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Texas Youth Commission Journal

News and Information from throughout the Agency

September 1994, Fall Issue

4900 N. Lamar, Austin, TX 78765

Kerrville workshop "makes a difference"

Alliance team hosts open forum

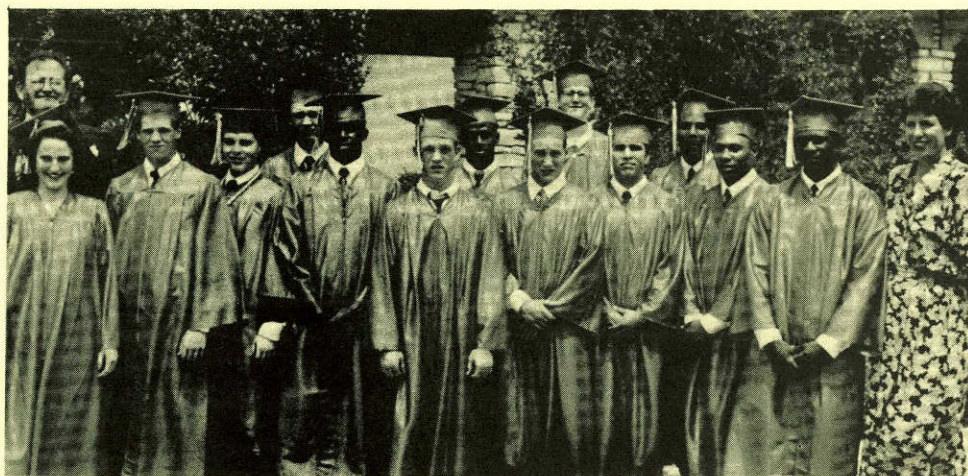
The time is right for juvenile justice players and community leaders and providers to come together and build a reliable juvenile justice system. Toward that end, a ten-member panel participated in an open forum at the agency's annual workshop at Kerrville in July.

The effort was a goal of the TYC Alliance Leverage Team, which determined that TYC needed to enhance its public image and work more collaboratively and

consistently with other organizations both within and outside of the juvenile justice system, said Roy Washington, team leader.

An earlier dialogue meeting took place in May at Central Office, hosted by Executive Director Steve Robinson, entitled "Communication, Collaboration Cooperation: The Future of Texas Juvenile Justice." More than two dozen representatives took part in that forum.

(continued on page 5)



Thirteen Giddings State School seniors received their high school diplomas during formal commencement exercises June 3 in the Giddings chapel. Shown with the group is academic school principal Gary Coston at left, and state school superintendent Sandy Burnam at right.

Giddings students receive diplomas

Thirteen Giddings State School seniors received their high school diplomas during a formal commencement program June 3, with TYC Executive Director Steve Robinson as guest speaker. More than 200 guests attended the event, the first held in a TYC facility in many years.

Formal speeches were also given by Valedictorian Terrence Sampson and Salutatorian Ronald Rumpf.

Numerous academic achievement awards were presented to the graduates and to other Giddings students.

Also assisting with the program were ushers Laconsha MaShon, Phillip Yow, Marlin Rangel and Joel Lopez; master of ceremonies Doug Mach; processional by Sandy Brown and Justine Herklotz; soloist Larry Reue; presentation of awards by teacher Lisa Pasholk and Andy Masek; recognition of "First Edition" newspaper staff by faculty sponsor Jack Webb; presentation of diplomas by Superintendent Sandy Burnam and Principal Gary Coston; benediction by Lisa Pasholk; and dismissal by retired teacher James Miller.

(continued on page 14)

IN THIS ISSUE

New Administrators	2
New Contract Rates	3
Progressive Sanctions Model	4
New Contract Programs	6
Kerrville Winners	8-12

SECTIONS

Around TYC	3
Programs	6
Quality Corner	13
Youth Spotlight	14
Cultural Events	15
Human Resources	16
Volunteers	18

From the Executive Director

Many issues were raised and discussed during a presentation of the TYC Alliance Team during the agency's annual workshop at Kerrville...such issues as confidentiality, gangs, prevention, interaction with judges, cooperation with the juvenile probation commission, victims, community feelings about juvenile crime, volunteers, and "trust."

Following presentations by ten individuals, the session was opened to discussion concerning several issues: zero tolerance, relationships with judges, and overrepresentation of minorities in the system.

Too bad time overtook us; I believe we could have discussed these and a number of other common issues the rest of the day. There are so many problems to be concerned with in the nineties, and we must continue to seek solutions.

The confidentiality issue was raised by Elizabeth Godwin, Harris County's Assistant District Attorney--a position she has held for many years. She stated that the juvenile justice system has "wrapped ourselves in a cloak of secrecy," and said she felt that the public's attitude is skewed because we don't communicate anything to the public based on our concern about secrecy.

I suspect that Ms. Godwin is correct. If the public does not know what we're doing, they think we're doing nothing.

TYC board member Edna Tamayo stressed the need for prevention, the need for partnerships, promotion and volunteer programs. In fact, several speakers encouraged volunteer mentors and advocates, but one indicated that before volunteers are recruited, our system must be willing to provide access to our programs and our clients.

The Rev. Dr. Sterling Lands II, pastor of the Greater Calvary Baptist Church in Austin, commented that the State worries too much about freedom from religion--discounting the spiritual realm in rehabilitation. He emphasized that if the justice system doesn't start including the "spiritual dimension," our problems will con-



Roy Washington, Parole Supervisor in Central Region, (left) is pictured accepting the Executive Director's Award for 1994 from Executive Director Steve Robinson during the agency's annual workshop in Kerrville. Roy was recognized for his success on the agency's Alliance Leverage Team.

tinue to escalate. And I think he's right.

Another area I am concerned about is providing timely information to our juvenile judges. Judge Carmen Kelsey of San Antonio, another panelist, felt she sometimes had to make decisions based on a lack of information about TYC programs, and encouraged agency representatives to be diligent in contacting judges throughout the state to be sure they are informed about our current policies, programs and lengths of stay. We will be working on a comprehensive program shortly to address this very issue, to try to ensure that our judges are up-to-date and knowledgeable.

You can read elsewhere in this issue of the JOURNAL about the comments, criticisms, viewpoints and discussions which highlighted the Alliance Team's presentation at Kerrville. I very much appreciate the intense work done by the team, under Roy Washington's guidance, and the panel they assembled for our workshop.

I want to emphasize that I am committed to finding viable solutions for all the issues which were addressed by the panelists, and would welcome hearing your ideas. Our agency and the problem of juvenile crime are certainly being spotlighted, and I believe TYC should be at the forefront in implementing programs to cope with the present problems, and in cooperating with all the many interest groups we deal with.

Steve Robinson

New administrators begin duties

Nancy Davidson, formerly assistant superintendent at McFadden Ranch, began her duties as superintendent at Willoughby House in Fort Worth in July. She replaces Lynne Parra, who is now superintendent at McFadden Ranch halfway house program.

Davidson previously served as assistant director at the Salvation Army and has worked at several psychiatric hospitals and with the Tarrant County Council on Alcohol and Drug Abuse.

She holds a BSW from Ball State University, Indiana, and a Masters of Education in marriage and family therapy from the University of North Texas.

John White has been named superintendent of Schaeffer House in El Paso, replacing Johnny Threatt, who has retired. White, who began September 1, has been the Title IV-E case analyst in Central Office for the past two years.

White began his tenure with TYC as a wilderness caseworker at Crockett State School in 1977, and later served as Director of Security. He was a parole officer in Houston from 1987 to 1992.

He holds a BA in psychology from California State University at Northridge.

Linda Steen, former superintendent at Brownwood State School, has been appointed Chief of Program Development, effective August 8, to develop innovative and cost effective programming, and to serve as a liaison with community and local governmental officials.

Her duties include working collaboratively with Institutions, Community Services, Contract Care, Education, Mental Health and Medical Services.

Steen began her tenure with TYC in 1972 as a secretary at Giddings State School. She has served as a volunteer coordinator, parole officer, parole area supervisor in Fort Worth, and as assistant superintendent at Brownwood State School and superintendent of the Statewide Reception Center.

She holds a BS in Criminal justice from TCU and a Masters from American Technological University.

Erika Olson has resigned as superintendent of Ayres Halfway House, San Antonio, to accept the position as administrator of the new program for TYC females in Bronte, a contract program of the Wackenhut Corporation.

Board adopts maximum contract rates

The Texas Youth Commission Board, during its July 20 meeting, adopted new rates the agency can pay to contract programs for youth care, based on the maximum rates adopted by the Health and Human Services Commission (HHSC).

"This action is necessary to insure consistency of maximum rates paid by state agencies to enhance our ability to remain competitive with other agencies in the purchase of services from the private sector," Deputy Director Jay Lindgren told the Board.

The maximum rates established by HHSC are: Level I (Basic Care), \$19.83 per day; Level II, \$43.82 per day; Level III, \$79.74 per day; Level IV, \$83.43 per day; Level V, \$118.20 per day; Level VI, \$123.46 per day. Emergency shelters receive \$79.60 per day.

Lindgren pointed out that not all contracts would be awarded at the maximum rate.

"Rate increases will continue to be based on a vendor's performance with TYC youth and rates for new contracts will be set at the maximum only when the uniqueness of the program and its ability to meet the specialized treatment needs of TYC youth require it," he said. ☛

TYC JOURNAL

is published quarterly by the

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TJPC receives additional funds to reduce TYC commitments

On August 25th, the Texas Juvenile Probation Commission (TJPC) received an additional \$10.6 million in funding from the Legislative Budget Board in order to fund local probation departments to reduce commitments to TYC in Fiscal Year 1995 from the initially projected number of 2,290 to 1,790.

The funding was divided into two separate payments at six-month intervals, with the second payment contingent upon an adequate reduction of commitments in the first six months. The funding was the result of a joint initiative of the TYC and TJPC Boards in order that TYC could maintain its current minimum lengths of

stay.

"The average number of commitments for the last five months has been nearly 35 percent higher than for the first five months of the year," said Dr. Chuck Jeffords, TYC Director of Research and Planning. He also reported that TYC has received nearly as many sentenced offenders through the first nine months of the fiscal year as it has for any entire fiscal year.

"While commitments to TYC for the year are about ten percent fewer than that initially projected, commitments for sentenced and A Violent Offenders and commitments from Bexar and Dallas counties are significantly higher than initially projected," he added ☛

AROUND TYC

Annual workshop held in Kerrville

The agency's annual workshop "Making a Difference in the Juvenile Justice System," was held in Kerrville at the Y.O. Ranch Holiday Inn July 20 -22.

Highlights of the workshop included the awards presentations honoring the agency's outstanding employees. The keynote speaker was Carol S. Vance, Chairman of the Texas Department of Criminal Justice.

Steve Robinson, Executive Director, presented various awards during the program including a Safety Award to Crockett State School; the Executive Director's Award to Roy Washington for his work on the Alliance Leverage Team; and the Administrator of the Year Award to Dwight Harris, Director of Institutions. Robinson also presented tenure plaques to 15-20-25-30 year staff who were present.

Joe Curry, chairman of the Statewide Intercultural Awareness Task Force, presented the annual recognition award to the North Region's Intercultural Task Force, which Linda Ross, Regional Director, accepted.

A moderated, ten-member discussion panel with audience/panel questions and answers was held July 21. The panel, "Making a Difference in the Juvenile Justice System: Solutions to Building an Effective Community/Juvenile Justice Alliance," was moderated by Gerry McKimmey, Deputy Commissioner of TXMHR, and members included juvenile justice experts from around the state. (See related story beginning on page 1.)

Nancy Baird, President of Solutions 2000 from Houston, Texas presented a workshop on the victimization of staff on Thursday afternoon, July 21. TYC's unique programs were highlighted during a presentation by Community Services and the Institutions Departments. Featured were the Capitol Offender Program from Giddings State School, the Independent Living Program at Ayres House; and various contract programs.

Dr. Don Newbury, President of Howard Payne University, spoke during the breakfast buffet on July 22. Other presentations included a State of the Agency Address by Executive Director Steve Robinson and a presentation on the Progressive Sanctions Model by Deputy Director for Operations Jay Lindgren, and Deputy Director for Administration Ed White. The model is a framework for strengthening the juvenile justice system that was developed jointly by the Texas Juvenile Probation Commission and the Youth Commission. ☛

Board approves request for additional \$44 million

Plus \$144 million to build nine new facilities

The TYC Board, meeting in Kerrville July 20, approved staff's recommendations to request \$44 million over the FY 1995 budget for fiscal year 1996 and an additional \$72 million in FY 1997.

Operating funds request would include adequate monies to double the present minimum length of stay for all classifications of offenders; provide specialized treatment for all youth who need it (current funds provide for only thirty percent of special needs youth to receive treatment); strengthen aftercare services; and provide additional staff training.

The request would be contingent on the Texas Juvenile Probation Commission receiving adequate funds to continue to divert offenders who have committed less serious offenses.

Board members also approved requesting an additional \$240 million during the

next biennium for construction of new facilities.

Also during the meeting, Deputy Executive Director for Operations Jay Lindgren presented a report on activities of the joint board (TYC/TJPC) committee meeting which has developed a Progressive Sanctions Model. This model is intended to improve existing state and local partnerships, and expand, broaden and strengthen the system's capacity to prevent and respond to juvenile offenders at both the state and local levels.

The model formalizes and expands a series of six progressive sanctions, each more restrictive than the previous. Decision makers who determine the sanction levels for youth are expected to consider 1) the seriousness of the current offense; 2) prior delinquent history; 3) special treatment needs; and 4) effectiveness of a prior intervention.

"The model anticipates that additional resources will be made available to ensure that responses to serious or repeated offenses are proportional and meaningful,

and would provide services to assist youth while restricted and during aftercare," said Lindgren

The model also features the progressive release of offenders. Youth who are placed in TYC custody will be returned to the community through decreasing levels of supervision and treatment.

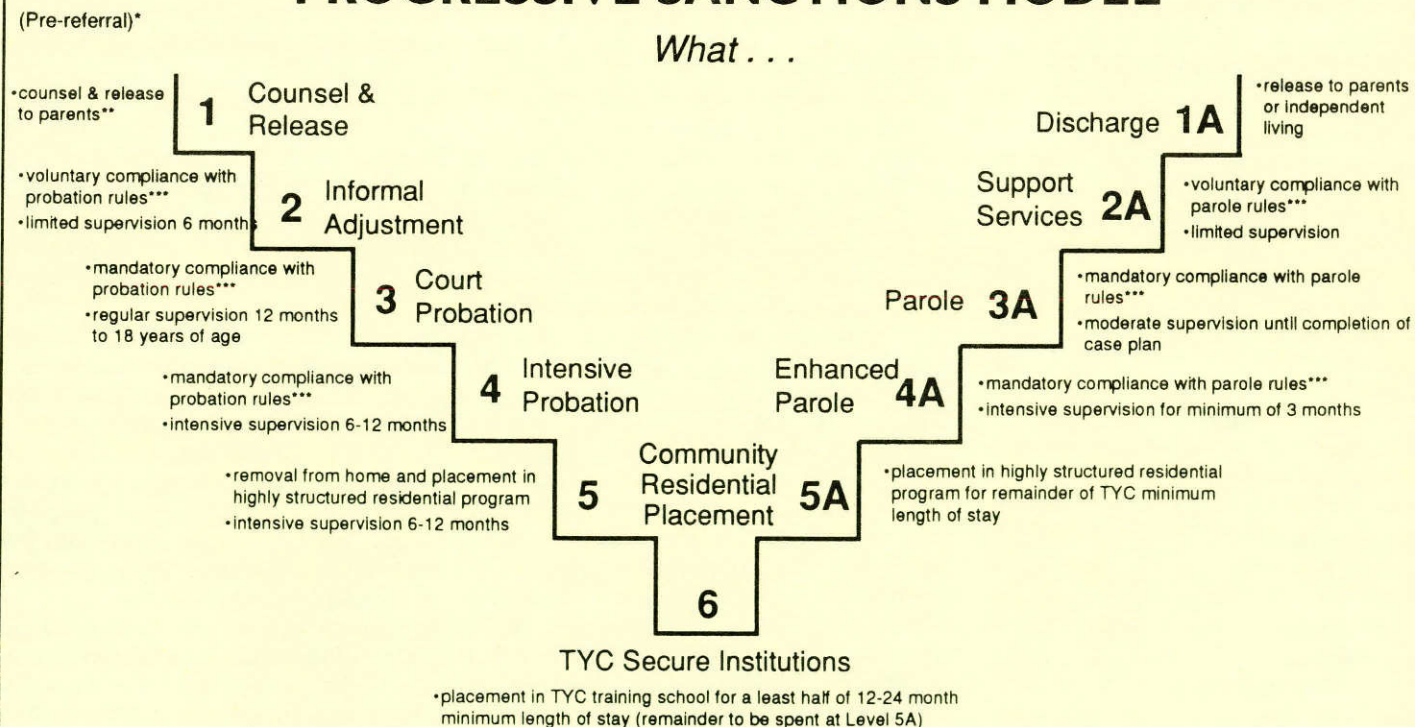
"Implementation of the Progressive Sanctions Model requires participation and commitment at both the state and local levels," Lindgren pointed out.

The Probation Commission will be developing specific criteria for local progressive steps, and will establish county performance targets specifying the maximum number of commitments each county should commit to TYC, taking into consideration available TYC capacity and length of stay policies.

Under the proposal, the Youth Commission would provide specialized treatment to all youth with special needs. Prior to discharge, youth would make the transition into the community through graduated levels of decreasing supervision and services. They would receive enhanced parole services and those who violate parole would be placed in secure intermediate sanction facilities, or returned to secure institutional care for more serious offenses if they are not prosecuted as adults.

☛

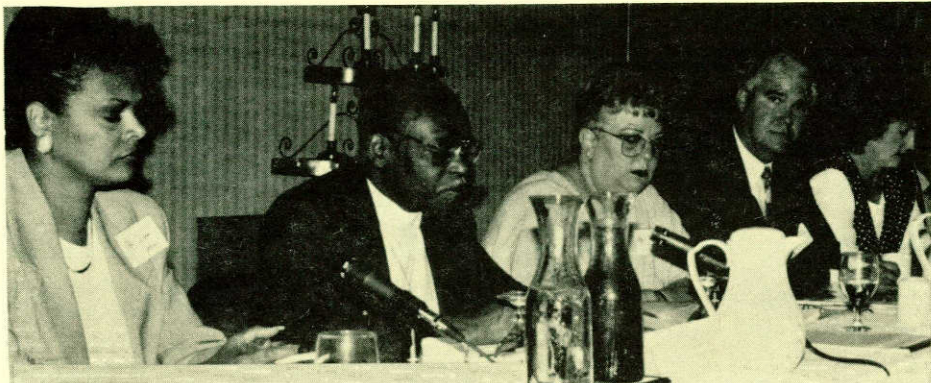
PROGRESSIVE SANCTIONS MODEL



* Law enforcement diversion, first offender efforts... before referral to local probation department.

** Comprehensive assessment at whatever step the child enters the probation system.

*** Probation/parole rules may include restitution, limitations on activities and associations, school attendance, curfew, participation in counseling or treatment programs, etc.



Ten community representatives provided a panel discussion during the annual agency workshop at Kerrville in July. Shown here are five of the panelists, left to right, Jo Ann Jones, Dr. Sterling Lands II, Vicki Baldwin, Ray Hawkins and Ellen Halbert.

Alliance Open Forum

(continued from page 1)

The Kerrville panel, entitled "Solutions to Building an Effective Community/Juvenile Justice Alliance," featured a ten-member panel including JoAnn Jones, Deputy Chief Probation Officer, Harris County; Rev. Sterling Lands, Austin; Vicki Baldwin, educator and Texas Juvenile Probation Commission board member; Deputy Chief Ray Hawkins, Dallas Police Department; Ellen Halbert, victims' advocate and Texas Department of Criminal Justice board member; Jay Lindgren, Deputy Executive Director for Operations, TYC; Judge Carmen Kelsey, juvenile court judge, San Antonio; Edna Tamayo, educator and TYC board member, Harlingen; Amon Rashidi, consultant, Dallas; and Elizabeth Godwin, assistant district attorney, Harris County.

Speaking first, Godwin spoke on confidentiality issues, and said she felt that "public attitudes are skewed because we don't let people know about our positive results."

"I would like to see confidentiality laws for juveniles match the adult system," she added. "I would like juvenile information open. We have wrapped ourselves in a 'cloak of secrecy.'"

"If the public does not know what we're doing, they think we're doing nothing," she concluded.

Rashidi discussed the JUMP program in the Dallas area: "Just Us Making Progress." His group has worked with 82 youthful gang members from Gainesville State School, with only eight of those being reincarcerated, he said.

Tamayo stated that "we need to go beyond awareness...we have been 'awared' to death, and haven't gone beyond."

"We do a lot of talking about prevention, but what are we actually *doing*?" she asked. She suggested that communities need 'models' to work with to prevent delinquency. She also stressed the need for

extensive volunteer programs with at-risk youth.

Tamayo said she feels Partnerships, Promotion and Prevention are important.

Judge Kelsey said she sometimes makes decisions based on lack of information about what TYC does with youth, and said the general feeling of the public is to "lock 'em up and throw away the key."

"In San Antonio, we certify almost every 15-year-old who has committed a violent crime, especially those who have committed murder," she said.

She predicted a major overhaul of the Texas Family Code during the upcoming session of the Legislature, and urged TYC staff to provide much more information about policies to juvenile judges.

Lindgren discussed what is termed a "Progressive Sanctions Model"—an agreement worked out in collaboration between the Boards of TYC and the Texas Juvenile Probation Commission.

The agreement describes the steps a juvenile offender will take "into" and "out of" the juvenile justice system. (See article on page 4 describing the Progressive Sanctions Model.)

Lindgren pointed out that the cooperative effort between the two agencies represents a milestone, since "we are actually talking about each others' budgets," and how the counties can slow down delinquency, and how TYC can obtain more resources.

Halbert described her attack in 1986 by an 18-year-old offender, when she was raped, stabbed, beaten with a hammer and left for dead, and said she discovered at that time that the criminal justice system seemed to be totally concerned with the rights and needs of the offender.

"Victims don't want vengeance, they want justice," she declared, adding that her attacker had been held accountable, but many are not.

She suggested that the law should be changed to require TYC to notify victims

when there's a change in the status of a juvenile offender.

Hawkins, a 27-year police officer, alluded to the popular phrase about 'villages raising a child,' and stated that "our villages are not healthy, and that could only work if the village is healthy."

He stressed the importance of early intervention and said that it would be helpful to law enforcement agencies if "our computers could talk to each other."

Baldwin, a middle school principal in Austin, said "any first grade teacher can tell you which kids need early intervention."

She also discussed the problems with public schools' Zero Tolerance policies, which results in expelling youth who are disruptive in class.

"They then end up joining gangs and committing crimes," she said.

(continued on page 20)

Crime victim speaks

Thomas Ann Hines, State Chairperson, People Against Violent Crime, spoke to students at Crockett State School in June.

As a mother of a homicide victim she began her journey through the "victim's maze" back in 1985. Her presentation was a reminder that crime is an action of choice.

She asked the students to remember that the victims do not have the benefit of receiving parole or probation because of the loss of life.

She said, "Blame is not the issue when you consider the impact of crime and the criminal justice process. Change is the real objective." Her objective was twofold: to challenge the students to think about self-change; and to assist the school with the development of victim's representation in treatment.

She presented each student with a certificate of participation and materials for reading. In her closing remarks she stated her mission was "to heal, to go forward, to progress, to live and to make the necessary changes to assist others." She added that to keep a vendetta against one particular individual is detrimental to your own well-being.

Plans have been made for Thomas Ann and six volunteers to go to each dorm and campus for a two hour session for a second presentation, said caseworker Steve Macias who invited Hines to speak. ☺

TYC boot camp in Sheffield ISD

TYC may soon be operating a short-term intermediate-sanction facility for 50 youth in an elementary school located in Sheffield, through an agreement between the agency and the Iraan-Sheffield ISD.

The proposed ten-year agreement will include the provision of educational services by the local ISD.

Youth who will be assigned to the program will be those who have had an unsuccessful placement in a less restrictive setting following an institutional assignment or have failed to comply with their requirements for release on parole, but do not require return to an institutional program.

The agreement came about because local ISD officials were concerned about deterioration of a school building that they

were closing and boarding up. Superintendent Bobby McCall was asked to find a private corporation or government agency that might be interested in leasing the building.

TYC contacted the school district about leasing the school for a juvenile residential boot camp, and has subsequently held a series of public hearings. No major opposition was heard.

The TYC center could provide some financial relief from the amount the district had to pay the state for the 1993-94 school year. The TYC residents would bolster the district's weighted average daily attendance, which would reduce the percentage of money the district has to send to the state. Enrollment figures could also increase from families who move to the school district to work at the center.

The building is about 30,000 square feet with a gymnasium, cafeteria and two wings of classrooms. Proposals call for converting one of the wings to dormitories and preserving the other wing for classrooms. A 14-foot perimeter fence curving inward at the top will include electronic sensors to minimize potential escapes from the facility.

TYC will employ 30 to 50 staff to provide youth supervision, counseling services, food service and administrative activities. Medical services will be provided by a contract agent. Teachers from the local ISD will provide educational services.

The initial cost to renovate the facility and construct the security fence is budgeted at \$300,000, with the program to be operational early in 1995.

The "boot camp" concept is actually a rigorous regimen of daily physical fitness activities and pro-social skills instruction designed to instill personal discipline, self-awareness, self-esteem and personal achievement. Other program components include academic instruction, therapeutic group counseling, participation in community service projects, preparation for independent living, recreation and community aftercare planning. ☛

PROGRAMS

Female offenders will reside in Bronte

Groundbreaking ceremonies for a new contract program for TYC female offenders were held in July. The facility located in Bronte in West Texas, is to be operational by October 1.

TYC selected Wackenhut Corrections Corporation to operate the secure program from a field of ten proposals submitted in response to a Request for Proposal. The level of community support and commitment to the successful implementation of this program were major factors in the decision, said TYC Executive Director Steve Robinson.

"Through this partnership with the private sector, the Texas Youth Commission will be able to expand its capacity in order to retain other offenders for longer periods in a secure placement," said Robinson. Girls currently residing in Brownwood and Giddings will be transferred to this program.

The facility will be located on a 32-acre site one mile south of Bronte on Hwy. 277.

The model unit, as directed by TYC, will include 75-100 beds for juvenile female offenders who will receive education, counseling, and alcohol and substance abuse treatment as needed to return to a normal life based on individual needs and classifications.

Wackenhut Corrections Corporation had the support of Coke County, led by County Judge Royce Lee, in the submission of their proposal and the project's implementation by October 1, 1994. Wackenhut operates private prisons across the country, including several in Texas, as well as juvenile institutions and job corps programs. The facility anticipates having a payroll of \$3.6 million for its 80 employees. The company operates a job corps program in McKinney, Texas for 640 males and females age 17-22.

Other officials attending the groundbreaking included Rep. Rob Junell, D-San Angelo; State Senator Bill Sims, D-Paint Rock; Wayne Calabrese, executive vice-president of Wackenhut; TYC Executive Director Robinson; Adan Munoz, executive director in the Criminal Justice Division with the Governor's Office; Raul Garcia, chairman of the Governor's Juvenile Justice and Delinquent Prevention Advisory board; Roy Robb, director of the Tom Green County Juvenile Office in San Angelo; and Gary Compton, TYC Board Chairman.

Dinosaur Construction Company of Glen Rose has been awarded the contract for construction. Danny Butler is the contractor. ☛

Vocations offered in East Texas

Gulf Coast Trades Center in New Waverly, Texas has recently built a new dorm on their campus to house 16 female offenders. On August 1, the program welcomed the first two girls to the new facility.

The center will provide the same services for the females that are currently offered to the male population. Such services are G.E.D. classes, drivers education, and the choice of nine vocational trades: general construction, building maintenance, food services, business office skills, horticulture, paint and body, trowel trades, carpentry, and auto mechanics.

The young women will have the opportunity to select a vocation of their choice, providing them with the potential to be placed in the work experience program. They will be placed in a job allowing the capability to earn money. When they complete the program, a job placement officer will be assigned to provide assistance with job placement in the community. Services provided to the females will be at a Level IV allowing for a more therapeutic atmosphere with the intention of providing gender-specific services. ☛

Successful recruitment yields youth advisors

Joe Willis, intern from Our Lady of the Lake College in San Antonio, passed out flyers to fellow Criminal Justice graduate students and gave an overview of his semesters work with San Antonio parole officer Larry Griffin.

"The response to Joe's efforts was great!" said Volunteer Coordinator Jane Parker. Eighteen people attended an orientation class on June 4th which resulted in seven active youth advisors, two mentors, and some well-oriented Council members. ☺

KUDOS

North regional director, **Linda Ross**, has been elected to the board of directors of the Texas Association for Children of Alcoholics, an advocacy and educational group working for services for children of alcoholic families and others affected by alcohol and drug abuse and addiction. ■ Dallas' Cottrell House treatment coordinator, **Robert Louis**, was awarded the J.C. Penney Golden Rule Award for his outstanding service to youth, both at Cottrell House and in the community. Louis received \$1,000 to be given to the charity he represented. Thanks to the award, Cottrell House has a new basketball court. Louis is also a candidate for a national award. ■ **Vernon Broussard**, East Region educational liaison has started a Hooked on Phonics tutorial program for TYC youth to improve their reading skills, conducted by college students from Houston Baptist University and Texas Southern University twice a week at the regional office. ■ Cottrell House student **Marcus Pruitt** entered Blinn College in May. He became involved with the "I Have A Dream" foundation program in 1989. The foundation paid for Marcus' summer school at college, and is paying for his room and board and tuition this fall. **Carol Perry**, Director of "I Have A Dream" foundation met with Marcus and **Donald Brooks**, Cottrell House assistant superintendent, to discuss sponsorship and have media coverage about his accomplishment. Marcus has been working at Tom Thumb while at Cottrell House, and has been promoted twice. He is working toward a degree in business administration. ■ The **Ft. Worth Community Advisory Council** is wrapping up a TQM process improvement team effort to revitalize the group. The council has organized a formal fundraising committee and will begin work on their first project in September. New officers for this council are **Jeanne Chambers**, chair; **Larry D. Singleton**, co-chair; **Pam Reed**, secretary; **Patricia West**, treasurer; and **Ignacio Torres**, State Council representative.



Keynote speaker Carol S. Vance, Chairman of the Texas Department of Criminal Justice, addresses TYC group during agency workshop in Kerrville.



Alan Steen, now Superintendent of the South Region, formerly program administrator of McFadden Ranch, is seen receiving the American Correctional Association (ACA) accreditation certificate for his achievement in accrediting McFadden. The ACA audit was conducted in March. Alan attended panel hearings and was awarded accreditation in New Orleans, Louisiana in June in conjunction with the Correctional Accreditation Managers Association Training Conference. Beto House, represented by Gail Graham, received reaccreditation honors during the conference. Picture left to right are: Sid Moreland, Assistant to the Governor of Louisiana; Alan Steen, Superintendent, South Region; Gail Graham, Accreditation Manager; and Jim Gondles, ACA Executive Director.

Kerrville award changes

Rey Gomez, Superintendent of Crockett State School, recommended that the agency continue to implement TQM principles and advocate teamwork and employee involvement by recognizing all 1994 award nominees as winners and honoring them equally during the award program at Kerrville in July.

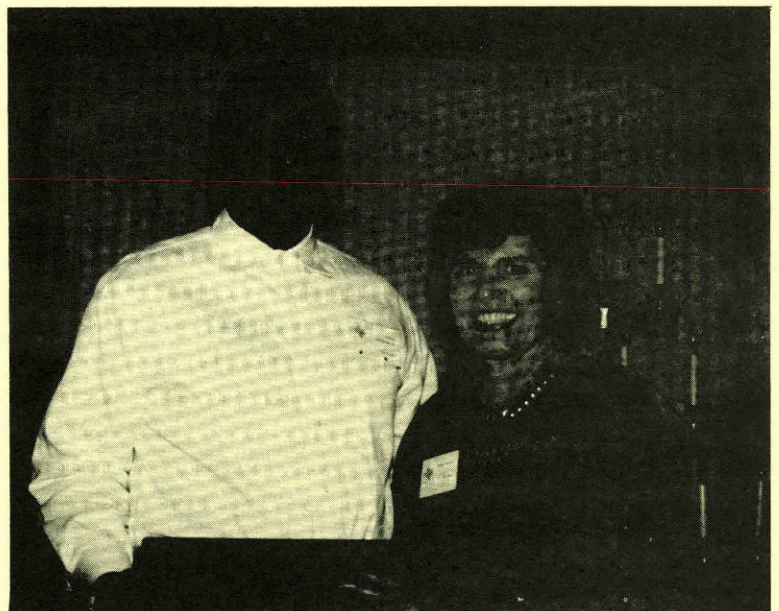
He mentioned that as TQM becomes more integrated into our daily way of doing business, we must make some system changes to acknowledge and support these new attitudes—creating an environment for as many "win-win" solutions for all employees as possible.

Gomez' idea was implemented this year. ☺

Community Services Outstanding Employees

The Texas Youth Commission honored the following 1994 outstanding staff members in Community Services during the awards presentations in Kerrville July 20. Announcement of their awards was made by Edna Tamayo, TYC Board Member from Harlingen.

(Top, left to right) Mrs. Tamayo, Gus Poole, Central Region; Mrs. Tamayo, Jane Hardin, West Region; and Manuel Porras, South Region, Mrs. Tamayo. (Bottom, left to right) Steve Foster, North Region, Mrs. Tamayo; and Arthur McBride, East Region, Mrs. Tamayo.



GUS TRAVIS POOLE, Central Region

Gus Travis Poole, teacher/instruction consultant at Turman House in Austin, has been with TYC since February 1991. Poole's early work to prepare him to work with TYC youth includes high school instructor and counselor, a boy's probation ranch in California, college administrator, and attorney with a Family and Criminal Law Practice.

"Poole serves as a one-man ambassador for TYC, greeting Turman House visitors with gracious hospitality and explaining the daily life at the halfway houses along with the agency's program of rehabilitation through education, care and concern for all its youth," said Tamayo. Staff at Turman House have said that the attitude at the House has increased a thousand-fold since the day Gus arrived on the scene. He projects a very positive attitude and transmits this "can do" attitude to all levels of staff including the cooks, office personnel, the advisory council, and the regional staff and administrators.

STEVE FOSTER, North Region

Steve Foster, Assistant Superintendent at the McFadden Ranch in Roanoke, has been with TYC for six years. The staff and students at McFadden Ranch have a respect for Foster that only a positive role model could achieve.

"Foster has a work ethic that is beyond reproach, ceasing only when the job is more than adequately complete," said Tamayo. Foster's philosophy of "promise half of what you can deliver and deliver twice what you promise," can be seen daily in both the staff and the youth. Staff and youth both exhibit his role modeling by the thousands of hours of community service that have been done for the communities that neighbor McFadden Ranch. The relationship that Foster has with local neighbors and community leaders is an example for all staff under his leadership, all youth in the program, and the entire agency.

Additionally, Foster has an unselfish attitude toward the team at McFadden Ranch. He takes time to listen to staff needs, works in their place for time off, steps in during stressful situations to help, shares information or ideas, and stresses student safety daily. Foster is a positive leader who thrives on the good in everything and everybody.

JANE HARDIN, West Region

Jane Hardin, case management technician in the West Region office, has been with TYC for two years. Hardin's dedication to her job responsibilities and to those she serves has clearly demonstrated her team effort to establish and address budget issues.

"She is a sincere person who loves accounting, enjoys the challenge of working with a budget, likes working with the LAN system, and truly enjoys her job and working with people," said Tamayo. Her creativity has resulted in different ways of developing the budget status report. Although Mrs. Hardin has to drive from her home in Santa Teresa, New Mexico to the office in El Paso, Texas, she always starts her day by arriving by 7 a.m. to start business as usual and to greet whoever enters the office. She feels she can get things done at that hour that she doesn't usually have a chance to accomplish later in the day.

MANUEL H. PORRAS, South Region

Manuel H. Porras is a YAS IV at the Evins Regional Juvenile Center in Edinburg. Porras, who has been with TYC for four years, encourages staff unity and harmony. An example includes a recent campus clean up in which he volunteered many hours of his time with a "roll up your sleeves" and "can do" attitude. Another example is the assurance that his unit is always staffed appropriately. If any staff shortage occurs, he will personally cover the unit at any shift necessary. He encourages productivity of youth by supporting education, religion and family service.

Having been brought up as a migrant farmworker, he realized the value of education and how it can enrich one's life. Manuel participates in the youth's reintegration into the community by initiating and coordinating community services to visit youth on campus. To initiate prevention, he meets with families and siblings of TYC youth to counsel and educate them.

AWARD WINNERS

ARTHUR MCBRIDE, East Region

Arthur McBride, apprehension specialist from the East Region, has been with TYC for two years. McBride understands that his job duties are to apprehend youth not as a punishment but as part of the rehabilitation process. Therefore, he always treats the youth with respect and takes the time to listen to the underlying needs of the youth and counsels both the youth and their families regarding the apprehension as well as future plans.

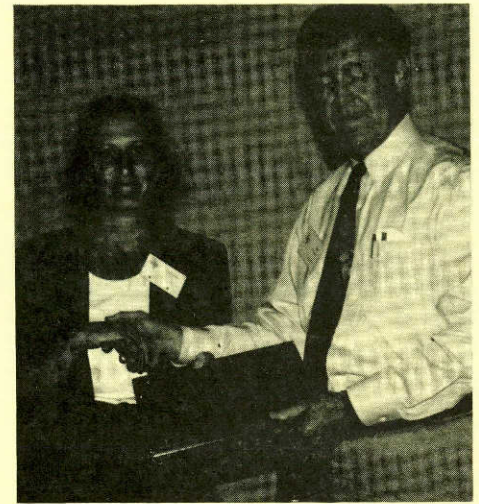
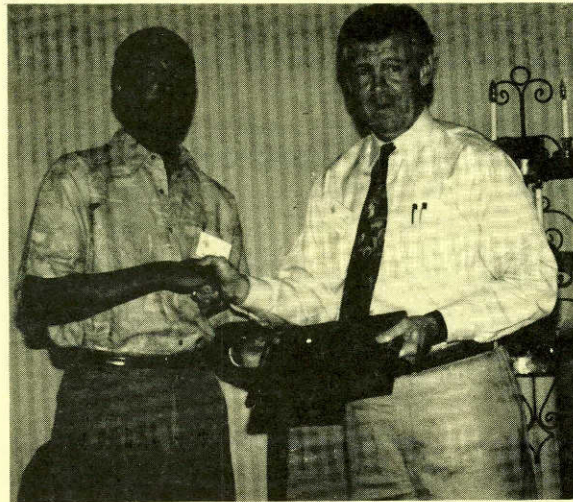
"Arthur has demonstrated to the East Region staff and the community at large that he is committed to this agency and to the clients and families we serve," said Tamayo. Arthur is actively involved in his community and is a member of many professional organizations. As a previous volunteer and advisor to TYC youth, Arthur continuously motivates and inspires youth to succeed. He carries out his tasks and duties with respect and a sense of providing dignity to the child in his custody.

Someone once said, "You make a living by what you get, but you make a life by what you give." This exemplifies Arthur's way of life. His dedication to youth has earned him the respect and honor from both the staff he works with and the youth we serve.

Annual Safety Award

Crockett State School is the recipient of the TYC 1994 Annual Safety Award with an injury frequency rate of 15.57. The award was presented to Rey Gomez, Crockett's Superintendent, at the recent Kerrville Workshop.

The Annual Safety Award is presented to the facility with the lowest injury frequency rate (the number of accident exposures per 100 full-time employees). This measurement presents a meaningful comparison between facilities. The calculations were based on the time frame of May 1, 1993 - April 30, 1994. ☺



AWARD WINNERS

Institutional Outstanding Employees

The following 1994 Texas Youth Commission Outstanding Staff Members in Institutions were honored during the awards presentations in Kerrville July 20. Announcement of their awards was made by John Odam, TYC Board Member from Houston.

IMA MARTIN, Statewide Reception Center

Ima Martin, a Secretary II at the Statewide Reception Center, has been with TYC for three years. Martin constantly builds staff morale not only by her participation in facility-wide events, but by her personal concern with individuals as well. "She is always willing to actively seek out and offer encouragement to co-workers in times of crisis and is also noted for her cheery greetings in the morning and positive disposition throughout the day," said Odam.

Martin has effectively demonstrated the ability to lead by example. In this regard, she has done whatever it takes to ensure that the activities she has been involved in were a success. Her giving spirit is not only recognized by her co-workers, but has served as an inspiration to others. Her concern for the welfare of others is summarized by her response to a question about why she participates in all events. To this question she replied, "I try to help people when they need it."

FERNANDO CASTILLO, Brownwood State School

Fernando Castillo, YAS III in the security dormitory at the Brownwood State School, has been with TYC for five years.

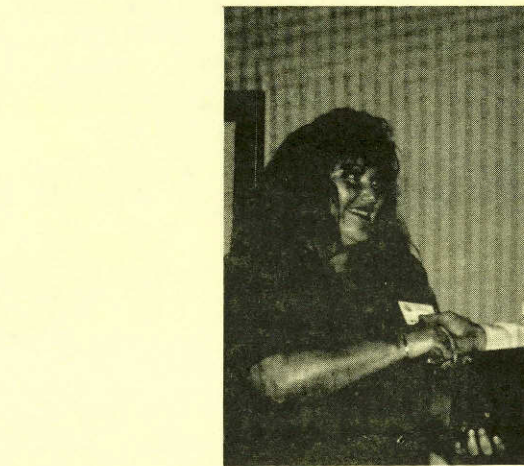
As a supervisor, he is responsible for ensuring that the staff are in compliance

with TYC's mandates, philosophy, and mission by operating a facility in which students and staff are safe. He strives to maintain a balanced environment through which the students can receive the structure, treatment, education, and the working and survival skills they will need upon returning to society. Castillo is on call at all times.

"When called upon, not only does he respond, but he responds quickly and takes charge making decisions and following up to determine that the situation is handled satisfactorily," said Odam. "Because Castillo is honest and always above-board with everyone, he is highly respected. Many staff speak highly of his honesty and integrity, and of his commitment, loyalty and dependability. He accepts change and assists others in making the best of things under difficult circumstances," he concluded.

WAYNE S. SMITH, Corsicana Residential Treatment Ctr.

Wayne S. Smith, a teacher at the Corsicana Residential Treatment Center, has been with TYC for eight years. He is the type of staff who strives to see that all students learn, achieve, and build self-esteem for real life success after they reintegrate into the community. Maintaining a classroom that is organized, methodical and also includes warmth, Smith maintains



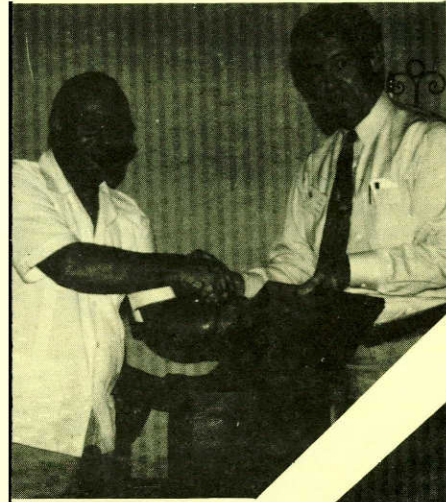
a "tough love" approach that is consistent and fair with all students. His approach is described as not "cutting students any slack," and ensures the students follow the rules. He practices this consistently with all students.

"Wayne is fair, honorable and decent with all staff and doesn't play favorites, which is the same way he is with his students. He is professional and expects the same professionalism from all teachers and other staff," said Odam. "He has a great sense of humor and is always seen smiling. His tireless efforts to help any staff at any time, and his organized way of getting things done provides a positive boost to staff.

CAROL HACKER, Crockett State School

Carol Hacker is the Institutional Placement Coordinator at the Crockett State School and has been with TYC for 19 years. Throughout Hacker's tenure, she has made every effort to understand the youth committed to TYC, to help them in developing pro-social skills and to ensure that the

Outstanding Employees from institutions were presented award plaques from TYC Board Member John Odam, Houston, during the annual Kerrville workshop. (Top, left to right) Odam presents awards to Roy Gray, West Texas State School; Carol Hacker, Crockett State School; and Wayne Smith, Corsicana State Home; (Middle, left to right) Odam presents to Sharon Garcia, Gainesville State School; Fernando Castillo, Brownwood State School outstanding staff member, is shown with TYC Board Member Edna Tamayo; Giddings State School honoree Stan DeGerolami and Odam; (Bottom) Ima Martin, Statewide Reception Center outstanding employee, and Odam.



youth were ready to leave Crockett State School before returning home or going to a placement. Often Carol can be seen engaged in activities that enable youth to become productive human beings. This includes counseling youth, spending time encouraging the youth to make positive changes in their life and volunteering her time to supervise them in special activities.

"Carol emulates perfection and expects it from everyone around her. It is her perfection, attention to detail and task orien-

tation that has gained her the respect of her fellow employees," said Odam.

SHARON GARCIA, Gainesville State School

Sharon Garcia is a YAS II at the Gainesville State School. She has been with TYC for three years. Garcia is committed to the welfare of and improvement of conditions for students and staff alike. Direct evidence that she maintains the respect and confidence of the supervisors and administrators surfaces when one reviews the number of times throughout the year

that she is called upon to serve as a member of, chairman of, or consultant for campus, departments, or agency-wide committees, PITs and task forces.

"Ms. Garcia is especially helpful at the gatehouse as she welcomes visitors in a manner which places them at ease, and reassures them that we really do have their children's best interest at heart, said Odam. "She never side steps difficult tasks and always solicits help, ideas and advice from others in accomplishing these tasks. Garcia is firm when called upon to be the disciplinarian and yet administers the disciplinary measures in a kind, fair manner and manages to obtain cooperation from others without alienation. She accomplishes many things with staff and students simply because her "can-do" attitude is contagious.

STAN DEGEROLAMI, Giddings State School

Stan DeGerolami is the Assistant Superintendent at the Giddings State School. DeGerolami has been with TYC for 15 years. Stan began his career with TYC in 1980 serving as a medical/psychiatric caseworker, superintendent of Ayres House, and assistant superintendent of the West Texas Children's Home before his current position in Giddings.

(continued on page 17)



Kayna Oliver, Director of the Texas Key Residential Treatment Center in Dallas (right), was present to receive the 1994 Outstanding Contract Program award on behalf of the program from TYC Board Member Pete Harrell from Austin. Other Youth Commission contract programs nominated for the statewide award included Mentor Clinical Care, East Region; West Texas Children's Assessment Center, West Region; Corrections Corp. of America Laredo, South Region; and Gulf Coast Crisis Shelter, Central Region.

NORTH REGION, Outstanding Intercultural Awareness Task Force

The North Region Intercultural Awareness Task Force is the recipient of the agency's Outstanding Intercultural Awareness Task Force Award for 1994. The region was recognized for its belief that cultural diversity is a very important component and valuable resource in our agency and society. Members continue to celebrate cultural diversity and cultural pluralism and salute their counterparts who join in this endeavor.

Since its conception in April 1991, the North Region Task Force has obligated itself to increase the awareness of ethnic diversity and to educate all employees and students through a variety of resources and training. As a result of this united effort, attendance is a must of the 15 members. At the end of each member's tenure, they are presented with a certificate of appreciation for their services. The task force funds are accumulated from monthly dues and from the multi-cultural t-shirts which were designed by a TYC student.

The task force has identified education has the best defense against ignorance, racism, and inequality that only promoted misunderstanding and divisiveness. During each meeting, at least one hour is designated for cultural training.

The youth at Willoughby House are also involved in multi-cultural activities, both in the facility and the community.

A multi-cultural conference is scheduled in Dallas on September 15, 1994. Goals for the conference include expanding cultural awareness and increasing tolerance of different cultural values, attitudes and behaviors.

The officers of the North Region ICS Task Force are Paul Ruiz, Chair; Carl Fretwell, Vice-chair; Angela DeLaRosa, Secretary; Clyde McClatchey, Treasurer; and Sharon Hambrick, State Representative. Members include Faustino Castillo, Lisa Cooke, John Dungo, Steve Foster, Joyce Hines, Robert Louis, Kenneth Reynolds, Wilbert Rodgers, Elly Romero, Rosa G. Villanueva, Darrell Whitley, and Carl Williams. ☺



Bottom left: Nancy Emmert (r) is pictured accepting her award from TYC Board Member Pete Harrell. Bottom right: Dwight Harris, Director of Institutions in Central Office, (right) is pictured accepting the Youth Commission's Administrator of the Year for 1994 from Executive Director Steve Robinson during the agency's annual workshop in Kerrville July 20. The Administrator of the Year winner is selected by peers and is awarded to recognize administrators who would otherwise not be eligible for recognition in other award categories.

NANCY EMMERT, Outstanding in Central Office

Nancy Emmert, IV-E Program Specialist in the Finance Department, was selected as Outstanding Central Office Staff Member for 1994. Announcement of her award during the awards presentations in Kerrville July 20 was made by Pete Harrell, TYC Board member from Austin.

Emmert began her career with TYC as a caseworker at the Crockett State School in 1977.

Emmert's knowledge, commitment and expertise have enabled her to accept the primary responsibility for designing and implementing the IV-E program in the

agency. "Nancy has worked closely with regional directors, parole supervisors, case management supervisors and halfway house superintendents to ensure effective case management training and monitoring which will assist line staff in providing quality case management to our youth," said Harrell.

The other Texas Youth Commission Central Office quarterly winners who were considered by the Statewide Awards Selection Committee for this year's award included Shirley Cochran, Child Care; Art Hinojosa, Maintenance and Construction; and Jan Lindsey, Research and Planning.

☺

Quality around the agency

Brownwood State School

Brownwood State School staff who have participated in the campus improvement team during the past year are conversant with TQM concepts and terminology and utilize the PIT team process as a problem solving technique.

Human Resources Officer FayeNell Holamon, co-leader on the agency-wide Timekeeping Process Improvement Team, reports the new process and forms resulting from the PIT have reduced the amount of time and paperwork in the timekeeping process. It was implemented agency-wide June 1, 1994.

Warehouse supervisor Kelly Tyson reports that he and Harold Parish's PIT have implemented a process that decreases by sixty percent the amount of time to process orders.

Co-leaders Nell Bishop and Beverly Rawlings' PIT to better meet students' communication needs through the student council has provided students, staff, and administration a better opportunity to maintain open dialogue. Staff are encouraged to attend student council meetings, and minutes are posted throughout the campus.

Trainer David Morrison reports a focus group is being conducted with YAS staff concerning on-the-job training for new staff, at the request of Dwight Harris and Dennis Payne.

Central Region

Adrian Moore announced that Central Region staff are involved in a variety of team efforts: Gail Penney-Chapmond with the NCIC Team Project; Roy Washington with the Alliance Leverage Team; James Robinson with Cultural Awareness Development Process; and Tom Luce with a regional team developing methods to recognize public schools who work with TYC students.

He noted that two new TQM groups are being formulated: 1) methods to increase student enrollment in public schools this fall; and 2) methods to identify and place students in our contracted day treatment programs.

Safety Leverage Committee

The Safety Leverage Committee's agenda includes reviewing the committee's accomplishments and identifying areas for future action.

The committee noted completion on the following items:

- ✓ policy enabling institutions to lock security unit doors;
- ✓ policy enabling institutions to close individual room doors on dorms during sleeping hours;
- ✓ electronic surveillance equipment being purchased for institutions and community services;
- ✓ emblems to be removed from, and cellular phones installed in, SRC transportation vehicles;
- ✓ community services took action or is addressing all issues identified; and
- ✓ the resocialization unit concept is in the upcoming legislative budget request.

The committee has received directions from executive staff to proceed with all recommendations that do not involve policy change or cost factors, and to present those that do involve policy and cost to the Quality Assurance Group.

The Committee has created four subcommittees on 1) training; 2) personnel; 3) programming; and 4) safety. ☛

QUALITY CORNER

Crockett State School

Crockett currently has three process improvement teams finalizing their work in the area of youth and staff safety. The groups are addressing gang related behavior, youth being out of control, and inconsistency by staff. Another team is being formed to address victimization of our youth.

Crockett held a barbecue to celebrate their annual staff appreciation day and recognized four teams: Transportation Unit, Administrative Secretaries, Adventure Dorm Staff, and Freedom Dorm Staff. The teams were selected based on their ability to work together as a team and with other departments on campus, and for their dedication to quality and excellence.

Gainesville State School

Gainesville State School is using the TQM process to help reduce the gap between line staff and supervisory staff. The team concept has been initiated with the training of YAS and establishment of management teams for independent living, gang intervention and vocational products. Management teams are responsible for setting goals, problem solving and basically any decisions that do not involve a policy or unbudgeted or major expenses.

Leadership Leverage Team

Jay Lindgren reports that his team is working with the training department to incorporate specific leadership training into our agency's training. A leadership module has been incorporated in the basic supervision course launched in July. Other leadership training will be developed as part of the immediate supervision course and the advanced supervision/management course.

North Region

Kaycee Pollock, Volunteer Coordinator, announced that the Fort Worth Community Advisory Council is wrapping up their TQM process improvement team efforts to revitalize the group. They have recruited new, active members and designed a public relations/fundraising brochure, membership certificates and business cards.

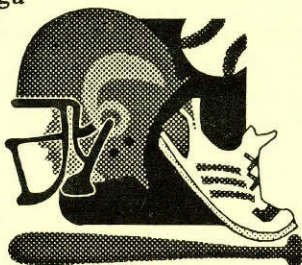
The council organized a formal fundraising committee and will begin work on their first projects in September. New officers for the Council are: Jeanne Chambers, Chair; Larry D. Singleton, Co-Chair; Pam Reed, Secretary; Patricia West, Treasurer; and Ignacio Torres, State Council Representative. ☛

Friendship tournament

Beto House in McAllen sponsored its Eighth Annual Friendship Softball Tournament on May 28th.

Eight teams participated, including Valley House, the El Paso Graffiti Busters, Pharr Boys Club, Nueva Vista, and local teams. Beto House staff Felix Barragan, Robert Casas, and John Arredondo organized the event.

Chicken barbecue was served and teams received trophies and T-shirts. ☺



Gainesville olympics held

The Gainesville Convelescent Home invited students from the Gainesville State School to participate in a Junior/Senior Olympics last spring.

Twelve students were paired up with their senior partners. They participated in a variety of different events such as horseshoes, bowling, bean bag toss, basketball, and baseball. At the end of the sports events, there was an awards assembly with medals given to all the winners.

Hamburgers were served following the ceremony. The Junior/Senior Olympics was initiated by Robyn Byars, Director of Recreation. ☺

Corsicana students beat the market

Three Corsicana State Home students were recently honored in Dallas for winning the North Texas region of the nationally organized Stock Market Game (SMG).

Over a three week period these three students beat out 371 private and public school teams in this simulated competition. These students are John Casares, Eric Guerra, and another student whose family seeks privacy.

The team placed third in the state, under the direction of CSH teacher, Allen Crenshaw.

The students received a \$100 Savings Bond during the Dallas presentation. ☺

Beto House visits Fiesta Texas

The Beto House Community Advisory Council sponsored a trip for six students to Fiesta Texas, in San Antonio.

The youth qualified for the trip by displaying excellent behavior and participating regularly in community service that involved painting over graffiti that marred local business and by picking up trash at area parks and highway intersections. ☺

YOUTH SPOTLIGHT

Gainesville student graduates

On May 27, 1994, Quoc Phong Dinh Tran became the first youth to graduate from the Gainesville Academic State School in the last twenty-three years.

Phong transferred to Gainesville from Giddings State School, and from April 14 through May 25, he worked relentlessly to complete his required high school credits, even though he had already earned his GED. Tran's goal was to graduate while he was sixteen, and his birthday was June 2.

During the five week period, he completed Algebra II, trigonometry, marine biology, Microsoft Word, office systems, journalism, U.S. History, government, and free enterprise.

Jack Patton, assistant superintendent, and Harriet Vagher, independent living

teacher, spoke at his graduation ceremony. Dr. Henry Roddy, principal, bestowed the diploma.

Janet Davis, diagnostician, coordinated the ceremony which had been announced by personal invitations, and included the traditional cap and gown. Phong chose Shirley Sprecher to accompany and sit with him during the ceremony. In attendance were his parents and many other family members, as well as the academic faculty, front office staff, and two dorms of students.

The event ended with Phong changing his tassel, accepting congratulations from all his visitors, and tossing his cap in the air. A private reception followed at the Taiwan Restaurant, with his family, Mrs. Davis, and Mrs. Sprecher attending. ☺

Graduates (continued from page 1)

At the conclusion of the program Superintendent Burnam gave each graduating senior a carnation, which each one individually then presented to someone in the audience "who held a special place in his/her heart."

A reception was held for staff, graduates and their families featuring sandwiches, finger foods, desserts and a special cake with each of the graduates' names on it.

Those receiving diplomas, in addition to Sampson and Rumpf, were Timoteo Flores, Sember Harrington, Jerry Hayes, Markeith Hicks, Joshua Hiner, Willis Horsley, Raymond Johnson, Scotty Lewelling, John Nesmith, Clay Sellars and Allen Scott.

Those graduating in absentia included Juan Hernandez, Mardonio Guzman, Alejandro Hernandez, Robert Lopez and Paul Moore. ☺

Culture at Schaeffer House

Juneteenth. On June 19, Schaeffer House residents celebrated the anniversary of the Emancipation Proclamation with a barbecue sponsored by the El Paso Community Resource Council. Council members Dorothy Davidson, Ellison Beasley, Sally Duran, TYC Regional Director/Alex Escarcega, and volunteer coordinator/Maria Ruiz prepared barbecue ribs and chicken, black-eyed peas, cabbage, corn bread, sweet potato pies, and apple pies.

The significance of the Emancipation Proclamation was reviewed for residents, and the traditional celebrations that came out of the Emancipation Proclamation were revisited by Dorothy Davidson.

Cinco de Mayo. Schaeffer House and the West Region Intercultural Awareness task force held a traditional Mexican dinner on May 5.

Volunteer Jose Allamillo gave a presentation to the students about the significance of Cinco de Mayo.

TYC staff, volunteers, interns, and El Paso Resource Council members joined residents in the celebration. Mrs. Juanita Curry, retired Schaeffer House cook, volunteered to prepare the meal of enchiladas, tacos, beans, and rice. Decorations and Mexican flag desserts were prepared by Trudie Asbury. ☺

TYC on LULAC agenda

TYC programs were presented at the National LULAC Convention in El Paso at the forum on youth last June. Regional director Alex Escarcega, volunteer coordinator/Maria Ruiz, and Educational liaison/Joe Curry spoke to the LULAC delegates in a general session. A special forum for university students permitted West Regional staff to recruit volunteers and interns and to share TYC job opportunities. ☺

Zambian music presented

Corsicana students were recently presented with a performance of native African songs by the Zambian A Capella, a group of nine young men from Lusaka, Zambia.

The group, which has had no formal training, performs many difficult numbers, including Handel's Messiah.

They perform over 500 songs in five different native languages. Nineteen-year-old Daniel Mwanga has been leading the group since he was twelve years old. They are from an extremely poor compound of the capital city of Lusaka. ☺



The Giddings State School Intercultural Awareness Committee with help from the Community Advisory Council, sponsored a day of activities commemorating Cinco de Mayo. Entertainment included an authentic Mexican dance performed by four students, a Paño (handkerchief) art contest, jalapeno eating contest, frijole cooking contest, and an assembly. Prizes and trophies were provided by the Council.

CULTURAL EVENTS

West Region hosts task force

The Statewide Intercultural Awareness Task Force came to El Paso on June 30 and July 1 for their fourth quarter meeting as a joint meeting with West Region Intercultural Awareness Task Force.

Exposure to the rich diversity of the region began with a talk from Governor Elias Torres of the Ysleta del Sur Pueblo (Tigua Tribe). This was followed by a tour of the Holocaust Museum and a talk by Holocaust survivor, Henry Kellen.

Thursday evening was spent at the museum "Viva El Paso." This musical traces the cultural migration of Indians, Spanish conquistadors, Mestizos, and European settlers for the past four hundred years in the blending of peoples of the Paso del Norte.

On Friday, the task force ventured South of the border to tour the Departamento Infantil Federal (DIF) and the El Tribunal Para Menores. The DIF takes care of dependent and neglected children in Juarez, and the tribunal is the detention center in Juarez. ☺

Central Office intercultural library

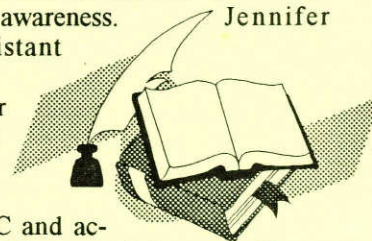
July 6 was the grand opening of the Texas Youth Commission's Central Office Intercultural Awareness Library. The library, which houses literature, videotapes and other research material on various Texas cultures is located in the Texas Rehabilitation Commission's library in the Brown Heatly Building.

Daryl Hart, TYC's Central Office Intercultural Task Force Chair, welcomed both TYC and TRC staff to the opening and provided an overview of the available materials.

The ceremony marked a cooperative agreement between TYC and TRC to share information and resources to benefit intercultural awareness. Jennifer Hall, Assistant

Commissioner for Civil Rights, represented TRC and accepted TYC's materials. Terry Foster, TRC's Librarian, welcomed the opportunity to serve as a central repository for these resources.

Staff may contact Terry Foster, TRC's librarian, for a listing of information available from the intercultural library collection. ☺





Left to right: Cary Maguire of Maguire Oil Company in Dallas, TYC's Angie Stacy, and Governor Ann Richards at the Governor's Productivity Suggestion Awards Ceremony.

TYC employee honored by governor

\$ Governor Ann Richards honored Angie Stacy, Administrative Technician in Central Office, for her suggestion that became a finalist in the Governor's Productivity Suggestion Awards.

Ms. Stacy suggested a way for halfway houses to reduce their food costs by seeking competitive bids from vendors on a monthly basis for food items. This bid practice reduced the cost for food and reduced the paperwork to process payments. The agency certified savings of \$24,586.36, and she received a check for ten percent of that amount: \$2,458.

Stacy was one of seven finalists from throughout Texas who vied for the \$10,000, \$5,000 and \$2,000 Governor's Awards. State employee suggestions were submitted under an ongoing suggestion program operated by the Texas Incentive

and Productivity Commission.

This is the third year that Cary Maguire of Maguire Oil Company in Dallas has funded these awards for state employees. A panel of suggestion system experts from eight businesses and public entities chose the finalists, with Maguire choosing the winners.

Although Stacy's suggestion was not awarded one of the three Governor's cash awards, she did receive the check in the amount of ten percent of the first year savings under the State Employee Incentive Program.

More than 2,000 suggestions were received from state employees. Only 209 qualified for the award. ☛

Parole officer honored

San Antonio Parole Officer Debbie Dick, who has been active in several prevention programs even before going to work for TYC, recently received recognition from Communities in Schools for her presentations to at-risk kids.

Ms. Dick often takes a parolee or two with her to speak to classes at middle schools in the San Antonio area.

One young woman she took with her discussed her involvement in the criminal justice system, what she had done to get there and her stay at a state school. She finished the discussion with what it is like to be on parole. The girl had seen many of her friends killed, or locked up in TDCJ, and some committed to life or to the death penalty.

She said, "Being in a state juvenile school is not the 'piece of cake' it's made out to be. Simple freedoms such as telephone, your own bathroom, clothes that look good and individual freedom are just a few of the things you lose."

Both the parolee and Ms. Dick stressed that gang life and criminal actions are choices a person makes that will affect the rest of their lives. ☛

Homecoming

Over 300 Corsicana State Home Ex-Students once more met on campus for their annual Homecoming in June. Exes returned from all over the country, including Oklahoma, Nevada, and Pennsylvania.

Festivities ended with a banquet at which former State Home Superintendent Sandy Burnam was the keynote speaker. Burnam was presented a plaque of appreciation from the Ex-Students for her many years of service and support to their association. ☛

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

Outstanding employees

(continued from page 9.)

"Stan is well known as a representative of TYC because of his expertise and thorough knowledge of the child care system," said Odam. He has represented TYC through numerous media contacts on the local, national and international levels. He has the ability to deal with highly publicized crimes in regard to news media, victim's families and students in a diplomatic and sensitive manner. He can relate to the anguish of our students' victims and has often met face-to-face with them explaining our agency's position with compassion and empathy.

DeGerolami is often called upon for advice. He is always willing to "host" special activities on the campus and has a way with words which make people feel comfortable and appreciated. DeGerolami is very aware and sensitive to staff and students' interests and well being.

"He is personable with staff and shows consistency when dealing with staff and students alike. He is well read on numerous subjects and co-workers often turn to him for advice and counsel. Stan makes you feel like your problem or difficulty is important and you leave his office feeling better," Odam concluded.

ROY GRAY, West Texas State School

Roy Gray is a YAS IV at the West Texas State School. Gray, who has been with TYC for nine years, adheres to the highest standards of personal conduct in his daily life. Through his actions and behavior, he sets an example for both students and staff to emulate. His ability to establish and maintain standards of conduct has resulted in the Dorm Two Program establishing continuity and a high level of success. Gray possesses the counseling skills necessary to deal effectively with youth. His attribute of utilizing a concerned and caring but firm approach in working with staff and youth encourages staff to acquire interpersonal growth.

"He is a strong motivator of staff not only by role-modeling TYC expectations, but through his own personal values. Always serving as a youth advocate, he never fails to take the time to assist students and help with personal problems that may arise," Odam said. Gray's views and advice are sought by other staff and management alike. During his tenure, Mr. Gray has made significant and continual contributions to the schools. He exhibits a willingness to help others throughout the campus, without limiting his experience to solely the Cottage Life Department. Due to his tenure and experience as YAS IV, he often serves as the "unofficial spokesperson" for all the YAS IV's on campus.

Career ladder approved

As a result of the career path compression and the barriers that exist between YAS and caseworker positions, a study was commissioned to 1) find a solution to the inequities of pay for equal responsibilities performed by Caseworker I, II and III positions; and 2) eliminate barriers that prevent the career mobility of YAS staff to other positions within TYC, specifically caseworker positions.

Under the guidance of the Human Resources Department, a process improvement team was assembled to address the above issues. The following proposal was approved and is being implemented as of September 1, 1994.

- ① Two years direct child care experience (YAS), six months of which must be in waking hour child care in a dormitory like environment.
- ② The Caseworker I position will become a part of the Caseworker Career Ladder allowing upward movement when eligibility requirements are met. (New job descriptions outlining the new criteria were scheduled to be published in September 1994.) Regional directors, institution superintendents, and human resource officers have been provided the new requirements.
- ③ Specific education/experience requirements have been revised to allow credit for internal training and experience. (Specifics will be outlined on the job descriptions.)
- ④ The Caseworker I position will be reclassified to a Case Manager I Salary Group 11 to adjust the pay inequities. In addition, job descriptions will be revised to show a differentiation of duties between the CW II and CW III. ☺

HUMAN RESOURCES

TENURE AWARDS

Central Office

30 Years:
John H. Franks

20 Years:
Terry Graham
Neil E. Nichols
Louise Porfirio

15 Years:
Josephine M. Kautz
Gladys Marie Smith
W.J. Ham

Evins/South Region

15 Years:
Maria D. Frias
A.R. Washington
Albert Benson

Crockett

20 Years:
Crezette Runnels

15 Years:
Nelda Simon
Carol Ridge
Willie Love
Kenneth Pruitt

Corsicana

25 Years:
Mary Howeth

20 Years:
Roy Davenport

15 Years:
Laurill Hunter
Colquitt D. Yancy

Regions I - IV

20 Years:
Wilbert Rogers
Adrian Moore
Roy Washington

15 Years:
Denise Kennedy
Georgie Griffin
Mirna Payan
Dora Ramirez-Itz

Gainesville

25 Years:
Sophie Wilson

20 Years:
Dr. James Cole
Jerry Day

Ronald Harrell
James McNally
Tex Emma Doughty

15 Years:
Charles Mack
Danny Reed

Marcine Alexander
Clarell Ross
Louise Stewart

Reception Center

25 Years:
Joe Lee

15 Years:
Tammy Yanez
Comelar Parsee

Giddings

20 Years:
Raymond Kipp
Robert S. Toney

Derald Herklotz
Freddie Cantu
Thelma Davis-Dilworth

Leslie Sherfy
Randy Pietsch
Pearl Richardson

Chester Powell
David E. Davis

Melvin Barnes
Agnes Ellis
Essie Denmon

15 Years:

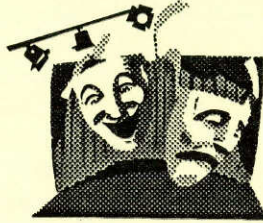
Johnnie Jones
Charles Etta Crenshaw
Shirley Nolan
Emma Matejcek
Hilaria Basquez
Timothy Wells

Summer workshop for Corsicana students

Steve McLinn, musician, and Grady Hillman, poet, conducted a joint workshop on the Corsicana Residential Treatment Center (CRTC) campus this summer, sponsored by the TYC Wende Fund and the Corsicana Community Advisory Council. The workshop is coordinated by the Navarro Council of the Arts.

CRTC students composed music on McLinn's electronic equipment, blending styles from around the world into new music. The music was performed to the choral and poetry readings written by students with the assistance of Hillman.

Rebecca Prichard, a dramatist who conducts workshops in correctional settings in England, joined the group for the final performance, and directed students to dramatize the poetry and music. ☺



Lucky Ducky Dive

The third annual Lucky Ducky Dive at the Corsicana Residential Treatment Center (CRTC) in August raised \$7,500 for the CRTC Aquatic Center.

The swimming pool, originally built in the 1930's, was completely restored this summer, and the Community Advisory Council continues to raise funds in an effort to have the pool enclosed to make it accessible to the students year-round.

Celebrity diver for the event was Michael Downs, former Dallas Cowboy, who took the plunge to pluck out the winning ducks. Entertainment was provided by Zanada Tally Truelove and The Back Porch Pickers.

The grand prize, won by Jim Witten, was a \$700 travel certificate toward a dream vacation. More than fifty other prizes included a gas grill and a \$100 savings bond.

Chairman of the fund-raiser was volunteer Gioia Keeney. Other committee chairs were Dolores Upshaw, Lynn Anderson, Sylvia Bonin, Ann Johnson, Billie Carroll, Mary Rozelle, Rick White and Lee Hughes. ☺

VOLUNTEERS

Brownwood honors volunteers

Members of the Brownwood Community Advisory Council were honored at an appreciation luncheon meeting held at the Statewide Reception Center. The program was given by Dr. Leslie Plagens, Principal, and the vocational educational staff of Brownwood State School.

Members and guests were presented with blue mugs featuring the volunteer services logo in which the students in the horticulture program had planted small decorative plants they had grown from seeds.

New officers for the council who began their term on September 1 are Keith Clark, president; Vicki Horton Smith, vice president; and Judith Ehrke, secretary-treasurer.

New members elected to a three-year term are Dan Baez, Dann Barger, James Brashear, Gary Gramling, Holly Hugo, Mary Ann Cuellar, Eva Siller, Tom Kelly, Lewis Locker, Bob Holder, Janice Key, Quincy Ellis, Cliff Repass, Wayne Gordon, Kay Serrano, Ladon Spence, Zane Thomas, and Larry Morrow. ☺

Volunteers who assist in Bible study and worship services at Brownwood State School and the Statewide Reception Center were honored at the July luncheon meeting of the Brownwood Advisory Council.

The program was presented by Chaplains Mike Miles and Mickey Harr in which they detailed the religious opportunities for students of the two facilities.

In addition to assistance with worship services on Sunday, volunteers provide Bible study at Brownwood State School on Monday nights and at the Reception Center on Thursday nights as well as Mass on Saturday afternoons. Separate services in Spanish are also available to Reception Center students.

Church members who actively participate are from Trinity Chapel, Word of Faith, Coggin Avenue Baptist Church, First Baptist Church, St. Mary's Catholic Church, Southside Baptist Church, and students from Howard Payne University.

Brownwood Gideons provide New Testaments (in English or Spanish) to students while they are at the Reception Center. The American Bible Society makes complete Bibles available to students as well.

Volunteers were gifted with blue mugs featuring the volunteer services logo. ☺

Central Region plans golf tourney and picnic



Council activities are ongoing in both Austin and San Antonio areas. Recruitment for new members including representatives from business, civic and service clubs continues.

The TYC Austin Volunteer Council's Annual Golf Tournament will be Saturday, October 15th at Forrest Creek Country Club. Interested golfers should contact Adrian Moore in Central Region office to sign up. Volunteer Allen Golden is again chairing the event.

The San Antonio Council is sponsoring its 17th annual picnic for TYC parolees and Ayres House residents. Invitees will include TYC siblings in a prevention group at San Antonio Fighting Back and families in the local parents' support CAPS group.

The San Antonio Council has written new by-laws under the direction of Committee Chair Michele Wheeler. Melanie Sherman, a volunteer who expedited the writing and printing of the documents, is working toward credits for her graduate level professional seminar at St. Mary's University. ☺

Family involvement funds are 'making a difference'

Funds to assist families to visit their children residing at Corsicana Residential Treatment Center (CRTC), and for children to visit at home prior to release on parole, are being provided by the Corsicana Community Advisory Council.

Since November 1993, the volunteer council has provided \$1,700 to enable 19 students or their families to make 24 trips.

The family travel has been made possible in part with funds donated by St. John's Episcopal Church Peno Graham Trust, and from the CRTC Ex-Students' Association. Besides providing bus tickets and air fare, parents' meals are generally paid for. Parents who visit the campus can stay on campus, but their nominal room and board fees while there are paid for out of council funds if the family cannot afford to pay.

In May, student Lucinda's mother traveled by bus from El Paso. This was the first time she had seen her mother in two years. Caseworker Tom Brown feels Lucinda has been much more positive and has worked harder on her treatment issues since her mother's visit.

Student Alice's mother traveled by bus from Corpus Christi, and this was the first contact they had had in months. Alice, who had been very 'down' and moody, has since improved her outlook on life, Brown says.

Student Lakreshia's mother traveled by bus from Texarkana. This was their first visit in a year, and it enabled Lakreshia to open up and resolve some repressed feelings. "As a result, the mother's home is now a possible placement," explained Brown.

Another female student, Melissa, traveled by bus to her father's home in McAllen. He had previously flown to the campus, using his own funds. Melissa utilized Council funds twice for furlough's home, but reimbursed the council for one of the trips prior to her release in July with funds she earned in campus jobs. The trips Melissa and her father made re-united them, and led to her placement with him.

However, not all family visits lead to reconciliations. In the case of Nikki, who visited her mother in San Antonio, it was felt that her mother applied too much pressure on Nikki and kept "looking for her to

do something wrong."

"Nikki had done quite well in her progress in Corsicana prior to the visit, and it set her back some," said Brown. "However, the furlough was ultimately useful in helping Nikki face the fact that her home was not going to be a viable placement for her when she was released."

Student Jose required \$170 air fare to visit his family in El Paso prior to his release to his family there. His caseworker, Kimberly Fowler, recommended the travel based on the family's need. She has also talked with the family through a staff translator and has given assignments and counseling regarding Jose's visit, to assist in his transition home. ☺

Houston hosts educational banquet

The Houston Community Volunteer Youth Council recently honored 25 youth, parents, and their parole social workers within the region for exceptional performance in an educational program. Each student had to meet the performance as well as the behavior criteria to be selected for this honor.

The banquet was held at the Galleria Marriott Hotel. The audience was treated to a play put on by TYC youth entitled Unlimited Potential. Door prizes were given. ☺

Crockett appreciation luncheon

Crockett State School held its annual Staff Appreciation Luncheon July 7, in the park area honoring employees for their achievement and service.

Steve Robinson, Executive Director of TYC, and Pete Harrell, TYC Board Member, participated in the awards program.

Awards were presented for tenured employees, department Employees of the Year, facility Outstanding Employee of the Year and Outstanding Team. Among those honored were Carol Hacker, Outstanding Employee of the Year; Thomas Phillips, Unit Supervisor of the Year; Virginia Lewis, Administrative Support Staff of the Year; Lela Wheeler, Secretary of the Year;

Larry Hart, Caseworker of the Year; Betty Lane, Teacher of the Year; Carolyn Jones, Academic Support of the Year; William McCullough, Maintenance Staff of the Year; Lucille Lewis, Food Service Staff of the Year; Lois Burns, Infirmary Staff of the Year; Larry Rice, Dorm Staff (AM shift) of the Year; Larry Young, Dorm Staff (PM shift) of the Year; Charles Barton, Dorm Staff (late night shift) of the Year; and Willie Kitchen, Security Staff of the Year.

The staff was served a barbecue dinner prepared by Phil Watson, David Williams, the Community Advisory Council, and the Management team. ☺

KUDOS

■ **Roland Bursey** and **Marcos Martinez** were honored as the first successful graduates of the Texas Key Day Treatment Program under the supervision of Dallas parole officer **Debby Ennis**.
 ■ The McFadden Community Advisory Council is currently working on their first fun run called "Run for the Ranch" September 17th. ■ **Carolyn Webb** is the new Principal of the Corsicana Education Department. Ms. Webb was a teacher at the program and formerly taught at Brownwood State School. ■ **Al Escamilla**, a bilingual assistant at the WTSS, was one of fifty young adults across the nation selected as a scholarship winner to attend the twentieth Annual National Youth Development Institute held in Washington D.C., and sponsored by Reader's Digest. ■ **Johnny Threatt**, Schaeffer House (El Paso) superintendent since 1982, retires September 30. ■ **Jose Perales**, who has been a YAS at Evins for two years, has been named training specialist for Evins and the South Region. ■ **Bobby Lee**, an OSHA consultant, has been named president of the West Texas Community Advisory Council. Bobby takes over for **Bill Tapley**, who has moved to Eagle Pass. ■ **Rodney Peacock**, volunteer coordinator for West Texas State School for the past ten years, retires October 1. ■ West Texas volunteer **Julian Dawson** served his "Inimitable Barbeque" at an appreciation luncheon to the school's education staff, courtesy of the WTSS Volunteer Council. ■ The **Navarro Council of the Arts** in Corsicana recently sponsored the Ballet Folklorico "Quetzalli de Veracruz," which was attended by Corsicana State Home students and staff.

Alliance Open Forum

(continued from page 5)

Story begins on page 1.

"It's time we stopped bemoaning the fact that our juveniles are horrible...it's time for mobilization," she added.

We must provide a safe learning environment for students, but simply putting problem kids out on the street is not the answer.

"We can no longer afford to abandon them," she said.

"A spiritual dimension is urgent... Without it, we will continue to have an escalating problem..."

- Dr. Sterling Lands

No one on the panel felt that the public school system's "zero tolerance" was a good idea. In fact, "zero tolerance" was the subject of extended debate when the panel members concluded their comments. Alternative schools were promoted so problem youth could learn without disrupting other students.

Dr. Lands and his Greater Calvary Baptist Church in Austin have begun a program for young black males called the Rites of Passage, which includes a program of

prevention, mentoring and coaching.

He feels that the State worries too much about separating religion from its rehabilitation programs.

The state seems to need to discount the spiritual realm in its rehabilitation process, he explained.

"A spiritual dimension is urgent," he added. "Without it, we will continue to have an escalating problem" with juvenile crime.

Dr. Lands also urged the juvenile sys-

tem to allow volunteers access to their clients. "When community people want to get involved, they shouldn't be treated like third class citizens," he declared.

Breaking down turf and building "trust" among the various participants in juvenile justice was the theme urged by Jones.

Jones declared that money is the reason we don't form alliances... "there's only one pie!"

A member of the TYC volunteer coun-

cil in Houston for many years, Jones said a good volunteer program is a must in the juvenile system, and complemented TYC for generally doing a good job.

Also discussed following the panel presentations were the relationship of judges to TYC, and overrepresentation of minorities in the system. Gerry McKimney, Deputy Commissioner for Adolescent Services, TXMHMR, served as moderator for the panel presentation. He also serves as a member of the Alliance Team.

Other Alliance Team members, in addition to chairman Washington, are Judy Briscoe, Alex Escarcega, Jules Franklin, Gary Fuchs, Chip Harrison, Daryl Hart, Chuck Jeffords, Jay Lindgren, Christi Mallette and Kaycee Pollock, all TYC staff members; and Bill Anderson, retired executive director of the Texas Juvenile Probation Commission, and Steve Morgan, City of Austin auditor.

Washington said the team will continue to develop and participate in alliances at the community level, and plans to assist in the education and empowering of staff to better articulate TYC's position.

"We support staff alliances at the local level and would hope to be able to provide assistance in the community alliance building process in the future," he said. ☺

TYC JOURNAL

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