for the cost of the reallocation. Prior to the Session, the State Classification Office recommended that the YAS I remain at its present group 7. This position will continue to be a six-month entry level position. The YAS II will go from its current group 8 to a group 9. The YAS III is raised from group 8 to group 11 and the YAS IV is reallocated to group 12 from its current level, group 10.

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Chemical Dependency Program Completes First Year of Operation

The Gainesville State School Chemical Dependency Treatment Program, formerly Substance Abuse Treatment Program, recently completed its first full year of operation on April 1. The Texas Commission on Alcohol and Drug Abuse funded program consists of a three phase program design with phase one and two functioning within the Gainesville institution. The phase three component is a follow-up program of students who have completed the institutional phases of the program. Each phase is approximately ten weeks in duration, with treatment durations modified to meet the individual client's needs. Each youth admitted to the Chemical Dependency Treatment Program receives a programmed series of structured exercises at varying levels of intensity as they move through the program. A strong emphasis is placed on the self-help programs of Alcoholics Anonymous, Narcotics Anonymous, as well as in-

dividually identifying individual relapse warning signs and providing youth with coping strategies for dealing effectively against relapse. Models of treatment that the Gainesville program has chosen to follow are the Johnson Institute and the Relapse Prevention Models of Treatment.

A longitudinal outcome study is being planned for the future to attempt to evaluate the effectiveness of Gainesville's Chemical Dependency Treatment Program. The program staff have made themselves available to assist in any way to further this study's progress.

The entire CDTTP staff have made considerable contributions to the development and day-to-day operation of this pilot program to assist it in being a sound program of recovery for TYC youth.

Volunteers fund agency programs

Training for a new Female Offender Program in the Texas Youth Commission is being funded by the State Volunteer Resource Council through a \$1,000 donation. Matching funds are being supplied by the Brownwood Community Advisory Council.

Other volunteer funding action as a result of the March 11 State Council Board meeting in Austin was payment of a \$400 fee to a consultant to provide training in writing requests for grants from private foundations.

Thirty-seven TYC volunteer coordinators, volunteers and others attended that eight-hour training workshop April 7. Consultant Jon Guthrie led the workshop. The training will make it possible for agency volunteer coordinators to request grants from foundations,

to be funneled through TYC volunteer councils which are tax-exempt corporations. Non-TYC personnel who attended the workshop were charged a fee.

Eleven State Council representatives attended the March 11 meeting and discussed activities for the Six Annual TYC Volunteer Conference to be held in October in Austin. It was announced that TYC t-shirts at \$8 each are still available through volunteer coordinators or from Joan Timmons, Chief of Volunteer Services, Central Office.

The State Council also voted to provide an additional volunteer award this year to be determined by TYC chaplains.

The group also voted to request that each local council hold one fund-raising project annually in their own area and send all or

Brownwood Youth assist in Snake Roundup

Seventeen students and six staff members of the Brownwood State School cleaned and prepared the youth fair barns for the Annual Jaycee's Rattlesnake Roundup, which was held March 18-19. This is the third year Brownwood students and staff have provided this community service.

Coordinating this year's school activities were Brownwood State School employee Galela Jones, and Jaycee members Pat McLaughlin and Dwayne Petty.

Participating students were treated to a pizza party. All other Brownwood State School students were treated to an assembly which featured Bob Poplewell, director of the roundup and a well known snake handler. He astonished the students by demonstrating his technique with live rattlesnakes.

The Jaycees also donated twenty-four roundup tickets to the Brownwood State School students.

part of the proceeds to the State Council. Local councils were asked to submit a letter outlining how the funds were raised, in order to assist other councils with ideas for raising funds.

The State Council meeting was conducted by chairman Joe Huff of Brownwood. All state officers were in attendance, including Ken Neeley of Austin, Barbara Albrecht of McAllen, and Manuel Martinez of Crockett. Martinez reported that the State Council treasury balance as of February 22, 1989, was \$6,271 (general fund) and \$423 (scholarship fund.)

Administrators Appointed

Linda Steen was named Superintendent of the Brownwood State School effective January 27, replacing Don Pagett who returned to North Carolina to pursue other career interests.

Steen began her career with TYC in 1972 and most recently served as the Superintendent of the Statewide Reception Center in Brownwood. Linda holds a bachelor of science degree in criminal justice from Texas Christian University and a master of science degree in criminal justice with an emphasis in public administration from the American Technological University.

Bill Doggett, Social Service Administrator and Acting Superintendent of the Statewide Reception Center, has been named Superintendent of that facility on March 21.

Doggett previously served TYC as Brownwood State School's Student Rights Specialist after rejoining the agency in 1987. He previously served at Brownwood in 1970 as the facility's first superintendent. Doggett holds a bachelor of science degree in sociology from Howard Payne University and a master of education in education administration from the University of Texas.

Ace Myrick, Assistant Superintendent of the Crockett State School, was named Assistant Su-

perintendent of the Brownwood State School. Myrick, a graduate of Howard Payne University, has held a variety of positions with TYC including employment at the Gatesville State School.

Rey Gomez has been appointed Assistant Superintendent of the Crockett State School. Gomez began his career with TYC in 1976 and was the Assistant Superintendent of the Brownwood State School. Gomez holds a bachelor of science degree in education from North Texas State University.

Cherie Townsend was selected as the Director of Community Services effective January 16. Townsend, who recently worked as the Director of the Victim/Witness Division with the Travis County District Attorney's Office, has previously held a variety of positions with TYC including Administrator of Contract Services, Administrator of Halfway Houses and as a Parole Supervisor.

Dwight Harris, Youth Rights Administrator, has been named Parole Supervisor for the Central Texas Region, replacing Elton Strother, who retired after 27 years with the agency.

Harris began his career with TYC in 1981 and holds a bachelor of arts degree from California State College and attended the

University of California Los Angeles Law School.

Karen Wooding, Youth Rights Specialist for the Crockett State School was named Youth Rights Administrator effective May 1.

Wooding began her career with the Youth Commission in 1981 and received her degree from Texas Southern University Law School.

TYC Co-Sponsors AIDS Training

The National Institute on Drug Abuse recently selected the Texas Youth Commission to cosponsor a training workshop on Aids prevention for adolescents. The training, held April 3-5 at the Westin Oaks Hotel in Houston, was conducted by Westover Consultants, Inc., a Washington, D.C. consulting firm.

The training was designed to prepare youth services professionals, i.e., persons who train individuals that deliver services to adolescents, on averting the spread of AIDS/HIV infection among the high risk juvenile age population.

Workshop attendees had the opportunity to acquire the skills and knowledge needed to help teenagers reduce their risk of AIDS infection by participating in various training topics which included "Living in the Age of AIDS," "The Disease and Risks," "Adolescent Substance Abuse," "Sex and the Adolescent," "Risk Awareness/Assessment," and "Adolescents and HIV Risk Reduction."

Individuals from both the private and public sector who participated in the training workshops included substance abuse counselors, youth and family services counselors, juvenile services, corrections workers, youth outreach workers, adolescent caseworkers, and staff of runaway and homeless youth programs. *(continued on page 5)*

Gainesville Opens Training Center

The Gainesville State School Staff Training Center officially opened its doors by hosting an open house on January 30.

This center is the first in the Youth Commission, outside of the Corsicana Training Center, to be operated specifically for staff training. Training for staff is conducted prior to employment, during the first six months of employment, and continuously throughout the employees employment. Direct child care workers average eighty hours of training a year.

Some of the training subjects which are presented to provide skills in working with youth are

therapeutic crisis intervention, communication skills, child psychology, juvenile law, development of adolescents, rights and liabilities, first aid, CPR, self defense, and suicide prevention.

Lauren Denton, who is in charge of the training center, has worked over five years for the Texas Youth Commission and is a native of Houston. She graduated from Sam Houston State University with a bachelors degree in criminology and corrections. She previously worked with the Harris County Probation Department, Texas Department of Corrections, and Adult Parole in Harris County.

Keeping Crockett State School Clean

School receives special recognition by the EPA

A community service project conducted by the youth at the Crockett State School was recently considered as a finalist for national recognition by the U.S. Environmental Protection Agency's (EPA) Region 6 Area as part of that agency's President's Environmental Youth Awards (PEYA) program.

The community service project involved the cleaning and beautification of a 63 year old stretch of state highway. The stretch of highway was the first paved road in Houston County.

The youth at the school began the project last April with a massive one day clean-up of the highway. With help from staff members, the youth picked up trash and debris from the right-of-way and then mowed it. They also cleaned under the bridges and painted the guardrails. In

all, over twenty dump trucks full of trash were hauled off the roadside.

The youth also began to research the history of the road in hopes of obtaining a historical marker. With help from the county commissioners, Crockett State School teacher June Sholers, and by Houston County Historical Commission Chairman Eliza Bishop, who is also a member of the school's Community Advisory Council, the youth's research paid off and a historical marker will be placed on the stretch of road this summer.

After their historical research, the youth began investigating the natural plants and wild flowers which grew along the road. They then began replanting numerous plants including Crepe Myrtles, Four O'Clocks and

other wild flowers along the highway.

Even though the project was not selected as the national winner for EPA's Region 6, the Crockett State School youth will receive a special Regional Award Certificate for its selection as a finalist. The EPA's Region 6 covers the states of Texas, Arkansas, Louisiana, New Mexico and Oklahoma.

Former Superintendent Passes Away

Emma Harrell, who served as Superintendent of the Crockett State School, passed away on January 5 after a lengthy battle with cancer.

Mrs. Harrell's husband, Pete, also was employed by the Youth Commission for over 30 years, serving in Central Office as Director of Personnel before retiring.

Capital Offender Group addresses special need

A pilot program was developed in July 1986 at the Giddings State School to address the need to provide specialized treatment for youth that were being committed to the Texas Youth Commission for capital offenses such as capital murder, murder, or voluntary murder. The Capital Offender Group Program, which initially consisted of ten youth, was based on a psychodramas model which allows the group process itself to bring to the foreground the emotional and relationship issues which were most critical to the growth of the individual group members.

While improvement of individual students has varied in terms of intensity and degree of personality change, student self reports and psychological evaluations conducted subsequent to group participation support significant positive results from 80% of the original group members.

The 12-week module is specifically designed to help juveniles who have killed to connect feelings with action and to identify

choice points and alternative coping strategies in response to their emotions. The group module is also experientially based in order to facilitate access to emotions typically buried by cognitive defense mechanisms such as denial, avoidance, projection and blocking. Rather than allow the students to edit, shape, and desensitize their offense by relying only on verbal reports, they are required to role play many aspects of their life story including family relationships and an account of the homicidal event.

Having more clearly identified the critical treatment issue through the pilot group, as well as the potential effectiveness of such intervention, the Texas Youth Commission established the requirement that all juveniles committed for these crimes must successfully complete the Capital Offender Group Program prior to release. Because of the lack of professional resources and the large number of students requiring such treatment, a more structured, inten-

sive 12-week model was developed. Each group of the program consists of eight students and meet twice a week for a minimum of 12 weeks. Students who have been diagnosed as psychotic, mentally retarded, or with a previous developmental disorder are ineligible to participate in the program, with students individually interviewed in preparation for group participation.

Program evaluation and treatment effectiveness are monitored through administration of tests which measure empathy, hostility-aggression, and sense of internal vs. external control, as well as the self-report by students of their own progress and their assessment of the group experience. Group leadership is provided by the facilities psychologist and chaplain, which are both available for individual counseling should a student have emotional reactions requiring more intensive support. Group

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Capital Offender Group

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leaders also provide an assessment of each student's participation in the group and make recommendations regarding the student's readiness for release once they have completed their minimum length of stay.

The first structured group was completed in February 1989, with eight students participating with varying degrees of intensity. The second group which began March 14 with eight youth is al-

ready underway with positive indications. Analysis of pre and post tests, as well as comparisons between pilot and structured groups will be conducted in the near future, with ongoing refinement, enhancement, and expansion considered as resources are made available.

GOP Training conducted

On January 24 an agencywide training was conducted in Austin in the new placement, movement and discipline policies. Institutional superintendents, regional directors, central office administrators and a few other field staff attended the training. Field administrators then trained their respective staffs and policies were implemented on February 13. Jay Lindgren, Deputy Executive Director, told the group that having policies will allow staff to make program and disciplinary decisions without having to wonder whether policy supports them. He said, "the policies will make us all more accountable."

Neil Nichols, Assistant Executive Director for Professional Services, presented the new disciplinary system and due process requirements. Nichols noted that most of the new policies don't totally change the system but do bring all the pieces together in a more coordinated system. Implementation of these and other new policies should bring TYC into compliance with most of the American Correctional Association standards.

In addition to placement, movement and discipline
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AIDS Training (continued from page 3)

Following the training, participants will initiate adolescent focused AIDS prevention activities in their respective agencies.

Statistics from the Center for Disease Control have indicated that the incidence of AIDS/HIV infection in the adolescent age groups is increasing. This workshop was designed to focus prevention strategies to reduce the spread of AIDS among young people.

Klug named to A.I.A.

R.B. Klug, the Texas Youth Commission's Chief of Construction, has been named to the American Institute of Architect's 1989 Architecture for Justice Exhibition Jury.

The six member jury, which is made up of architects and distinguished individuals from the courts and correctional field, will meet in Washington, D.C. on May 22 and 23. The jury will review justice architecture projects submitted by architects from across the country, select-

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NOTICE

If you want to continue to receive TYC NOTES, 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, signed and dated to:

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(NOTE: TYC Employees are exempt from this requirement because each TYC facility receives a verified number of TYC NOTES copies and distributes them to all employees.)

Agency Utilizes Focus Group Process

In April 1988, the Texas Youth Commission held a training session in regard to the implementation of regional focus groups. These groups were designed to serve as a forum for soliciting input in reference to TYC's services from constituency groups that are directly impacted by the delivery of those services. The groups included judges, district attorneys, police officers, school administrators, citizen volunteers, victims, former TYC youth and their parents.

From June 1988 to February 1989, twelve focus groups were held in the agency's five regions. Prior to each focus group meeting date, the participants were provided with a brief introduction to the process and given an agency overview document. The recommendations presented at each session were received in response to the following two sets of questions:

- Based on your understanding of current Texas Youth Commission operations, are there programs and services which should be offered but are not available at this time? What are they?
- Are there current programs and services that the Texas Youth Commission should continue but in some altered form? What are they?

Utilizing the Nominal Group Technique, the recommendations of each group were presented, discussed and ranked in order of importance. As a result of this process, a total of 294 recommendations were documented. The following is a presentation of seven broad categories in which half of the responses could be grouped. The diverse nature of the remaining recommendations did not facilitate categorization.

	Central		East		North		South		West		Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Family Counseling/ Involvement	5	8.39	1	3.13	1	2.00	6	5.05	1	2.38	14	4.76
Education, Vocational or Employment Services	4	7.15	5	15.63	4	8.00	15	12.61	7	16.16	35	11.90
Substance Abuse Programming	2	3.58	1	3.13	5	10.00	3	2.53	4	9.53	15	5.10
TYC Staff/ Supervision	4	7.15	2	6.25	8	16.00	8	6.73	1	2.38	23	7.82
Parole Rules/ Revocations	1	1.79	1	3.13	0	0.00	6	5.05	4	9.53	12	4.08
Interagency Communication/ Coordination	6	10.72	5	15.63	5	10.00	10	8.48	5	11.91	31	10.54
Public Awareness	5	8.93	4	12.50	3	6.00	5	4.21	1	2.38	18	6.12

Having received this comprehensive review of how various communities perceive the delivery of services by TYC, the agency will utilize this body of information to supplement and interpret the empirical data produced by the biennial needs assessment process. The perspective provided by this focus group project will serve to assist TYC in ensuring that appropriate services are available to youth in proximity to their homes. As a side benefit, this process has also served to reestablish or enhance communication between TYC and the key community representatives who must work together if youth are to successfully return to their home communities.

GOP Training *(Continued from page 5)*

policies, all of TYC's general policies were changed and implemented with the completion and distribution of the new General Operating Policy Manual (GOP), effective March 1. "Revision of this manual has taken a long time because such a project requires that an agency reevaluate long standing

decisions and the philosophy that directed those decisions," said Lindgren. "We encourage everyone to call or send their policy questions to the central office child care division so that we can interpret consistently and refine as needed."

Klug named to A.I.A. *(continued from page 5)*

ing the most outstanding projects for a traveling exhibit that will appear at the August American Correctional Association's Congress of Corrections, the October A.I.A. Committee on Architecture for Justice meeting, and various other sites and conferences through early 1990.

TYC Construction Update

The abatement (removal) of asbestos containing materials has been scheduled for six state schools including the Statewide Reception Center, with completion due this summer. The Legislature recently passed H.B. 1477 which provided \$3.5 million for removal of asbestos and PCB's, polychlorinated biphenyls, which are a class of chemicals used to help cool electrical transformers. The new funding will be used for the Youth Commission's continuing effort to remove as much asbestos as is practical.

Construction of Phase II of the Evins Regional Juvenile Center which began in February is due to be completed in about a year with the facility ready to accept students by the spring of 1990. Work includes an academic building, recreation center with an outdoor pool, and two 24-bed dormitories. Also, site improvements will be made including roads, football field, and landscaping.

The perimeter fence at the Gainesville State School is expected to be completed by May 15. Paving work will begin the week of April 3. The renovation and remodeling of dormitories, administrative and support facilities began March 27. The project includes renovations to the security building, gym/natorium and academic buildings. Repairs and life safety code work will include the dorms and infirmary.

Construction of the new maintenance building at the Crockett State School is approximately 40% complete. The new all metal building consisting of approximately 7,080 square feet when complete, will house the maintenance department and all maintenance operations with a completion date of June 4.

A new gypsum board ceiling in the sleeping room and kitchen, including painting and carpeting, has been completed in Dormitory 7 of the Giddings State School. Other work will include air conditioning the gymnasium,

dormitory foundation repairs and improvement in the security/infirmary building.

Excavation has begun for the new vocational building at the West Texas Children's Home. Demolition work in Dormitory II for the planned dorm renovation began in late March and is expected to be completed in a year.

Major construction to the Corsicana State Home includes repairs to the old kitchen/cafeteria building, replacement of the campus water distributary system, reroofing several dorms, upgrading the communications wing and making life safety code improvements. Repairs are expected to begin in late May.

Major repairs to the Statewide Reception Center and the Brownwood State School including electrical work, reroofing and a new addition to the Reception Center, has been delayed for at least another 30 days to allow contracts to be drafted and signed. However, redesign of the Statewide Reception Center addition is underway with bidding expected around mid-May.

YAS Upgrades (continued from page 1)

The actual raise that individual employees will receive has not yet been determined. As soon as the Session adjourns and the agency receives the actual budget for FY 1990, the policy implementing these changes will be distributed. This Legislative decision is a significant success and recognizes that our direct child care staff should be paid at a comparable level with correctional staff in the Texas Department of Corrections. Further information will be provided to staff early this summer.

Employees recognized for contributions to Safety Program

The Worker's Compensation Division of the Texas Attorney General's Office recently recognized Texas Youth Commission employees with safety awards for their contributions to the safety programs at the institutions.

This program provides an awards program that recognizes achievements, contributions and efforts in the field of state employee job safety and health. The following employees were recognized for not having any "on-the-job accidents" for the time periods specified:

Lawrence DeMoss and Robert Whitecotton, 10 years; Alice Jones, Thomas Brown, Paul Ross, Priscilla Wilson, Sandy Burnam, Susan Erwin, Floyd Hall, 5 years, CORSICANA STATE HOME; Glyn Ridge, 15 years; Melvin Singletary, Barbara Holland, Laverne Logsdon, Betty Lane, Crezette Runnels, Elmer Richardson, Fredia Hutcherson, Jerri Warner, Ruthie Terry, 10 years; Faye Smoot, Alva Phillips, Willie Rhodes, Ida Griffin, Willie Love, James McCullough, Carol Ridge, Johnnie Allee, Sandy Carter, Elita Haynes, Glen Vaughan, Michael Tutt, Vernon Murphy, Earnest Lane, Judy Dyess, Jeanette Sullivan, Nelda Simon, William McCullough, Dorothy Scott, 5 years, CROCKETT STATE SCHOOL; Charles Etta Woodson, Johnnie Ruth Jones, Cynthia Jatzlau, Shirley Nolan, Emma Matejcek, Edward Johnson, 10 years, GIDDINGS STATE SCHOOL.

The Attorney General's Office awarded Contribution Awards to the Crockett State School and the Corsicana State Home. Also awarded was the Attorney General's Individual Achievement Award to Dwain Place, Corsicana State Home; and David Williamson, Crockett State School.

Student Educational Gains While in a TYC School

"During the first half of the 1989 fiscal year, students paroled from the six Texas Youth Commission training schools averaged remarkable gains on standardized achievements tests administered before their departure from the training schools," said Byron Griffin, TYC Superintendent of Education. The TYC Research and Planning Department computes from entry and exit achievement tests the number of months the student's grade level increased for every month the student was in a TYC school.

Griffin points out that a number of students score low on pre tests because for some time prior to commitment they have not been in an educational environment or at least have not been applying themselves in one and that many students initially are probably relearning what they once knew. Griffin further attempts to place the achievement test results in perspective by noting that despite the gains, the averages on the reading and math post tests are only at the seventh to eighth grade level, while most of the departing students are age equivalent to tenth and twelfth graders.

Although Griffin wants the test results to be considered with knowledge of the qualifiers he explained, he describes the achievement test results and their improvement over the past two years as excellent, especially since 40% of students in TYC schools are identified special education and most enter with a very low educational self-esteem. He attributes the student gains to instructional and administrative staff maintaining high expectations for student achievement, a

total institutional structure and staff which provide a level of accountability and encouragement that is probably very different from what the students had at home when attending public school, an individualized content mastery instructional philosophy with supporting resources in which the emphasis is on student learning as opposed to simply subject matter taught, and an increased emphasis on student performance on the achievement tests.

The following table depicts the achievement test score gains from the first six months of fiscal year 1989 and also provides results for the same period from the preceding two years. The median score was reported for the first time this year. R stands for reading, and M stands for math in the table.

	1989		1988		1987	
	R	M	R	M	R	M
Percentage of paroled students achieving at least the standard gain of one month per month	74.9	77.0	70.9	71.6	57.3	59.9
Average months gain per month	4.3	3.4	3.2	3.0	2.6	2.6
Median months gain per month	2.4	2.4	-	-	-	-

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