

# Texas Youth Commission Journal

News and information from throughout the agency.

December 1995, Winter Issue

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**In this issue:**

**Sandra Burnam named new deputy director**

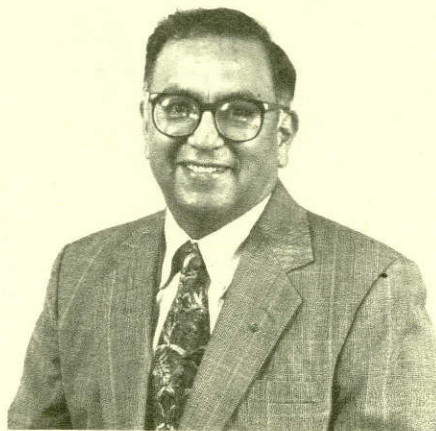
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**Agency "Guiding Principles" announced**

*Story on page 4.*

**Grand opening at Jefferson County**

*Story on page 6.*



*Pete Alfaro*



*Lisa Saemann-Teschner*

## Two new Board Members named

Governor George W. Bush has appointed Lisa Saemann-Teschner of Dallas and Pete C. Alfaro of Baytown to six-years terms as Texas Youth Commission Board Members.

The appointments are subject to confirmation by the Texas Senate in January, 1997. These appointments replace Gary D. Compton of Amarillo and Marilla B. King of Austin whose terms expired August 31, 1995.

Saemann-Teschner is the Development Officer for the Community Outreach Coalition for Mental Health Services for the Homeless Mentally Ill in Dallas. She also has experience as a legal assistant for Fullbright and Jaworski of Dallas and as president of S.L. Ewing Co. Inc., an office equipment company.

She is a member of the City of Dallas Housing and Financing Corp. and is a member and past-president of the Dallas Business Association.

Saemann-Teschner has also been a member of the Human Services Commission, the Citizen's Police Review Board and the Dallas Mayor's Committee on the Homeless.

She received an undergraduate degree from Southern Methodist University in Dallas.

Saemann-Teschner stated that she was excited about working with the Youth Commission and looks forward to learning more about the agency. She added that she is interested in the development of juvenile correctional policy and in gaining public support for TYC.

*(continued on page 7.)*

## Dr. Lawrence elected Board Chairman

The Texas Youth Commission Board unanimously elected Leonard E. Lawrence, M.D. of San Antonio as its chairman for a two-year term during the August 31 meeting. Dr. Lawrence was appointed to a six-year term on the TYC Board in 1992 by former Governor Ann Richards.

Edna Tamayo of Harlingen was elected vice-chair at the same meeting. Tamayo was originally appointed to the Board in 1991

*(continued on page 8.)*

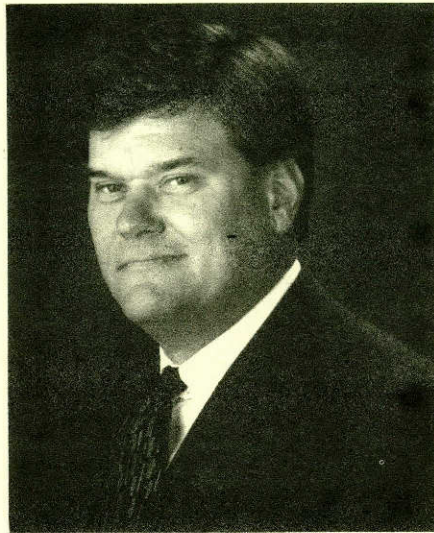
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## From the Executive Director



Steve Robinson, Executive Director

I am very pleased that Sandy Burnam has agreed to serve this agency as our Deputy Executive Director. She has "hit the ground running" during her first month and I am greatly relieved to have an administrator of Sandy's capability filling this important role. She has a unique ability to manage people and make things happen — along with an exceptional degree of 'common sense.'

As many of you know, I have been working on a reorganization of the Central Office for more than a year — through the assistance of a personnel consultant and through discussion of various options with agency personnel. It has not been without much soul-searching that I have settled on the revised organizational structure.

I have eliminated the position of Assistant Executive Director of Professional Services, a position Neil Nichols has held for eleven years, along with serving as the TYC General Counsel. He will continue as General Counsel, and will also continue to supervise Legal Services, Youth Rights, Employee Grievances, and Policies and Procedures.

Five directors will report to Burnam: Dwight Harris, Associate Director of Institutions; Cherie Townsend, Associate Director of Community Services; Dr. Linda Reyes, Associate Director of Rehabilitation; John Franks, Assistant Director of Finance and Construction; and Ed White, Assistant Director of Management Support.

Reporting to Reyes will be the de-

partments of education, health care, special treatment, case management, volunteers/chaplaincy services, and Project Rio.

All institutions, including the Marlin Unit, report to Harris.

Community Services areas reporting to Townsend are regional administration, including halfway houses, parole and contracts; the Evins Regional Juvenile Center, and the Brownwood Sanction Unit.

Finance, construction, research and planning and food service departments report to Franks; and business services (formerly known as 'staff services'), human resources and management information systems departments report to White.

I have added a Chief of Staff position to run my office, although that position has not yet been filled. The Executive Assistant and the Special Projects Director will report to the Chief of Staff.

The Chief of Staff and the Deputy Executive Director will have much of the responsibility for internal management — freeing me to spend more time interfacing with other directors of related state agencies, inter-agency task forces, and with Legislative committees studying juvenile corrections.

Assisting Deputy Executive Director Burnam with agency administration will be another outstanding experienced administrator, Judy Briscoe, who will fill the new position of Special Assistant Deputy Director. She will be serving many roles as a liaison with the five directors who report to Burnam, and with many of you in the

field. She did a superb job of keeping us all on track during the interim between Deputy Directors Jay Lindgren, who left August 15, and Sandy Burnam. Judy will also continue as Director of Delinquency Prevention.

I appreciate your continued enthusiasm and patience while we all work together for 'change'. This agency has been through dramatic changes this year — and has met the difficult challenges of meeting the public's expectations of holding kids accountable for their criminal behavior.

However, this current organizational structure is not "carved in stone." This chart (shown on page 6) is very apt to be modified from time to time as the agency continues to change and evolve.

There is still much work to do, and I am convinced that this reorganization will benefit our "stockholders"— youth, parents, staff, the taxpayers, and the Legislature. \*

### TYC JOURNAL

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#### TEXAS YOUTH COMMISSION

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## Sandra Burnam selected as deputy executive director

**S**andra Burnam, longtime Texas Youth Commission administrator, has been selected as Deputy Executive Director, replacing Jay Lindgren who resigned in July to accept the position of director of the Rhode Island Department of Children, Youth and Families.

Burnam, who assumed her new duties October 16, 1995, has served as superintendent of the Giddings State School since December, 1993.

"Sandy brings a wealth of experience to this important position," said Executive Director Steve Robinson. "She has the advantage and perspective of having

worked in both community programs and institutional operations, as well as having served as a central office administrator." In this new position, Burnam will be responsible for all youth corrections programs, as well as supervision of the Assistant Director of Finance and Construction, and the Assistant Director for Management Support.

"I've enjoyed every position I've had throughout my years with the Texas Youth Commission. To be selected for this position was "good news/bad news" for me. I enjoyed my position very much as superin-

*(continued on page 7.)*



*Sandra Burnam*

## Judy Briscoe appointed deputy director

**J**udy Briscoe, Director of Delinquency Prevention, has been named Special Assistant Deputy Director by Executive Director Steve Robinson.

Briscoe, who reports to Deputy Executive Director Sandra Burnam, will continue as director of delinquency prevention, and will serve as a liaison between Burnam and field staff. She most recently served as acting deputy director for two months following Jay Lindgren's resignation.

With more than 20 years experience in juvenile corrections, Briscoe began her career at TYC in 1973. When the Texas Juvenile Probation Commission was created in

1981, she was one of three TYC employees to be transferred to help establish the new agency.

She later served as Deputy Director of TJPC until 1991 when she left to become director of governmental affairs at the Texas Department of Mental Health/Mental Retardation. Briscoe returned to TYC January 1, 1993, to head the new department of delinquency prevention.

She holds a bachelor's degree in public administration from St. Edward's University, and a master's degree in criminal justice management from Sam Houston State University. \*



*Judy Briscoe*

## Dr. Linda Reyes selected as associate director of rehabilitation services

**D**r. Linda Reyes has been named Associate Director of Rehabilitation Services, a newly created position.

She supervises the departments of education, health care, specialized treatment, case management and volunteer/chaplaincy services, and reports to Deputy Executive Director Sandra Burnam.

Dr. Reyes, who has been director of mental health services, has supervised treatment to all special needs youth in the TYC system, including those with mental illness, severe emotional disturbance, and/or substance abuse.

She also supervised specialized treatment programs for victims of abuse, sex

offenders, homicidal offenders, and/or highly aggressive youth.

She most recently developed the TYC program of "resocialization" to enhance treatment effectiveness.

Dr. Reyes served as director of psychological services at Giddings State School from 1988 to 1992, where she did individual and group psychotherapy, psychological evaluations, program development, staff training, treatment supervision and research.

She served an internship in psychology at Austin State Hospital in 1987 and 1988, and did psychology practicum place-

*(continued on page 6.)*



*Dr. Linda Reyes*

## 'Guiding Principles' announced

**T**YC Executive Director Steve Robinson has announced a list of eight 'guiding principles' around which the agency should operate.

"These are MY guiding principles for TYC," Robinson said. "I want to strongly emphasize that I expect everyone in the agency to keep these principles in mind when implementing programs and making decisions about our operations."

Robinson said Deputy Executive Director Sandy Burnam is formulating direction concerning how these principles will guide the agency's operational foundation.

The 'guiding principles' relate to safety, cleanliness, rehabilitation, youth rights, youth privileges, funding priorities, and 'common sense and reasonableness.'

### TEXAS YOUTH COMMISSION GUIDING PRINCIPLES

1. TYC operates clean, controlled, orderly and rehabilitative programs.
2. TYC will establish safe and secure environments for staff, youth and community.
3. TYC includes public safety as a key component in its decision making process.
4. TYC operations are based upon sound juvenile correctional techniques and philosophy.
5. TYC recognizes staff as its most valuable resources.
6. TYC recognizes a clear distinction between youth rights and earned privileges.
7. TYC will fund and operate basic juvenile corrections and basic juvenile programs first.
8. TYC will make decisions based upon common sense and reasonableness. \*

## Board authorizes interagency agreement to begin work at Vernon

**A**t its November 16, 1995 meeting, the TYC Board authorized the Executive Director Steve Robinson to enter into an interagency agreement with the Texas Department of Criminal Justice and with the Texas Department of Mental Health and Mental Retardation to make renovations to the Vernon State Hospital South Campus.

House Bill 227, enacted by the 74th Legislature authorized the Board of TXMHMR to lease the south campus of the Vernon State Hospital to TYC. The TYC Board had previously authorized the executive director to negotiate a twenty-five year lease of this 195-acre site. The legislature appropriated \$2 million for the conversion of this facility to house 300 youth. Initial construction timetable calls for the renovation to be completed in time for the facility to begin accepting youth on September 1, 1996.

Robinson reported to the Board that a recent tornado destroyed the roof on the main building and resulted in extensive water damage to the interior space. He added that by agreeing to coordinate TXMHMR's storm repairs with TYC renovation needs, some overall savings to the state can result without interfering with TXMHMR's continued use of the building. Except for the roof replacement which TXMHMR has bid to a private contractor, the other repairs are to be performed by TDCJ using inmate labor.

The Board also authorized the executive director to enter into an agreement with the Texas Workforce Commission for implementation of the Reintegration of Offenders/State of Texas Juvenile Offenders Program. \*

### Briefly noted ...

◆ **Dr. Joe Adams** has been named director of clinical services at Corsicana Residential Treatment Center. Dr. Adams has 15 years experience as a licensed psychologist, with six years of private practice and numerous years with private hospitals. \*

## TYC/TJPC sponsor joint conference

Governor George W. Bush provided the keynote remarks for a joint conference sponsored by the Youth Commission and the Texas Juvenile Probation Commission held in September.

Theme of the conference was "Juvenile Justice Reform: Challenges and Opportunities," and featured panel discussions and presentations by key legislators and agency officials on the impact of the juvenile justice reform enacted by the 74th Legislature.

Members and committee staff as well as Robert Dawson, University of Texas law school professor, reviewed the components of HB 327 and changes to the Education Code and provided insight into the motivation for the numerous changes to laws relating to juveniles. Over 150 juvenile justice officials from throughout the state, including many TYC staff, participated in the conference.

Governor Bush complimented the conference participants stating, "You've got one of the hardest and yet most important jobs for the state. You're on the front line of juvenile crime," he said.

Bush added that the new juvenile law replaces one written "in the Ozzie and Harriet days."

In listing some of the accomplishments in reforming the juvenile justice system, Governor Bush stated, "We lowered the age at which the most violent can be tried as adults. We now share information across jurisdictional boundaries. We fingerprint and photograph. We set aside money for community-based programs to intercede in the lives of children. We've added 400 new juvenile probation officers. We've increased the capacity of the juvenile detention system."

The conference was the first TYC/TJPC training initiative. The Joint TYC/TJPC Board Subcommittee had urged both agencies to cooperate where feasible in providing training to juvenile correctional personnel. \*

## Lydia Barnard appointed San Saba superintendent

Lydia Barnard, former assistant superintendent of the Corsicana Residential Treatment Center, assumed her new position of superintendent of the San Saba State School October 1, 1995.

Barnard began her career with the agency in September 1986 as a delinquency prevention program manager, and was later promoted to a parole officer in Central Region.

She next served as central region volunteer coordinator before accepting a position as a social service administrator (SSA) and clinical supervisor for violent offenders at Giddings State School.

Barnard previously worked at the Abilene Mental Health/Mental Retardation Center, Lubbock County Juvenile Probation Department, Bexar County Juvenile Probation Department, and at the Abilene Girls Ranch.

She holds a BSW from Texas Tech University and received an MSW from Our Lady of the Lake University. She is a licensed master social worker, an advanced clinical practitioner and a licensed chemical dependency counselor. \*



*Lydia Barnard*

## AROUND TYC

### New institution at San Saba scheduled to open February 1

Construction is scheduled to be completed in mid-January at the former Texas Department of Criminal Justice facility in San Saba, which has been transferred to the Youth Commission, according to Jerry Dollar, coordinator for the renovation and conversion of the plant.

As a member of the agency's Legislative liaison staff, Dollar was closely involved in the acquisition of the Marlin and San Saba TDCJ facilities during the Legislative session.

With the first youth commitments to be accepted at San Saba February 1, 1996, the objective is to phase in 240 youth by August 31, 1996.

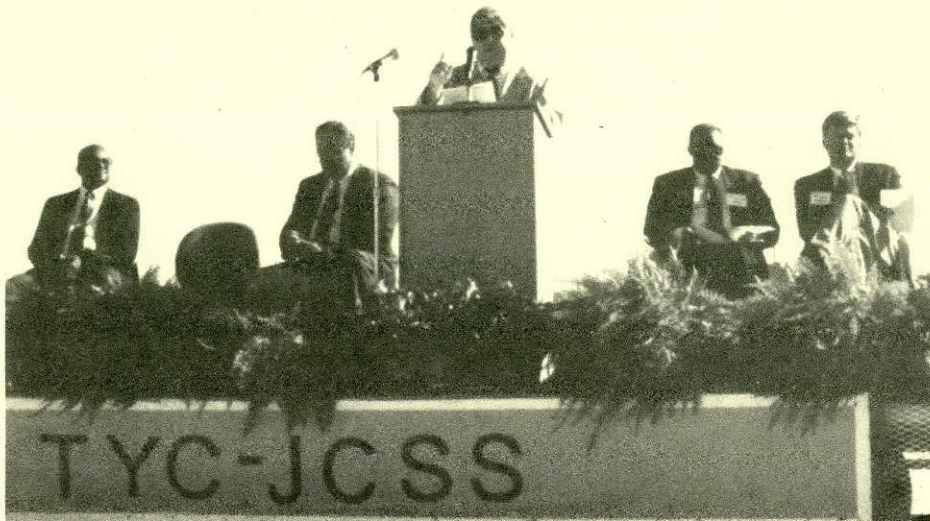
Some support services, such as purchasing, warehousing and delivery of consumable goods, will be provided by per-

sonnel at the Brownwood State School. Where possible, contracting of services will take place, said Dollar.

Prison inmates are on the work crews currently on site renovating the administrative area. Site work is underway for the educational building, which will be located adjacent to the facility.

During a job fair held November 1 and 2, more than 400 applicants were interviewed. The first group of employees received pre-service training November 16-17.

Until renovations are complete, administrators, including newly-appointed Superintendent Lydia Barnard, are housed in San Saba County office space during the construction. \*



Approximately 300 people attended the open house at the Jefferson County State School on November 15, 1995. Youth were placed at the facility starting August 7th. 317th District Judge Jim Farris and State Representative Mark Stiles delivered keynote remarks. Representative Stiles commended the Commissioner's Court for their support in donating the land and providing services in order to bring the facility to Jefferson County. He praised local and state officials for addressing the problem of juvenile crime by supporting the construction of facilities like the Jefferson County State School. Picture left to right are: State Representative Al Pric; Stiles; Farris; TYC Board Chairman Dr. Leonard Lawrence; and TYC Executive Director Steve Robinson \*

**Reyes** (continued from page 3.)

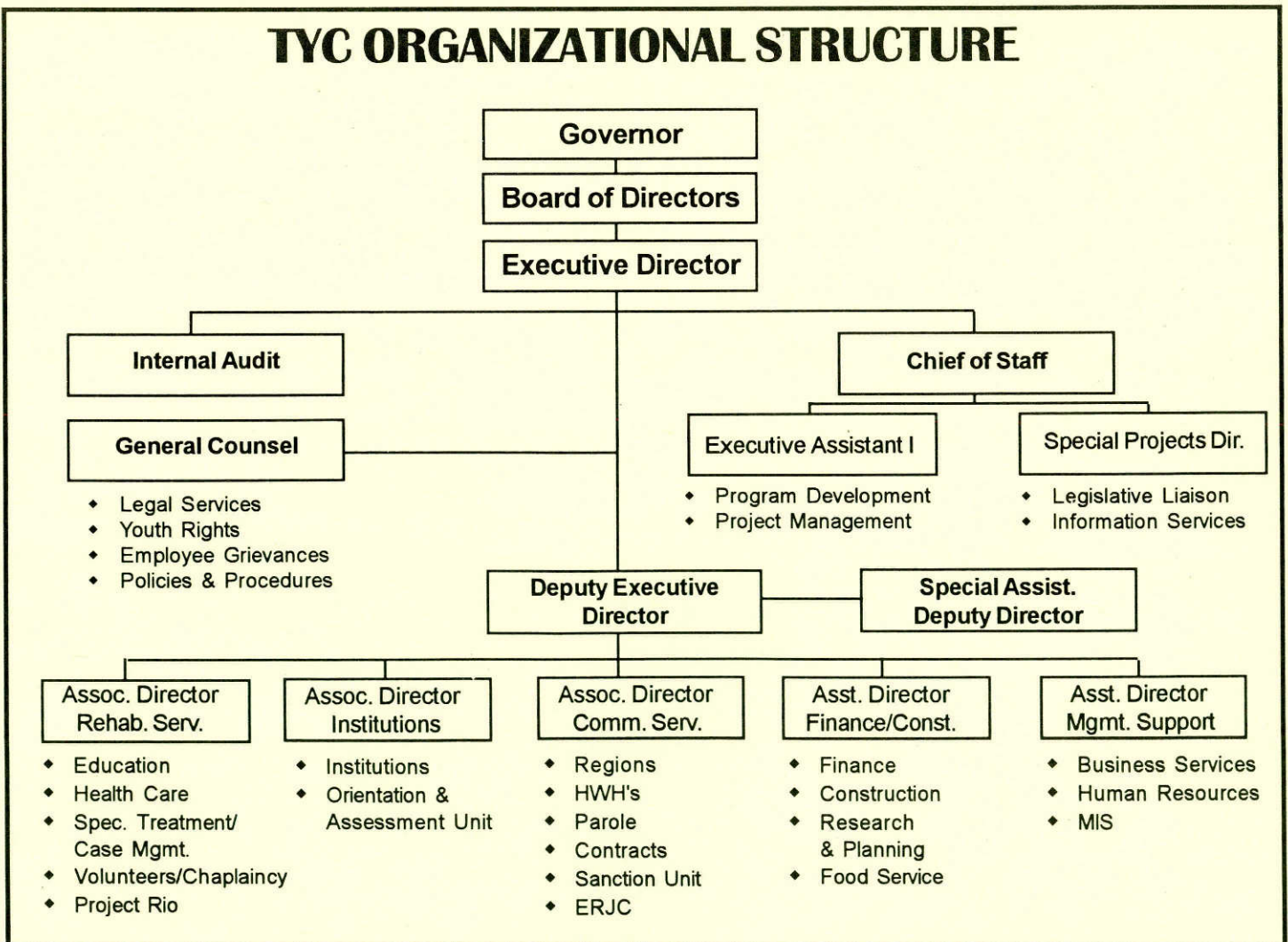
ments from 1985 to 1987 with the University of Texas Counseling and Mental Health Center, Austin State Hospital Children's Psychiatric Unit, Capital Area Mental Health Center, and Girlstown.

Dr. Reyes taught upper-division classes in Individual Counseling and Psychotherapy at UT-Austin, as an associate instructor from 1986-1987. From 1980 to 1987 she served as administrative assistant to State Senator Gonzalo Barrientos.

She serves on the board of the Family Crisis Center for Bastrop, Lee and Fayette Counties; the Interagency Council on Sex Offender Treatment; the Texas Children's Mental Health Plan Statewide Management Team Council on Offenders with Mental Impairments; the Strategic Planning Council for TXMHMR; the Interagency Training Services; and the Systems of Care for Kids.

Her education includes a BA in psychology, with a minor in Spanish, master's degree in counseling psychology, and a Ph.D in counseling psychology — all from the University of Texas at Austin. \*

## TYC ORGANIZATIONAL STRUCTURE



## Board *(continued from page 1.)*

Saemann-Teschner was appointed by TYC Board Chairman Dr. Leonard E. Lawrence to the Budget and Construction Committees.

Alfaro, an engineering associate and section supervisor with Exxon, is the Mayor of Baytown. He has served as city councilman and as vice chairman of the Finance and Budget Committee of the Houston-Galveston Area Council's board of directors.

Alfaro is president-elect of the Rotary Club and director of the Greater Baytown Hispanic Chamber of Commerce. He graduated from the University of Texas at Austin.

Following his appointment, Alfaro commented that he is primarily interested in education and youth, both key components of the mission of the Youth Commission. He added that he looked forward to offering his experience as a business person and community leader to communicate the needs of youth in TYC. As a Board member he said he wants to better understand the causes behind the spiraling increase in juvenile crime and assist the State in addressing this important issue. Alfaro was appointed to the Audit, and Construction Committees of the Board. \*

## Briefly noted ...

◆ The Central Office State Employee Charitable Committee held its annual charity auctions. The live auction was called by TYC's Marlin Superintendent Alan Steen. A silent auction was also held. The events raised over \$2,300, approximately \$400 more than was raised in 1994.

◆ **Jerry Reyna** is the new contract specialist for the West Region working out of the Lubbock office. Previously, Reyna held the position of administrative assistant for the South Plains Community Action Inc. in Levelland where he monitored contracts, coordinated with community-based organizations, and prepared monthly, quarterly, and annual reports for the Spartan Public Transportation System.

◆ The San Antonio volunteer council is currently selling Entertainment Books to augment the coffers and pay for the food baskets which are provided to approximately 25 parolees' families during the holidays. \*

# Commitments continue to increase

## *FY 1995 statistics announced*

**T**he number of youth committed to the Texas Youth Commission continues to increase, according to information presented to the TYC Board at its October 5, 1995 meeting by Dr. Charles Jeffords, the agency's Director of Research and Planning.

In the fiscal year (FY) ending on August 31, 1995, TYC experienced a six percent increase in the number of youth committed from FY 1994 to FY 1995 (2,005 to 2,123). The number of youth committed for violent offenses increased by four percent, from 758 to 792.

Juvenile courts can sentence youth adjudicated for certain violent offenses to specific terms of up to 40 years. If not sentenced, youth receive administrative minimum lengths of stay in residential placements based upon the offense for which they are committed.

Youth adjudicated for homicide-related offenses are classified as Type A Violent Offenders and are required to remain in residential confinement from 24 to 48 months. Youth adjudicated for other violent offenses are classified as Type B Violent Offenders and remain in residential facilities for at least 12 months. Youth adjudicated on at least three previous occasions for felony offenses are classified as "Chronic Serious Offenders" and are assigned a minimum administrative length of stay of nine months. Youth using a firearm during the commis-

sion of their offense or adjudicated for felony sale of controlled substances are also assigned a nine-month minimum length of stay. All other offenders, such as youth adjudicated for a property-related offense, are classified as General Offenders and receive a six-month minimum length of stay.

### **MEDIAN STAY INCREASED**

In FY 1995, violent and high risk offenders stayed longer in juvenile facilities than the previous fiscal year. The median (50th percentile) length of stay for youth classified as Type A Violent Offenders released in FY 1995 increased from 25.9 months to 28.4 months.

The FY 1995 data reflects the change in TYC administrative policy which has resulted in Type B Violent Offenders now remaining in residential programs for at least 12 months and Chronic Serious Offenders' minimum length of stay increasing from 6.4 to 9.4 months.

"The increases in minimum lengths of stay are a result of the commitment by the TYC Board and the Legislature to hold youth accountable for their delinquent behavior," said Steve Robinson, TYC Executive Director.

"TYC is able to accomplish this objective as a result of the additional resources provided by the Legislature," he added.

The TYC Board, in an attempt to manage populations in residential programs, had reduced the minimum length of stay for certain violent offenders so that the length of stay for all other offenders would not be reduced lower than six months. In January *(continued on page 8.)*

## **Burnam** *(continued from page 3.)*

tendent of the Giddings State School. However, I am a company person, and if I can best serve the agency in the position of Deputy Executive Director, I accept the challenge.

"I know many of the staff in central office... they are dedicated and hard working. I look forward to working with them during this time of change in juvenile corrections and for our agency," she added.

Burnam began her career with TYC as a caseworker at the Gainesville State School in 1968. In 1973 she became a parole officer in Wichita Falls. She left the agency briefly

to become a federal probation/parole officer in Dallas, but returned to the agency in 1979 as Administrator of Parole/Residential Contract Programs in Central Office, Austin.

Burnam served a year as superintendent of the Statewide Reception Center in Brownwood (1982), and in 1983 became superintendent of the Corsicana State Home, a position she held until 1993.

She holds a bachelor of science degree from West Texas State University, and received her master's degree in criminal justice from the American Technological University. \*

## Commitments

(continued from page 7.)

1994, the TYC Board restored the minimum length of stay for Type B Violent Offenders to twelve months from nine months, and to nine months from six months for Chronic Serious Offenders, Controlled Substance Dealers, and Firearm Offenders.

### LBB PROVIDES \$10.6 MILLION

In FY 1995, the total number of commitments to TYC exceeded by 19 percent (1,790 to 2,123) the target for commitments that the Legislature established for counties. To insure that TYC had sufficient bed capacity to maintain its increased minimum length of stay policies, the Legislative Budget Board provided an emergency appropriation of \$10.6 million to the Texas Juvenile Probation Commission (TJPC) for counties to reduce commitments to a target of 1,790 in FY 1995.

As result of the high number of commitments in early FY 1995, \$850,000 of the \$10.6 million was transferred from TJPC to TYC and \$400,000 in criminal justice federal funds was also awarded through the Governor's Office to the Youth Commission. Following an unprecedented increase in commitments in March 1995, (162 target; 254 actual commitments) the 74th Legislature provided an additional \$4 million in emergency funding to TYC. These funds provided additional capacity in temporary, privately-operated boot camps and conservation camps; enabled the agency to hire the necessary staff to supervise the additional youth in secure facilities; and permitted the transfer of the Marlin facility from the Texas Department of Criminal Justice to TYC.

At the end of FY 1995, TYC had 402 more youth in residential settings than in FY 1994. These beds were distributed as follows:

PROGRAM	FY 1994	FY 1995
Existing Institutions	1,627	1,640
New Institutions		
(JCSS, Marlin O&A Unit, Sheffield Boot Camp)		222
Halfway Houses	191	196
Residential Contract Programs	592	754
<b>TOTAL</b>	<b>2,410</b>	<b>2,812</b>

### MINORITY COMMITMENTS UP

Commitments of minority youth also increased from FY 1994 to FY 1995. The number of African-American youth committed to TYC increased by 10% (from 757 to 833). African-American youth comprise 39% of total commitments (833 of 2,123); Hispanic youth represent 42% of commitments (891 of 2,123); Anglo youth comprise 18% (382 of 2,123); and one percent or 17 youth fall into the "Other" category.

Although the number of sentenced juvenile offenders in FY 1995 essentially remained at the previous year's level (from 99 in FY 1994 to 102 in FY 1995), these offenders were more likely to have been committed for aggravated sexual assault (46% vs. 20%) and less likely to have been committed for murder or capital murder (37% vs. 57%).

"The decrease in the number of youth sentenced for homicide-related offenses to TYC is likely due to the increase in juveniles certified as adults over the same period," reported Dr. Jeffords. Juveniles certified for violent offenses (homicide, sexual assault, robbery, and aggravated assault) increased by 70% from 1993 to 1994.

### LIST OF OFFENSES EXPANDED

The juvenile sentencing law, originally enacted in 1987, was amended by the 74th Legislature to include additional violent and serious offenses for which a juvenile can be sentenced for up to 40 years. The new statute will be go into effect on January 1, 1996 and is renamed the Serious and Habitual Offender Act.

The 74th Legislature not only expanded the list of offenses for which a juvenile can be sentenced but also required sentenced offenders to remain in a juvenile institution for longer periods of time prior to either transfer to an adult prison or release on parole supervision.

TYC projects receiving 2,316 youth in FY 1996. The new juvenile sentencing law is expected to change the type of youth sent to TYC. The number of sentenced offenders is projected to increase to 19% (430) of total commitments.

(continued on page 11.)

## Lawrence (continued from page 1.)

and was reappointed to a full six-year term in 1993. She recently retired as the Dropout Prevention Director for the Harlingen Independent School District.

A native of Indianapolis, Dr. Lawrence attended Indiana University and in 1959, upon completion of his first year of medical school, he was awarded a Bachelor of Arts from that university. In 1962 he received the degree Doctor of Medicine from Indiana University School of Medicine.

Following his internship he served two years as a General Medical Officer in the United States Air Force from 1963-65. Dr. Lawrence returned to Indiana University School of Medicine in 1965 and completed a residency in general psychiatry and a fellowship in child psychiatry, completing his training in 1969.

From 1969-72 he was assigned to the Child Guidance Clinic at Wilford Hall USAF Medical Center in San Antonio. In 1972 he joined the faculty of the Medical School of the University of Texas Health Science Center at San Antonio as an Assistant Professor.

Dr. Lawrence is currently Professor of Psychiatry, Pediatrics and Family Practice at that same institution. He also serves as Associate Dean for Student Affairs in both the Medical School and Dental School.

Dr. Lawrence is a member of many professional organizations. From 1993-94, he served as the 92nd President of the National Medical Association. He has served on the Council of Children, Adolescents and their Families of the American Psychiatric Association of which he is a Fellow.

He is also a Fellow of the American Academy of Child and Adolescent Psychiatry. His is active in various community organizations and currently serves on the Board of Trustees of St. Mary's University in San Antonio.

Dr. Lawrence' involvement with the Youth Commission began in the early 70's with his testimony as an expert witness against the agency in the *Morales v. Turman* federal court case. \*



## Houston council awards youth leaders

The Houston TYC Community Volunteer Youth Council held its annual fund raiser banquet October 20 at the Medical Center Marriott, Houston.

The council honored six persons/organizations who had made significant contributions to working with youth in the Houston community.

This year's recipients were Sharon Michael, Houston Lighting and Power Co.; council member Eleanor Tinsley, Communities in School; Texas Agricultural Extension Service of Harris County; Dorris Ellis, Houston Sun newspaper; and Alice Valdez, Multicultural Education & Counseling through the Arts (MECA).

Keynote speaker for the evening was Senator Royce West of Dallas who challenged everyone to work in their communities to make a difference in the lives of a youth, just as the award recipients had.

Among those in attendance for the evening were TYC Executive Director Steve Robinson, TYC Board member Mrs. Edna Tamayo, State Representatives Sylvester Turner, Garnett Coleman, and Congressman Ken Bentsen.

Money raised from the banquet will provide support for the programs of the East region. \*

## Dallas volunteers honored

The third annual volunteer appreciation banquet for all Dallas volunteers was held October 12 at Cottrell House. Eighteen major contributors, sixteen Dallas community advisory council members and fourteen direct service volunteers received a limited edition, original design tee-shirt or a plaque.

A highlight of the evening was Cottrell House intern, Diamond Jim Tyler, a professional magician, who performed a 30-minute magic show.

Cottrell House students took part in the presentation of the entire evening, serving as master of ceremonies, invocation, poetry reading, awards and singing "Lean on Me" as their special finale.

A welcome and special comments were given by superintendent Travis Wortham, and regional director Linda Ross. \*

## 1996 volunteer conference scheduled March 1-3 in Dallas

The Dallas community advisory council and the state volunteer resource council will be hosting the 12th Annual TYC Volunteer Conference at the Harvey Hotel in Addison (far north Dallas), March 1-3, 1996.

Tours will be offered of Cottrell House and Fair Park and either the Continuing Care Center or the new Juvenile Justice Center and the West End.

Twelve workshops are scheduled for Saturday: The link between animal cruelty and human violence: a prevention strategy; public relations; legal/legislative issues; basic religious sensitivity; also, how to recruit council members; opportunities for senior volunteers; resocialization; positive peer cultures: kids educating kids; finding common ground: cultural sensitivity; using volunteers in gang management; parole restructuring; and fundraising for councils.

Discussion groups are scheduled for Sunday: how to run a meeting; young audiences; financial reporting; volunteers and sports; volunteers in substance abuse treatment; changes in TYC; volunteers behind a fence; and working with TYC parents.

Special dinner plans will be hosted by the Dallas community advisory council for Saturday night. The annual statewide awards brunch is scheduled for Sunday morning, said DCAC chairman Rozann Rob. \*

# VOLUNTEERS



*The Brownwood Community Advisory Council sponsored and provided hamburger cookouts for the students and staff on each of the campus dormitories this summer and fall. Organizing, coordinating, and enlisting other volunteers for this program were Jack and Vicki Smith. Good food and a good time were enjoyed not only by students, but also by the staff and the volunteers, shown in this photo.*

## Brownwood volunteers elect new officers, members

New officers and new members were elected, announced, and welcomed on board at the August meeting of the Brownwood Community Advisory Council.

The new officers are president, Vicki Smith; vice-president, Carter Sharpe; and treasurer, Judy Ehrke.

New first term members are Sheila Carroll, Ronnie Dulin, Dr. Ian Jones, and Beverly Pierce.

Members re-enlisting for a new three-year term are Chester Berry, Dr. Paul Butler, Keith Clark, Judy Ehrke, Tom Elliot, Mickey Harr, Joe Huff, Charles Lockwood, Sherrie Martin, Lee Ann McClatchy, Vincent Ornelas, Glen Smith, Jane West, and James Williamson. \*



*TYC State Volunteer Resource Council Members: (front, L to R) Kathy Hollis, Peg Johnson, Ignacio Torres, Vicki Smith; (middle L to R) Leo Rodriguez, chair; Dee Dee Rodriguez; Viva Miller, Paula Harper-Wilhelm, Rev. Lawrence Duhart; (back, L to R) Richard Robinson, treasurer; Bob Frisby, vice-chair; J.T. Stanley, Lou Hollis, Nancy Everroad, and Betty Kellar, secretary.*

## State council meets at Marlin

The State Volunteer Resource Council held its fall meeting October 27 at the new Marlin Orientation and Assessment Center. Volunteer representatives of local councils were greeted by Superintendent Alan Steen, and took tours conducted by Program administrators Trudy Asbury and Melvin Haisler.

The meeting was conducted by state council chairman Leo Rodriguez of the Edinburg council. Amendments to the by-laws were presented by vice-chair Bob Frisby of Corsicana and approved by the council. Marlin volunteer coordinator Shannon Ford made the arrangements for the meeting.

Neil Nichols, TYC general counsel, was presented a plaque from the state council by Joan Timmons, chief of volunteer services, in appreciation for his support and supervision of the TYC volunteer program for the past eleven years. \*

## San Antonio council hosts picnic



"Stars - Past and Present" was the theme for the 18th annual picnic for at-risk youth in San Antonio November 4.

The event, held at Rodriguez County Park, had over 100 youth from Ayres House, Texas Key, Laurel Ridge, "The Bridge" and Mentor homes.

Walter Gaskin, who recently retired from the San Antonio volunteer council, was honored at the event. He first initiated and organized the picnic in 1977 and it quickly became an annual event.

Council president Mark Padilla grilled chicken, ribs and sausage with help from Rosie Abreu, Lisa Miller and George Parker.

Other council members assisting were Michele Wheeler, James Holmes, Cheryl McDonald, Cheryl Martinez, Diana Alcocer and Lupita Perez. San Antonio parole staff brought cakes. \*



*Sheffield and Iraan residents meet to form volunteer council and elect temporary officers.*

## Community residents form volunteer council

Residents of Sheffield and Iraan met Monday, October 30, at the Texas Youth Commission Boot Camp in Sheffield to organize a volunteer council — the eighteenth council in the TYC volunteer services department.

Temporary officers elected are Don Pitts, chair; Bob Reese, vice-chair; Mary Ann Fortune, secretary; and Cressa Jennings, treasurer.

Taking part on the program for the organizational meeting were Lemuel Harrison, Boot Camp Commandant; Joan Timmons, state director of TYC volunteer services; and Warrenetta Neal, Boot Camp volunteer liaison. Also attending the meeting was longtime TYC volunteer Peg Johnson of Dallas, former statewide volunteer council chairman.

Harrison described the program and

youth who are sent there. Timmons described statewide volunteer activities and supplied volunteer applications for those present to fill out.

Neal outlined some of the current needs at the Boot Camp, including artificial Christmas trees; tree decorations; tools for building an obstacle course for the cadets; materials for the obstacle course; and tools for general maintenance jobs.

She told the group that individual volunteers are needed to serve as reading and math tutors; to listen to youth read; to sponsor Christmas parties for the three individual squadrons; to bake birthday cakes for monthly birthday celebrations; to attend and assist with religious services; and to help staff supervise youth on work details outside the Boot Camp. \*

## Two Schaeffer House volunteer groups featured on television

The El Paso NBC affiliate station, Channel 9, recently reported on two Schaeffer House volunteer groups. "Bright Spot Along the Border," a weekly public interest segment that airs each Saturday at 6 PM, highlights the contributions of ordinary people who do extraordinary work to improve the lives of people in El Paso.

The program recognized the volunteer efforts of Schaeffer House foster grandparents, and also the Sierra Club's inner city outings program. Both groups have volunteered their time at Schaeffer House since September 1994.

The current foster grandparent program's affiliation with Schaeffer House was renewed in Fall 1994 following a presentation given to 82 foster grandparents by Maria Ruiz, West Region volunteer coordinator.

The bonds forged between Schaeffer residents and "grandma" and "grandpa," as foster grandparent volunteers are known, have added a new dimension of trust and understanding among youth and senior citizens, bridging the generation gap. "Our grandparents, Ines Gamez and Marcella Olague, are there to listen, tutor, help with homework, provide encouragement and simply be a friend to Schaeffer youth," said Ruiz. Mrs. Olague also goes the extra mile and sews, mends and repairs torn clothing and any missing buttons.

"Somebody told me that I would probably not enjoy volunteering at Schaeffer House because these kids would be so difficult to work with," said Mrs. Olague. "They were wrong, because I am very happy to volunteer here. They have never failed to respect us." \*

### Commitments *(continued from page 8.)*

Other high risk offenders are expected to increase by 51% with youth classified as General Offenders decreasing from 50% of commitments in FY 1995 to 30% in FY 1996.

Dr. Jeffords also indicated to the board that for all youth with specialized needs, the "equity ratio," increased from 63% in 1992 to 90% in 1995. "Equity ratio is defined as the percentage of ethnic minority youth with a high need for specialized treatment who received specialized treatment divided by the percentage of Anglo youth with a high need for specialized treatment who received specialized treatment. In FY 1995, 42% of Anglo youth with specialized needs received specialized treatment, compared to 38% of ethnic minority youth." \*

## CULTURAL EVENTS

### Tamayo recognized as "Hispanic of the Year 1995"

E dna Tamayo of Harlingen, Texas Youth Commission Board Vice-Chair, was named "Hispanic of the Year for 1995" by the Valley Morning Star newspaper.

Tamayo was recognized for her parental involvement programs and her leadership role in reducing the dropout rate in the Harlingen school system.

Tamayo, along with this year's "Hispanic of the Year" winner Texas Secretary of State Antonio O. "Tony" Garza, Jr., were chosen by votes received by the newspaper's readers and a Star panel of editorial judges. The awards were made in conjunction with the celebration of Hispanic Heritage Month, September 15 - October 15.

Tamayo began her career heading the parental involvement and dropout prevention programs in the Harlingen school district in 1987 after many years of teaching. Although Tamayo retired in 1994, she returned part-time to her office in Harlingen and contracts for the Alief school system.

She was honored at a luncheon on November 14 at the Harlingen Country Club. \*

### NAACP visits Corsicana

Sixteen members of the executive board of the NAACP (National Association for the Advancement of Colored People) Navarro County Chapter, toured the Corsicana campus in September. The event was coordinated by Chester Clay, Jr., Superintendent, with Lloyd Ross, NAACP President.

Also participating in the tour were TYC treatment team members and other staff and Corsicana advisory council member Aline Marshall. \*

### Cottrell House celebrates Hispanic heritage month

The Cottrell House staff and students celebrated "National Hispanic Heritage Month" in September. Helping sponsor the event was the Parents Against Crime and Drugs organization.

Festivities included sessions on Hispanic culture mores, Hispanics history and present day accomplishments of Hispanics citizens.

Highlight of the month was a performance by a drama team from Parents Against Crime and Drugs: Becky Gonzalez, Helen Cedillo and Maria Adams. \*

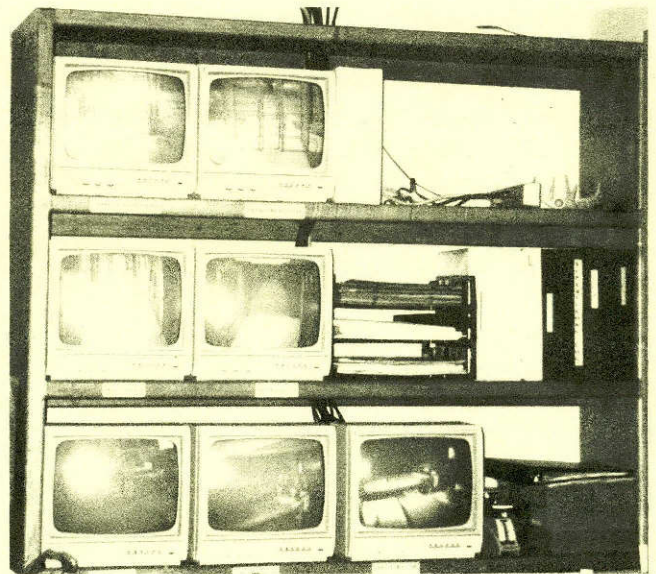
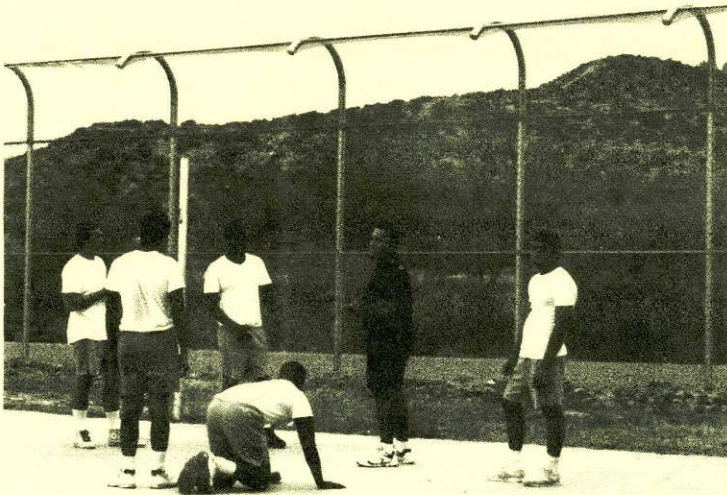
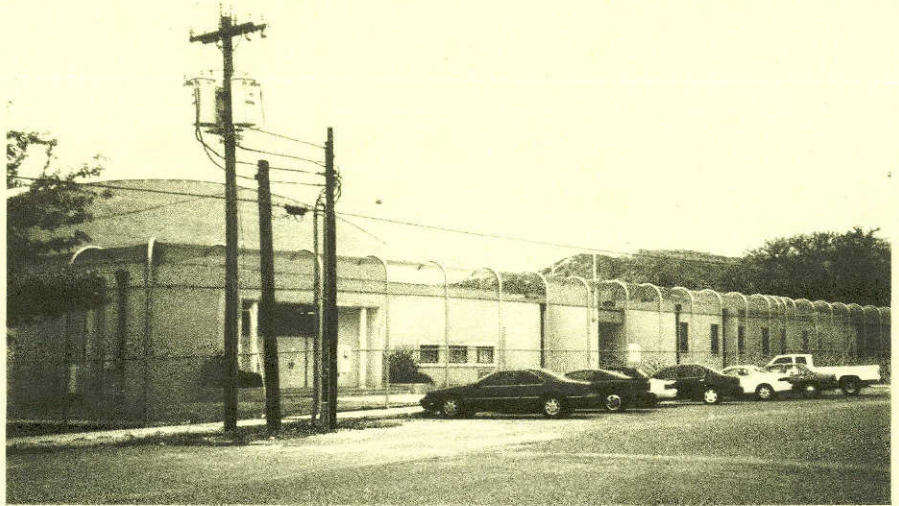
## TYC Boot Camp at Sheffield

*Top: Although some changes have been made inside, the Sheffield elementary school building appears about the same from the outside — except for the 14-foot security fence.*

*Center left: West Texas mountains surround the TYC Boot Camp at Sheffield, just outside the 14-foot fence. This group of TYC youth prepare to do physical training.*

*Center right: A bank of TV screens monitored at the Sheffield Boot Camp and make it possible to control the opening and closing of outside gates and internal doors.*

*Bottom: One of the first rules learned at the TYC Boot Camp at Sheffield is how to arrange and store individual clothing and linens, and military-style bedmaking.*



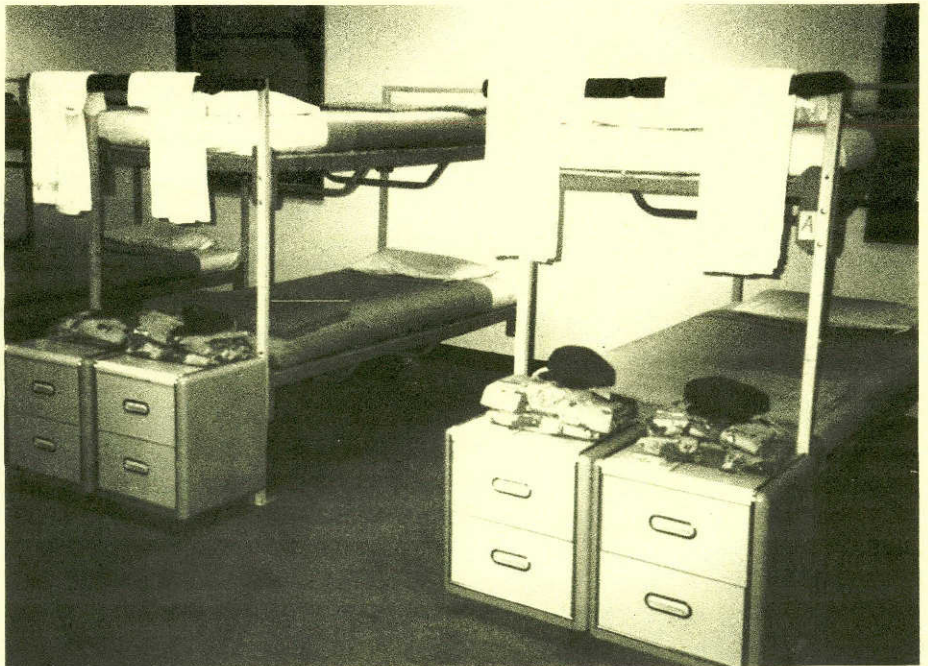
## Adult prisoners do volunteer service at Corsicana

**B**oyd Prison in Fairfield performed community restitution work at TYC's Corsicana Residential Treatment Center by building a fence in the pasture.

Business manager John Hopkins initiated this work through Tim Morgan, Senior Warden.

Nine prisoners performed 216 hours of service building the fence.

The prison also donated 3150 pounds of produce to Corsicana. \*



# PROGRAMS

## TYC parole system "enhanced"

"Effective December 1, 1995, the Texas Youth Commission's parole services will become more aggressive in holding youth accountable, protecting the public and supporting youth to be successful in the community," said Cherie Townsend, Director of Community Services.

This more aggressive strategy, "Enhanced Parole," was developed by a team of 20 staff during a two day work session last summer. The team included administrators, supervisors, line staff, and a summer intern.

Enhanced parole requires that all youth released home on parole status have an initial intake, including ICP development, within five working days.

Parolees are now expected to engage in 40 hours of constructive activity each week, and to perform community service. "The constructive activity may include school attendance, work, vocational training, job search activity, counseling, and community service," Townsend said.

All youth, regardless of classification, will initially be placed on intensive supervision for a minimum of 30 days. This is a new level of supervision created for the enhanced parole case management system.

Progression through the subsequent levels of supervision is based on a time requirement at each level and meeting performance criteria, including constructive activity.

The enhanced parole model consists of four levels of supervision:

### 1. INTENSIVE SUPERVISION

1 - face to face each week

2 - phone calls each week

1 - collateral\* each week

*The minimum time on intensive is 30 days.*

### 2. MAXIMUM SUPERVISION

1 - face to face each week

1 - phone call each week

1 - collateral\* each two weeks

*The minimum time on maximum is 60 days.*

### 3. MODERATE SUPERVISION

2 - face to face each month

2 - phone calls each month

2 - collaterals\* each month

*The minimum time of moderate is 90 days.*

### 4. MINIMUM SUPERVISION

1 - face to face each month

1 - phone call each month

1 - collateral\* each month

*The minimum time on minimum supervision is 90 days.*

*\*contact with a parolee's teacher, parent, therapist, counselor or volunteer.*

"To support and strengthen the leverage of community corrections officers, the criteria required for level I hearing sanctions will be simplified to include possible revocation for one major rule violation for youth who are a danger to self, others or others' property," Townsend added.

Sanctions will be progressive and will start at the community level. The Brownwood Sanction Unit will be the primary program for youth whose parole is revoked. \*

## Willoughby staff use creative methods

One of the hardest tasks in working with delinquent youth is helping them to understand and deal with difficult issues, ranging from abandonment to chemical and sexual abuse, often times perpetrated by members of the youths' own families.

One creative way the Willoughby House (the only halfway house in the TYC system whose whole population is female) confronts these issues is through the arts.

Through group processes, the treatment staff at Willoughby House utilize a wide variety of techniques to facilitate youths' understanding of the underlying reasons and patterns for their behaviors.

One technique is the use of a "Body Collage." The girls draw silhouettes of their bodies and fill them with pictures, drawings and words.

"These collages show an astounding amount of information about the youth and their self-images, all on a subconscious level," said Beth McCarthy, lead group leader.

For example, one 16-year-old had a distorted view of her family's value system. Verbally, she described her family being close-knit and caring; yet, her collage contained only two references to family, both on her shoulders (burden) and both facing outward (abandonment). "Only by seeing the images on the collage could she 'see' the reality of her family's values," explained McCarthy.

Another technique utilized at Willoughby House is sidewalk drawing. This gives youth the chance to express their value systems artistically. On a recent group exercise, the youth were given a specific area, divided into halves.

On one half, they were encouraged to design a picture that showed a value system or something that was valuable to them. On the other half, they designed a picture showing how their value system affects society as a whole. This led to an intense discussion about one of the value systems—"tagging" (graffiti). The girls were able, through positive peer discussion, to realize that this seemingly harmless activity does indeed cost innocent taxpayers money through decreased property values and increased insurance premiums. \*

## Education department opens schools, improves programs

### **35 percent of TYC students graduate or get GEDs before leaving**

The education performance data for FY 1995 was very positive, said Byron Griffin, superintendent of education.

Students at the agency's institutional schools increased their reading and math scores on standardized tests when compared to scores obtained in FY 94. A median month-per-month gain is calculated for all students who have pre- and progress-achievement tests in the fiscal year. In both reading and math, TYC institutional students gained 1.6 months of instructional growth per month of instruction.

The percentage of students age 16 or older reported as having passed the GED exam or graduated with high school credits prior to release from the institutions remained the same at 35% for FY 1995.

Parole youth who were released from a TYC institutional school had a higher percentage enrolled in educational programs and a higher percentage employed in 1995 than in 1994.

TYC schools continue with the competency based instructional program which was initiated several years ago and is apparently providing for student success. New TYC schools are opening as new facilities are being opened throughout the agency. Schools at Jefferson County State School, Brownwood Sanction Unit, and Marlin Orientation and Assessment Unit are now operational. Plans are currently being made for the school program at San Saba State School.

Newly appointed principals are Elaine Murdock at Jefferson, Val Hernandez at BSU, and Willie Williams at Marlin. A principal for San Saba is expected to be named shortly.

Texas Youth Commission schools are expecting approval of alternative campus proposal applications from the Texas Education Agency, said Billie Flippen, director of curriculum and instruction. This approval will officially recognize TYC institutional schools for accreditation purposes using performance indicators designed to reflect the needs of our students rather than following a public school model.

"Several years of effort have gone into requesting that TYC schools be recognized

as alternative education programs," she said. The passage of Senate Bill 1 which requires that alternative education programs be established by school districts statewide, as well as by the Texas Juvenile Probation Commission, has helped to accelerate the approval process.

Other new developments in the TYC institutional schools include efforts to implement a more systematic program for students preparing to take the GED test. A GED preparation course guidebook has been disseminated to all schools to assist with improvement of instruction of content as well as test taking strategies for eligible students.

Another course which is being strengthened is life management skills (LMS). All TYC students are scheduled for an LMS class before release because it covers skills which are considered essential for a successful return to the community. "Students in TYC institutions are becoming older and will be staying at TYC longer," Flippen said. "This means that the students are less likely to return to public schools and complete high school graduation requirements. TYC schools need to be responsive to the changing de-  
(continued on page 15.)

## RECOGNITION



*Sheridan Wingrove, right, additional duty safety officer of the Evins Regional Juvenile Center, was honored in September by the ERJC Fire & Safety Committee for his dedication and assistance to each member. Rick Rivera presented Wingrove with an acrylic desk plaque with a fireman's hat logo on it. Mr. Wingrove, south region business manager, has served the South Region as ADSO since November 1992. \**

## Governor visits Hemphill County juvenile boot camp

**G**overnor George W. Bush toured the Hemphill County juvenile bootcamp/detention center on October 6 accompanied by Secretary of State Tony Garza. Governor Bush was greeted by administrator Les Brown, who guided him through the squad bay and the education center, to the gym for a brief demonstration and out to the obstacle course under construction by the cadets.

The Hemphill County juvenile bootcamp, a TYC contract program, opened in March and is of interest to the governor, who had expressed a commitment to addressing the growing problems of juvenile crime. The facility, among the first in the state designated specifically for younger offenders, is patterned after the military bootcamp model.

Eight TYC cadets have graduated and received their GEDs: Lance Beaver, Derek Evans, Jimmy Nguyen, Oscar Oliveira, Gary Reed, Roberto Rivas, Sheron Terrell and Samuel Rivera. \*

## Education *(continued from page 14.)*

mographics of our student population and offer courses such as GED preparation and life management skills to meet their needs," she added.

The re-authorization of federal education laws has also prompted changes to the programs in the TYC institutional schools. Leann Bourque, federal program specialist, explained that new programs called "institution-wide projects" allow for expanded use of federal funds for education. She has traveled extensively this year to solicit input from staff, parents, and other stakeholders to plan for the new programs and explain them to school faculty members.

Overall, TYC educational programs are collaborating more with efforts at rehabilitation for youth in the institutions. Education continues to remain one of the four cornerstones of the "new TYC" to empower youth to successfully return from the institutions to the community and a productive life. \*

## Registration forms on sex offenders required

**T**wo laws passed by the 1995 Legislature, HB 267 and HB 1379, impose new sex offender registration requirements on youth committed to the Texas Youth Commission.

The sex offender registration program, which went into effect September 1, 1995, requires that registration forms be completed by TYC staff and forwarded to local law enforcement officials and to the Texas Department of Public Safety (DPS) prior to release of a sex offender to a program or placement in the community.

Youth adjudicated for sex offenses specified in HB 267 are required to report to local law enforcement to verify this registration data within seven days of arriving in the community.

Each time a youth adjudicated for a sex offense moves to a new community program location that requires a change of address, staff must update the sex offender registration form with appropriate law enforcement officials and youth must verify that registration information locally.

Information on the registration form is entered by the Department of Public

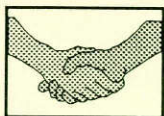
Safety in a statewide computer database. All information required on the sex offender registration form is public information except: (1) the registering person's photograph; (2) information regarding the registering person's social security number, driver's license number, numeric street address, or telephone number; and (3) information which would identify the victim of the offense for which a person is required to register.

The new law requires local law enforcement agencies to release public information in the database upon receipt of a written request, and it also permits the Department of Public Safety to release information to the public.

Under the new law, TYC has discretion on whether to release registration information. However, policy has been made that TYC staff will not release sex offender information from the Department of Public Safety database to the public.

Deputy Executive Director Sandra Burnam has issued a directive to TYC field staff to refer public inquiries concerning sex offender information to local law enforcement authorities. \*

## Peer mediation study approved at Giddings



The TYC Board has approved the inclusion of the Giddings State School as a pilot site for a peer mediation research study sponsored by the Texas Mediation Initiative of the Texas Attorney General's Office.

The study will involve the provision of peer mediation services by selected volunteer pre-release youth at Giddings to other volunteer youth selected for the study.

The pre-release youth will be trained in peer mediation services by staff of the Texas Mediation Initiative. Peer mediation will be used to resolve conflicts of the selected youth. David Shapiro, a psychologist at Giddings, will coordinate the study for TYC.

Giddings is one of nine schools in

Texas included in the study, with the other locations being high schools. Evaluation of the study will be conducted by Dr. Raymond Teske, a professor in criminal justice at Sam Houston State University.

Dr. Linda Reyes, TYC's Associate Director of Rehabilitation, indicated that the results of the pilot study will be strongly considered in deciding whether peer mediation should be used at TYC on a broader scale. \*

## Briefly noted ...

◆ Recent TYC retirees are **Linda Steen**, former superintendent at the Brownwood State School, and **Marilynn Dierschke**, Chief of Substance Abuse Services for the past five years. Superintendent of Education **Byron Griffin** will be retiring from TYC December 31, 1995.

## East Region holds health career workshop for youth

**T**wenty TYC youth, eight mentors, and Southwest Key Independent Living staff attended the East Region's first Health Career Workshop November 1 in the regional office.

Dr. Evelyn Scott, director of the Houston Allied Health Career Center, directed the workshop.

Some of the careers highlighted for the youth were chemical abuse counselor, dental laboratory technician, nursing assistant and optical technician. \*



*Carl Lewis addresses participants of the second annual Kirk Baptiste Key Olympics at the opening pep rally.*

## Carl Lewis addresses olympic crowd

**O**ver 200 youth and staff participated in the second annual Kirk Baptiste Key Olympics held at the University of Houston in July. Participants were from programs of the Southwest Key Programs, Inc. in Arizona, Texas and Puerto Rico. Southwest Key is a TYC contract program.

Youth participated in academic and athletic events including track/field and a basketball tournament during three days of activities. Carl Lewis, Olympic gold medalist, spoke to all the participants during the opening pep rally and at the awards

banquet.

Kirk Baptiste, Olympic silver medalist in the 200 meter who coordinated the activities, stated, "For many of the youth it was their first experience to visit a college campus and compete in a positive manner. The Key Olympics gives our kids a chance to experience new and positive situations. It shows them they can be successful and be winners."

Youth who placed in the events were presented their medals by Carl Lewis, Kirk Baptiste, and bronze medal winner Carol Lewis at an awards banquet. \*

## Community bids "farewell" to Corsicana fundraiser

**A** community-wide reception was sponsored for Rick White in Corsicana in appreciation for his community service. White, local H.E.B. manager for five years, recently moved to Virginia.

As an active member and past president of the community advisory council for the Corsicana State Home, White received TYC's 1992 Outstanding Volunteer Group award on behalf of H.E.B. Food Store #238.

Dolores Upshaw, Corsicana council chairperson, presented White with appreciation gifts during the reception. White was one of the council members to originate the Lucky Ducky Drive fund-raisers, and he has taken an active role in this annual event over the years. \*

## Home Builders and Giddings State School

**H**ome Builders Institute (HBI) and TYC have forged a productive partnership to give "at risk youth" a positive and successful road map to replace a life of crime.

HBI, the educational arm of the National Association of Home Builders, has recently started Project CRAFT (Community, Restitution, Apprenticeship, Focused Training) in cooperation with the Youth Commission.

Thirty youth from the Giddings State School will receive 750 hours of classroom and hands-on instruction in carpentry and other construction trades skills.

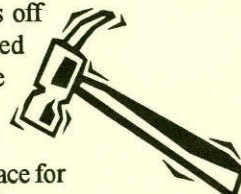
Students will learn construction skills by participating in community building and remodeling projects and renovating the facilities where they are housed — saving money that would otherwise have

been paid through tax dollars.

Upon completion of Pre-Apprenticeship Certificate Training, Project CRAFT graduates will be matched with employers offering career progressive employment opportunities. HBI has provided trades training to over 50,000 young people since 1967.

Martin Rangel, Giddings general construction trades teacher, serves as the HBI program instructor.

"The program is going well and students have a lot of enthusiasm," he said. "We have taken students off campus and assisted Lee County in the restoration of the old hospital to provide future office space for county officials." \*





## Bush speaks at Brownwood law enforcement appreciation banquet

A fish fry co-sponsored by Groner Pitts, the Brownwood "Mafia" and the Texas Youth Commission in Brownwood featured Governor George W. Bush as the guest speaker. The fish fry on Lake Brownwood was attended by over 500 people. The event honored law enforcement personnel. Employees from Brownwood State School and the Brownwood Sanction Unit were involved in set-up, clean-up, registration, catering and hosting the event. \*

## New initiatives developed in career technology education

The Texas Youth Commission institutional schools have several new initiatives within the career and technology (C/TE) component of the education department. "Career technology courses were formerly known as vocational courses," said Ron Foy, job placement coordinator for TYC. He explained that along with a new name, career tech at TYC is taking some exciting new directions.

An advisory board has been organized to help keep the TYC education department up to date on what jobs are available and what skills training the jobs require. "In this way, the schools can be sure that courses offered will be those which help students be prepared for the current Texas job market," Foy said.

Agency C/TE teachers are being encouraged to become certified in their field. Certifications are offered in various vocational areas through state and national organizations. Examples of this certification procedure are automotive service excellence (ASE) certification for auto tech courses, as well as the Texas certified nursery professional (TCPN) for horticulture classes. Students will be able to earn the certificates as well, and become more "employable" upon their release into the community.

Another new development in the career/technology department of the education department is being implemented at Giddings State School. A training program is being offered in conjunction with the Home Builders Institute, the educational arm of the National Association of

Home Builders.

Working with Giddings teachers and students, the program will train students in a variety of skills specific to the home building industry and will coordinate job placement and follow-up upon release. A coordinator for the program, Michael Davidson, has been hired and will work closely with Martin Rangel, the classroom teacher at Giddings. Students will earn a pre-apprentice certificate.

Finally, legislation was passed this summer to allow for industries programs to be developed in TYC institutions similar to the industries which operate in adult facilities of the Texas Department of Criminal Justice. An industry interested in operating at a TYC facility could become partners, with TYC furnishing the employees and the business furnishing the design and marketing of the product. Students receive pay as well as training and possible employment after release. Students can also pay restitution and family support expenses with money earned.

"The education department staff members who work with TYC career and technology education programs are pleased with all of the new initiatives that are being developed to strengthen our offerings and increase our capabilities to meet the needs of the students," said TYC superintendent of education Byron Griffin. \*

## Briefly noted ...

◆ Myrna Margowski has been placed in charge of supervision of all staff in the Fort Worth office during a reorganization of the North Region. She will also supervise the region's secure transportation team. **Allen Wallace** will supervise staff in the Dallas and Tyler offices.

◆ West Texas State School held its Fifth Annual Golf Classic in October at the Ward County Golf Course in Monahans. Proceeds go to purchase Christmas gifts for WTSS youth. **Kirby Rasco** served as tourney coordinator.

◆ The Gainesville Community Advisory Council held its third annual "Cookin' For Kids" chili cookoff in September at the VFW Post 1922. The CASI-sanctioned event began with a dinner and dance Friday evening, with the cookoff being held Saturday. The Gainesville Quality Improvement Group sold burgers and sausage, and the GSS staff musicians entertained.

◆ "Tee Off for Troubled Teens" was the theme for the sixth annual Austin volunteer council golf tournament chaired by Allen Golden.

Sixty-four golfers competed in the Florida-scrabble at Forest Creek Country Club September 30.

An awards barbecue followed the tournament. The three top four-somes won handsome trophies as well as rounds of golf at various Austin clubs and courses. Eighteen business firms each donated \$75 to sponsor the fund raiser. Numerous merchants donated gifts for "mulligan prizes."

Co-chair Ken Neeley reported proceeds of \$2,265 at the October meeting.

TYC youth in the Austin area will benefit from the event. \*

# HUMAN RESOURCES

## EEO, sexual harassment, non-discrimination policies reaffirmed

In a special memorandum in September, Executive Director Steve Robinson reaffirmed that the Texas Youth Commission is committed to the intent and the spirit of Equal Employment Opportunity and its applicable laws.

"It is the policy of TYC that all employees should be able to enjoy a work environment free from all forms of discrimination," he said. "Our affirmative action plan is a guide to recruiting, hiring, developing, promoting and retaining qualified individuals who can deliver quality services," he said.

"Our commitment is unwavering."

TYC evaluates individuals on job-related factors and will not discriminate against any employee or applicant for employment because of race, color, religion, sex, age, national origin, disability, or veteran status, he said.

"Racial ethnic remarks or slurs will not be tolerated. Sexual harassment is not allowed."

Unwelcome sexual advances, requests for sexual favors and other physical, written or spoken conduct of a sexual nature constitutes sexual harassment when it is made a term of employment or when the submission or rejection of such conduct is used as a basis for employment decisions.

Sexual harassment also includes repeated and unwelcome physical, written or spoken conduct by either a supervisor or any fellow employee that substantially interferes with an individual's work performance or creates what a reasonable person would consider to be an intimidating, hostile or offensive working environment.

Prejudice, intolerance and insensitiv-

ity to employees' diverse experiences and backgrounds will not be permitted.

"Discriminatory behaviors are unlawful," he said. "I expect all employment and employee relation decisions to be based on fairness and Equal Employment Opportunity laws and guidelines."

Any employee who believes that she/he has been discriminated against or has been harassed on race, color, sex, age, religion, national origin, disability, or veteran status should immediately report it to management, the equal employment officer, or the director of human resources.

"We encourage employees to freely report such incidents to any or all of these people," Robinson added.

"You may also file a Statement of Grievance (in accordance with PRS.35.05) reporting the alleged discrimination or harassment. Such reports and complaints will be investigated thoroughly and in a timely manner. Corrective action will be taken against the offender(s) if the complaint has merit.

"Employee productivity depends on how well people work together; a respect for and acknowledgment of the wealth of experiences and education possessed by each employee of the Texas Youth Commission goes a long way in having a workforce that is effective and efficient. We all must do our part.

"EEO laws have been designed to guarantee that all people are given an equal opportunity to work and to advance in their work, as does our policy.

"This policy is more than just a matter of legal compliance; it is our philosophy," Robinson concluded. \*

## Central Office health coordinator selected

Charlene Laramey, former director of the Chronic Disease Prevention Division of the Texas Department of Health, has been named Health Services Coordinator, replacing Sandra Ferrara who resigned in July to work with the TYC's managed health care contract agencies.

Included in her 24 years of community health and program administration experience are positions with the Texas Department of Human Services as a program analyst and program specialist, and a position with the Austin Independent School District as special projects nurse.

She has also worked as a public health nurse for Austin-Travis County Health Department.

Laramey holds a BS in nursing from Texas Women's University and an MSSW from UT-Austin. She is a registered nurse and an LMSW-AP. \*

## 'Staff Services' now known as Business Services Division

The Central Office Staff Services department has been reorganized and renamed the Business Services Division.

"This title more accurately reflects the purpose of the reorganized division and the new focus of supporting the business operations of the field vs. the more central office focus of 'staff services,' said Ron Arnett, director.

The reorganization eliminated the Electronic Document Center (EDC). An additional staff services officer, a purchaser, and a purchasing assistant position were added. \*

## Bonner receives national award

At the National Association of Juvenile Compact Administrators (AJCA) Annual meeting last August, Donna Bonner, Deputy Compact Administrator for the Texas Youth Commission and the State of Texas, was awarded the William L. Frederick Award.

The William L. Frederick Award, a prestigious award within the AJCA, is named after the first Secretariat of AJCA and an employee of the Council of State Governments. He believed in the need for the Compact and encouraged numerous states' ratification, appearing before many state legislatures to lobby for passage.

Bonner has served the association as an executive board member, vice-president, and in 1995, as president.

She has chaired and served on many committees including Rules and Regulations, Mediation Panel, Public Relations, Mission Statement, Strategic Planning, Legal Issues, Job Descriptions, Manual Revision, Mexican Border Project, Automation, and Nominations. Through Bonner's leadership, the AJCA rules and regulations were formulated and adopted in August 1992.

She was a co-presenter at the 22nd National Conference on Juvenile Justice, AJCA Workshop entitled "Sex Offenders Crossing State Lines." Further, Donna was instrumental in designing and creating the AJCA exhibit booth that was unveiled at this national conference.

She designed and created the AJCA newsletter in 1994 and continues to write articles for this publication. Donna made a presentation at the 1993 annual meeting regarding the Interstate Compact Total Quality Management project. In 1992, she hosted the annual meeting in Austin.

Texas enjoys the unique distinctions of having had the most William L. Frederick Award winners within the Interstate Compact on Juveniles (ICJ). Bonner joins three other Texas award winners: Clint Kersey, 1975; Mickey Waite, 1980; and Joye Robinson, 1989. \*



Donna Bonner, left, receives William L. Frederick Award.



Victims of Violent Crime, Emma Joe and Herbert Snyder of Beaumont, were honored at the Crockett appreciation banquet with a plaque presented by caseworker Steve Macias, left. The couple has been involved in victim empathy programs with Crockett youth.

## Crockett banquet recognizes law officers, volunteers, contributors, victims

"Making a World of Difference" was the theme October 17 for the annual recognition banquet at Crockett State School.

Speakers included Frank Minton, director of the Houston County Learning and Development Center, whose hilarious, witty presentation about life in Houston County ended on a serious note of expressing appreciation for the work done by local law enforcement officials, volunteers and financial contributors, and the cooperation each group provides in making a difference in the lives of both victims and offenders.

State Senator Jim Turner also extended his appreciation to the honorees from each of the organizations represented.

Bobby Bowlin, president of the Hous-

ton County Law Enforcement Association, accepted a plaque of appreciation from Rey Gomez, Crockett superintendent, and a check from Bill Hyman, community advisory council member.

Crockett Police Chief Jimmy Fisher was recognized for his leadership in developing programs which benefit the area's youth.

In turn, the Crockett law enforcement association presented a plaque to volunteer coordinator Virginia Lewis and the institution for their support of local officers.

Thomas Ann Hines, chairperson of People Against Violent Crimes, accepted a plaque from Gomez for their victims' empathy program at the school.

(continued on page 21.)



## McKenzie receives incentive award

*Glen McKenzie, central office program administrator for the department of institutions, was presented a certificate of achievement by executive director Steve Robinson from the Texas Incentive and Productivity Commission. McKenzie worked in collaboration with the Texas Department of Criminal Justice to design a special vest for TYC and TDCJ employee protection. Due to this effort the TYC and TDCJ employees now have increased safety and both agencies benefited from discounts available through the bulk purchase of vests. A total of \$305,865 was realized in cost savings to the State of Texas. Because of these savings, a percentage of this cost savings was returned to TYC to be used for merit awards to employees. McKenzie also received a \$2,500 cash award.*

## Kudos...

◆ **Linda Ross**, North Region Director, has been invited to speak to the Juvenile Crime Interagency Coalition for the City of Denton on the subject of "Juvenile Justice Reform."

◆ **Maria Ruiz**, volunteer coordinator for the West Region, has been appointed to the Advisory Council for the Foster Grandparent Program. Ruiz also completed a five month Leadership Development Training Program sponsored by the El Paso office of the Mexican American Legal Defense and Education Fund (MALDEF).

◆ **Ron Session**, community corrections officer in Dallas, spoke at the youth in crisis community awareness program in Gilmer and Big Sandy, Texas on September 26, 1995. The theme was early intervention as a means of prevention. \*

## Council sponsors parent conference

**T**he East Region Parent Support Group held its annual parent conference in September at the Northwest Community Baptist Church in Houston. The group provides information, support, and education to families who have a child in the Texas Youth Commission system.

The theme for this year's conference was Changing Course: Rebuilding the Family. The participants attended such workshops as Effective Parenting in the 90's, Step-Parenting, and an Update on Gangs.

State Representative Jessica Farrar was the keynote speaker. Representative Farrar praised the parents for coming out and looking for alternatives for rebuilding the family and the Youth Commission for promoting family involvement. \*

## Tenure and safety awards presented in Corsicana

**T**he annual tenure and safety awards presentations program was held on the Corsicana State Home campus.

Superintendent Chester Clay Jr., and Melanie Hardeman, human resources officer, presented tenure awards.

Those who received plaques were Lynn Weems, 25 years; Melanie Hardeman, Jane Smith, Chester Clay, Jr. 20 years; and David Farr, 15 years.

Ten-year awards went to Dr. Dave Campbell, Patsy Hart, Callie Strain, Emmaline Gonzales, Joann Green, Don Owen, Linda Smith, Birdell Tolliver, Esther Boyd, Eddie Leaks, Thelma Neal, Joe Brown, Pam Molatch, and Terry Thomas.

Five-year tenure awards were presented to Lucy Floyd, David Hawthorne, Greg Ardister, Scott Jessie, Linda James, Curtis Burke and Telvin Newson.

John Hopkins, business manager and safety officer, presented safety awards to staff. Receiving recognition for 15 years of safety was Chester Clay, Jr.

Ten-year safety awards went to Ramon Gonzalez, Phyllis Ochs, Jane Smith, Rauslyn Canady, Joann Green, Eddie Leaks, Pam Molatch and Linda Smith.

Five-year awards went to Greg Ardister, Esther Boyd, Lucy Floyd, Emmaline Gonzalez, Roy Davenport, Lovie Massey, Patricia Mitchell, Alma Reese, Elwyn Rhodes and Birdell Tolliver.

\*

# Coming soon...

New opportunities for software training!

Coming soon in the new training laboratory at the Corsicana Training and Conference Facility.

Watch for opening announcement in January 1996!

## South Region employees honored

**T**YC's South Region honored four employees for their dedication and loyalty to the Texas Youth Commission and their respective work locations.

Michael D. Metzger, ERJC educational; Martini Martin, ERJC security; Diana Prado, ERJC Dorm I; and Jesus Franco, Valley Halfway House, were presented certificates of commendation by Doris Davila, superintendent of the South region and Sheridan Wingrove, ERJC additional duty safety officer, at the September fire and safety committee meeting held at the Evins Regional Juvenile Center in Edinburg.

The ERJC fire and safety committee honored four committee members for excellence. Carlos Garza was honored for the second year in a row for excellence in completing weekly inspection and fire drill reports. New members recognized were David Guerra, administration; Eddie Alaniz, warehouse; and Raul Arredondo, family center.

Two employees were honored with certificates for the 100% completion of six-month safety inspections in their respective departments. These employees are Bengina Worley, regional assessment, and Juan Gonzalez, security. \*

## Agency leadership maintains focus on tactical objectives

**D**uring the recent executive administrator's meeting held at the Texas Tech University Center in Junction, several team leaders presented briefings on the current status of 31 of our active agency tactical objectives that appear in the TYC action plan. (The tactical objectives were reprinted in the September, 1995 edition of the *TYC Journal*.)

Briefers described the major actions required to achieve their assigned objectives, major accomplishments and milestones met to date, major problem areas and how they are being resolved, resource issues and schedules for critical activities remaining to complete the objectives.

Most tactical objectives are on track, with a few already completed. The executive committee closely reviewed objectives that deal with: (1) additional capacity, especially where new facilities and programs are being opened, such as Marlin Orientation and Assessment Unit, Jefferson County State School, Brownwood Sanction Unit, San Saba and the Victory Field Boot Camp at Vernon; (2) major changes in community programs, especially parole and aftercare restructuring, conservation camps and contracting issues; (3)

programs for mentally retarded and gang youth; (4) efforts to implement the 16-hour day structured around the four basic program components; (5) changes to the assessment and placement processes; (6) resocialization core treatment implementation agency-wide; (7) new vocational training opportunities under Project Rio and an Industries Program; (8) policy and procedures related changes brought about by the new sanctions and sentencing legislation; (9) cooperative and joint initiatives with TJPC and TDCJ directed by the Legislature; and (10) management information systems and data control.

A revised version of the TYC action plan is being published to reflect the most current status of each agency tactical objective. The action plan represents the agency road map for the next 18 months. Agency administrators were encouraged to keep familiar with this plan and help keep the agency focused on completing all of these very important high priority projects on time.

The agency will continue to conduct formal status reviews of the tactical objectives on a quarterly basis. \*

### Crockett (continued from page 19.)

Mr. and Mrs. Ramiro Romo received an award for being the outstanding religious volunteers for the institution. Northwest Community Baptist Church of Houston and St. Francis of the Tejas Catholic Church were honored as the outstanding religious groups.

Other awards went to Dianne Graham, Lou and Kathy Hollis, Allan Ray, Jerri Warner, Anthony Wilson, Crockett ISD, Houston County Chamber of Commerce, and the following staff volunteers: James Berry, Charisse Conley, Gary Farek, Terry Guinn, Carol Hacker, Kevin Henderson, Sheldon Henderson, Gary Johns, Carolyn Johnson, Rodney Jolly, Johnny Lockhart, Lou Luzzader, Steve Macias, Kyle Pendergraft, Nelda Simon, Robert Thompson, Carol Wells and Elouise Wooten. \*

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## YOUTH SPOTLIGHT



*The Giddings Indians finished the year with a 7-1 winning record.*

### Giddings holds football banquet

A football banquet held for the Giddings State School Indians, November 6, 1995 concluded one of the most successful seasons in the history of the program. The Indians finished the year with a 7-1 record, crushing the Bryan Viking Junior Varsity Football team by a score of 40-7.

Guest speaker was Rich Spencer, an all-state athlete at Lexington High School who went on to play for Texas A&M University. Following college, he served as Athletic Director at Lexington and currently teaches and coaches there.

Assistant Superintendent Stan DeGerolami introduced Sandy Burnam, Deputy Director of TYC, former Superintendent at Giddings and #1 fan of the team. Ms. Burnam congratulated the team on a great season and thanked the many staff and friends of Giddings who, each week, volunteered to provide supervision and support so the team could go off campus.

Coach Lester Ward and Sandy Burnam presented trophies to each player and plaques to team supporters. Other coaches are Benjamin Smith, Claude Matthis, and Tony Francis. \*

### Willoughby House girls volunteer in community

**W**illoughby House residents have been extremely busy providing services to the Tarrant County community.

In July the girls adopted Arlington Heights Nursing Home. Since then, they have spent many hours providing bingo, crafts, fingernail painting, grooming hair and decorating the Home for the Home's favorite team — the Dallas Cowboys.

The girls also provided a party for the children of St. Theresa Children's Home. They purchased all refreshments in addition to hosting the party. To earn the money for the children's party and to purchase bingo gifts, crafts and decorations for the nursing home residents, the girls had a garage sale and two car washes.

In addition, Willoughby House adopted three miles of Hwy. 80 and White Settlement Park, both located in the community. The girls have cleaned the highway once each month and the park twice a month during baseball season. They also participated in the clean-up of Camp El Tesoro, a Camp Fire Girls' Camp.

They also volunteer as a group and individually for several other organizations in the community. All girls spend one Saturday a month working at Loaves and Fishes food bank, and several also volunteer there during the week.

The girls do volunteer work on an individual basis at R.D. Evans Community Center and the St. Theresa Recreation Center.

In May, flyers were distributed in the Willoughby House neighborhood offering to do yard maintenance for elderly families. Since June, the girls have done six individual yards and a church yard each month.

The girls have recently taken on the responsibility of helping with the terminally ill at Huguley Hospice Care. \*

## Schaeffer House residents involved in volunteer projects

Schaeffer House (El Paso) residents have been involved in countless community service projects for the past six months. Nine youth participated in the cleaning of the entire police department parking lot in downtown El Paso. All three floors were cleaned of dirt and debris.

A partnership was developed with Templo Cristiano El Valle in the town of Canutillo, Texas when their church was gutted by fire. Residents volunteer their services every Saturday and again on Sunday when they attend church services and interact in church sponsored pot lucks and basketball and baseball games.

On October 7, six Schaeffer House youth joined 500 citizens from throughout the El Paso community for the 1st Annual El Paso Pride Day sponsored by the El Paso police department. The event was organized to create and foster an environment of understanding and communication among the citizens of El Paso and its po-

lice officers. Participants worked on graffiti removal and other cleanup projects.

On October 28, Schaeffer residents joined Anthony Mayor Art Franco and concerned Anthony area citizens in a day of volunteerism to improve the overall appearance of their city through cleaning up the city park and removing trash and debris as part of the nationwide "Make a Difference Day."

### Major recognizes youth

Schaeffer House youth were recognized for their community service with a plaque of appreciation presented October 10 by Mayor Art Franco and the city council of Anthony, Texas.

Also recognized for their contributions were Schaeffer House staff members Javier F. Reza and German Avila, both of whom accompany youth on this community service project. \*

## Corsicana job fair held for students

The Corsicana State Home education department sponsored a campus Job Fair in October, under the direction of teacher Don Harvey.

Community representatives made presentations to the state home students to help prepare them for community jobs after their release.

Sergeant Kelly Berry, Texas National Guard Recruiter, and a Corsicana Community Advisory Council (CAC) member, spoke to the students about recruitment into the armed forces.

Rob Franks, Technical Preparation Director for Navarro College, talked to the students about how to get into college with a G.E.D.

Clyde McClatchey, TYC education liaison for the North Region, provided information to students on re-entry into the public education system after they leave a TYC institution.

Sue Moreno, Director of Human Resources in the Corsicana Super K-Mart store, attended with Ed Bushak, store director and Corsicana CAC member. Moreno spoke to the students on appropriate interviewing skills as well as necessary skills needed for retail work. Linda Coleman, representing the Texas Employment Commission, provided information on TEC services.

Also speaking was Clare Taylor, owner of Taylor Institute of Cosmetology.

Billy Jacobs with TYC's Project RIO (Re-Integration for Offenders) told students how that program helps with job preparation and placement.

Students age 15 and older attended the Job Fair. \*

## Cottrell House hosts victim's empathy conference

Cottrell House staff and students hosted a youth victim's empathy program on September 9 at the facility, located in Dallas. Approximately 100 youth and sponsors from the Dallas-Fort Worth area, representing different community programs, attended.

The morning event consisted of essays from youth on victimization, both perpetrators' and victims' perspective, written by Cottrell House youth. The afternoon program was attended by numerous other groups. Guest victim's panelist was Mrs. Diana Broadus.

Broadus' son Reginald, who was an honor student at Texas A&M University, was in Dallas for the summer, ironically enough working with at-risk youth. He was kidnapped at gunpoint and taken to a vacant field and executed along with his friend, Christal Miller, also of Texas A&M University.

The Broadus family has since become involved in victims' programming, with emphasis on youth. They are co-founders of Dallas-based Mothers Against Teen Violence.

Follow-up behavior groups were held throughout the week by Cottrell House treatment coordinator, Robert Louis, to reinforce feelings of victims awareness and empathy with TYC youth.

Similar programs have been held at Cottrell House for over four years. \*

### Briefly noted ...

◆ Linda Ross, North Region director, appeared on Young Country - KYNG radio October 22 on the public affairs show "Outlook" with Todd Caruth. Ross was interviewed, along with Ann Ramsbottom, director of education for the Society for the Prevention of Cruelty to Animals of Texas, on the connection between animal abuse/child abuse/domestic violence/delinquency. \*

## TYC youth contribute 35,000 volunteer hours

The summer months were productive for youth in TYC halfway houses and contract care.

Youth volunteered their time and energies in nursing homes, food banks, homeless shelters, the Salvation Army, and hospitals.

"They have built trails in state and federal recreation areas, adopted city and county parks for routine cleaning and maintenance, painted fire towers, and maintained equipment, boats and buildings in the J.D. Murphree Wildlife Management Area," said Cherie Townsend, Director of Community Services.

Altogether, youth in halfway houses, the Gulf Coast Trades Center Conservation Corps, and the American Marine Institute, CT-11 program, completed over 35,000 hours of service to local communities during the summer.

Back in May 1995, Townsend set a goal for community service programs to contribute 10,000 hours of meaningful

community service to local communities.

This challenge was picked up by the halfway house system and the CT-11 and conservation corps programs. "The positive experience youth and program staff had this summer is evidenced by the overwhelming response from the community," Townsend said.

Many community organizations and municipalities have requested to have a long term community service relationship with halfway house programs. In response, halfway houses have incorporated a community service requirement into the basic program plan for every youth they serve.

"Community service has instilled a sense of restitution in our youth that is consistent with TYC goals and expectations. Communities seem to be seeing these youth in a positive light for the first time. What started as a summer project is now a permanent and integral part of all community service programs," Townsend added. \*

## Schaeffer residents re-route continental divide trail

The wilderness experience program begun at Schaeffer House in October 1994 continued to provide residents with outstanding educational and recreational outings. Most recently, Schaeffer residents embarked on a service trip to the Continental Divide national scenic trail in the Gila National Forest in southwestern New Mexico.

The trip was led by El Paso community resource council member Richard Rheder, along with Mario Ruiz and Sierra Club's inner city outings volunteer Trish Puentes.

Youth participating in this trip were Greg Garcia, James Grimes, Charles Johnson, William Jones, Shawn Martinez, Jose Perez and William Wallace.

Their project involved re-routing a portion of the Continental Divide trail. \*



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