



# NOTES

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Dr. Barry Krisberg, center, President of NCCD, presents Roscoe Pound Award to TYC Executive Director Ron Jackson, left, during a luncheon on November 9. TYC Board Chairman, Larry F. York of Austin, right, was in attendance during the presentation.

## Jackson honored by National Council on Crime and Delinquency

The National Council on Crime and Delinquency (NCCD) awarded Ron Jackson, Executive Director of the Texas Youth Commission, its prestigious Roscoe Pound Award on November 9. The presentation was made in the Central Office headquarters of TYC.

Barry Krisberg, Ph.D., president of the National Council on Crime and Delinquency (NCCD), made the award presentation to Mr. Jackson.

The Roscoe Pound Award recognizes significant and sustained commitment to initiating criminal justice reforms consistent with NCCD's values and policies. With the award, the Council

wishes to commend leaders in the public and private sector who promote and implement justice policies that are fair, humane, safe, and economically sound.

Ron Jackson was chosen as the recipient of the award for his work at the Texas Youth Commission. Dr. Krisberg stated during his presentation that "since Jackson began work in TYC in 1973, he has faced the major challenge of reforming a juvenile corrections system once deemed to be brutal and corrupt." He has been tremendously successful in that endeavor. He added that "under Jackson's leadership, TYC has closed

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## Burnam receives recognition

Sandy Burnam, Superintendent of the Corsicana State Home, has been selected to receive special recognition as a finalist in the Outstanding Women in Texas Government Awards.

Burnam received a certificate of appreciation in the category of Civic Involvement and Quality of Service during a reception in the Lt. Governor's Reception Room, second floor of the State Capitol on Tuesday, November 14.

Selection of the awards was made by the State Agency Liaison Group of

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## 1989 Commitments Increase 5%

The number of youth committed to the state's juvenile corrections agency, the Texas Youth Commission, increased by nearly 5% over the level committed in fiscal year 1988. In fiscal year 1989 (September 1, 1988 to August 31, 1989), 1,995 youth were committed to the Commission, compared to 1,907 in fiscal year 1988. "The increase in commitments this past year can be attributed to the greater numbers of youth sent to TYC from both Dallas and Harris counties," reported Dr. Chuck Jeffords, TYC Director of Research and Planning.

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## Amarillo Attorney named to Board

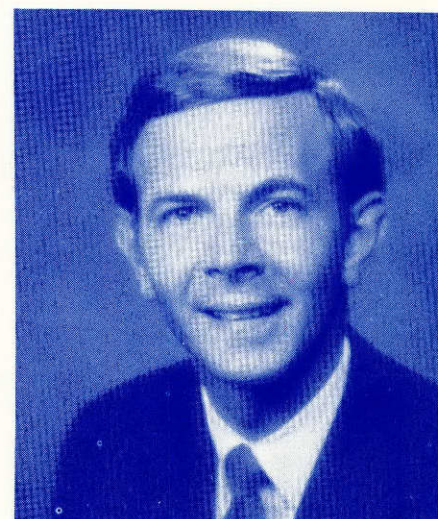
Governor William P. Clements, Jr. has appointed Gary D. Compton of Amarillo to a six-year term on the Texas Youth Commission Board.

Compton, a partner in the Amarillo and Dallas law firm of Whittenburg Whittenburg & Schachter, replaces Richard C. Abalos of Odessa, whose term expired August 31, 1989. Senate confirmation will occur during the Legislative Special Session in November. Compton began his service on the Board at the November 9 board meeting.

Compton is a 1971 graduate of the Baylor University School of Law where he served as vice president of the student body and as a member of the Board of Governors of the Law School. Compton was a pre-law and business administration major at Texas Tech University where he was selected in 1967 for the White House Intern program in Washington, D.C.

Compton began his legal career in Amarillo as a briefing attorney for the Seventh Court of Appeals and later served as a vice president of Pioneer Production Corporation and Mesa Limited Partnership. He is a past president of the Baylor Law Alumni Association and presently serves as a director of the Law Alumni Association and the Baylor Development

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Gary D. Compton

## Roscoe Pound Award

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the largest outmoded training schools, improved institutional programs, and created a continuum of community-based programs and alternatives. He has consistently fought to retain a rehabilitative atmosphere in all TYC programs, instituted a strong youth rights program within the agency, including full-time youth rights advocates at each institution, and a model system for youth grievances and appeals."

The award is named after former honorary President of NCCD and distinguished legal philosopher Roscoe Pound. His jurisprudence has been called "the most comprehensive, coherent and original philosophy of law yet produced in the United States." Former recipients of the Roscoe Pound Award include Alvin Bronstein, founder of the National Prison Project and Kenneth Schoen, former Commissioner of Corrections, Minnesota and now Director of the Justice Program at the Edna McConnell Clark Foundation.

The National Council on Crime and Delinquency conducts research and initiates programs and policies to reduce crime and delinquency. NCCD seeks to influence public policies that affect the nature of crime and delinquency and the future of the justice system.

## North Region Youth Succeeding

Texas Youth Commission North Region staff attended the graduation of Michael Robinson from the Texas Workforce Development Center in Dallas on November 17. The center is a contract program in the North Region. Michael hopes to go into welding and will participate in the center's job placement program serving as role model and guest speaker in future recruitment activities. Michael attributes his success to Debbi Ennis, parole officer in the Dallas office, by helping him get through school.

James Jacobs, another North Region youth who lives at the Azleway Foster Home in Tyler, participated in his high school's football play-off game at Texas Stadium in Irving on November 25. James plays second string nose guard for the Chapel Hill High School in Tyler.

## 1989 Commitments

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While total commitments to the agency increased by 88 youth from the previous year's level, commitments from Dallas and Harris counties collectively increased by 192 during this period, and represented a third of the total number of youth sent to TYC in fiscal year 1989. "The remaining counties combined actually reduced their number of commitments in 1989," added Jeffords. The most pronounced decrease occurred in Bexar county which reduced commitments 39% from 160 youth in fiscal year 1988 to 97 youth in fiscal year 1989. El Paso county also reduced commitments by 29%, sending 112 youth in fiscal year 1989 compared to 158 youth in fiscal year 1988.

Another significant trend is the continued increase in the percent of minority youth sent to the state's juvenile correctional agency. While the percentage of Hispanic youth sent to TYC declined from 42% of total commitments in fiscal year 1989 to 37% last year, the percentage of Black commitments rose from 28% of commitments to 36%. Anglos represented 28% of all commitments in fiscal year 1988, but only 25% in fiscal year 1989. The increase in the percentages of minority youth committed to the state is not unique to Texas. Nationally, a higher percentage of minority youth are placed into state custody than their percentage of the general population.

The Youth Commission continues to experience an up and down fluctuation in the number of youth sent to our agency. As an example, from fiscal year 1984 to 1985, commitments increased 21% from the previous year. Commitments decreased 17% in fiscal year 1986, increased by 15% in 1987, decreased 14% in 1988, and have now risen 5%. These fluctuations make it difficult to maintain the budgeted populations in our facilities that are necessary to comply with mandated staff-to-student ratios.

## State Exempt from Hotel Tax

Effective September 1, 1989, state employees on travel status are exempt from all hotel taxes. The Comptroller's Office will reject travel vouchers claiming these taxes. In order to receive this exemption, an employee must present a current exemption certificate. If the hotel will not honor the certificate or will exempt the employee from only part of the tax, the employee may claim the tax as an incidental expense. The employee must state on the travel voucher that the hotel would not honor the certificate. The Comptroller's Office will contact the hotel to verify this information and explain the state employee tax exemption. Employees should contact their business manager or the Central Office fiscal department if they have any questions.

## Loyaza to serve on committee

Roberto Loyaza, coordinator for the "Academic Excellence" federal bilingual dissemination grant at the Giddings State School, has been selected to serve on the state Textbook Proclamation Advisory Committee for basal readers, grades 1-5, Spanish. Loyaza was nominated by Will Davis, State School of Education member, and was confirmed during the board's November 11 meeting.

## Gary D. Compton

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Counsel. He is past director of the Independent Petroleum Association of America and has served as a special legal advisor to the Texas Railroad Commission Blue Ribbon Natural Gas Rules Committee.

Compton presently serves as a member of the Executive Committee of the Panhandle Producers and Royalty Owners Association, is a member of the Amarillo Chamber of Commerce Government Affairs Council, serves as chairman of the Chamber's State Affairs Committee, a West Texas State University Foundation Member and is a board member of the Foundation for a Drug Free Environment for the Amarillo and Canyon area.

Compton is a member of the Amarillo, Texas, American and Federal Bar Associations. His wife, Diana, is President of Compco Energy Company of Amarillo.

## Burnam receives recognition

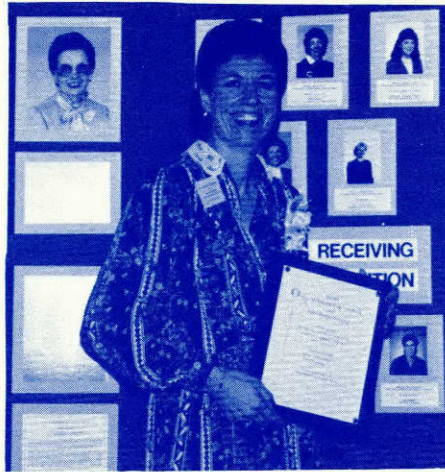
(Cont. from P. 1)

the Governor's Commission for Women and is an opportunity for state agencies to honor the contributions that women have made to the State of Texas.

Burnam has been associated with the Youth Commission since her graduation with a degree in sociology from West Texas State University. She also has a master's degree in criminal justice from American Technological University.

Burnam began her employment as a caseworker at the Gainesville State School, later becoming a parole officer. She has served in the capacity of statewide administrator of parole services and residential contracts in Austin, and Superintendent of the Statewide Reception Center prior to becoming the Superintendent of the Corsicana program.

Beyond her active commitment to the State Home, youth services and her



Sandy Burnam

involvement in the local community, Burnam enjoys the outdoors and frequently travels throughout the United States.

## West Texas CAC honors law enforcement

The West Texas Children's Home along with the Community Advisory Council held a Law Enforcement Appreciation Luncheon November 16 on the campus.

Texas Ranger Joe Coleman and Ward County Sheriff Ben Keele, who helped arrange the tribute, received a certificate "For Loyal Service to the Youth of WTCH," from Johnny B. Williams, Superintendent of the school. The luncheon, which drew over 77 persons in law enforcement occupations, was attended by rangers, U.S. marshals, police chiefs and officers, sheriffs and deputies, Department of Public Safety officers, Justices of the Peace, a fire marshal and secretarial staff.

District Attorney Hal Upchurch, juvenile probation officer Alberto Alvarez, and Johnny Williams addressed the crowd in attendance on a variety of topics concerning the criminal justice system. The luncheon is an annual event held in November and was developed by Johnny Williams to honor the law enforcement community and acknowledge common goals that affect the community and the WTCH campus.

A tour of dormitories, education building and the central security facility followed the luncheon.

## Brownwood celebrates 10th reunion

TYC employees who worked at the Brownwood State School and the Statewide Reception Center from 1969 to 1979 held a reunion on October 14 at Groner Pitt's lake house at Lake Brownwood. Groner is the "godfather" of the "Brownwood Mafia," which is a businessmen and community leaders organization that works to promote and enhance Brownwood. He has been a long time supporter of all TYC programs and was instrumental in developing the Brownwood State School and the Statewide Reception Center.

Approximately 95 former and present TYC employees and their spouses attended the reunion, some coming from as far away as Matodora, Gainesville and Fort Worth. Past superintendents attending included Ron Jackson, Executive Director of TYC, Bill Doggett, Superintendent of the Statewide Reception Center, John Arredondo, Director of Institutions, Carey Cockerell, Chief Juvenile Probation Officer in Tarrant County, and Dann Barger, Placement Specialist at the Reception Center

The "Brownwood Mafia" provided hamburgers with all the trimmings for

the gathering. The Brownwood community was very supportive of the event, also providing free publicity in the Brownwood Bulletin newspaper and announcements on the local radio stations.

Two long time employees, Peggy Edwards and Bill Bond, were presented with retirement plaques in recognition of their service and dedication to the youth of Texas. Leonard Underwood, President of the Chamber of Commerce, and Terry Wilson, Executive Director of the Chamber of Commerce, spoke to the group and reflected on the establishment of the facilities and the positive impact they have had on the Brownwood community.

Ron Jackson recalled the early years of the facility operations and the support of the local community. He also noted that it was these employees who "helped shape the Youth Commission's future as we know it today."

## TYC Signs Interagency Agreement

Fiscal year 1990 marks the first time the Texas Youth Commission has signed a formal interagency cooperation agreement with the University of Texas School of Social Work. This agreement will provide three paid internships for graduate students in the master's program at the University of Texas. These field placements will be block placements, forty hours a week, done during their last semester of their graduate program. The students have the option of being placed in various institutions, halfway houses and parole offices throughout the state. The Youth Commission will provide these students with a learning experience either in the direct practice area or in the administration/planning area. The students in turn will provide TYC with time, effort, and help in their area of learning. The agency is attempting to attract graduates for future employment with the agency by working with the UT School of Social Work and is currently in the process of interviewing potential students for the upcoming spring semester.

# TYC will begin pilot project on Strategies for Juvenile Supervision

Effective January 1, 1990, the Texas Youth Commission will begin a pilot project utilizing Strategies for Juvenile Supervision (SJS). The SJS is a case assessment and correctional management process which has been designed to assist those who work with juvenile offenders in both community and institution settings. The system provides a structured means for gathering and organizing information into an appropriate individual case plan.

SJS addresses the qualitative aspects of juvenile supervision by suggesting specific strategies which are most likely to result in positive change on the part of the individual juvenile offender. The system was designed to complement and enhance the professional judgement of the primary service worker. SJS has a threefold purpose:

- To provide the primary service worker with a set of predictions about the juvenile's likely response to supervision.
- To provide an immediate "consult" or second opinion for understanding case dynamics and formulating supervision strategy.
- It allows the caseworker to assume a proactive rather than reactive stance in the supervision process.

The SJS system will be piloted by the North, South, Central regions, and by the entire Brownwood State School and the New Challenge program at the Gainesville State School. Many TYC staff have already received training

in SJS and their response has indicated that this is a most useful tool for understanding and working with our youth. A training schedule has been developed to complete the training of all primary service workers and other related staff in the three pilot regions and two training schools by January 1. The Research and Planning Department will monitor the use of the system to determine its impact.

Marie Murdoch, Director of Casework Services, has been appointed SJS Project Director and Jack Patton, Statewide Reception Center, will serve as coordinator of the training schedule.

## Kerrville Workshop Scheduled

The agency's annual workshop has been scheduled for July 11-13, 1990, at the Best Western Inn of the Hills in Kerrville.

The annual awards banquet, at which outstanding employees will be announced and honored, will be held on Thursday night, July 12. TYC board members will make the presentations.

A general session for staff members will begin at 2:30 p.m. on July 11. Sessions continue in the morning and afternoon of the 12th concluding at noon on July 13.

Outstanding employees will be recognized from institutions, community services, contract programs and central office. Contributions by members of the legislature will also be recognized.

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Board members include:

Larry F. York, Austin,  
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Comer J. Cottrell, Dallas,  
Vice Chairman;  
Gary D. Compton, Amarillo  
Kenneth S. George, Dallas  
Rev. Floyd N. Williams, Sr.  
Houston  
Marilla B. Wood, Austin

Ron Jackson  
Executive Director

## TYC will begin awarding incentive payments

Effective September 1, the Texas Youth Commission will be able to award employees lump sum incentive payments for documented high level performance, including special achievement or a significant contribution to the agency.

The lump sum payment may be up to 6.8% of an employee's annual base salary. Base salary does not include other types of pay such as longevity pay. An employee receiving a lump sum incentive payment may not receive a regular merit increase until six months have elapsed.

In addition to recognizing special achievement, the lump sum incentive award will benefit employees on step eight of their respective pay group.

An employee must meet all of the following criteria to qualify for a lump sum incentive payment:

- The employee must have been employed by TYC in a regular, not temporary, classified position for at least twelve continuous months;
- At least twelve months must have elapsed since the employee's last merit, promotion, or lump sum incentive payment;
- The employee must have had no disciplinary action or negative personnel action within the past twelve months;
- A current evaluation documenting high level performance must be on file.

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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:

#### TYC NOTES

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

## Juvenile Restitution Workshop held

In June 1989 the Texas Youth Commission initiated a pilot restitution program in Travis county. In anticipation of expanding the pilot to a statewide program, TYC sponsored a workshop on juvenile restitution on September 7 and 8. The workshop was conducted at the Crest Hotel in Austin with approximately 45 representatives from the TYC Child Care, Community Services and Institutions Divisions. In addition, several probation officers from Travis County attended.

The Texas Youth Commission was authorized by the 70th Legislature to order restitution in lieu of parole revocation. TYC has broad authority to develop and implement rehabilitation programs for youth in its care, and a voluntary restitution program falls within the scope of this authority.

During the workshop professionals in the area of restitution presented sessions which included various restitution program operations, components and issues. Jay Lindgren, TYC Deputy Executive Director, began the workshop with a greeting and a statement of purpose. Adrian Moore, TYC Central Regional Director, introduced H. Ted Rubin, Senior Staff Attorney for the Institute for Court Management of the National Center for State Courts. Rubin is also principal for RESTTA, a program developed within the U.S. Department of Justice, Office of Juvenile Justice and Delinquency Prevention. RESTTA is an acronym for Restitution, Education, Specialized Training and Technical Assistance Program. Rubin presented a session entitled "The Stretch of Restitution" and also coordinated the workshop agenda and the small work group sessions.

Other sessions presented were the "Dallas County's Approach to Restitution" by John Burns of the Dallas County Juvenile Probation Department; "Mediation with Juveniles" by Lanell Montgomery of the Austin Dispute Resolution Center; and "Strategies for Employment and Funding," presented by Gordon Bazemore, National Coordinator for RESTTA.

Two currently operating restitution programs located in California were also on the agenda. Frank McAtee, Manager of the Sonoma County California Probation Camp, presented "Contracting for Restitution Programs." The presentation included a synopsis of the program's development and a video on its current operations. A restitution program associated with the California

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### Life

I say to myself "why me?"  
Free is all I wanted to be.

Didn't mean to do what I did.  
But, I was trying not to act like a kid.  
Now I'm serving my time

It hurts, paying for my crime  
My friends thought I was cool  
But to be down right honest I was only a fool

At night I cry myself to sleep.  
But the pain only seems to get more deep.

I never stay in one place too long.  
But I try so hard to hold on.

My problems make me hurt.  
They even make me feel like dirt.

I'm too rebellious to accept authority.  
But I guess that's a problem of the majority.

I never used to cry.  
I had this tough act, that I wasn't scared to die.  
But when it boils down to it  
I guess they always knew it.

I'm a baby inside only trying to hide.  
Life is all so scary--surely isn't no bowl of cherries.

They say I'm too young to know the meaning of life.  
But, ouch! It hurts worse than any old knife.

*Editor's note: The preceding poem was written by Victoria Gillen who is in the Female Offenders Rehabilitation Program at the Giddings State School. She had the following to say about the program at Giddings:*

"The way I feel has changed since the female offender program has begun. I have better self esteem than before. I have learned to give respect and have self respect. I have learned that making it in life isn't going to be as easy as I thought. I am beginning to figure out what kind of things I really want out of life. I have been taught how to sew. I'm not that good yet. But, I know I'll get better. My grades have improved in school. I even have my G.E.D. now. And another thing I have learned is how to speak in front of a crowd and not always on paper. But the most important thing I have learned is to accept people for what they are, and not for what I want them to be."

## Incentive Payments

(Cont. from P. 4)

If recommended for an achievement or a significant contribution to the agency, specific documentation must be on file, as well as a current evaluation documenting high level performance.

The amount awarded is based on a manager's discretion and recommendation, available funds and the employee's overall performance. To ensure consistency in the administration of this program, managers must adhere to the following percentage guidelines:

- A 3.4% payment. Performance rating exceeds overall require-

ments in most areas and is satisfactory in the remaining areas (3.5 overall or exceeds in all critical areas);

- Up to 6.8% payment. Performance rating exceeds overall requirement in all areas; or performance rating is satisfactory in all areas and employee makes a significant contribution to TYC or accomplishes a specific, important task.

Employees may contact their personnel offices for further information or questions.

## 1988-89 School Year Education Results

Results from admission pretests and exit post tests during the 1988-89 school year reflect that Texas Youth Commission institutional students had an average standardized achievement test gain of 2.0 grade levels in reading and 1.8 grade levels in math. Since the average time between pre and post testing was 6.3 months, the average gain can be interpreted as 3.2 months per month in reading and 2.9 months per month in math. The 1987-88 average gain in both reading and math had been 2.7 months per month.

A one month per month gain is the norm or standard gain for a standardized achievement test. Of the students completing pre and post testing in the 1988-89 school year, 76% in reading and 77% in math exceeded the standard gain. This compares with 1987-88 percentages of 71% in reading and 73% in math. In 1984-85, the percentages had been 57% in reading and 61% in math.

Few students are able to attain high school diplomas while in a TYC school due to students typically having few high school credits upon admission and their not remaining long enough in a TYC school to complete the mandatory course credits for high school graduation in Texas. Eight students in TYC schools did graduate in 1988-89, compared to there usually being no more than two students graduating during a school year. TYC's preference always is for students to have an opportunity to graduate in their home schools.

In addition to measuring academic gains in institutions, TYC also administers the graduation Texas Educational Assessment of Minimum Skills (TEAMS) test, for which all Texas' eleventh and twelfth grade students are eligible. This test must be passed by the student in order to graduate when he completes his course credits, and was administered to 81 eligible TYC students in 1988-89. Forty one students or 51% passed all sections of the test, and seventeen others passed a section of the test and will not have to be retested on that section. Texas students have two opportunities in the eleventh grade and two more in the twelfth grade to take the test.

Texas public schools typically use the percent of students passing TEAMS testing as a measure to compare schools or school districts. TEAMS results are not an appropriate measure for TYC schools since such a brief period of a student's educational history is in the TYC school.

Texas public school districts usually do not separate out TEAMS results for

students in at-risk programs or in alternative schools, which are the most comparable public school students groups to TYC students. Very few public school eleventh and twelfth grade students have been in alternative programs because such older at-risk students have been dropping out altogether. Estimates are that for comparative public school students perhaps 30-40% have been passing lower grade TEAMS tests, and a significantly smaller percentage than that have been passing the graduation level TEAMS test.

In 1988-89, 282 TYC institutional students passed the national high school equivalency exam and attained their General Education Development (GED) certificate. This number represents 38% of students who were 17 years of age or older at time of departure from a TYC school.

Although in 1988-89 there were only 339 seventeen year olds departing students who scored above the sixth grade level on exit achievement testing, 393 students took a GED exam. The 282 who passed represent 72% of those tested.

The 1987-88 school year had been the final year before the national GED exam was modified and supposedly increased in difficulty. In anticipation of the new exam many 17 year old TYC students were permitted to take the exam in 1987-88 even though they would not be departing until during the 1988-89 school year. In all other years GED testing has only been offered when a student was nearing his departure date.

Therefore, the numbers for both taking and passing the exam in 1987-88 were inflated and directly impacted the 1988-89 results. The 346 who attained a GED certificate in 1987-88 should not be compared to the 282 in 1988-89. If those who attained a GED certificate in 1987-88 but did not depart until 1988-89 had been counted in the 1988-89 statistics, the results for the two years would have been almost identical and in the 310-320 range each year. From 1983-84 through 1986-87 the number of students attaining GED certificates ranged from 275-299 each year.

## Outstanding Resident honored

Le Nguyen, a TYC youth participating in the West Region Independent Living Program was recently awarded "Outstanding Resident" at the Annual Residential Service Provider Conference. Le, formerly from Schaeffer House and the Crews Foster Home, was honored during the 1989 Annual Conference held in Corpus Christi October 12. Le thanked Susan Crews and Allen Spearman, Case Manager Supervisor, for their support and assistance over the past year.

Le came to the United States from Vietnam as a boat person and lived in the Los Angeles area with his grandmother and younger sister before coming to Texas. Law violations in Harris County resulted in a TYC commitment in 1987. Le was placed at Schaeffer House in El Paso where he made an excellent adjustment to the program and the community. While

*(Cont. on P. 8)*

## Restitution Workshop

*(Cont. from P. 5)*

Youth Authority, "Free Venture," was presented by its administrator, Fred Mills. Mills addressed many of the community and political barriers which exist in developing a restitution program in corrections.

Presentations by the small work groups addressed specific issues relating to the development of restitution programs in TYC. All of those attending participated in a general discussion with Mr. Rubin. The discussion included identifying the barriers that staff anticipate TYC will have to overcome in order to successfully implement a comprehensive restitution program. Most frequently, the issues of funding, staff, and community involvement were noted.

The input of these work groups is being incorporated into a final report on the pilot project in Travis County and recommendations for statewide implementation. This report will be submitted to executive administration in December. The report will address youth who do not complete restitution agreements prior to commitment to TYC, work opportunities in all TYC programs, restitution in lieu of parole revocation or other placement, restitution as a condition of parole release, victim/offender mediation, the role of volunteers, and coordination with existing restitution programs.

## Staff Appointments

Albert Benson, Assistant Superintendent at Beto House since 1987, has been named Superintendent of Valley House in Harlingen.

Benson has been with TYC since 1979 and has served in the capacity of Youth Activity Supervisor and Caseworker at the Brownwood State School and the Statewide Reception Center. While in Brownwood, Benson was recognized as the Outstanding Child Care Worker in Institutions in 1987.

Nancy Emmert, Contract Specialist in the Central Region, has been named Superintendent of Turman House in Austin.

Emmert has been with TYC for twelve years serving in the capacity of Case Manager in the North Region, Caseworker and Casework Supervisor at the Crockett Wilderness Program, assistant director for TYC's Wilderness Challenge Program, and Director of the Fairfield Camping Program.

Joe Luther has joined the Health Services Department as Substance Abuse Program Coordinator. Luther has Certified Alcohol and Drug Abuse Counselor certification and extensive experience in substance abuse counseling as well as program administration.

Kaycee Cannon has been selected Volunteer Coordinator in the North Texas Region. Cannon, formerly employed as the community coordinator at Willoughby House, has worked closely with the Fort Worth Community Advisory Council during her tenure in this position.

Joyce E. Smith and Dallas Hutton have joined the Central Office Legal Department as Hearings Examiners.

Smith received her J.D. from Texas Southern University in Houston. Hutton is a graduate of the University of Texas Law School. He previously worked for the Legal Division of the General Land Office.

Sandra Queen, Case Services Manager in the East Texas Region, has been selected as Planning Assistant in the Research and Planning Department in Central Office.

Queen has been with TYC for the past seven years and has served as Case Manager and Parole Officer in the East Region, YAS IV at Middleton House, and as a YAS at the West Texas Children's Home.

Birendra (Barry) Mishra, who worked as an intern in the Research and Planning Department last sum-

mer, has been hired as a Research Specialist.

Mishra has completed course work for his Ph.D. in operations management at the University of Texas.

Francisco Peralta, Independent Living Coordinator at Ayres House, has been selected as the Director of the sex offender treatment program at the Giddings State School. Peralta succeeds Marie Murdoch who was selected the Chief of Casework in Central Office this past summer.

Roy Reid has been named Youth Rights Specialist at the Giddings State School. Reid was initially hired as a YAS and was promoted to Caseworker last year.

Sheridan Wingrove, Management Auditor in Central Office, has been named Business Manager for the South Texas Region. Wingrove has previously served in the capacity of Accountant, Business Manager, and Chief of Purchasing.

Dora Ramirez-Itz and Juan DeLeon from the South Texas Region have switched management positions, effective November 27. Ramirez-Itz will take over the responsibilities as the South Texas Parole Supervisor and Juan DeLeon will take over the responsibilities of the Nueces House in Corpus Christi as Superintendent.

## Johnny Williams honored

Johnny Williams, Superintendent of the West Texas Children's Home, has been selected to receive the "Red Plate Award," for the week of December 3-9, according to Robert Jackson, General Sales Manager of KOSA-TV, Odessa, Texas.

The "Red Plate Award" is presented weekly by the television station to citizens for their outstanding contributions to the community. The station will treat the recipient and his family to dinner at the Barn Door Restaurant in Odessa on December 16 and will present him with an engraved award with the inscription "You're Special Today." The recipient will then return to the Barn Door Restaurant in late December for an annual banquet where all Red Plate Award recipients will be honored. Seven finalists will be chosen from all the winners to receive a trophy with the inscription "Seven Who Care."

The custom of awarding this weekly honor was created by Jackson and was inspired by the 18th century belief that the family served as the center of American life and the meal served as the center of family activities. Family members whose behavior won the admiration of the family were treated to supper on a red plate, whereby that member was designated as "special," explained Jackson.

## George appointed regional director

Helen George, former manager in the Child Support Division of the Texas Attorney General's Office, has been appointed East Regional Director effective November 20.

George brings to the Texas Youth Commission over twenty years of experience in community development and program management. Her previous experience has been with the Texas Department of Community Affairs and Neighborhood Centers, Inc.

George is a graduate of Texas Southern University and has been an energetic volunteer and community leader in the Houston area. She has served on numerous community boards and task forces and is currently active in the Teen Parent Initiative Interagency Council, the March of Dimes, the United Negro College Fund, and has been active in the Women's State Agency Liaison Group and Leadership Texas.



Helen George

## Outstanding Resident

(Cont. from P. 6)

at Schaeffer House, Le was enrolled in the local high school where he was befriended by Susan Crews, a counselor at the school. Le graduated at the top 10% of his class, but suffered a setback when his home was disapproved. Susan Crews offered to have her home licensed as a foster home and Le was placed there in December 1987. While in the Crews Foster Home, Le was taught independent living skills from the skills handbook provided by Ayres House. In September 1989, Le was placed on Independent Living status in order to facilitate his placement into a dormitory on the campus of the University of Texas at El Paso (UTEP).

Le is currently a full-time student at UTEP, lives on campus and works part-time to offset the cost of school. Although Le's father died during the Vietnam War, his mother and sisters live in Vietnam and he communicates regularly with them.

## Sixth Annual Volunteer Conference

"Blueprint for the Nineties" was the theme for the sixth annual Texas Youth Commission Volunteer Conference which was held at the Howard Johnson South Plaza Hotel in Austin, October 26-28.

Workshops were conducted on October 27 on the following topics: How to combat the increasing problem of drug abuse among youth; Working with youth who have been sexually abused; Satanism/the Occult; Effective parenting programs; Fund Raising -- everything you always wanted to know about asking for money in person.... and by mail; Stress management techniques; and the five evil influences MTV promotes among youth.

The Youth Commission conference was attended by persons who represented TYC staff members and volunteers from the many TYC facilities across the state. Public and private school representatives, church workers and others interested in youth problems also attended the conference.

Ron Jackson, Executive Director of the Texas Youth Commission, intro-

duced keynote speaker Mike King, Vice President of United Way of Metropolitan Dallas, at the noon awards luncheon October 27.

TYC volunteers who were recognized as Outstanding Volunteers for 1989 included Ron Rothmeyer, Dallas, Special Award for Outstanding Achievement; Charles Barnaby, Corsicana, Individual Volunteer; Martha Martin, Brownwood, Employee Volunteer; Navarro Council of the Arts, Volunteer Group; Schaeffer House boys and Willoughby House girls, Student Volunteers; Kathy Hollis, Crockett, Individual Religious Volunteer; Trinity Chapel, Early, Texas, Religious Group. Also, Sandy Burnam, Superintendent of the Corsicana State Home, was presented a plaque in appreciation of her outstanding support of the volunteer program.

Award presentations were made by Marilla B. Wood, TYC board member; John Arredondo, Director of Institutions; Cherie Townsend, Director of Community Services; and Neil Nichols, Assistant Executive Director.

### NOTES

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