

NOTES

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SENATOR BROOKS, REPRESENTATIVE GARCIA RECEIVE TYC APPRECIATION AWARDS

State Senator Chet Brooks of Galveston and State Representative Orlando Garcia of San Antonio were recently honored for their support and assistance to the Texas Youth Commission during the agency's annual awards banquet July 12 in Kerrville.

Gary D. Compton of Amarillo, a member of the Texas Youth Commission Board, presented the award to Senator Brooks.

"The Texas Youth Commission has been fortunate that even during this period of change in both the Office of Governor and Lieutenant Governor, one constant remains -- Senator Chet Brooks continues his vanguard over programs and policies for both the youth and the elderly in Texas," said Compton in presenting the award to Senator Brooks.

"A long-term friend and supporter of the Youth Commission, Senator Brooks has carried numerous pieces of legislation and advocated for countless programs for our agency. As is evident by the considerable number of legislative assignments, Senator Brooks plays a key role in the decisions regarding both adult and juvenile services in Texas.

He was one of the primary sponsors of the Lt. Governor's initiative last session to focus additional resources on early
(Continued on page 2)

Marilla B. Wood of Austin, a member of the Texas Youth Commission Board, presented the award to Representative Orlando Garcia during the annual administrators workshop in Kerrville, July 12.

"During his tenure, Representative Garcia has earned the respect and admiration of colleagues. He currently serves as the Chairman for Budget and

Oversight of the House Corrections Committee," said Wood in presenting the award to Representative Garcia.

"Assuming the role of Budget and Oversight Chairman for the Corrections Committee, the legislative body responsible for the Youth Commission's budget during the 70th Legislature, Representative Garcia became immediately versed in the
(Continued on Page 2)

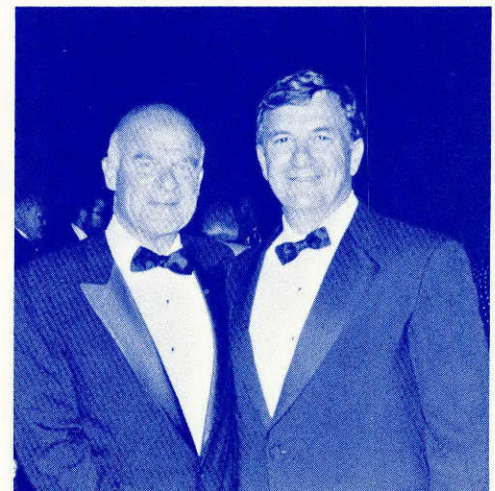
YOUTH COMMISSION EXECUTIVE DIRECTOR RECEIVES PRESTIGIOUS E.R. CASS AWARD

Ron Jackson, Executive Director of the Texas Youth Commission, has been chosen to receive the E.R. Cass Correctional Achievement Award, the highest honor bestowed by the American Correctional Association.

Jackson, who has worked in corrections for 25 years, has served as director of the Commission for 17 years and assumed control of the major state agency in the midst of upheaval, having been ordered by a federal judge to mandate sweeping changes in its juvenile care practices.

Jackson's work with the ACA has also been significant. He has served on the Board of Governors, the Nominating

Committee, and is past president of the National Association of State Juvenile Delinquency Program Administrators, an ACA
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Ron Jackson, right, is pictured with Allen Breed, member of the ACA board of directors, during the E.R. Cass awards banquet in San Diego July 15.

LEGISLATORS HONORED AT AGENCY BANQUET

BROOKS -- (Continued from page 1)

intervention and prevention programs for youth. His efforts have resulted in the establishment of the sex-offender program at the Giddings State School and increased funding for substance abuse services. As dean of the Texas Senate, Senator Brooks brings to the table the unique perspective and understanding of how the Commission has evolved over the last fifteen years. This knowledge is invaluable as members debate issues such as the consolidation of children and youth services," continued Compton.

"During the 70th Legislature, Senator Brooks worked to increase the level of services in TYC. As a conferee on the Appropriations Bill, his efforts resulted in the funding of additional direct child care staff and expansion of substance abuse programs. He personally offered several amendments to increase the amount of funds appropriated to the Commission," said Compton.

"The Texas Youth Commission is fortunate to receive the support and assistance of Senator Brooks during his many years of services to Texas and appreciates the outstanding contributions to the Texas Legislature and our agency," concluded Mr. Compton in presenting the award.



SENATOR CHET BROOKS, left is shown accepting an appreciation plaque from Gary D. Compton, TYC Board Member, during the annual awards banquet July 12. Larry F. York, Board Chairman, is shown looking on.



REPRESENTATIVE ORLANDO GARCIA accepts a plaque of appreciation from TYC during the agency's annual awards banquet July 12.

GARCIA --

(Continued from page 1)

Youth Commission's budget and the additional funding that was requested to continue both our current level of services and to enhance our programs. Representative Garcia advocated for additional appropriations in the area of aftercare services," continued Wood.

"Appointed by the House Speaker to the Conference Committee on the Appropriations Bill, Representative Garcia was the primary House Member responsible for developing the final recommendation on all correctional agencies' budgets. Representative Garcia 'went to the plate' and 'batted' for increased funding for the Youth Commission," Wood said.

"The Youth Commission will miss Representative Garcia's

expertise and leadership in the Texas House of Representatives because of his recent decision to resign his seat to run for a Judgeship on the 4th Court of Appeals. The Youth Commission appreciates Representative Garcia's outstanding contributions to the Texas Legislature and for his continued support of the agency," Wood said.

In accepting the award, Representative Garcia commended the dedication of Youth Commission staff and expressed his appreciation of the difficult mission to rehabilitate Texas' delinquent youth.

CROCKETT STATE SCHOOL EMPLOYEE NAMED OUTSTANDING CHILD CARE WORKER

Virginia Lewis, Purchasing and Supply Officer for the Crockett State School has been named Outstanding Child Care Worker in Institutions for 1990 during the agency's annual awards banquet in Kerrville July 12.

The winner was announced by Gary D. Compton of Amarillo, Board Member of the Texas Youth Commission.

"Virginia has been employed at the Crockett State School for almost eighteen years and began her career with the agency as a houseparent, later serving as secretary and accounting clerk," said Compton in presenting the award to Virginia.

"Virginia has spent the last 14 years primarily in a support role but has kept the youth of the Crockett State School close to her heart. She makes time to continue to interact with the youth at the facility by taking them to her home, to church and involving herself in a variety of community projects," continued Compton.

"Virginia's creativity has manifested in many ways--the most obvious being the organization of several projects including the campus beautification committee which coordinated campus work days where staff, together with students, worked side by side in landscaping and caring for the grounds and decorating dormitories at Christmas time," said Compton.

Compton concluded his presentation by commending Virginia for her tireless devotion and countless extra hours to see that "things got done correct" to meet the needs of the students at the Crockett State School.

Also nominated for Outstanding Child Care Worker in Institutions for 1990 are Rex Hudspeth, Statewide Reception Center; Melvin "Buddy" Hale, Brownwood State School; Craig Tekell, Corsicana State Home; Donna Bass, Gainesville State School; James Miller, Giddings State School; and Gregory J. Rogers, West Texas Children's Home.

HICKS FOSTER GROUP HOME OUTSTANDING CONTRACT PROGRAM

The Hicks Foster Group Home was named Outstanding Contract Program for 1990 during the agency's annual awards banquet July 12 in Kerrville.

"The foster group home and specialized maternity program is run by Arthur and Peggy Hicks of Fort Worth. The program has been associated with the Texas Youth Commission since 1981, when they became a foster placement for dependent and neglected youth through the agency's Foster Care Program," said Marilla B. Wood, TYC Board Member, in presenting the award to Peggy Hicks, who accepted the award on behalf of her program.

"While professionals in our field readily admit that females offer unique problems



VIRGINIA LEWIS, Purchasing and Supply Officer at the Crockett State School, was named Outstanding Child Care Worker in Institutions for 1990 during the annual awards banquet July 12.

and challenges, including management of runaway behavior and tendencies to act impulsively, the Hicks Foster Group Home has experienced success, unmatched by other programs of this type and with this population," added Wood.

Wood concluded her presentation by commending the Hicks Foster Group Home for their commitment and dedication to TYC youth.

Also nominated for Outstanding Contract Program was High Sky Children's Ranch, West Region; La Familia Inhalant Abuse Program, South Region; Salvation Army Home for Girls, Central Region; and the Byrd's Foster Home, East Region.

JOHN FRANKS OUTSTANDING CENTRAL OFFICE EMPLOYEE

John Franks, who serves as Director of Finance, was named Outstanding Central Office staff member at the agency's annual awards banquet July 12 in Kerrville.

The announcement of his award was made by TYC Board Chairman Larry F. York of Austin.

John, who has been employed with the Youth Commission for 25 years, serving as director of the Finance Department for the past 15 years, has previously worked at the West Texas Children's Home, the Brownwood State School, and the Mountainview Unit of the Gatesville State School.

"John's tenure is an indication of the dedication he has to the agency," said York in presenting the award.

"His continued involvement on a daily basis with the best interest of all the staff and youth we serve is well respected not only in this agency, but also by his colleagues in other state agencies. John is often called on for his expertise and knowledge, as well as his straight forward attitude. John shares an interest in all employees, regardless of position. He is perhaps best known for his sense of humor and optimism," continued York.

"John is also known for taking the time and effort to commend employees for their good work both in his department and throughout the agency. He is never hesitant to give a pat on the back and



JOHN FRANKS, right, Director of Finance, was named Outstanding Central Office Employee during the awards banquet July 12. TYC Board Chairman Larry F. York is shown presenting the award.

continually creates an atmosphere of 'family' which increases morale and good attitudes," concluded York.

Other employees nominated for the award included Delores Holubec and Vance Simpson.



Peggy Hicks accepts Outstanding Contract Program Award during the annual awards banquet July 12 in Kerrville.

NOTICE

If you want to continue to receive TYC NOTES, Texas law requires that you request it in writing annually. Your name will be removed from the mailing list if you do not respond. To remain on the mailing list, return this page with your mailing label to:

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EDUARDO ALANIZ, JR. SOUTH REGION OUTSTANDING CHILD CARE WORKER IN COMMUNITY SERVICES

Eduardo Alaniz, Jr., currently the Purchasing and Supply Officer for the Evins Regional Juvenile Center, has been named winner of the agency's award for Outstanding Child Care Worker in Community Services for 1990. Announcement of his award was made by TYC Board Member Marilla B. Wood of Austin during the awards banquet July 12 in Kerrville.

"Eduardo, better known as 'Eddie,' was nominated by the Beto House staff, where he previously served as fiscal coordinator. Eddie's impact on the Beto House program goes far beyond the fiscal operations.

"Eddie has always been involved in working with the individual students, assisting during crisis situations and just being there when the program was short staffed. His dedication to the students includes volunteering his time to accompany students on camping trips, volunteering his time as a lifeguard so students can enjoy the surrounding lakes and beaches of beautiful South Texas, and transporting youth to medical and dental appointments," continued Wood.

"Eddie is always available to assist in picking up youth from school or job sites, and is constantly called upon to supervise students in activities around the halfway house. His sensitivity in



EDUARDO ALANIZ, JR., Purchasing and Supply Officer for the Evins Center, was named winner of the agency's Outstanding Child Care Worker in Community Services during the awards banquet July 12.

perceiving the importance of all the tasks involved in his job, whether large or small, is one of the outstanding qualities Eddie has demonstrated on a daily basis. Eddie is never too busy for any task and consistently demonstrates his exceptional dedication to his job and the youth we serve," concluded Wood.

Also nominated for the Outstanding Child Care Worker in Community Services were Jovita Avila, Central Region; Wayne Starnes, West Region; Betty Smith, North Region; and Debra Daniels, East Region.

GIDDINGS RECEIVES SAFETY AWARD

The Giddings State School was presented the 1990 Institutional Safety Award during the agency's workshop in Kerrville on July 11.

The award was presented to Superintendent Calvin Crenshaw in recognition of the facilities injury rate of 9.7% compared to an average of 14.8% rate for all programs. Dalton Sherrill is Safety Officer for the facility.

The presentation of this award was begun in 1986 in order to recognize institutions with the lowest employee injury frequency rate, which is based on the number of injuries per 100 employees.

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Board members of the Youth Commission include:

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

Ron Jackson is Executive Director.

FORMER BOARD MEMBER PASSES AWAY

Louis M. Henna, board member of the Texas Youth Commission from 1952 until 1973, died on July 29.

Henna, who was honored in 1969 by the Texas Legislature with an Outstanding Citizen Award for his involvement in human concerns, was founder of the Texas Baptist Children's Home in Round Rock, former mayor of Round Rock, and owner of Henna Chevrolet, Inc.

NEW CLASSIFICATION INSTITUTED

The Texas Youth Commission has instituted a new classification for youth. This new classification will include any youth found to have engaged in a felony-level manufacture or sale under the Texas Controlled Substances Act. The youth will be classified as a Controlled Substances Dealer (CSD). This classification is effective June 1, 1990 with CSD youth assigned to a facility of high restriction for a minimum stay of six months unless other circumstances warrant a classification with a longer minimum length of stay. The classification with the longer minimum length of stay will then prevail.

Commission of a CSD offense may be found by a court or during a Level I hearing for a youth on parole. Parole will be revoked if a youth is reclassified to CSD.

TENURE AWARDS PRESENTED AT KERRVILLE WORKSHOP

Tenure awards were presented to the following TYC employees during the agency's annual Kerrville Workshop July 11:

Ron Jackson, 25 years, Joel R. Graham, 20 years; Central Office; Tommy Manley, Jr., 15 years, Jo Ann Miller, 20 years, and Harold Ray Parish, 20 years, Brownwood State School; Marilyn Goodson, Sue King and Jean Ann Lee, 20 years, Statewide Reception Center; Lynda Langston, 20 years, and Roberta (Bobbie) Owen, 25 years, Gainesville State School; Gary Coston, 15 years, Walter Stevens, 20 years, and S. Q. Bradford, 30 years, Giddings State School; Chester Clay, Jr., 15 years, Lynn Weems, 20 years, and Dwain Place, 25 years, Corsicana State Home; Glyn Ridge, 20 years, Crockett State School.

ACA ANNOUNCES ELECTION RESULTS

The American Correctional Association's Commission on Accreditation for Corrections announced that Ron Jackson, Executive Director of the Texas Youth Commission, was elected as a commission member on the juvenile correctional system.

ACA also announced the election of Cherie Townsend, Director of Community Services for TYC, as a member of the Delegate Assembly.

Announcement of the official election results were made during the Congress of Corrections August 15 in San Diego, California.

PARRIE HAYNES RANCH USE UNDER REVIEW

Maxdale representatives Chris Belliveau, Debbie Kuczek, and Elwood Ware appeared before the board during its July 12 meeting in Kerrville to voice the concerns of their community regarding TYC's use of the Parrie Haynes Ranch as a recreation program for delinquent youth. Mr. Ware raised his concern that the ranch was not being utilized for youth who are "orphans," but instead youth categorized as delinquents. The representatives of the Maxdale community, which is adjacent to the ranch, recommended that TYC discontinue the use of ranch. The recent dispute with Maxdale citizens stems from an April 19 incident involving the kidnapping and rape of a Killeen woman by a TYC youth.

Following the incident, Jay Lindgren, Deputy Executive Director of TYC, met with Maxdale residents. He recommended to the board during the July meeting that use of the ranch by TYC youth be suspended. The board instructed staff to report on options for the use of the Parrie Haynes Ranch at the next regular meeting in Austin scheduled in November.

JUDGE THOMAS R. PHILLIPS SPEAKS AT AWARDS BANQUET

Thomas R. Phillips, Chief Justice of the Texas Supreme Court, was the keynote speaker at the agency's annual employee awards banquet, July 12 in Kerrville.

Judge Phillips presides over the final appellate court on civil issues in Texas and deals with issues ranging from state employee liability to interpretations of the Family Code.

Judge Phillips has been Chief Justice of the court since January 4, 1988. He was appointed by Governor Clements upon the resignation of John Hill, and was elected in his own right in the 1988 General Election.

Judge Phillips tenure on the district bench and the supreme court has earned him a reputation of fairness, impartiality and diligence.

Chief Justice Phillips is originally from Dallas where he graduated valedictorian from Woodrow Wilson High School. He graduated Summa Cum Laude from Baylor in 1971 with a degree in political science. He received his law degree - from Harvard Law School in 1974. He served as briefing attorney for the Texas Supreme Court and worked as a trial attorney in Houston before being appointed judge of the 280th district court in Houston.

GIDDINGS STUDENT RECEIVES RECOGNITION AWARD

Damian Freeze, a student from the Giddings State School, recently received a recognition award for academic excellence by the talent search program at Duke University. As part of the award, Damian was invited to attend the Duke University graduation ceremonies to be personally recognized for his high academic achievements.

Damian's specific recognition from Duke University stems from his ACT scores from the 1989-1990 year. Damian began his involvement with the JTPA (Job Training Partnership Act) in 1988 when the Giddings State School opened a GED training center in partnership with the RCAPEIC (Rural Capital Area Private Industry Council) for vocational students interested in receiving their GED's.

E. R. CASS AWARD (Continued from page 1)

affiliate. He has also served as host committee chairman for two of ACA's most successful conferences.

Jackson is also a recipient of the Texas Corrections Association's Hall of Honor Award for his exemplary leadership in juvenile justice.

Jackson was honored in San Diego at the annual E.R. Cass Awards Banquet, which takes place every year at the ACA Congress of Corrections in August.

The Cass Award is given in honor of the late Edward R. Cass, a longtime general secretary of ACA. It is

At the Giddings State School training center, most students enter the program with the attitude of only completing a GED. However, Damian went on to take the ACT (), and tried out for the Talent Search Program at Duke University. While awaiting for response from Duke University, Damian enrolled in three semester hours of correspondence courses from Texas Tech University and six semester hours in English at Blinn College.

On April 10, Damian received word that he was selected as recipient of this prestigious award from Duke.

given each year to deserving corrections professionals who have made outstanding contributions in the field of corrections and the ACA.

Jackson also received the Donald G. Blackburn award during the ACA Conference. This award was presented by the National Association of Juvenile Correctional Administrators.

The American Correctional Association is a professional organization, founded in 1870, that supports and educates corrections professionals in the United States and Canada. ACA has 25,000 members worldwide.

CRENSHAW NAMED ADMINISTRATOR OF THE YEAR FOR 1990

Calvin Crenshaw, Superintendent of the Giddings State School, has been selected by his fellow peers as the Texas Youth Commission's Administrator of the Year for 1990 during the agency's annual workshop in Kerrville, Texas in July.

Crenshaw, a native of Slick, Oklahoma, has been with the agency since 1974 when he was named assistant general superintendent of the Gatesville State School. He was promoted to general superintendent of the facility in 1975.

Crenshaw has held his current position since 1979 when he was named superintendent.

In accepting his award Crenshaw lauded his fellow peers and dedicated his award to the "outstanding work being done at the Giddings State School by the staff."

Qualifications for receiving this award include effective communication with employees and administrative peers, creativity in seeking solutions to problems in an efficient and effective manner, and completing stated objectives.

The award is intended to recognize administrators who would otherwise not be eligible for recognition in other award categories given at the awards banquet.



CALVIN CRENSHAW, right, Superintendent of the Giddings State School, is shown accepting the Administrator of the Year award from Executive Director Ron Jackson during the 1990 Kerrville Workshop.

CENTRAL OFFICE ESTABLISHES VOICE COMMITTEE

The Youth Commission's Central Office has recently established a VOICE committee (Valued Opinions, Ideas and Concerns of Employees), which is designed to allow employees to make suggestions, express ideas, or make any comments about how to improve the agency.

The committee's main goals are to 1) build staff morale; 2) listen to any concerns or problems from staff; 3) listen to suggestions or comments about incentive ideas; 3) listen to suggestions that will make Central Office a better work place; 5) enhance self-esteem through the recognition of staff achievement; 6) gain a

better understanding of each other and develop mutual respect among staff; and 7) present concerns to executive staff and provide alternatives for resolution.

Opinions, ideas or suggestions from Central Office staff should be submitted to any committee member in writing on a VOICE form which is available from any committee member.

The VOICE committee will address issues that are submitted and is dedicated to supporting the ongoing mission of the Youth Commission through a continuing evaluation process.

Employees are encouraged to utilize this mechanism to address problem areas and morale issues, improve communication among staff and supervisors, training, programmatic areas, and solve issues before they escalate.

VOICE committee members include Melissa Faver, Chairman; Doris Davila, Vice Chairman; Sam Martinez, Recorder; Lance Beversdorff, Rebekah Daily, Billie Flippen, Carolyn Jackson, Donna Lawrence, Sandy Queen, Brooke Scheibe, Steve Sessions, and Vance Simpson.

****BOARD APPROVES BUDGET REQUEST****

The Texas Youth Commission Board, during its July 12 board meeting in Kerrville, approved the agency's 1992-1993 biennial budget request.

This request will be submitted to the Legislative Budget Board and will become the initial document the legislature considers in funding the Commission's operations for the next two years.

The Commission's request is based on several key goals. One primary objective of the budget is to retain all youth committed to TYC for at least a six month minimum length of stay in a residential program. All other sentenced youth and youth assigned an administrative length of stay will continue to remain in a residential program for their assigned period of time. The budget request also addresses the Commission's continued compliance with the terms of the *Morales* Settlement Agreement, the Fair Labor Standards Act and the provision of hazardous duty pay to staff.

To assure continued compliance with the *Morales* Settlement Agreement, the budget contains funding for the hiring of staff to assure a 1:8 staffing ratio in both institutional and community-based programs. Additional staff are also requested for TYC halfway houses to enhance the level of security provided in these programs and to remain in compliance with the *Morales* Agreement. Expansion of the sex offender program at the Giddings State School and the creation of a similar program for youth at the Corsicana State Home is also being requested. A

program for aggressive youth that require acute care services is also slated for the Corsicana campus.

The budget request includes three 32-bed programs that will expand substance abuse treatment programs to all campuses and adds an additional program at both the Gainesville and Giddings State Schools. Twenty additional parole positions, specifically trained to work with youth who have completed a chemical dependency treatment program, are also included in the Commission's request to the legislature.

Also requested is the expansion of independent living programs similar to the current program operated by Ayres House in San Antonio. One additional program would be started in 1992 for 16 youth, with another program funded in 1993.

The expansion of both TYC operated residential programs, increased staff allocated to existing facilities and continued increases in the number of youth placed into private residential programs are necessary to meet the individual treatment needs of youth and to provide sufficient placement alternatives as all youth remain in residential care for longer periods of time

In response to the requirements of the Fair Labor Standards Act which places restrictions on the number of hours certain employees are permitted to work, the Commission is requesting 10 new caseworker positions and seven parole

officers to provide ongoing levels of casework services. Recognition of the serious and often dangerous nature of the task of supervision of delinquent youth is addressed through the Commission's request to provide hazardous duty pay to employees who directly supervise youth in residential and community programs. An additional \$533,365 in 1992 and \$615,349 in 1993 is requested to accomplish this goal.

The budget contains specific project requests which includes enclosing the recreational facilities at the Corsicana State Home and the West Texas Children's Home; continued renovations and remodeling at all facilities; and security improvements to dormitories at each campus. An additional dormitory is requested at the Corsicana State Home to house a new program for emotionally disturbed and aggressive youth. Funding is requested to construct a perimeter security system at the Crockett State School. During this biennium, the Commission is requesting construction funding for a new secure facility. Operating funds for the new facility would then be needed in 1994. The total construction request for this biennium is approximately \$47,000,000.

The total request by TYC for this biennium, excluding construction and acquisition of computer software and equipment, is \$201,381,351. This represents a 49% increase in the amount currently funded for salaries and operation of TYC programs.

ACA ACCREDITATION IN TYC

On May 2, Willoughby House in Fort Worth and Ayres House in San Antonio became the first Texas Youth Commission programs to successfully complete the American Correctional Association's accreditation process. ACA officials awarded accreditation certificates to Lynne Parra and Tom Tye, superintendents of the facilities, during a commission on accreditation meeting. Other TYC officials present during the meeting included Cherie Townsend, Director of Community Services and Gail Graham, Accreditation Manager.

After a year of developing policies to comply with ACA standards, TYC officially entered the accreditation process with the signing of a contract in December 1989 to accredit six halfway houses during an 18 month period. In February, standards generic to all halfway house and parole programs were audited in the central office. Audits were completed in the Fort Worth and San Antonio houses in April. ACA panel hearings and accreditation awards were held in Oklahoma City. Both houses were found to be 98.87% in compliance with all standards.

TYC is voluntarily entering the accreditation process to ensure that programs "meet nationally accepted standards for the operation of quality programs," stated Ron Jackson, Executive Director of TYC. He told officials at the annual administrators meeting in Kerrville in July that during the next several years, all programs will be accredited. TYC institutions are currently involved in



Tom Tye, (l to r) Lynne Parra, and Cherie Townsend are pictured during the ACA accreditation awards in Oklahoma May 2. Tye and Parra received awards for completion of ACA accreditation.

maintenance and construction activities to bring them up to Life Safety Code standards required by ACA.

Cherie Townsend informed halfway house superintendents that "the real value of become accredited is in self-evaluation and the improvement process required to comply with the standards." Jay Lindgren, Deputy Executive Director of TYC, said that "these two programs are proof that the process, although grueling at some points, is within reach of all TYC programs."

Every halfway house is currently involved in upgrading management systems, physical plants, and case management services. The Commission on Accreditation plans to audit Beto House in McAllen and Dallas House in the fall. Other houses will follow closely. The Evins Regional Juvenile Center in Edinburg was built to comply with ACA standards and will begin program operations in compliance with these standards.

HUMBERT TO RECEIVE GOVERNOR'S VOLUNTEER AWARD

Lucy Humbert, Volunteer Coordinator at the Corsicana State Home, has been selected to receive the professional award at the Governor's Volunteer Conference September 18-19 in Austin.

Humbert is the first TYC employee chosen to receive this recognition during the governor's conference. All other awards made annually at this awards banquet are strictly given to volunteers.

Humbert has been an employee of the facility since 1972 and previously served as caseworker until 1980 when she became volunteer coordinator.

TRAVEL REIMBURSEMENT CHANGES

Effective September 1, mileage reimbursement will be at the rate of \$.25 per mile. This represents a one cent increase over fiscal year 1990.

Meal allowances will also be increased a total of \$3.00 per day. They are as follows: Breakfast - \$5.00; Lunch - \$7.00; and Dinner - \$9.00. Additionally, all air travel, lodging reservations, and car rentals are to be booked through the SATO Travel Agency and charged to the employee's State of Texas Diner's Club credit card. Contact the fiscal department in Central Office if you have any questions or need an application for a credit card.

TYC TO DEVELOP A VICTIMS ASSISTANCE PROGRAM

Texas Youth Commission institutional superintendents have begun the development of a victims assistance program at the direction of John Arredondo, Director of Institutions for the agency. The impetus for initiation of such a program by TYC follows incidents in which TYC youth have injured staff or persons in communities in close proximity to TYC facilities.

During the May 1990 superintendents meeting in the TYC Central Office, Ann Hutchinson, Director of Victims Services for the Austin Police Department, presented an overview of victims' services available through the Texas County District Attorneys Office. Hutchinson discussed the psychology of victims and how both victims and law enforcement officers can feel when dealing with crisis situations. During her presentation, Hutchinson discussed the Crisis Response Team at the Austin Police Department and how the team could be adopted at the institutional level, and also provided the 1-800-252-3432 toll free number that is available to provide information and assistance to victims of crime.

The victims assistance program is designed to assist citizens and agency employees who have been victimized by TYC institutional youth.

Hutchinson will be assisting TYC in developing a video presentation on helping techniques that can be utilized to assist a victim. All facilities will implement a victims assistance program during this fiscal year.

PROJECT FOCUS

This spring, several issues arose that led to the creation of an internal workgroup chaired by Jay Lindgren, Deputy Executive Director. This group, named "Project Focus," was comprised of TYC staff from executive, direct care, professional services and support staff.

Several juvenile court judges had raised questions concerning the implementation of individual treatment plans for youth that were committed to TYC. The director of casework services, Marie Murdoch, had begun to review the case management process within TYC. The TYC Board approved the agency Strategic Plan at their March 8, 1990 meeting and the 1992-93 biennial budget request was being developed. These factors led to the need to "focus" on the primary mission of the agency and how this mission is best accomplished.

The objective of Project Focus was to develop a specific operational plan for optimal allocation of resources based on youth needs and risks and agency desired outcomes. The first step was to form a "peer consultation" process with Texas Rehabilitation Commission (TRC) whereby each Project Focus group member received consultation from their counterpart at TRC regarding an automated and integrated case and fiscal information system. Each group member also visited TRC field offices to observe and discuss operation of the system at the counselor-client level. A plan was developed that included increased training and

support for primary service workers and increased accountability for field staff operations. The Project Focus group further recommended the enhancement of automated systems so that information on youth, workload and performance measures, budgeting and accounting would be integrated and accessible to primary service workers and all levels of management.

A two-day retreat of the Project Focus team was held in April. A number of developments have occurred as a result of the Focus retreat. These include the following:

- * Several staff positions have been created, upgraded, or transferred, or are in this process, including a caseworker II position added at Crockett, Institutional Family Coordinators moving to security, regional case manager technician positions created, regional accounting clerks upgraded, and additional MIS positions being created specifically for automated case management. Several additional positions have been identified and requested in the agency's Legislative Appropriations Request.

- * Statewide, case managers will be responsible for the management of contract care budgets.

- * Training of primary service workers took place in Central Office August 7-9. These positions have been identified as parole officers; case managers, caseworker I, II's, and III's; youth activity supervisors in halfway houses; and caseworker I, II's, and III's in the

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PROJECT FOCUS

(Continued from page 11)

Statewide Reception Center.

* Job descriptions and the performance appraisal process for primary services workers will be refined.

* Contract care program development needs were identified and procedures have begun to obtain programs for those identified areas of greatest need.

* Youth Placement and Movement criteria and policy is being refined, including the discharge policy.

* A consultant has been hired to make recommendations concerning operation and remodeling of the Statewide Reception Center.

* Personal computers have been purchased for distribution to primary service workers and will be used on a pilot basis in Central Region and the Crockett and Brownwood State Schools to provide better technology and to manage individual cases and budgets.

* A workgroup consisting of Primary Service Workers and Central Office planning, support and professional services staff developed a prototype automated case management program during a week-long workshop with consultants in Cambridge, Massachusetts. Further automation of the case management system will proceed this upcoming year.

* Research and Planning Director, Chuck Jeffords, has been assigned the responsibility of the management by objectives (MBO) process to enhance manager and administration accountability and as a part of that assignment will coordinate the implementation of the Strategic Plan and Project Focus objectives.

The legislature will be asked to provide additional funding in fiscal years 1992-93 to accomplish other

objectives identified by the Project Focus team such as longer lengths of stay and expanded community reintegration programs.

KENN GEORGE RESIGNS FROM BOARD

Kenn George of Dallas, who has served as a member of the TYC Board since March 21, 1988, has resigned from the Board effective July 12.

George, who has been nominated to serve as the representative on the Dallas Area Rapid Transit Board of Directors, stated that "he has enjoyed his years on the board and hoped that he has been able to make some small contribution toward meeting the challenges of the juvenile justice system."

George was appointed to the TYC board by Governor William P. Clements, Jr. and is currently CEO of the EPIC Healthcare Group in Irving.

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