

93-278  
SEP 10 1993

# Texas Youth Commission Journal

News and Information from throughout the Agency

June 1993, Summer Issue

**"Our interest here is in changing how we manage, and that is our commitment. I am interested in internally making this a better agency to serve our employees and better serve our customers, and primarily those are our youth."**

**- Ron Jackson  
Executive Director**

## The TYC "Quest For Excellence" has begun!

In June, 1992, TYC engaged in its "Quest for Excellence." This quest encompasses all systems, processes, and services, with actions directed toward ways to improve the quality of all services for our youth and one another. In mid-August, 97 Process Improvement Teams (PITs) were formed across the Agency. The Process Improvement Team is the basic building block of Total Quality Management. The recognition that

employees know their jobs best, and are ideally suited to identify and make improvements, is the basic concept behind the PIT. These PITs constituted groups of five to eight people, chosen to address a specific opportunity for improvement within their department. The specific opportunities ranged from improving cafeteria food service, to improving orientation for our parents and volunteers.

*Continued on page 9*

### Today's Sections

Legislative Lines.....	1
People and Places.....	2
Program Update.....	4
Cultural Events.....	8
Youth Spotlight.....	10
Employee Focus.....	11
Human Resources.....	12

*We hope you enjoy this first issue of the TYC Journal. All agency newsletters have been combined into one publication. The Journal will be published quarterly.*

## LEGISLATIVE LINES

At its January meeting, the Texas Youth Commission Board endorsed four legislative initiatives for the 73rd Regular Session of the Texas Legislature. Of primary importance was a proposal to remove the Youth Commission from the list of agencies under the administrative structure of the Texas Health and Human Services Commission. Senator John Montford and Representative Mark Stiles are the sponsors of this proposal. The Governor has signed this proposal. Effective September 1, 1993, the Youth Commission will remain an independent agency

under the auspices of the Health and Human Services Commission.

The Board also supported the proposal introduced last session that would permit the payment of a hazardous duty supplement to certain TYC employees. Senator Jim Turner and Representative Mark Stiles sponsored the legislation. Having passed both Houses and been signed by the Governor, the bill will take effect September 1, 1993, and authorizes hazardous duty pay to eligible employees to the extent funds are available.

*Continued on page 9*



## "Unity" and "Awareness" result in food for the needy

A cooperative effort between the Brownwood State School's Intercultural Awareness Task Force and the Unity Committee of the State-wide Reception Center culminated in a delivery of several cases of food to the Sunset Mission in Brownwood.

The project was initiated on World Food Day, October 16th by the Intercultural Awareness Task Force, chaired by Desi Cohn.

Chairing the BSS food drive were Lela Henderson and Hilirine Lockhart. Wanda Rainey, Unity Committee chair, headed the SRC drive. The Sunset Mission, an interfaith ministry, will distribute the food to needy families in the community. The Intercultural Task Force selected the Sunset Mission project because of its focus on helping families of all ethnic backgrounds. ★



Left to right: Joe Gambino, Craig Sullivan, Desi Cohn, Lela Henderson and Wanda Rainey.

## PEOPLE AND PLACES

### Ducks Raise \$7,000

The Corsicana Community Advisory Council raised more than \$7,000 with its "Lucky Ducky Dive" to begin a fund to repair the Corsicana State Home's existing swimming pool and enclose it for year-round use.

Council members, staff and community residents "adopted a duck" for the bargain price of \$3/duck, or \$5/two ducks. Each duck was numbered and placed in the swimming pool. "Celebrity divers" Corsicana Police Chief J.J. Ryzman and KAND radio personality Wendy Jewel plunged into the pool and brought up the lucky ducky, enabling the holder of the correct number to win one of many prizes donated by over 30 merchants.

The Family Tree	Holmes Photography	Carl White Chevrolet
Noblett Electric	NationsBank	Cooper's Shoes
High School Cleaners	Herod's Radiator & Electric	Miller Brothers Industries
Wanza's Boutique	Merle Norman Cosmetics	Beaton Pharmacy
Hand's Furniture	The Sandwich Shoppe	The Courtyard
Holiday Inn	Pizza Warehouse	The Back Porch
M. Evans Jewelry	K-Mart	P&S Pharmacy
Movieland	Cason's Flowers	Victorian Sample
McKee Lumber	Golden Hairpin	Cassady's Hair Carousel
Navarro Pecan Co.	Wolf Brand Chili	Warehouse Living Arts Ctr.
Corsicana Daily Sun		

The grand prize was a trip for two to Las Vegas, won by Lorna Hoffman. Other top prizes included a 13" remote control TV donated by Wal-Mart, a VCR donated by the K-Mart Distribution Center, a microwave oven donated by Cotter & Co., and a \$100 Savings Bond donated by Bank One.

Rick White, H.E.B. store director, was chairman of the event, Billie Carroll was co-chair, while CAC chairman Charles Barnaby and member Sylvia Bonin organized door prizes.

A barbecue dinner and dance were held following the "dive." ★

### North Region Staff Get Involved

Carl Williams, Ft. Worth case manager, started a tutorial program in which Texas Women's University graduate students tutor African-American youth. This program targets kids in Section 8 housing with low SAT and TAAS scores and went into effect in February 1993.

Williams has been asked by TWU to give a presentation to junior/senior level education students about classroom management with inner-city youth, as the current curriculum does not address this issue. He will also give the presentation at the annual Texas Education Agency's professional improvement conference in the spring of 1993.

James Bryant, YAS II at Dallas House, has been heavily involved in Hoop-It-Up in Dallas and was recently named national chairman for the summer Hoop-It-Up. Through Bryant's leadership and effort, he has received grants to purchase breakaway basketball goals for Dallas House and hopes to receive more funds in the future to finance equipment purchases for the halfway house. ★



## South Texas food staff mobilized for Desert Storm

All Food Service staff members in the South Region were recently recognized for their participation in the Desert Storm Surplus Food Utilization Program, according to Regional Business Manager Sheridan Wingrove. ERJC Food

Service staff recognized for their achievement were Yvonne L. Trevino, Eudelia Guerrero, Ramiro Molina, Norma LaCount, Leticia Morales, and David Diaz.

Food Service personnel in the three halfway houses in the South

Region also participated in using the military food commodities. Recognized for their work were David Rodriguez, Beto House; James Salazar and Reginald Villarreal, Valley House; and Willie Mae Roland and Bernice Thomas, Nueces House.

All received achievement bonuses for using the Desert Storm surplus foods. When awarding bonus checks Wingrove said, "We congratulate the South Texas Food Service staff for their 100% participation in the project. Through the concerted effort of Support Staff and Food Service Staff throughout the state, the agency's savings were in excess of \$225,000." ★



ERJC Food Staff (left to right): Yvonne Trevino, David Diaz, Eudelia Guerrero, Norma LaCount, Ramiro Molina and Leticia Morales.

## Pyote's loss is Brownwood's gain

**"I've stayed here longer than I've stayed anywhere in my adult life."**

Twenty-eight year U.S. Army veteran Walter Stanton of Pyote concluded nine years at the West Texas State School and assumed the duties of Director of Food Service at Brownwood State School and Reception Center.

Stanton had significant impact upon the campus and Monahans community. On campus he developed a Food Service Apprenticeship Program for students and introduced ethnic menus for Black, Hispanic and Oriental youth. Walter wanted "to give each group a taste of home," he explained.

His cuisine at Superintendent's Monthly Luncheons pleased law enforcement officers, ranchers, clergymen, community advisory council officers and WTSS staff and spouses.

Walter collaborated with business manager Richard Biggs, maintenance director Ken Cook, and social services administrator Joe Rickey to provide barbecue for annual 4-H sales and WTSS Golf Classic.

His introduction (with Chaplain Gary Wallace) of the Annual WTSS Chapel Fund Golf Classic at Ward County Golf Course was a natural for the "frequent flyer" on local greens.

Stanton served three tours in Vietnam. He was a Survival Instructor at the Non-commissioned Officer Academy and a Platoon Sergeant. He served in England,

France, Germany and Korea as well as Vietnam.

Stanton said, "I'll be back with three more ringers to the WTSS Golf Classic this coming spring in Monahans." ★

### TYC JOURNAL

published quarterly by  
TYC CENTRAL OFFICE

#### Editorial Board:

Janice Longridge  
Karen Collins  
Joan Timmons  
Rita Torres  
Judy Meador

#### Reporters:

Beverly Rawlings, BSS  
Kim King, SRC

Melanie Hardeman, Corsicana  
Thomas Phillips, Crockett  
Jo Lockhart, Gainesville

Bill Bradbury, Giddings  
Rod Peacock, WTSS

#### Desktop Publisher:

Cynthia Park  
Trudie Asbury, W. Reg.  
Kaycee Cannon, N. Reg.

#### Executive Director:

Ron Jackson  
Denise Kennedy, E. Reg.  
Mario Garcia S. Reg.

News items can be submitted to:  
**Texas Youth Commission**  
**Electronic Document Center**  
P.O. Box 4260  
Austin, Texas 78765



## New approach to chemical dependency treatment

While treatment of chemical dependency generally facilitates the recovery process, relapse rates during the year following treatment may be as high as 60-80%. An innovative electroencephalogram (EEG) biofeedback treatment for chronic alcohol and drug abuse has been developed by Eugene Peniston, Ed.D., VA Medical Center, Bonham, Texas and Paul J. Kulkosky, Ph.D., Psychology Department, University of Southern Colorado, Pueblo, Colorado. Four years after treatment, 80% of the chemically dependent clients who have learned control of alpha and theta brainwaves through biofeedback have remained abstinent.

Furthermore, the clinical application of brainwave training also produces fundamental changes in alcoholic personality variables which may underlie the sustained prevention of relapse.

Since the 1940's, many alcoholics have been observed to have a neurophysiologic signature of increased beta brain rhythm activity which is associated with decreased alpha-theta brain rhythms when eyes are closed. Most normal individuals have increased alpha rhythm and decreased beta rhythm with eyes closed. EEG brainwave training appears to be related to learning deep central nervous system quieting which alters physiologic

functioning in positive ways. For reasons not entirely clear, a number of brainwave-trained alcoholics have subsequently been unable to tolerate alcohol intake without becoming acutely ill. With this response to training, the clinical outcome usually is abstinence. Two programs in Texas, an adult probation department and a cocaine treatment program, are using biofeedback training with similar results.

TYC will pilot an EEG biofeedback training program in conjunction with the CD Treatment Program at Giddings State School. The Texas Commission on Alcohol and Drug Abuse funded

---

## PROGRAM UPDATE

---

### United Way Campaign a big success

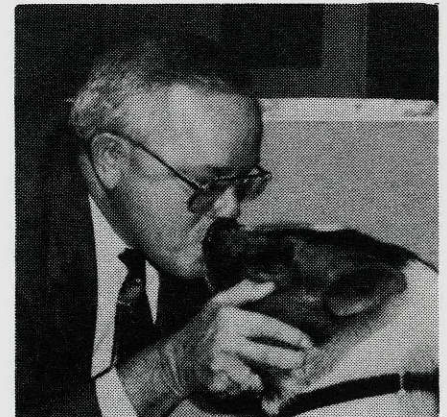
The Central Office United Way Campaign was a huge success this year. Fun was had by all at the "Kiss the Pig" contest. Watching "Pork Slop" Franks and "Ham Hocks" Lindgren pucker for the porker was a sight to see!

The "Rock Bottom" volleyball team hit top by winning the United Way Volleyball Tournament through single elimination.

The United Way Live Auction was a hit! The event proved to be very entertaining with help from TYC's own auctioneer, Alan Steen.

Thanks to all of the participants and supporters who went the extra mile to help make this year's campaign such a success. ★

*John "Pork Chop" Franks (right) and Jay "Ham Hocks" Lindgren (below) each take their turn kissing Dottie.*





## **New Approach** *continued*

the purchase of the equipment and a staff position to conduct the training. A rigorous evaluation of the biofeedback program will be conducted to determine the effectiveness of the procedure with chemically dependent TYC youth. The treatment will include EEG mapping of brainwaves and other testing to establish baseline data; skin temperature pretraining; constructed visualization training; brainwave biofeedback training, assessment of psychosocial changes and follow-up. The treatment takes 40-60 days, one hour a day, five days a week. ★

## **TYC offers substance abuse and prevention programs**

Substance abuse is a subject faced daily by TYC care providers. TYC provides chemical dependency treatment to 176 youth daily. Treatment programs include 72 beds at Gainesville State School, 40 beds at Brownwood, 36 at Giddings and 32 beds in a therapeutic community under a contract exclusively for TYC youth with Daytop, Inc. at Bellville. Youth receive 15 hours of chemical dependency education, individual and group counseling, physical education and recreation weekly in addition to school. The SSA's are Michele Corner, Gainesville;

## **Schaeffer House wins compliance award**

Congratulations are in order for Schaeffer House as the first recipient of the Title IV-E incentive fund. This fund was established by Executive Director Ron Jackson to reward Halfway House programs who go above and beyond in complying with Title IV-E mandates. Because Title IV-E mandates are so close to our own case management standards, the incentive fund reward was based on the excellence of case management for the Halfway House IV-E population.

Schaeffer House Staff were trained in Title IV-E requirements last September. They began being monitored for compliance in November. During the six month period from November to April, they maintained a 95% compliance rate with TYC case management standards. They will receive \$2500 to be used for recreational outings and/or supplemental services for youth in their program. Again, congratulations Schaeffer House, job well done - keep up the good work!! ★

Bobbie Todd, Brownwood; and Tom Slocum, Giddings. All caseworkers and the SSAs are required to be licensed chemical dependency counselors. (LCDCs). In addition to meeting TYC standards, the programs must also meet licensure standards of the Texas Commission on Alcohol and Drug Abuse for adolescent residential treatment programs.

This year TYC will employ two licensed chemical dependency counselors at the Statewide Reception Center to conduct screening of all youth to determine their level of involvement with substances of abuse and to conduct in-depth chemical dependency assessments with youth who screen as *potentially* chemically dependent. Carolyn Green, LCDC, fills one position; the other position is in the process of being filled.

TYC received a grant from the Criminal Justice Division of the Governor's Office to conduct a

prevention project with siblings of TYC youth in Central Region. Two prevention counselors will train TYC youth who are in successful recovery to facilitate education groups for siblings and other neighborhood youth in an attempt to prevent experimentation or further progression into substance abuse. The project will take place in Austin and San Antonio neighborhoods which have a high concentration of TYC admissions.

Three CD Specialists (CDS) are employed by TYC to provide training, technical assistance, and case consultation to primary service workers on how to handle youth who have substance abuse problems, require treatment, or are in recovery. Gene Edwards is the CDS for the northern portion of Texas; Hal Kelly, the eastern portion; and Lee Gustafson, CDS in the central region. ★



## College Assistance Program Successful

TYC's direct care staff administer many successful programs. One of these is our College Assistance Program which financially assists qualified TYC youth to attend Texas public or private institutions of higher education or technical institutes.

Youth are referred to this program through their primary service workers, and applications

are reviewed by a committee that consists of staff from aftercare, education, finance, and independent living. Once youth are approved for financial assistance, they are given money to assist them in covering the costs of tuition, books, room and board.

The College Assistance Program began in April 1991. As of July 15, 1992, it has assisted 54 youth in college and 41 with advanced technical training. Over \$42,000 has been spent on college expenses and over \$21,000 on technical school expenses. The success of this program is due to the interest of direct care staff in assisting the youth to apply for

these services and the determination of TYC's youth to move ahead and receive an education. Some recent successes include a young woman from East Region who will be completing her education next semester to become a Licensed Vocational Nurse, and a young man from South Region who has completed four semesters of technical school, majoring in food service.

For more information about the College Assistance Program, call a program committee member at Central Office: Tom Tye, ext. 5122; Cynthia Ellis, ext. 5212; Rodger Wiley, ext. 5162 or Jules Franklin, ext. 5087. ★

## Giddings acquires CLASSIC literature

Giddings State School has been awarded a 60-volume set of The Library of America, the series described recently by Governor Ann Richards as "a priceless educational resource."

\$600 from the Brown Foundation of Houston.

The Library of America is a non-profit publishing enterprise committed to preserving the works of American's greatest writers in

and lasting love of reading, and added, "There is nothing greater our schools can hope to give them."

As the third state in the nation to have a CLASSICS program, Texas is among the leaders in the national effort to improve education by enhancing the resources available to students and teachers. CLASSICS was launched in late September with a \$180,000 grant provided by the Brown Foundation to help 300 high schools acquire the award-winning Library of America Series. Although a set of 60 volumes normally costs \$1,850, CLASSICS enables each participating high school to acquire the books for only \$600, thanks to foundation funding and a substantial price reduction by The Library of America exclusively for this program.

Giddings will receive the first 40 to 50 volumes of the series within the next few months; the remaining volumes will be shipped within a year. ★

---

***"All that is inspiring, entertaining, and enlightening in the American literary and historical tradition can be discovered in the volumes of The Library of America."***

**- Governor Ann Richards**

---

Giddings is currently participating in an innovative program called CLASSICS, designed to help public high schools improve book collections in their libraries. Giddings received the award after sending an application to The Library of America and pledging \$600 from the Giddings State School Community Advisory Council toward the cost of the books. The pledge was matched by

handsome and authoritative hardcover editions.

In the letter pledging her support for CLASSICS, Gov. Richards said, "All that is inspiring, entertaining, and enlightening in the American literary and historical tradition can be discovered in the volumes of The Library of America." The governor remarked that the series would help encourage in students a sincere



## Evins hosts Monterrey Guests

Evins Regional Juvenile Center hosted a special group of visitors from Monterrey, Mexico in conjunction with the International Social Work Education Seminar sponsored by the social work department of UTPA.

Fifteen members of La Facultad de Trabajo Social from Universidad Autonoma de Nuevo Leon were welcomed by Mario Garza, ERJC facility administrator. He presented an overview of rehabilitation programs and policies at Evins.

Garza said that the Evins Center, which opened in August 1990, may be the newest and smallest TYC facility, but it is

considered nationally outstanding in that it achieved 100% accreditation by the American Correctional Association in June 1992.

Noe Cantu gave an overview of counseling services available to youth at ERJC, and Adolfo Zorrilla presented information about health and mental health services provided by TYC. Elizabeth Abad, social work intern, also talked to the visiting professors about how the internship program at ERJC provides a model for professional social work.

Several youth assigned to ERJC assisted with a tour of the facility. This gave the Monterrey professors an opportunity to ask them their opinions about treatment and services provided by the Texas Youth Commission at Evins Center. ★

## Brownwood "Appreciates" Local Law Enforcement

Over 350 law enforcement and court officials gathered at Groner Pitts' Boxcar on Lake Brownwood in August for an appreciation fish fry sponsored by local civic and business persons and the Texas Youth Commission staff in Brownwood. State Comptroller John Sharp was the keynote speaker.

Sharp told the group that he sees a positive forecast for the economic future of Texas. He stated that the current population boom will result in a labor-drenched market in 20 years. Major manufacturing and retail

firms moving to Texas today cite that as an asset -- an asset, Sharp says, for which Texas should be prepared

Brownwood TYC employees cooked and served the food and acted as greeters and facilitators. Mayor Bert Massey welcomed guests, while Dr. Don Newberry, president of Howard Payne University, and Putter Jarvis, president of Landmark Life Insurance Company, acted as masters of ceremonies. Major contributors to underwriting the expenses were Harriette and Alan Beadel and Dr. and Mrs. Stephen Kelly. ★

## Eyes of America on Giddings

An "Eye on America" segment featuring Giddings State School aired as a part of the CBS Evening News with Dan Rather in November. In the televised segment, Dr. Linda Reyes, TYC Chief of Mental Health Services and former Program Therapist in the Capital Offender Group, provided the Texas Youth Commission's rationale and strategy for the treatment of capital offenders. In addition, three youth who were participants in the Group were interviewed and provided a youth perspective on the treatment process.

A brief segment of one group session was also aired. One TYC youth reenacted his committing offense as it occurred, and then role-played the part of the victim of his offense.

Since the report aired, Giddings has received a number of inquiries from the media. In December, Leslie Ansley, a reporter for "USA Weekend" visited the campus accompanied by a photographer. She was also interested in the work of the Capital Offender Group. Ansley interviewed Nicolas Carrasco and Corinne Alvarez-Sanders and spoke with youth regarding the group experience. Her extensive report is scheduled to appear in print within the next few weeks.

Also in December, Giddings staff were contacted by TF-1, a French television network regarding the Capital Offender Program. ★



## Second Chance gives first rate performance

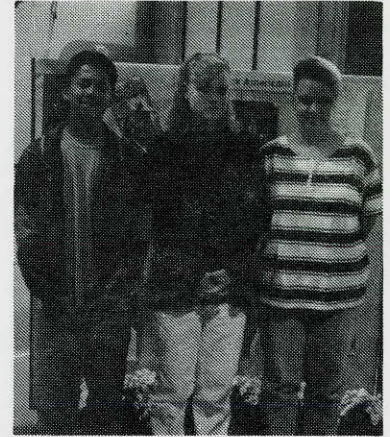
"*Let No Man Pull You Down So Low*," a play about Martin Luther King, Jr. was presented to approximately 200 people by the "Second Chance" cast from Giddings State Home and School in two performances at Central Office on March 18.

The "Second Chance" cast was

asked to perform in Austin after the play was presented at the G.S.H.S. Black History Program for students, guests, and faculty.

On March 23, the cast traveled back to Austin to make a movie of the play that will be shown to the TYC schools and on public television in the Austin area.

The directors of "*Let No Man Pull You Down So Low*" were: Silas Waldrup, Noel Christiansen, and Andrea Latham. ★



*Corsicana State Home students Jeremy Ervin, Kristyn Underwood and Elizabeth Bellamy presented their respective papers on Malcolm X, Martin Luther King Jr., and Harriett Tubman during the Corsicana State Home Black History program.*

---

# CULTURAL EVENTS

---

## Corsicana celebrates Black history by looking to the future

Against a display of pictures and printed literature of Americans who exceeded in their fields, and who happened to be Black, the third annual Black history program commenced recently on the Corsicana State Home campus. The posters and poems on display were prepared by academic teacher Ginger Mullenix' classes.

Guest presenter, Alex Williams, Assistant Principal of Corsicana High School, and James Spurlock, Navarro College coach, both spoke on achievement and working together. Both talked about looking forward to the day when a Black history month focus will not be needed, because it will be incorporated and taught as part of history. We will then be able to

celebrate American history and talk of accomplishment of famous Americans whether Black, White, or Hispanic.

Coach Spurlock chose to talk about Charlie Siefert, a not-as-well-known Black American, who was a golfer during the late 1960's and who had to persist to be able to play in professional golf tournaments. He was held back at times because he was Black when all he wanted to do was make a living. Spurlock emphasized, that could have happened to any of us during that time. Spurlock stated, "If you want something bad enough, and if it's right and you persist, eventually it will happen."

Alex Williams spoke on love as being the key to getting along, and what he described sounded like "tough love." He stated at times he was considered "the meanest guy at the high school; but love doesn't mean always agreeing with (the students) or going along with the person with whom you're working."

The respect for Williams was felt throughout the gym as his former students (now state h'ome staff) sat and listened. Although their goal in high school was to stay out of Williams' office, some comments indicated many did not achieve this goal. His motivation, however, inspired many toward responsible adulthood.

An inspiring musical medley was provided by Terry Thomas and Myron Williams, and Rauslyn Canady performed a heartwarming rendition of "The Battle Hymn of the Republic."

Students Kristyn Underwood, Jeremy Ervin and Elizabeth Bellamy, from classes taught by Wayne Smith, academic teacher, read essays they had written on famous Black Americans.

The program was planned and coordinated by Joe Brown, who also served as Master of Ceremonies, and was sponsored by the State Home Intercultural Awareness Committee. ★



# Quest for Excellence

*continued from page 1*

After much hard work, all PITs shared their progress, successes and improvements at local Quality Expos across the state in late February and early March. Forty-seven PITs then participated in the agencywide Expo in Austin in March. The PIT storyboards reflected how staff applied the quality problem solving tools to improve TYC services. The Expo was an opportunity to recognize

staff. This next round of training is expected to begin in early summer, 1993.

The local and agencywide Expos were an opportunity to celebrate TYC's teamwork. Mr. Jackson noted in his Expo address: "For our first round of training, we were fortunate to include so many employees. Your commitment to change and improving the way we do business at TYC is clear. Several of you ques-

***"Congratulations to TYC for having the courage to step out with quality; taking the risk to grow and learn, not only as individuals and teams, but as an organization; having the passion and dedication to a vision of excellence and the patience to endure while new ways replace the old."***

**- W.C. Enmon, Special Advisor on Quality to Governor Richards**

TYC staff's outstanding efforts and it provided a unique forum for teams to share results across the agency, with state dignitaries and other state agencies. Two hundred seventy-five TYC staff members and three hundred fifty guests, representing twenty state agencies and various private factions, were in attendance.

TQM handbooks documenting all PIT efforts were provided to each region and institution. Copies are also available through the Quality Library in Central Office. The Governor's Office will proudly highlight TYC's Expo, the first state agency Expo in Texas, in the Governor's next quality quarterly newsletter video. After the Expo, Cathy Negrel, Quality Coordinator for the agency, briefed the TYC Board members on our quality efforts, and was met with resounding support. In April, 1993, the Quality Council endorsed expanding training to include more

tioned how TQM could be applied in state government. I think your presentations today are an indication of the future it can provide with a solid commitment from all staff." Mr. Jackson also complimented the teams for their commitment to improving services and emphasized that the closer we get to our customers for their feedback, the more profound the changes are. ★

***"You are to be congratulated for embracing a different paradigm about how your part of state government works. You should take a great deal of satisfaction in knowing that you are on the cutting edge of some behavioral changes in government that will become the accepted norm in the next year."***

**- State Representative Ric Williamson  
Keynote Speaker**

## LEGISLATIVE LINES

*continued from page 1*

Representative Allen Place filed a bill that clarifies a provision passed during the last session authorizing the transfer of sentenced offenders to the Texas Department of Criminal Justice, Institutional Division, immediately upon the court's transfer order. This legislation was intended to eliminate the requirement that TYC detain potentially violent sentenced offenders who have been ordered transferred, until after their 18th birthday. Senator Jim Turner sponsored the bill. The legislation is currently under consideration by a conference committee.

The last proposal the Board endorsed would authorize TYC to reimburse youth for their personal property which is lost or damaged due to staff neglect. The proposal would not entitle a youth to reimbursement, but would authorize the commission to make some reimbursement when appropriate. Representative Elliott Naishtat and Senator Bill Sims sponsored the legislation which has passed both Houses and been approved by the Governor.

The legislature also passed a proposal to create an interim study of children and youth. Senator Jim Turner and Representative Allen Hightower are sponsors of this proposal. Other issues of significance are various bills regarding juvenile gangs, access to juvenile records, and photographing and fingerprinting youth. With the legislative leadership all opposed to any additional revenue measures, the Legislative Budget Board has proposed an available revenue budget for the next biennium. The Youth Commission has presented budget priorities to the respective budget committees throughout the legislative session. ★



## TYC Youth goes to Washington

The Houston Community Volunteer Youth Council sponsored a TYC youth to attend the Close Up Program in Washington D.C. January 24-30, 1993, along with other seniors from area high schools.

The Close Up Program provides youth the opportunity to

spend 14 hours a day learning about the machinery of government. The students will be able to question and interact with the people who run our government. To attend this program, a student must have at least a 3.0 grade point average, be recommended by a school counselor and be in good standing at the school.

Tuition for the program was \$970. The student paid \$486 himself by working an after-school job. The council presented a check for the balance to the student at his high school. ★



*Melanie Wylera has earned her Associate Degree in Nursing.*

---

## YOUTH SPOTLIGHT

---

### Youth earn athletic and academic awards

Giddings State School held its annual football banquet at the conclusion of another winning season. This year, however, it was decided to recognize not only the athletic abilities, but also the academic achievements of team members. Students Michael Hillis and Allen Scott tied for the Overall Academic Achievement Award. Ricky Segura received an award for academic achievement in English and Marcos Smith received the Science Academic Achievement Award.

Most Valuable Offensive player on the team was Robert Mitchell, while the Most Valuable Defensive Achievement Award went to

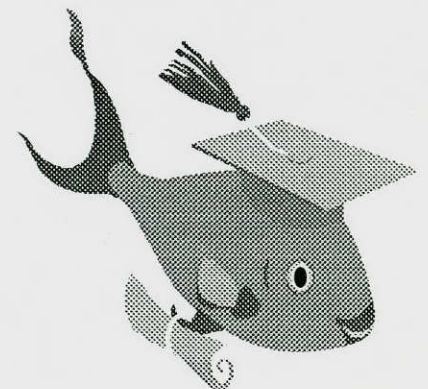
Thomas Charles. Charles Jefferson received the Team Leadership Award.

Keynote speaker for the banquet was Kip Corrington, Academic All-American for three years at Texas A&M University and a member of the 1990 AFC champion Denver Broncos. Corrington encouraged the team to set goals and never give up. He emphasized the importance of education and urged the team to stay in school. Following his speech, he presented the squad with a football autographed by the Texas A&M football team.

The football team gave Superintendent Calvin Crenshaw a special award recognizing the many years of support and direction he has provided the school. Special guests that evening included Dwight Harris, Director of Institutions; former Food Services Manager Bennie Harris, and C.A.P.S. representatives Ray and Sylvia Stanley. ★

### Youth earns Associate Degree

TYC youth Melanie Wylera recently earned an Associate Degree from North Harris County Community College, completing the vocational nursing program in December 1992. She will be continuing her education at the University of Texas in Houston. TYC has assisted in her educational commitment by providing financial assistance for tuition and books. We wish Melanie all the luck! ★





## Special Assignment

Often a youth advisor assignment can be very short-lived, lasting a month or less. The youth's parole may be unsuccessful or the youth advisor may encounter an unforeseen scheduling conflict. That is not the case with youth advisor Alvin (A.J.) Quinton and TYC parolee Mark Maxwell. A.J. and Mark have been together for over two years. During this time their relationship has endured two separate home placements for Mark

and a nine-month stay at Halls in Lampassas, Texas. However, A.J. never lost contact with the youth whose special sense of humor and warm smile touched his heart from the very beginning.

A.J. is a special individual. A youth minister at an East Austin church, A.J. spends countless hours helping others. He is employed by the Austin Independent School District as a teacher assistant in the unit for emotionally disturbed at Covington Middle School. He says, "It's been great being a youth advisor. It helps me to realize some of the problems our youth are

having, while allowing me to get involved with the solution."

Mark is a 16-year-old attending Reagan High School. He is interested in playing on the basketball team next year. While with A.J., Mark enjoys many activities - bowling, movies, playing video games or just watching TV with A.J.'s 14-year-old son. Mark occasionally shows up on A.J.'s doorstep needing just to talk to someone.

This is the third year the two have been working together. A.J. plans to continue to work with Mark. Right now they are looking at pursuing his basketball career. ☆

## EMPLOYEE FOCUS

### Retiree will be missed by all

Edna Mae Morris was honored at a retirement party that was attended by approximately 175 people on September 30, 1992 at the Statewide Reception Center. Several family members as well as out-of-town guests attended, including Sandy Burnam and Gladys Smith.

Ms. Morris was hired as an LVN I in April 1974 and was promoted to LVN II in September 1982. During her tenure, she worked with four Directors of Nurses: June Cox, Sandra Ferrara, Glenda Jones and Sabra Hill. She served under every SRC superintendent with the exception of Ron Jackson.

Ms. Morris was awarded the SRC's Outstanding Child Care Worker award in 1986 and Employee of the Month in June

1992. Her future plans include retiring "down on the farm" in Kaufman, Texas with her husband Ira. Ms. Morris' presence is greatly missed by many staff. She will long be remembered as a lady who truly touched the hearts of those she worked with and the youth she served. ☆



*Edna Mae Morris*

## TQM Q&A

The following are questions posed to the Quality Council in an open forum with Round I trainees:

**Q:** *How will we manage TQM along with our other responsibilities?*

**A:** We hope that TQM tools and techniques and our investment in TQM will pay off by providing us with more time by reducing rework.

**Q:** *What about MBO's?*

**A:** TQM helps with the MBO process. There have been proposals to eliminate MBO; however, the Quality Council will study how to integrate TQM and MBO in the long term. While some aspects of MBO are not compatible with TQM, others definitely are.

**Q:** *What are the agency's plans for line staff involvement?*

**A:** There is a commitment to looking at long-term change to better manage TYC. Our goal is that all staff eventually will be trained. ☆



# HUMAN RESOURCES

## Advisory Board Helps Employees Develop Potential

The Staff Development Advisory Board (SDAB) was created by executive staff at the request of the Human Resources Department.

The board has two major objectives: 1) to review and recommend revisions to existing training programs; and 2) to recommend new training programs. At this time the board is dealing solely with preservice training.

*Mission Statement:* TYC recognizes that its most valuable resources are staff and customers. The SDAB is formed for the purpose of ensuring that all TYC employees are developed to their fullest potential within a systematic, positive training culture to deliver consistent, quality services.

The SDAB has met three times since its creation, twice at Corsicana and once at Gainesville. After the first meeting the board members began gathering information from field staff and management on the types of training which should be included in preservice, and what should be done at the work location. In the second and third meetings the board developed a proposal for a new preservice, to be presented to executive staff in the near future.

The next meeting will be held in Crockett. At that time, they hope to put the final touches on the preservice revision. ★

### \$\$\$\$\$\$\$\$ BENEFITS \$\$\$\$\$\$\$\$\$

The following is a brief summary of what was proposed by ERS (Employees Retirement System) this legislative session:

- State-supported health insurance for surviving spouses and dependents of retirees.
- Transfer of credit from TRS to ERS by employees who have worked under both systems.
- Reduction in the waiting period for eligibility to repurchase prior service credit from the current 24 months to a proposed 12 months.
- In FY 93, provide current retirees an inflation-related benefit payment; i.e., a one-time lump sum payment calculated as a percentage of the monthly annuity, based on year of retirement. Example: those retiring in 1992 would receive a 10% lump payment; in 1991, a 20% payment; in 1990, a 30% payment.
- Create state legislation to follow federal legislation regarding the roll-over of retirement system disbursements.
- Allow members to purchase military credit after five years of state service (currently 10 years). ★

## 1 9 9 3 STAFF DEVELOPMENT ADVISORY BOARD

Jay Lindgren, Chairman  
*Central Office*

Gail Graham  
*Central Office*

Eric Young  
*Central Office*

Antonia Lopez  
*Central Office*

Doris Davila  
*Central Office*

Dennis Payne  
*Central Office*

Boyce Newton  
*Brownwood State School*

Larry Isbell  
*Brownwood State School*

Murray Smith  
*Central Region*

Dora Ramirez-Itz  
*Corpus Christi Parole*

Floyd Hall  
*Corsicana RTC*

Chester Clay  
*Corsicana RTC*

David Williamson  
*Crockett State School*

Travis Wortham  
*Dallas House*

Jerry Day  
*Gainesville State School*

Nell Dixson  
*Giddings State School*

Rita Hughes  
*East Region*

Kaye Doebbeling  
*West Texas State School*

Jesus Bonilla  
*West Region* ★