

# NOTES



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## HARLINGEN RESIDENT NAMED TO TYC BOARD

Governor William P. Clements, Jr. has appointed Edna L. Tamayo of Harlingen to the board of the Texas Youth Commission.

She fills the unexpired term of Kenn George of Dallas whose term expires August 1993.

Tamayo is Parental Involvement Coordinator with the Harlingen Consolidated Independent School District and directs the school districts mentor programs utilizing parents as tutors and other dropout prevention activities.

Tamayo received her bachelor of science degree from the University of Texas at Austin.

Tamayo is active in numerous civil organizations in Harlingen, serving on the Rio Grande Valley Museum Board of Directors and Queen of Peace Church Parish Board of Directors.



Edna Tamayo, newly appointed Board Member from Harlingen.

## KERRVILLE 1991

The Texas Youth Commission has scheduled the 1991 administrators workshop in Kerrville with meeting dates on July 9, 10, 11, 1991 at the Best Western Inn of the Hills.

The following supervisory positions have been tentatively approved to attend next year's workshop: **Central Office:** Department Heads; **Institutions:** Superintendent, Assistant Superintendent, Business Manager, Principal, Volunteer Coordinator, Trainer, Centralized Placement Unit, Institutional Placement Coordinator and one extra staff approved by the Superintendent; **Evins Center:** Facility Administrator, Business Manager and Trainer. **Regions:** Regional Director,

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## MIDDLETON HOUSE EMPLOYEE RECEIVES ACA MEDAL OF VALOR

Youth Activity Supervisor Wendall A. Neal has been chosen as the recipient of the American Correctional Association's Medal of Valor Award for 1991. The award will be presented during the upcoming ACA Winter Conference, January 14-16 in Louisville, Kentucky.

The Medal of Valor is a prestigious award presented to a person in corrections who has performed an act of extraordinary bravery and exceptional valor involving imminent personal threat to life with knowledge of the risk above and beyond the call of duty.

Mr. Neal's courageous act occurred during a spring break outing of Middleton House youth who traveled to the Parrie Haynes Ranch near Killeen. Mr. Neal was the employee assigned to

participate in the coordination and supervision of the Middleton House trip to the ranch. During a return trip to the ranch after purchasing groceries in town, the weather became unfavorable with an intensive rainfall and high winds. As the Suburban traveled on the slick caliche road toward the ranch, the Suburban's left front tire hit a soft spot and as Mr. Neal attempted to steer back onto the road, the front tire caught a hard road surface and flipped onto its top. Immediately following the accident, witnesses stated that Mr. Neal was the first one able to get out of the Suburban. He began to remove all youth and the one other staff member from the

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## TYC IMPLEMENTS STRATEGIES FOR JUVENILE SUPERVISION

The Texas Youth Commission began the statewide implementation of Strategies for Juvenile Supervision (SJS) effective October 8, according to Deputy Executive Director Jay Lindgren.

SJS is a case assessment and management process which has been designed to assist those who work with juvenile offenders in both community and institutional settings. The system provides a structured interview, scoring device and typology for efficiently gathering, organizing and communicating information on individual case plans.

The SJS system has been piloted since January 1, in the North, South and Central Regions, as well as short-term programs at the Brownwood and Gainesville State Schools. All TYC staff who have received SJS training indicate its extreme usefulness in understanding and working with youth.

SJS evolved from the Client Management Classification (CMS) System developed for adult offenders on probation and parole. As CMS was introduced in agencies across the country, great interest was expressed in a similar system for use with juvenile offenders. In 1988, SJS was implemented in Colorado and has since been adopted in a number of other juvenile agencies. SJS retains all the positive features of CMS with the added advantage of a single interview adapted for juveniles in institutions or in the field.

SJS addresses the

qualitative aspects of juvenile supervision by suggested 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 judgment of the primary service worker.

SJS's three main purposes are as follows: 1) provide the primary service worker with a set of predictions about the juvenile's likely response to types of supervision; 2) provide an immediate "consult" or second opinion for understanding case dynamics and formulating supervision strategy; 3) assist the primary service worker in assuming a more proactive stance in the supervision process.

A training schedule has been developed to complete the training of all primary service workers, their supervisors and other related staff statewide by April 1.

Standards of performance in the SJS process have been developed for primary service workers and were distributed by Central Office to institutional superintendents and regional directors. Field audits will be conducted after training has been completed. Performance of this initiative will be considered as part of an employee's performance appraisal and merit and promotional decisions.

Marie Murdoch, Director of Casework Services, is the SJS project director and Jack Patton is the training

coordinator. Regional Directors and Institutional Superintendents have been instructed to forward any suggestions on ways to reduce redundant or unnecessary tasks for primary service workers so that more time can be focused on case planning and services. Primary service workers and supervisors are encouraged to raise such suggestions with them.

## KERRVILLE 1991

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Parole Supervisor, Halfway House Superintendent, Case Manager Supervisor, Contract Specialists, Volunteer Coordinator, and two extra staff per region as approved by the Regional Administrator. Primary Service Workers will not be included in the list of workshop participants unless approved by the regional administrator as one of the two additional staff.

As in the past, staff reaching twenty years and more tenure along with the outstanding staff member from each facility will be approved to attend the workshop.

## **GAINESVILLE BUILDING DEDICATED**

The Gainesville community, state officials, and Central Office Department Heads, attended an open house and dedication of the educational building at the Gainesville State School on October 2. The building was originally built in 1928, with new additions and renovations completed during the last two months.

State Representative Richard (Ric) Williamson from Weatherford provided the keynote address during the dedication, with school superintendent Jerry Day serving as master of ceremonies.



**State Representative Richard (Ric) Williamson provides keynote address at Gainesville.**

## **ENABLING THE ADOLESCENT SEX OFFENDER**

The Ninth Annual International Conference on the Assessment and Treatment of Sexual Abusers met in Toronto, Canada from October 3-6, 1990. Dr. Elise Orman, Chief of Counseling, represented the Texas Youth Commission with a paper presentation of the Giddings Sex Offender Treatment Program.

The conference attracted researchers and clinicians from around the world. Topics addressed in the conference included the state-of-the-art residential programs (Giddings included!), the Release Prevention Model, Arousal Conditioning, and general strategies in the assessment, treatment and management of sexual offenders.

There are very few long term residential treatment

facilities for adolescent sexual offenders in the nation. Therefore, Dr. Orman's presentation was met with interest and enthusiasm from the conference participants. The title "Enabling the Adolescent Sex Offender" intrigued many to attend the presentation. Dr. Orman explained that the Giddings program is dedicated to enabling the adolescent sex offender to become a successful member of society through stated treatment goals such as the building of victim empathy, the acceptance of responsibility for a crime, and the elimination of inappropriate sexual impulses.

Dr. Orman plans to offer inservice training for various TYC staff who work with sexual offenders.

## **DR. SHAMBURGER PASSES AWAY**

Dr. W.M. (Bill) Shamburger, former TYC Board Member from 1975 to 1985, passed away September 25.

Dr. Shamburger served as board chairman twice during his tenure and attended Baylor University, where he earned a Bachelor of Arts Degree. He received his master's and doctorate in theology from Southwestern Seminary in Fort Worth.

Upon his retirement from the board, Dr. Shamburger moved to Austin to serve as Chief of Chaplaincy Services in Central Office. He had recently moved back to Tyler, continuing his work with the Youth Commission, and was elected Pastor *emeritus* of the First Baptist Church in Tyler where he was pastor for 30 years.

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## **ACA MEDAL OF HONOR**

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vehicle. After all of the passengers were safe, Mr. Neal lost consciousness and collapsed onto the ground. Mr. Neal was air flown to the emergency hospital in Austin where it was diagnosed that he had a broken neck in three separate places.

Mr. Neal is currently recovering from his injuries and is expected to return to Middleton House in the near future.

## **BROWNWOOD HOSTS 7TH ANNUAL VOLUNTEER CONFERENCE**

The Brownwood Community Advisory Council hosted this year's volunteer conference held October 18-20 with more than 100 volunteers and TYC personnel in attendance.

The conference, which was headquartered at the Holiday Inn, included workshop sessions at the Texas 4-H Center at Lake Brownwood and discussion groups at the hotel conducted by TYC staff and volunteers. An awards luncheon to recognize statewide volunteers of the year was held at the Brownwood Country Club with Marilla B. Wood, TYC board member providing the keynote address. Jay Lindgren, TYC Deputy Executive Director, Cherie Townsend, Director of Community Services, and Neil Nichols, who also served as Master of Ceremonies, presented awards during the luncheon.

Awards presented during the banquet included Outstanding Individual Volunteer: Mrs. Elisabetha Alexander, El Paso; Outstanding Volunteer Group: Medical Arts Clinic, Corsicana; Outstanding Employee Volunteer: Betty Smith, Willoughby House in Fort Worth; Outstanding Student Volunteers: Giddings Students; Outstanding Religious Volunteer: Milton Schmidt, Gainesville, and Rev. Salvador Trevino, Brownwood; Outstanding Religious Volunteer Group: First Baptist Church, Dallas, for their work at the Gainesville State School and the North Region, as well as all TYC institutions twice a year. Two special volunteer

awards were also presented to Mack Crawford from Corsicana and Kathy and Lou Hollis, Crockett.

A special recognition was given to the Texas Center for Correctional Services, Bill LaRowe, Director, and accepted by Ronnie and Donnie Lappe, attorneys from Brownwood who participate in the program on behalf of TYC youth.

New State Volunteer Resource Council officers were elected at the group's annual meeting and were installed during the luncheon. They are Ken Neeley of Austin, Chairman; Lou Hollis, Crockett, Vice Chairman; Lilliam Madarchik of El Paso, re-elected secretary; and Debbie Hudgins of Giddings, re-elected treasurer.

### **JOHN OLIVER CHOSEN 'POINT OF LIGHT'**

John Oliver, volunteer at the West Texas Children's Home in Pyote, was named the July 18th "Point of Light" in President Bush's 1,000 Points of Light volunteer recognition program. The retired petroleum engineer has been tutoring math to the students of the West Texas Children's Home campus for almost two years, making the 70 mile drive to and from Midland once a week.

Oliver's honor elicited a call and commendation letter from President Bush and several other honors that come with being the National Volunteer for that week,

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## **DR. SHAMBURGER**

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During his lifetime, Dr. Shamburger served as chairman of the executive board of the Baptist General Convention of Texas, chairman of the board of trustees of Southwestern Baptist Theological Seminary, a trustee of Baylor University and East Texas Baptist University, a member of the board of the East Texas Hospital Foundation, a member of the board of directors for the D.K. Caldwell Foundation, and a member of the board of the Heath Foundation.

Dr. Shamburger is survived by his wife, Kathryn; a daughter, Marsha Bolin of Dallas; two sons, W.M. Shamburger II of Dallas, and the Reverend James S. Shamburger of Victoria; seven grandchildren, a brother and two sisters.

### **WEBB ACHIEVES CERTIFICATION; APPOINTED TO BOARD**

Alana Webb, TYC's Chief of Nutrition, has achieved diabetes educator status certification by the Texas State Board of Examiners of Dietitians. This certification is awarded to health professionals who teach persons with diabetes how to manage their disease.

Webb was also appointed to serve as vice-chairperson on the Texas State Board of Examiners of Dietitians. The board grants licenses to dietitians to practice nutrition in the State of Texas.

## **AGENCY PLANNING EFFORTS**

In fiscal year 1990, TYC began an effort to develop an integrated planning system that would promote agency consistency, clarify expectations from management, increase accountability, and articulate goals for agency projects and programs.

Steps taken to accomplish these objectives included:

- The completion of an agency Strategic Plan in the spring of 1990;
- A revision of the Management by Objectives system in the summer of 1990;
- The establishment of task forces in the fall of 1990 to address the key problem areas of case management, youth placement, and policy and standards. The task force chairpersons are: Case management - Marie Murdoch; Youth Placement - Paula Morelock; Policy and Standards - Gail Graham.

Agency-wide objectives were developed by key staff across the agency and submitted to the Research and Planning Department. The objectives were organized by topic and presented for discussion at a planning meeting of Central Office managers on October 19, 1990. Task force chairpersons made presentations concerning the objectives of their groups and the relationship of these with other agency objectives.

Final objectives and their associated work plans are being compiled by the Research and Planning

Department into a single document in order to enhance accountability, identify duplication and inconsistency, and increase the awareness of the work of other areas.

In order to increase planning integration, the Research and Planning Department is developing a request for proposals to seek an external consultant to: 1) prepare a written document which: a) recommends a methodology by which TYC can develop an integrated and standardized planning and service delivery system; and b) identifies key areas needing special attention in the areas of integration and/or standardization; and 2) monitor the development of the planning and service delivery system on an as-needed basis.

## **BETO AND DALLAS HOUSE ACHIEVE ACCREDITATION**

The Texas Youth Commission received notification October 31 that Beto House in McAllen and Dallas House in Dallas have successfully completed the American Correctional Association's accreditation process.

The Youth Commission officially entered the accreditation process in December 1989 to accredit six halfway houses in an 18 month period.

## **'POINT OF LIGHT'**

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including recognition during WTCH's Volunteer Awards Dinner on September 25.

The daily Point of Light program was started on November 22, 1989 by President Bush to demonstrate that some problems in America can be solved by ordinary people accomplishing praiseworthy work in quiet, selfless acts in the interest of others. Oliver said he agrees with Bush's assertion that people helping others on a grassroots level is the key to curing the country's social ills.

Oliver is the 225th Point of Light to date. Program coordinators in Washington, D.C. have said honorees will continue to be named on a six-day-per-week basis until there are 1,000 recipients.

Dallas and Beto Houses join Willoughby House in Fort Worth and Ayres House in San Antonio in being accredited.

Superintendents Travis Wortham of Dallas House and Butch Held of Beto House will receive accreditation certificates from ACA officials at the upcoming ACA Winter Conference in Louisville, Missouri.

## EVINS REGIONAL JUVENILE CENTER CELEBRATES GRAND OPENING

The Evins Regional Juvenile Center celebrated its grand opening on September 6, with the Honorable Henry R. Cisneros, former mayor of San Antonio, giving the keynote address.

The Evins Center is a 48-bed facility which provides rehabilitation programs for youth whose home is within the South Texas Region and non-violent juvenile delinquent males in the care and custody of the Texas Youth Commission, the state's juvenile corrections agency. The facility includes an administration building for staff offices, a six-classroom academic building, a cafeteria/warehouse, an infirmary and security unit, recreational facilities with an outdoor gym, and a family center.

Joseph Martinez, director of the 27-county South Texas Region, has seen the 100 acre barren land develop into an \$8.1 million state-of-the art youth center. He emphasized that the "primary goal of TYC is to provide treatment which redirects antisocial behavior to pro-social behavior, with the intent of integrating youth back into their families and home communities as productive citizens."

Martinez said that the family center will enable families to visit with their sons where parenting programs are planned as an integral part of the treatment process. "The maintenance of family, ethnic and cultural ties is vital to the rehabilitation process.

Mario Garza, facility administrator for the center, is responsible for supervising day to day operations and guiding the staff toward an effective child care delivery system. The high-level restriction program with a staff of 65 provides an effective ratio of one staff member for every eight TYC youth. "The residential environment emphasizes safety and security to the juveniles and the community while at the same time providing both academic and therapeutic programs designed to fit each student's individual needs," Garza explained.

The Youth Commission board also held a board meeting in conjunction with the grand opening of the Evins facility. The board unveiled two plaques at the family center honoring Judge Joe B. Evins and his late son, Joe Jr., for whom the facility was named in

1986. The second plaque commended the dedication of the South Texas Committee for Youth Services, Inc., who contributed their time and political expertise to seeing the vision become a reality.



Dignitaries pictured at Evins Center (l to r) Henry R. Cisneros, Judge Evins, TYC Board Chairman Larry F. York and Executive Director Ron Jackson.

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Board members include:

Larry F. York of Austin, Board Chairman; Comer J. Cottrell of Dallas, Vice-Chairman; Gary D. Compton of Amarillo; Edna Tamayo of Harlingen; Rev. Floyd N. Williams Sr. of Houston; and Marilla B. Wood of Austin.

Ron Jackson is Executive Director.

## TYC Co-SPONSORS GANG WORKSHOP

The Texas Youth Commission along with the Texas Juvenile Probation Commission sponsored a workshop on juvenile gangs on November 19 in the public hearing room of the Brown-Heatly building in Austin.

The workshop was presented by Dr. Jeffrey Fagan, Associate Professor at the School of Criminal Justice, Rutgers University, and had in attendance representatives from correctional, educational, legislative, judicial and law enforcement systems from across the state. Board members, executive and facility administrators, chief probation officers, and juvenile prosecutors also attended the workshop.

Dr. Fagan spoke on current research findings on drugs and gangs and the implications for parolee policy and programs. He addressed the social processes of delinquency and drug use among urban gangs and gave an analysis of drug-crime relationships based on interviews with at least 151 gang members.

The workshop presented data about gangs in light of economic, political and demographic changes in Texas and geared the workshop toward prevention and community action.

The main objective with the gang issue was to develop an inventory of what is actually occurring in Texas in regards to juvenile gang activity, including the facts and fiction.

## TYC ASKS FOR VOLUNTEERS

The Texas Youth Commission has joined six other state agencies in an recruitment effort to bring more volunteer involvement into the lives of its clients--delinquents, welfare mothers, elderly, mentally retarded, mentally ill, clinic patients, handicapped persons, etc.

The "Volunteers, the Heart of Texas" is a statewide recruitment campaign whose intent is to provide opportunities for anyone in the state to be a volunteer in his own hometown for a client of a state agency.

Volunteer directors and board members from the agencies involved have been meeting for several months to

create this campaign. Marilla B. Wood of Austin, Board Member, and Joan Timmons, Chief of Volunteer Services, have been representing the Youth Commission in this effort.

The Governor's Office of Community Leadership and Volunteer Services is the designated agency for promoting volunteering in the state and will have a toll free hot line number for volunteers to call to find available volunteer positions in the various state agencies.

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

## EMPLOYEE GRIEVANCE SYSTEM REVISED

The Texas Youth Commission has revised its employee grievance system effective August 1. The new procedures are published in the Personnel Policy and Procedures Manual numbers PRS.35.03 through PRS.35.09.

The new procedures incorporate the recommendations of a task force from central office and one from the field, streamlining the system and making it more responsible to the needs of employees as well as the agency.

Under the new system, primary responsibility for insuring that grievances are processed in a timely, responsible and fair manner rests with the institutional superintendent, regional director, and appropriate central office director.

Significant changes include: appeals are limited to the chief local administrator, which is either the institutional superintendent, the regional director, and for central office employees, the appropriate director; formal hearings on grievances are held only on those involving terminations; and, when a committee is used, it is limited to acting as an investigating body to assist the decision authority in resolving a working condition grievance.

An important feature of the system is the creation of an employee grievance administrator who reports directly to the assistant executive director for professional services.

Under the revised system, employee grievances are processed according to the type of complaint involved which is classified as either a working condition, adverse personnel action or a termination of employment.

All grievances must be filed with the grievance clerk using a TYC Statement of Grievance form, DPSD-20.

Copies of the new grievance system may be obtained from Ludy Kuhnell, Employee Grievance Administrator, in central office or from your local personnel assistant.

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