

Texas Youth Commission Journal

News and Information from throughout the Agency

June 1994, Summer Issue

4900 N. Lamar, Austin, TX 78765

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New institution going up

Golden Triangle State School hiring to begin in September

Phase I construction for TYC's newest institution, Golden Triangle State School, is underway and on schedule, and foundations are being poured according to Gary Guenther, Director of Construction and Maintenance.

The new institution is located south of Beaumont on Highway 69 and north of the Jefferson County Airport. Groundbreaking was held in 1993 with U.S. Secretary of Housing and Urban Development Henry Cisneros heading up the ceremonies.

Phase I includes all site preparation,

the administration building (which is scheduled for completion in September), gatehouse and entry building, perimeter security fence, academic building, physical education/gymnasium, cafeteria/kitchen/warehouse, visitation and counseling center, maintenance building/complex, intake/infirmery/special programs dormitory, and one other 24-bed dormitory. The entire Phase I construction is scheduled for completion in May 1995.

The hiring process for key administrative staff will begin in September, said Dwight Harris, Director of Institutions. First to be hired will be the superintendent and administrative secretary. The human
(continued on page 8)

Texans favor rehabilitation

An overwhelming 95 percent of Texans say that juvenile crime is a very serious problem today, according to the findings of the most recent Texas Poll taken in February.

But despite the tough stands political leaders are publicly taking on the issue of juvenile justice, Texans strongly favor rehabilitation for juvenile offenders. And they'd rather put money into programs to prevent the problem than to simply wait and build prisons after kids have become adult criminals.

Fifty-two percent of Texans said they'd favor a tax increase to build more juvenile prisons, but 73 percent said they'd favor a tax increase to develop programs to keep kids out of trouble.

The idea of crime prevention is heavy on Texans' minds. Eighty-three percent think a law banning the possession of a handgun by a minor would be wise. A ban on minor possession of a handgun is even favored by 79 percent of those who said they or a member of their immediate household is a member of NRA (the National Rifle Association.)

The Texas Poll is conducted by Harte-Hanks Communications Inc. and the Public Policy Research Institute of Texas A&M University. Pollsters surveyed 1,009 adults statewide by telephone on several aspects of juvenile justice.

The poll reflects that people feel adults and juveniles should be treated differently. Eighty-eight percent said they think juve-
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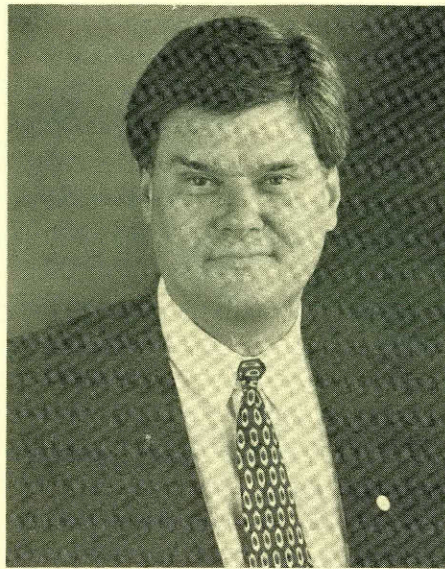
From the Executive Director

My first challenge, on becoming Executive Director of this agency last December, was the immediate confrontation from many sources concerning the need for more bed space...and the escalating problem of juvenile violence. I have been called on over and over to address these issues before various groups -- committees, commissions, Legislative hearings.

I find it very difficult to convince people concerned about their quality of life and increasingly violent juvenile crime, that the problem cannot be solved with increased bed space alone.

But the cost of adequate treatment and programming for effective rehabilitation is a hard sell because the payoff is down the road. It is a difficult task to convince Legislators and taxpayers that there is little benefit for society unless we include specialized treatment for juvenile offenders in our programs.

And, regardless of how innovative our therapeutic programs are... until we as a



Steve Robinson, Executive Director

administrators are meeting on a regular basis with the board and staff of the Texas Juvenile Probation Department to develop a system-wide approach to our common problems. While there are differences of opinion, and criticisms are occasionally aired, we are making some progress in working together to benefit the State.

On a lighter note, I had the pleasure of speaking to volunteers (and many TYC staff members who work with volunteers) at the 10th annual TYC Volunteer Conference in March. What a joy it was to

to interact with state officials, called "Capitol For A Day." The directors of most of the largest state agencies have participated in the program. I traveled to Temple and to Bryan/College Station for two of the events. It was eye-opening to discover how little the public knows about the work of state agencies, and how we are dealing with the problems of children and youth.

Most people seem to be concerned about our mission and supportive of our work. Along the same line, I thought you might be interested in the results of a recent poll conducted by Harte-Hanks, which is reprinted elsewhere in this edition of the JOURNAL.

I continue to appreciate the outstanding dedication of our employees which I see when I travel around the state to various TYC programs. I really appreciate your continuing effort to help kids, and certainly hope we will be able to expand our treatment programs to impact more of them in a positive way. *

Rawlings selected 1994 'Horizons Hero'

Beverly Rawlings, volunteer coordinator at Brownwood State School and the Statewide Reception Center, has been selected as the 1994 Horizons Hero in Brownwood, in recognition of her contributions to the people of the community.

Rawlings was elected by members of the Brownwood BULLETIN newsroom staff. While her TYC job takes MOST of her time, Rawlings is actively involved in the community, including the Brown County United Way, where she serves on the board of directors; the Boys and Girls Club she and others are helping to organize; the Advisory Board for United Blood Services; and the Brownwood Woman's Club. She also teaches a singles Sunday school class at First United Methodist Church in cooperation with Brownwood volunteer Judy Ehrke. *

It is a difficult task to convince Legislators and taxpayers that there is little benefit for society unless we include specialized treatment for juvenile offenders in our programs. — Steve Robinson, Executive Director

community understand more effort and funding must be put into prevention programs, we will NEVER catch up. We are not going to win this battle against juvenile violence at TYC. The battle must begin earlier in children's lives.

I'm amazed at the numbers of inquiries being received by our new Office of Delinquency Prevention. School districts, cities, counties and small communities are certainly aware that there is a need for early intervention, and for information on how they can get started with prevention programs locally. We now have an extensive library of information on programs which are working throughout the nation, and they are eager for us to share our knowledge.

Toward that end our board and top ad-

hear of their activities, and to meet so many of these dedicated citizens individually! I appreciate the fact that a couple of our board members attended the awards ceremonies to recognize the outstanding contributions our volunteers make to benefit the youth, the agency, and the State of Texas.

I also enjoyed providing information to all of you through my first video presentation, and hope you got a sense of my direction for the agency. I hope to provide similar videos on a quarterly basis, and I encourage you to send in any questions you would like to see answered in that manner.

As some of you know, Governor Ann Richards has been holding day-long meetings throughout the state for local citizens

KUDOS

■ **Willard Rother**, Central Region case manager and former chaplain at Giddings State School, was honored at a retirement celebration March 30 ■ **Rey Gomez**, Crockett Superintendent, has been named by U.S. Rep. Charles Wilson to the Crime Task Force, a 23-member panel from the 2nd Congressional District ■ **Richard Dupuy**, Crockett chaplain, was honored at a retirement program April 28 at the Crockett State School park.

Steen appointed to South Region

Alan Steen, program administrator at McFadden Ranch for the past year, has been appointed superintendent of the South Region. He replaces Joseph Martinez, who resigned to accept a position with the Texas Department of Protective and Regulatory Services.

Steen was involved in designing the McFadden Ranch program, which was accredited during its first year of operation.

Prior to assuming responsibility for this program, Steen was in the TYC management development program. He previously worked in YAS and casework positions, and as a supervisor at Gainesville State School and at Brownwood State School.

He holds a Master's degree from the University of North Texas, and a BBA from Tarleton State University. *

Joint board meeting creates model for cooperation

The Boards of the Texas Youth Commission and the Texas Juvenile Probation Commission met together on Thursday, February 24, 1994.

TYC and TJPC staff presented a conceptual model juvenile justice system which includes progressive sanctions, accountability/needs-based decisions, commitment and release decisions, discretion, progressive release levels and coordinated information systems. The model provides a conceptual framework to project local and state capacity and service needs so that Legislative Appropriation Requests can be developed to support the entire system.

The agencies agreed to develop consistent numbers of youth to be served in developing the Legislative Appropriations Request and working with the Legislative Budget Board.

There were four major areas of apparent disagreement between the two agencies:

- ◆ TYC's role as more than an "institutional division."
- ◆ System responsibility for prevention.
- ◆ System responsibility for parole.
- ◆ Commitment and release guidelines vs. statutory mandates.

Board liaisons were appointed from each agency to work with respective staff to develop a status report by April 6, to address the above concerns. Edna Tamayo and Dr. Leonard Lawrence are the TYC board liaisons. *

AROUND TYC

New administrators appointed

Tom Tye has been appointed Chief of Halfway Houses, replacing Michael Harrison who has been named Social Services Administrator for Evins Regional Juvenile Center, Edinburg.

Tye will continue to have responsibility for the agency's Independent Living Program. Tom previously served as a parole supervisor, and has worked with contract programs, and with Crockett State School's wilderness camping program.

Teresa Barnett, formerly Social Services Administrator at Gainesville State School, has assumed the position of Superintendent of Nueces Halfway House in Corpus Christi. Barnett has more than 12 years experience working with youth. She has been involved in community projects at Gainesville, and with the Dallas Area Gang Intervention Program.

Sheila Reeves, formerly Social Services Administrator at Evins Regional Juvenile Center, has been appointed Superintendent of Beto House in McAllen.

Reeves, who holds a Masters Degree in psychology, has been psychologist at Brownwood State School and at West Texas. She also served as psychologist for the South Texas Regional Assessment Team. She has over 15 years experience working with juveniles.

Lydia Barnard, former Social Services Administrator at Giddings State School, has been named Director of Treatment at Corsicana State Home. Barnard holds a BSW from Texas Tech, an MSW from Our Lady of the Lake University, is a licensed Master Social Worker, an Advanced Clinical Practitioner and a Licensed Chemical Dependency Counselor.

She began her career with TYC in 1986 as a Delinquency Prevention Program Manager, and was promoted to a parole officer in the Central Region. She also served as Central Region Volunteer Coordinator before being promoted to the Giddings position. *

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Beto House sponsors 5K Run/Walk

The Community Advisory Council for Beto House, McAllen, sponsored its first annual Beto House 5K Run/Walk Saturday, May 7.

All Beto House youth and staff participated with community residents for money prizes and medals. Brunch was provided after the race, as well as numerous door prizes and a "fun bag" for participants.

Sponsors included Texas Commerce Bank, Enterprise Rent-A-Car, Broadway Hardware and Gifts, Texas State Bank, The Foot Specialist and IBC.

The Council previously sponsored an annual golf tournament; the Run/Walk has been "adopted" as their new annual fundraiser. ●

YOUTH SPOTLIGHT



Executive Director Steve Robinson visits with West Texas youth and Dr. Jerry Trevino (back)

Champion pig brings \$1,000

The annual West Texas State School pig show and auction was the "biggest sale" ever, according to WTSS officials. The grand champion pig, owned by Juan Ponce, sold for \$1,000, and the reserve champion, owned by Tarondrick Floyd, sold for \$750.

The show netted \$9,227 for the 17 WTSS students who raised them. Financial support came from businesses and individuals in Monahans, Pecos, Odessa and the surrounding area, with WTSS staff member Jerry Tefertiller serving as chief fund-raiser.

Those working for the success of this year's show and auction included horticulture teacher Don Salm; Jim Ed Miller of Pecos; Kermit auctioneer Russ Smith; Sul

Ross State University professor Mark Murphy and students, who judged the pigs; Tudy Subia, barbecue chef; Greg Garcia, food service chief; teacher Alfonso Ramos; Maintenance Department staff Roy Proctor, Casey Doran, Lew Zocker, Joe Ozuna and Nancy Jones; nursing chief Thelma Lawrence; arena assistants Clay Treadaway of Monahans and Scott Lindsey of Wickett.

While the students received thousands of dollars for their sale pigs, they now have to pay for the pig, feed, and veterinary bills they accumulated over the year. Some will actually NET a couple of hundred dollars for their trust funds. State funds are not used for the project; the program is paid for out of the proceeds from the sale. ●

Louisiana youth visit Cottrell House

Thirty two youth from Rutherford House, a Louisiana juvenile residential treatment center, visited Cottrell House in March and competed in sports events and joined together in a dinner at a local restaurant.

The Louisiana group toured Cottrell House, bowled at a local bowling alley, talked about their experiences and compared treatment programs.

They also competed in basketball, with Cottrell House youth soundly defeating Rutherford House. ●

Schaeffer House residents help with festival

Schaeffer House residents participated in a community-wide festival presented at El Paso's Chamizal National Park. Ten Schaeffer House residents assisted the El Paso Mission Trail Association at their annual El Paso Thanksgiving Festival commemorating the first Thanksgiving held in this country by Spanish explorer Don Juan de Onate.

Residents taking part in these festivities were Carolos Canas, Dominic Chavez, Almador Juanes, Phouphet Sayasane, Joe "Angel" Garcia, Eric Gibson, Tajan Clinton, Julia Ventura, Willie Parker and Jose Hernandez. They assisted with distribution and placement of props, equipment and helped with the final clean-up of the park at days end. ●

Cottrell House residents attend police banquet

Sixteen Cottrell House youth attended the Dallas Police Athletic League Banquet in March thanks to Proline Corporation, which purchased three tables for the youth and Superintendent Travis Wortham and Assistant Superintendent Donald Brooks.

The banquet honored Tony Dorsett and Eugene Lockhart, former Dallas Cowboys, and the youth met them as well as Dallas Maverick basketball player Jim Jackson. ●

Corsicana students experience Wall Street ups and downs

Students in Allen Crenshaw's classes at the Corsicana State Home "own" shares of corporations ranging from the hottest shoes in footwear and Hershey Chocolates to movie studios, aircraft manufacturers and telephone carriers.

No, he is not blessed with an overly affluent student population. His students are among the nearly three million high school and junior high students nationwide who are participating in this spring's 10-week Stock Market Game (SMG).

The game, which is sponsored by a regional media representative, The University of New Mexico, The Securities Industry Foundation and various other sponsors, was originally designed by past Education Secretary Bill Bennett.

Its purpose is to expose students to a realistic experience involving the buying and selling of stocks on the three major United States stock exchanges. Participants are divided into teams of three to five students each.

After several training classes the teams are given "\$100,000" to begin play. The teams may buy any traditionally listed stock based upon the previous day's closing price. Buy and/or sell orders are issued several times a week, with computers at the University of New Mexico keeping track of each team's progress.

Crenshaw reports that the teams "are getting better each week. When we first started it was like I was speaking a foreign language—new words and definitions were scattered everywhere. Now, the minute they enter the classroom they grab the business section of the morning's paper and anxiously scan the columns or agate type to see whether their team made or lost money in the previous day's market. They're truly fun to watch when they get this excited and motivated," he added.

Crenshaw laughed when he described his classroom, "as the ultimate in cooperative, active and interdisciplinary learning—all the buzz words work."

"I've never had a project that actively involved this many students at this level," he continued. Apparently his students agree. While describing the game as "Not easy!" one junior high student also said it

was more fun that what they would normally do in (economics, history and social studies) class. "It's beginning to all make sense now."

The students are not graded on whether they make or lose money in the game, but how well they work together as a team and their final notebook presentation.

At first glance the SMG is simply a souped-up, hi-tech Monopoly game, but Crenshaw says it goes deeper than mere classroom entertainment. Student participants explore real life fractions and the exponential power of multiplication. They experience the outcome of research and learn the value of correcting mistakes.

Many students discover the basics of the American economic system and how the "Bears and Bulls" can affect everyone's life and lifestyle. Jason Ferguson has proven to be an "accounting wizard," ac-

cording to Crenshaw, and Juan Quintero has chased down stocks most students his age never knew existed. Henry Dobbins found an obscure stock, stuck with it and finally sold it for a profit after several wild up and down days. The SMG is a great way to teach many aspects of "adult life."

One student said, "What Mr. Crenshaw just said may be true, but it's exciting when your team is doing well in the rankings." This team is ranked 6th in the state and 1st in their region. The state's competition has over 700 teams entered so Eric Guerra and his teammates have every reason to be excited. They are waging an economic battle between elite private and magnet schools in the state. They are not only holding their own, but beating many of them. ●

KERRVILLE 1994!

The Texas Youth Commission's annual administrator's workshop, "Making a Difference in the Juvenile Justice System," is scheduled July 20-22, 1994 at the Y.O. Ranch Holiday Inn in Kerrville, Texas.

This year's conference has taken on a new format that will provide participants an agenda to encourage dialogue among the varied juvenile justice staff that have been invited to attend. Participants that are expected to attend include TYC staff, representatives from the Texas Juvenile Probation Commission, Chief Probation Officers, Victim Services/Rights, Law Enforcement, District Attorneys, Judiciary, Community and Ministry groups.

One of the highlights of the workshop includes an Alliance Team Panel that will offer ways/answers to build and repair identified areas that will strengthen the juvenile justice system. The goal of the panel is to provide solutions to an effective community/juvenile justice alliance. The presentation will consist of a moderated nine member panel that will lead a discussion among the panel and with the audience in a question and answer format.

Other training includes a session on the victimization of staff, and a session devoted to TYC institutions and community services. In this session each of the areas will spotlight one or more of their most successful programs.

Items on the conference agenda for July 20 include a board meeting scheduled at 9:00 a.m., award presentations at 2:30 p.m., a keynote address by a state dignitary, and a barbecue scheduled at the Louise Hays Park at 6:00 p.m. The awards to be presented include tenure, outstanding staff, administrator of the year, and executive director's award. All of the training sessions are scheduled on Thursday, July 21. On Friday, July 22, a breakfast buffet is scheduled at 8:30 a.m. before Executive Director Steve Robinson makes his "State of the Agency" address to all participants. Questions should be directed to Rita Torres at (512) 483-5002 or Eric Young at (512) 483-5131. ●

San Antonio C.A.P.S.

Parents of recently committed TYC youth in San Antonio held their first support meeting at the San Antonio parole office April 28.

Invitations in both Spanish and English were sent out by court liaison Larry Rivers and CAPS volunteer Anita Gonzales.

The purpose of the group is to help families understand TYC policies and programs which are in effect for their teens while they are in TYC facilities; to assist them in understanding how to communicate with their children; and assist them when they return home. *

Risk Management Manual

The Risk Management Division has completed the first draft of the Risk Management Manual. Focus groups will be held at each institution and ERJC during April and May to receive input from the field on the programmatic content of the Risk Management Manual. The results of the focus group may be available in late June. *

Support group receives training

Hal Kelly, chemical dependency specialist in the East Region, conducted the region's first Parent Support Group training.

Parent volunteers were trained in how to facilitate a group. Volunteers included Rudy Aldape, Barbara Blair and Linda Gibson. They will co-facilitate a parent support group which is under the leadership of parole officer Carolyn Rogers. *

Victim's mother speaks out

The mother of a child who was killed in a gang related tragedy, spoke to TYC youth at Cottrell House. Becky Gonzales answered questions from the boys and they, in turn, hugged her goodbye before she left.

Ms. Gonzales also shared her struggle for forgiveness and her new-found campaign to help other youth. She and her family founded a new organization called "Parents Against Crime and Drugs" (PACD). *

Staying on Top: TYC Leadership/Management Programs

The Human Resources Department, Staff Development Division will soon be offering the first of a series of Leadership/Management programs. These programs will address the needs of TYC supervisors and managers at different levels of experience.

Tiers include, Basic Supervision, Intermediate Supervision, and Advanced Supervision/Management. The Basic Course is currently being developed, and the first class is tentatively set for July, 1994. These in-residence courses will be conducted at the TYC Training Facility located at Corsicana, said Scott Bloom, Assistant Director of Staff Development.

TYC professionals and managers will team with Staff Development Division staff to deliver the training. Work-related exercises will be utilized.

Basic Supervision is a competency-based, 48-hour course offered quarterly. Designed for first-line supervisions and those in line for a supervisory position, it will prepare staff to not only LEAD but equip them to MANAGE day-to-day supervisory activities.

Course topics include: basic leadership and communication principles, cultural awareness, sexual harassment, risk management, total quality management and various human resources areas (i.e., hiring, time keeping, employee relations, performance evaluations, HR policy, and payroll/PARs). *

PROGRAMS

Victims rights addressed

In June, 1993, Texas was selected to participate in the "Crime Victims and Corrections: Implementing the Agenda for the 1990's" training and technical assistance project sponsored by the U.S. Department of Justice Office for Victims of Crime. The Texas Youth Commission, along with the Pardon and Parole and Institutional Divisions of the Texas Department of Criminal Justice were recipients of the federal grant with the goal of making the state of Texas a leader in the area of victim's rights and services.

Cheryl K. Townsend, Director of Community Services was selected as the liaison for TYC. Townsend selected a steering committee to assist with the planning, organizing, and implementing of the project. The committee members are Linda Reyes, Chief of Mental Health Services; Dwight Harris, Director of Institutions; Emily Helm, Director of Legal Services; Stan DeGerolami, Assistant Superintendent, Giddings; Christi Mallette, Program Administrator; Beverly Mclester, Court Liaison, North Region; and Jules Franklin, Chief of After Care. In November this committee, in addition to Richard DuPuy, Chaplain, Crockett, attended a meeting with the respective TDCJ departments to evaluate and assess the breadth and scope of current victim services in Texas, and to make recommendations to project training staff on how the project can best address the needs and issues regarding victims of Texas crimes.

In May, a conference involving five training tracks addressing victim rights and issues within Texas was held in Austin. Attendance included all co-sponsoring agencies and invited guests from various government and private groups having involvement with victims and the issues of victimization. Townsend selected Christi Mallette as TYC's representative on the conference planning committee. *

Austin volunteers honored

Austin volunteers, council members and contributors were treated to an informal party by Turman House staff and youth during National Volunteer Month (April).

Honored were Allen Golden, who has spearheaded four successful golf tournaments, and VFW Post 8787, through the efforts of council member Bob Stewart. Also recognized were the contributions of Mike Powers, Judge Phil Sanders, Jerry Miller, Texas Instruments, and Sylvia and Ray Stanley. *

State Volunteer Council elects two new officers

Lou Hollis of Crockett and Michael Powers of Austin were re-elected to another one-year term as chairman and vice chairman of TYC's State Volunteer Resource Council during the annual meeting March 4 in Houston.

Leo Rodriguez of Edinburg was elected secretary, replacing Julian Dawson of West Texas. Richard Robinson of El Paso was elected treasurer, replacing Dorothy Price of Fort Worth.

The new officers were sworn in by Neil Nichols, TYC Assistant Executive Director, during the awards ceremony of the 10th annual TYC conference.

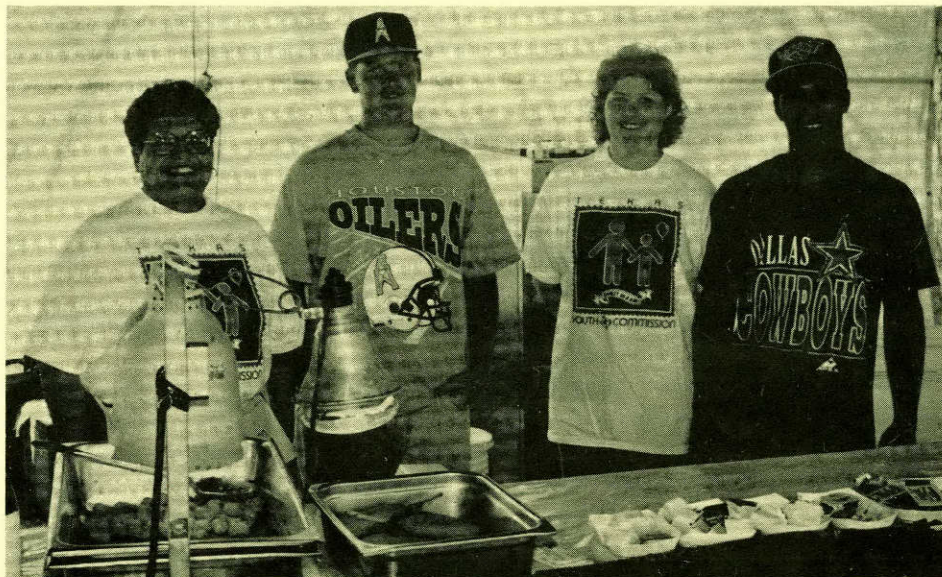
During the annual meeting, individual local council reports were made by Bob Lee, West Texas; Mitzi Brannan, Gainesville; Sharon Hamilton, McFadden Ranch; Tom Elliott, Brownwood; Michael Powers, Austin; Bob Frisby, Corsicana; Richard Weaver, San Antonio; Sonja Lucas-Roberts, Houston; Betty Kellar, Giddings; Carol Robinson, Crockett; Leo Rodriguez, Evins; Roy Brannon, Dallas; Dr. Floyd Atkins, McAllen; Joe Gonzales, El Paso.

The treasurer's report indicated that the State Council had a balance on hand, as of March 1, 1994, of \$17,016.02 prior to conference bills being paid.

Debby Hudgins of Giddings, chairman of the State Council College Fund Committee, reported on recommendations for setting up policies and procedures for a scholarship loan program for TYC youth who have completed four semesters of college work. Final policies will be discussed at the State Council's fall meeting.

Neil Nichols, TYC Assistant Executive Director for Professional Services, reported on canteen contracts with local councils, and on new procedures for property inventory in TYC facilities. ●

TYC Assistant Executive Director Neil Nichols, left, swears in newly elected officers of the State Volunteer Resource Council during the closing awards brunch at the 10th annual volunteer conference. Sworn in were Lou Hollis of Crockett, second from left, as chairman; Michael Powers of Austin, vice chairman; (both of whom were re-elected for another one-year term); and Leo Rodriguez of Evins, newly-elected secretary. Richard Robinson of El Paso was elected treasurer, but was unable to attend the brunch.



The Giddings Community Advisory Council, for the 15th consecutive year, operated a food booth during the Lee County Junior Livestock Show, and this year raised \$1,000. Eighteen CAC members and several Giddings State School students worked together during the three-day event, selling chicken nuggets, corn dogs, egg rolls and tater tots. Sonic and McDonald's contributed substantial donations of food and paper goods for the booth. (Shown are Mary Gutierrez and Linda Gillman, volunteer council members, who worked with students Michael White, right, and Kevin Wilson.)

KUDOS

■ Three new volunteer coordinators are **Virginia Lewis**, Crockett, **Maria Ruiz**, West Region, and **Raul Arredondo**, South Region ■ **Joy Parker** is the new Director of Nurses at Brownwood State School ■ **Joseph Martinez**, former South Region Director and longtime TYC staff member, was honored at a going-away dinner April 15. He leaves for an administrative position with the Department of Protective and Regulatory Services in Austin ■ **Carol Wells** has been named Human Resource Officer at Crockett State School, replacing Thomas Phillips who was named as the school's Purchasing Officer ■ **Gus Poole**, Turman House staff member was selected by fellow Central Region employees as the Employee of the Quarter ■ **Helen George**, East Region Director, has been honored as Citizen of the Month by Anheuser Busch Companies and The Houston DEFENDER for programs she initiated with the Ecumenical Council for working with at-risk youth in the area of prevention and establishing mentorship programs ■ **El Paso Community Resource Council** sponsored its annual picnic for Schaeffer House youth May 1 at Ascarate Park. Youth played softball, touch football, frisbie and horseshoes ■ **Jose Alamillo** TYC volunteer and former UTEP student intern, is a winner of the annual J.C. Penny Golden Rule Award for outstanding community service, sponsored by the El Paso Center for Volunteerism and Non-Profit Management.

QUALITY EXPOS

One hundred TYC staff have participated in various kinds of Total Quality Management (TQM) training this year, including training on quality management awareness, team learning skills, and process improvement team training.

Process improvement team participants applied the quality improvement skills they learned in training to improve a process in their area of operations. Sixty-seven teams celebrated their accomplishments at quality expos held at each region, institution, and central office.

Local expos are an opportunity for team members to tell their process improvement story. Local expos also give other staff an opportunity to learn more about the TQM process and the team projects undertaken.

Quality Coordinator Cathy Negrel noted, "after visiting each of the local expos, I want to congratulate all team members on their accomplishments. Team leaders did an excellent job of passing on to their team members the process improvement skills and tools. It is clear that staff worked hard to make improvements throughout our organization that will ultimately enhance life for our youth and our staff." *

QUALITY CORNER

QUALITY TRAINING

During the past two years, TYC has provided off-site TQM training to employees. This training helped build a solid foundation to support the quality philosophy and the use of quality skills and tools in our agency.

Cathy Negrel, Quality Coordinator, with the support of the Training Department is developing in-house TQM curriculum that will be integrated into the agency's training programs. An overview of TQM has been incorporated into the agency's pre-service training.

The new 8-hour in-service course will provide staff with more in-depth knowledge of quality management skills. This workshop will cover the following topics: Overview of TQM, Team Communication/Facilitation Skills, Overview of Process Improvement Steps, and Technical Process Improvement Skills. This training will be offered by regional trainers at each local site. In addition to the TQM in-service course, an 8-hour TQM course is being developed that will be incorporated into the agency's Basic Supervision Course, expected to be launched this summer.

"Through our last round of training, we learned that it is difficult to ask staff to travel for extensive periods away from the work site," said Negrel. "TQM training will be easier to access as the training will be delivered on site."

TYC Teams Up Total Quality and Productivity Bonus Program. TYC holds the distinction of being the first agency for whom the Texas Incentive and Productivity Commission (TIPC) approved "TEAM-BASED" Productivity Bonus Plans. TIPC approved one division plan and 12 team plans that involved our eight institutions.

If the team plans proceed as scheduled and we can certify savings to the state, the team members will qualify for a bonus based on the actual savings. One of the team plans is highlighted below.

Team Target: To Increase Safety When Using Cleaning Products. This Evins team targeted increased safety and efficiency in dispensing cleaning products. Previously, the facility purchased concentrated products that required manual mixing, which led to inconsistent mixing proportions. The team recommended that the agency purchase a cleaning system that can be attached to a water outlet. The new system automatically mixes solution proportionately and safely, and it costs less than the concentrated mixture. The net projected savings is \$5,052 for Evins and the southern regional halfway houses. The team also noted that "the kids liked the aroma a lot more than the previous items... and consequently have been cleaning more often." *

Eight Attributes of High Performance Teams

- **Participative Leadership** - creating an interdependency by empowering, freeing up, and servicing others
- **Shared Responsibility** - establishing an environment in which all team members feel as responsible as the manager for the performance of the work unit
- **Aligned on Purpose** - having a sense of common purpose about why the team exists, the function it serves, and future outcomes
- **High Communication** - creating a climate of trust and open, honest communication
- **Future Focused** - seeing change as an opportunity for growth
- **Creative Talents** - applying individual talents and creativity
- **Rapid Response** - identifying and acting on opportunities
- **Process Oriented** - focusing on the process of *how* the work is being done *

Golden Triangle State School (continued)

resources officer, business manager, and plant maintenance supervisor will be hired later this fall. A volunteer coordinator will be hired in April 1995; an assistant superintendent will come on board in June 1995.

The first group of youth assigned to Golden Triangle should arrive in the summer of 1995. Phase I will accommodate 48 youth.

The agency will be requesting funding during the upcoming Legislative session for Phase II, which would increase the population to 144 with the addition of five additional dormitories, a vocational building, and a multipurpose building. The agency will also be requesting funds for Phase III, which includes four additional dorms to increase population to 240. The support buildings in Phase I are designed to serve a future population of 240.

Architects are Jessen Inc. of Austin. The contractor is ALLCO Inc. of Beaumont. (See drawing on page 9.) *

TQM HANDBOOK

Round Two training participants recently submitted process improvement team summary forms for a TQM Handbook. This handbook will serve as a reference for Round Two accomplishments, and can be used as a resource to future teams. It will be distributed internally to all field sites for their quality libraries, central office administrators, central office quality library, and the TYC Board. Copies will also be provided to state officials and interested state agencies.

Participants included information about their team's process, results, and status. They were also asked to describe the benefits their team derived from using the TQM process. Here are some of their responses:

- Working in teams is a synergistic process and our ability to define a problem as a team and seek solutions was tremendous.
- We went "outside the lines" and developed new ways of viewing the problem.
- We overcame international boundaries and two languages to use the TQM process. Without the TQM tool as a framework to determine what we needed to do, we could still be just talking.

- Halfway house staff interacted in a team effort to improve and correct a treatment delivery system thereby taking ownership in the changes and results. The system is productively functional and understood by all staff.
- Developed a deeper appreciation of the results which individuals can accomplish when working as a team.
- Accounting and medical staff worked together to achieve a common goal.

They offered the following advice to future teams:

- Give the process a chance as it is a process that really works.
- Be flexible, when our best work was coming from the flow chart process, we went back to it often.
- Don't jump to conclusions, use the tools, and trust them.
- Learn to utilize the process effectively. Stay focused on the desired results. Select projects which are within your area of influence.
- Keep it simple in order to learn the TQM method.
- Make sure team members come from different areas to ensure discussion of all aspects of the problem.

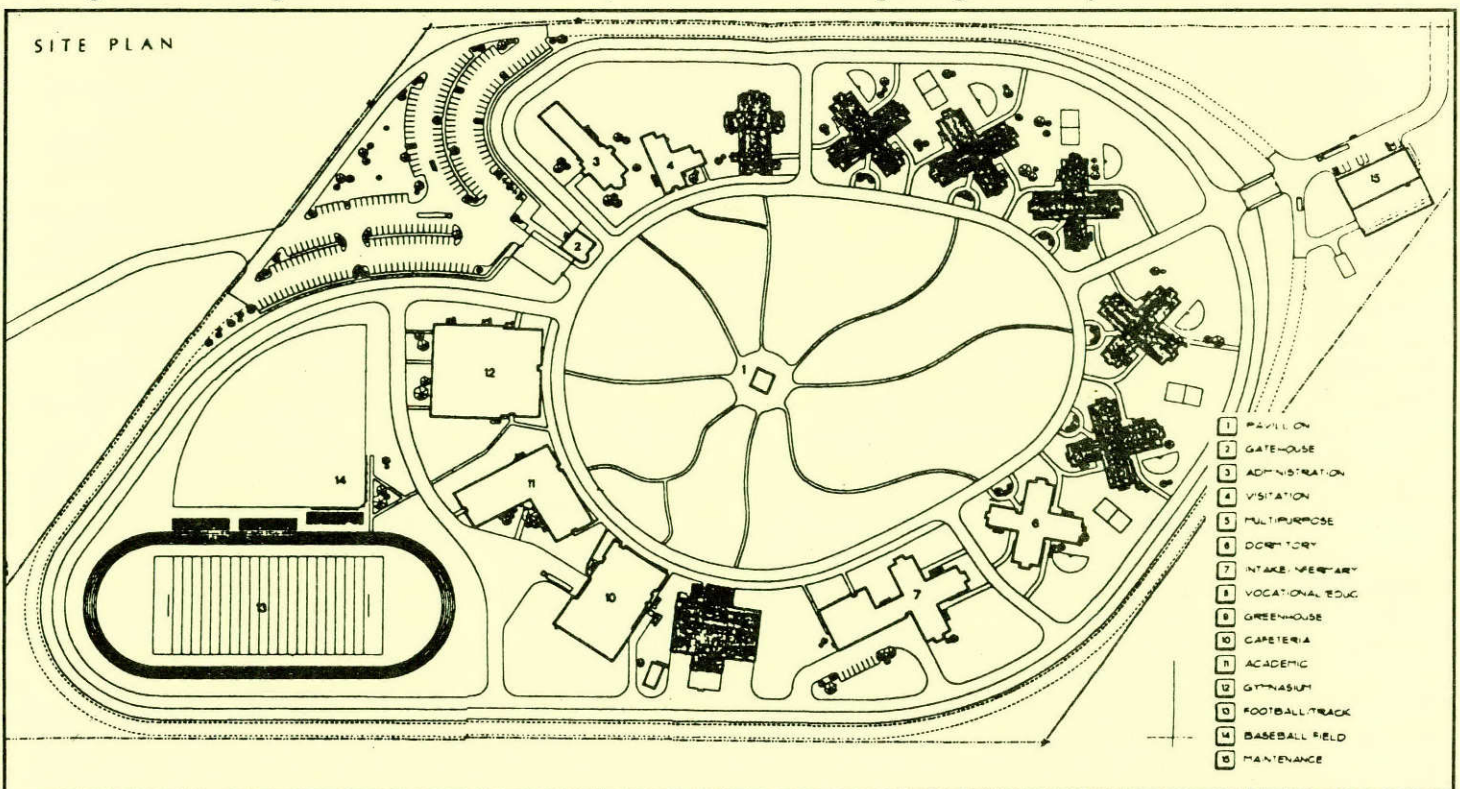
- Ensure up front the team and project have full support from the respective administrations.
- Team members and leaders need to be located together whenever possible.
- The TQM process allows decisions to be based on facts. The key to TQM is the follow-up evaluations after the process has been redefined to determine if the findings are valid. ☀

KUDOS

■ **Art Hinojosa**, of the Central Office Maintenance and Construction Department, has been chosen by the VOICE Committee as the Central Office Employee of the Quarter for December, January and February ■ **Eddie Martinez** was recently named Chief of Security at West Texas State School ■ **Rev. Bill Tapley** is the new president of the WTSS Community Advisory Council; outgoing president pro-tem **Harvey Acker** continuing on as treasurer ■ **Kirby Rasco** is the new recreation director at WTSS, replacing Greg Rogers, who is now the business manager ■ **Margery Ross, Ph.D.**, was honored by Travis County RSVP (Retired Senior Volunteer Program). Dr. Ross is a long-time volunteer in the Central Region office, serving as an ombudsman for paroled youth.

GOLDEN TRIANGLE STATE SCHOOL

Buildings in this drawing include Phase I and Phase II, with the shaded buildings being scheduled for Phase II.



DEBORAH BUTLER, McFadden Ranch, Outstanding Religious Volunteer

Deborah Butler, who has been involved with TYC youth in several programs since 1989, was named the agency's Outstanding Individual Religious Volunteer.

Butler has volunteered at Gainesville State School, Dallas House, Willoughby House, and most recently, McFadden Ranch. She has also worked with young people at Tarrant County Juvenile Detention Center in Fort Worth, and at Dallas County juvenile detention.

"In every program she has coordinated Bible studies and religious programming featuring a Christian rap group and Christian body builders," said TYC Assistant Executive Director Neil Nichols, who presented the award to Butler.

While a member of the TYC volunteer council in Fort Worth, she assisted with the donation of a new computer to Willoughby House through her company's

charitable gift program. Most recently she helped organize the new volunteer council at McFadden Ranch, and currently serves as chairperson.

She continues to interact with youth in many TYC programs, and is described as a 'model volunteer.' She counsels with individual students, and even with families of youth.

"We are pleased to be able to share her activities and caring attitude with the entire agency through this statewide award," said Nichols, as he presented a plaque to her.

● Also nominated for this award were Michael Cheshire, Valley House; Tina Owens, Reception Center; Joseph Portillo, West Texas; Lynn Berry, Corsicana; Marilyn White, Nueces House; Fr. Benedict Zientek, Brownwood; Rev. Roger Haslip, Schaeffer House; Leo and Margie Hasten, Gainesville; Sue Stroud and Tom Goodnight, Giddings; Sam Cupa and Fr. Tej Lal, Crockett; and Ann Cass, Beto House. ●

GIDDINGS STATE SCHOOL STUDENT COUNCIL, Outstanding Student Volunteer Group

TYC's second group award was presented to the Giddings State School Student Council, which for years has served as a positive example for Giddings students, as well as for the community.

"During the past 12 years, the Giddings Student Council has regularly visited the Giddings Convalescent Center and the Hennessey Nursing Home--talking to residents and participating in recreational activities," said Cheryl N. Townsend, Director of Community Services, in making the award to Giddings Volunteer Coordinator Bill Bradbury, student council sponsor.

The student council also helps prepare the fairgrounds for upcoming events, such as the Fourth of July picnic, livestock shows and the annual festival--Geburstag. They also clean up the litter AFTER such events.

The student council developed and initiated the student-operated canteen on campus with start-up funds provided by the Advisory Council. They donate their profits to assist others, providing refreshments during on-campus athletic events and serving as tour guides and hosts during open houses and special events.

"Because of their volunteer work in the community, the community supports the off-campus work program and many local groups sponsor Christmas parties each year," said Townsend. "This involvement, perhaps, makes a difference in the future lives of the student council members.

● Other individual students and student groups nominated for this award included Solomon Shorts, Schaeffer House; Gainesville Student Council; Boy Scout Troop 201, Corsicana; Donnie Peoples, Ayres House; Christopher Gonzalez, West Texas; Crockett State School Choir; and

KUDOS

■ **Linda Ross**, East Region Director, participated in a Channel 8 WFAA TV town hall meeting as part of the channel's "Families First" series. Linda represented the Texas Youth Commission on a panel of experts who met with citizens of Arlington, Texas, in April to discuss crime prevention, juvenile violence and solutions to helping youth manage their anger ■ **Greg Garcia** is welcomed as a new cook at West Texas State School. The Navy veteran and his staff of nine feed 192 teenage boys three meals a day, seven days a week.

VOLUNTEERS

Roshawn Nash, Beto House. ●

TERESA BRANSON, Brownwood State School, Outstanding Employee Volunteer

"TYC is fortunate to have many, many staff members who also volunteer extra time to befriend students and provide additional time and caring for them," said TYC Board Member Pete Harrell, who made the presentation to this year's Outstanding Employee Volunteer, Teresa Branson.

"Although only ten of them were actually officially nominated for this year's award, several hundred employees actually DO volunteer on a regular basis," he explained.

Ms. Branson, a teacher's aide, has 'adopted' and volunteered with several students over the years, making each one a special focus during their time at Brownwood State School. She feels particularly drawn to the students who are considered 'difficult'--the ones who are hardest to reach.

She has also recruited her husband Bud to become a volunteer. The couple began their volunteer time with a student named David -- picking him up every week for

Sunday School and church. He then had lunch with them and spent Sunday afternoons watching ball games with Bud, baking cookies with Teresa, visiting with their friends... and attended church again that evening.

They also "adopted" Jennifer, a young woman who had some behavioral problems, and were able to convince her to work on attaining Level Four in order to receive a Raggedy Ann doll.

"Mrs. Branson continues to touch many lives as a one-to-one volunteer at Brownwood State School," said Harrell, "AFTER her job responsibilities."

"We are most grateful to you for sharing a part of yourself and your family with our students -- many of whom have never had good relationships," he added as he presented the engraved plaque to her.

● Other TYC employees nominated for this year's Outstanding Employee Volunteer award were Sam Rogers, Giddings; Wanda Rainey, Reception Center; Nelda McAnally, Gainesville; Carolyn Rogers, Houston; Manuel Porras, Evins; Dennis Clay, Nueces House; Richard Kelley, Corsicana; Maria Trevino, Willoughby House; Nichole Joseph, West Texas; Karen Turcotte, Ayres House; Jesus Magana, Beto House; and Dianne Graham, Crockett. ●

CHARLES PEARCE, Corsicana, Outstanding Individual Volunteer

Since beginning his volunteer work with Corsicana TYC students in 1987, Charles Pearce has contributed nearly 1,700 hours. The past year, he logged 482 hours. Pearce is available at the dorm he volunteers at nearly every day—checking to see which students need individual counseling, providing educational programs, and transporting students off-campus for special visits or appointments.

“He is described as ‘almost like another staff member,’” said TYC Board Member John Odam of Houston, who made the announcement of Pearce’s selection for the honor. (Pearce was unable to attend due to illness).

“Whatever he is asked to do, he does... he also initiates, organizes and plans activities with the students,” Odam said.

Pearce originally became involved at Corsicana State Home by helping a student attend the local community college. He financially supported the young man’s education and provided friendship and emotional support. Since then, he has spent



Charles Pearce, shown with wife, Peg after receiving his plaque.

a great deal of time taking other youth off-campus to movies, dinner, sightseeing, and to special events. He provides his land for fishing trips for the campus Scout Troop.

Pearce, who is especially interested in encouraging positive self-esteem in the students, spends several hundred dollars annually providing athletic shoes, jackets, clothes, books and art materials for students.

He also works to recruit and train other volunteers, and frequently encourages other Corsicana residents to become involved on the campus. When TYC students are re-

leased from the Corsicana program, he keeps in touch with them to show concern for their progress.

“He has become an outstanding role model for Corsicana youth,” said Odam. “We are very happy to present this award to him.”

● Also nominated for this award were: Mary Saldiver, Valley House; Carol Brewer, Gainesville; Connie Haluska, Evins; Allen Golden, Austin; Bill Jones, Giddings; Ellison Beasley, El Paso; Jack Smith, Brownwood; Col. John Peppard, Willoughby House; Barbara Hawkins, Ayres House; Cheryl and Robert Schindler, Houston; John Lewis, Beaumont; Bobby G. Lee, West Texas; Jerry Chavez, Beto House; Kathy and Lou Hollis, Crockett; John Lewis, Houston; and Nancy Burwell, Corpus Christi. *

LEVI STRAUSS COMPANY, HARLINGEN, Valley House, Outstanding Volunteer Group

The Community Involvement Team (CIT) of Levi Strauss Company in Harlingen received the Outstanding Volunteer Group award for their support of Valley House programs and youth over many years.

The CIT Team, led by Janie Valdez, has been instrumental in awarding a \$5,000 grant to Valley House last September for a delinquency prevention program. The team has also donated money to purchase a barbecue pit for Valley House; regularly provides over half the funds needed for Christmas gifts; frequently donates clothing, pays travel expenses for volunteer council members to attend seminars, and assists with raffles and barbecue dinner sales.

“The 200-plus CIT members have donated well over \$9,000 for youth activities since Valley House reopened in 1991, and have provided many hours of volunteer service with youth,” said TYC Deputy Director Jay Lindgren, in presenting the award to two team members, Gloria Valdez and Mary Means.

● Other businesses, corporations and groups nominated were: VFW Post 8787, Turman House, Austin; Gainesville Convalescent Center, Gainesville; Inland Container Corporation, Evins Regional Juvenile Center; Pizza Hut, Giddings; Navarro Council of the Arts, Corsicana; Aunt Jackie’s Place, West Texas; Dallas Council PIT Group; and University of Texas Pan American Social Work Department Interns, Beto House. *

West Region volunteers honored

The West Region Office in El Paso held its annual Volunteer Recognition Banquet April 21st. Mel Adams, Vice-chairperson of United Way of El Paso, was the featured speaker.

Over forty volunteers and interns, and fifteen community organizations and donors were recognized for their hard work and dedication to Schaeffer House and El Paso Parole youth. All received certificates of appreciation from Regional Director Alex Escarcega.

A special recognition plaque was awarded to “Operation Kick-it” from the Texas Department of Criminal Justice, for reaching out to TYC youth. *

NOTICE

If you want to continue to receive the *Texas Youth Commission JOURNAL*, 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:

TYC JOURNAL
4900 North Lamar
P.O. Box 4260
Austin, Texas 78765-4260

I wish to continue receiving the *TYC JOURNAL* at the address/corrected address on my mailing label. *(Please attach.)*

Signature _____ Date _____

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

TRINITY CHAPEL, Statewide Reception Center; Outstanding Religious Volunteer Group

Trinity Chapel of Early, Texas, a small community near Brownwood, was presented the award for Outstanding Religious Volunteer Group for providing weekly Bible study at the TYC Statewide Reception Center for the past six years.

"Members of the group also participate in other areas of the facility's religious program, and their pastor served on the Brownwood Community Advisory Council," said TYC Assistant Executive Director Neil Nichols, who made the presentation.

"Over half the population at the Reception Center attends the Thursday night Bible study sessions, and with four groups holding sessions in different areas of the cafeteria, they still manage to focus their attention on the studies," he added. Eighteen Chapel members regularly assist in leading the Bible study.

Trinity Chapel members also conduct Christmas, Easter and Maundy Thursday services, participate in Christmas activities by hosting a party each year, and they provide Bibles, Bible markers, religious tracts and books for the youth.

Chapel volunteers have also developed an outstanding aftercare ministry, by corresponding with many youth as they are moved to other TYC programs. Pastor Dan Chapman is an active volunteer and a strong advocate of TYC in the community. As a member of the Ministerial Alliance, he keeps Brownwood area pastors abreast of TYC problems and needs.

"Trinity volunteers exhibit love and concern for all youth in their ministry at the Reception Center, and TYC is most appreciative of their involvement," said Nichols, as he presented the award to Chapel member Ken Thomas.

● Other religious groups nominated for the award this year were: Holy Spirit Parish, Beto House; Reaper's Hand Ministry of Houston, Giddings State School; Life Vision, Valley House; Church of Jesus Christ, Gainesville; Trinity Worship Center, Evins; Cathedral of the Palms, Nueces House; Fuentes de Salvacion, West Texas; Westhill Church of Christ, Corsicana; Word of Faith Christian Center, Brownwood; The Door Christian Center, Schaeffer House; and New Creation Baptist Church, Willoughby House. ●

Recognition

About 65 people attended the annual San Antonio Volunteer Appreciation Dinner April 27 at the West Side Church of God in Christ. Volunteers, staff and TYC youth from Ayres House enjoyed a spaghetti dinner.

Receiving special awards were Leslie Moreau, who has involved Ayres House youth in a special horseback riding program, and student Donnie Peoples, for his volunteer work at that program.

Also recognized were employers who provide on-the-job training for Ayres House youth, and agencies which provide volunteer opportunities for youth. Walter Gaskin was provided a special recognition plaque for his involvement with the San Antonio volunteers for the past 10 years.

Emcee was Diana Alcocer, chairman of the Volunteer Council. Volunteer awards were presented by Adrian Moore, Central Region Director, Erika Olsen, Ayres House Superintendent; Jane Parker, Volunteer Coordinator; and Joan Timmons, Chief of Volunteer Services. ●

Giddings State School held its annual staff, student and volunteer appreciation day Friday, April 29, with an awards ceremony conducted by Superintendent Sandy Burnam.

Recognized were 224 staff who individually have been accident-free from 2 years to over 20 years. Also honored were 30 students for outstanding academic achievement.

Seventy-two volunteers, five religious groups and four local businesses received recognition for their participation on campus.

Other activities included an auction of food from the Bake Off and the BBQ Cookoff competition. Profits from the auction were sent to the Gainesville Staff Quality Improvement Group (SQIG) to assist staff members ravaged by tornadoes that week.

Students, staff and volunteers from Texas A&M University, under the direction of Dr. Arnold Leunis, participated in athletic events, with Giddings students defeating A&M students by one point. ●

Volunteers, staff and youth honored with ceremonies and gratitude.

The Corsicana State Home recognition banquet held May 6 was sponsored by the State Home and the Community Advisory Council. Volunteers, staff and students were recognized for achievement and service.

The theme for this year's event was "The Little Train That Could." The train engine represented the students, the tracks represented staff and the volunteers were depicted by the engineer.

Dallas Cowboy, Joe Fishback made a surprise appearance thanks to staff member Ruby Louis. He assisted in handing out various awards and signed autographs.

A special presentation for John Christofferson, a caseworker who passed away recently, was presented to his wife Sue by Superintendent Chester Clay Jr.

Announced as Outstanding Students were: Mary Ann Fausey, Cottage 8; Frank Lopez, Cottage 10; Jason Ferguson, Cottage 11; Eric Guerra, Cottage 12; and Alex Ochoa, Cottage 14.

Wayne Smith was named Outstanding Child Care Worker. Charles Pearce, who contributed more than 500 hours of vol-

unteer work last year, was recognized as not only the Outstanding Volunteer for the Corsicana State Home, but as the recent statewide winner. Volunteer Council chairman Rick White was also recognized for his outstanding service to the council.

Students also received awards for being outstanding in campus employment, scouting, GED completion, school citizenship, academic progress, academic achievement, superior behavior, and progress in treatment.

Volunteers who received awards for contributing between 100 and 300 hours during the past year included Lori Withrow, Charles Barnaby, Tracy Cunningham, Carol Hamann, Sherrie Hopkins, Richard Kelley and Sidney McGraw.

Also receiving awards were various groups and businesses who have donated time or funding to the Corsicana program.

Presentations were made by Terry Thomas, Laurill Hunter, John Hopkins, Wayne Smith, Lydia Barnard, Don Harvey, Lola Searcy, Lori Withrow, Lucy Humbert, Brantley Woods, Joan Timmons and Chris Barte. ●

**CHRISTY AMOS,
Willoughby House, Outstanding
Individual Student Volunteer**

Cheryl K. Townsend, Director of Community Services, presented the award to Christy Amos, the individual winner in the Student Volunteer category.

"This young lady is 17-years-old, and is currently assigned to Willoughby House in Fort Worth for the second time," said Townsend. "During her FIRST stay, she left without permission.

"However, after a short stay 'in the free', she returned...and this time worked to attain higher levels," she added.

Christy has been involved in a great deal of volunteer activity since she obtained her GED. She first volunteered at the halfway house, answering phones and doing typing for staff. She also volunteered at the Salvation Army Angel Tree at a Fort Worth mall.

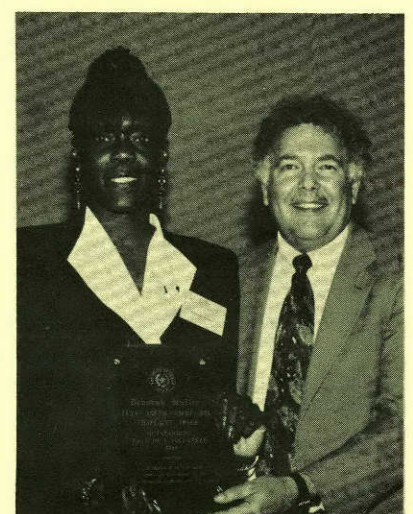
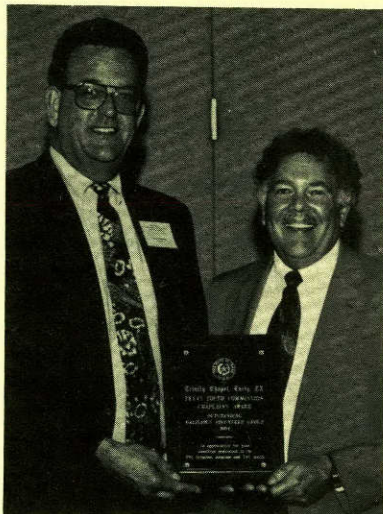
She currently is an official volunteer in the pediatric unit at Tarrant County Hospital. On days when the unit is closed, she does clerical work in the hospital's human services department, rather than taking the day off.

"Recently Christy participated in organizing a Youth Summit, sponsored by the mayor, for the City of Fort Worth. She attended many planning meetings, and then facilitated one of the groups during the Summit," said Townsend.

Christy was released from Willoughby House in April, and is now in the TYC Independent Living Program in Fort Worth. *

TYC VOLUNTEERS RECEIVE HONORS, AWARDS

Outstanding volunteers for 1994 announced at the tenth annual TYC volunteer conference are shown clockwise from top left are: 1) Teresa Branson, Brownwood, Outstanding Employee Volunteer, and TYC Board Member Pete Harrell; 2) Deputy Executive Director Jay Lindgren, center, and Levi Strauss Company representatives Gloria Valdez and Mary Means; 3) TYC Board Member John Odam, right, and Chris Bartee, Corsicana staff member who received the plaque for Outstanding Individual Volunteer Charles Pearce, Corsicana; 4) Deborah Butler, McFadden Ranch, Outstanding Individual Religious Volunteer, and Assistant Executive Director Neil Nichols; 5) Outstanding Individual Student Volunteer Christy Amos, Willoughby House, and Cherie Townsend, Director of Community Services; 6) Ken Thomas, representing Trinity Chapel of Early, Outstanding Religious Volunteer Group, which volunteers at the Statewide Reception Center, and Nichols. Photo at left center is Corpus Christi Volunteer Council chair Nancy Burwell receiving a plaque in appreciation for her service to the council from Anthony Floyd, Nueces House Community Coordinator. Also shown are council member Jovita Ojello, Nancy Sparkman, Jon Bonilla and Dr. Tony Dias, incoming chairman.



USPS serving all agencies

In 1987, Comptroller personnel, representatives of other central oversight agencies, and the State Legislature envisioned a comprehensive uniform state-wide payroll/personnel system serving all state agencies, boards, commissions and institutions of higher education. This system will be particularly helpful when employees are transferring between agencies, allowing employee personnel/payroll data to be transferred between agencies on-line.

As of April 1, 1994, twenty agencies have gone "live" on USPS and are processing their payrolls on this system. There are approximately 151 agencies scheduled to go "live" with the USPS system on June 1, 1994. TYC will run parallel payrolls with the current system for two months. Our Finance, Payroll, MIS, and Human Resource Departments have been working together with the USPS assist team to implement this conversion. Employees in these departments as well as Human Resource Officers and Business Managers in

the field, will receive training to ensure effective utilization of the system and to provide added services. *

Willoughby banquet

Willoughby House residents hosted their 8th annual volunteer appreciation banquet for Fort Worth area volunteers, community advisory council members, and major contributors.

The youth performed skits about the different experiences volunteers have shared with them. Food service manager Naomi George prepared a brisket meal "fit for a king," with foods purchased by the Council. Staff and students decorated the festive house with colorful decorations and volunteers received award ribbons. Door prizes collected by community coordinator Rhonda Askew and the youth were also given. *



Executive Director Steve Robinson, keynote speaker, and Joan Timmons, Chief of Volunteer Services, shown at the 10th Annual TYC Volunteer Conference March 4-6 in Houston

Meeting the Executive Director

When Steve Robinson returned to lead TYC, he hoped to make it out to each facility to talk with TYC staff. Since he was not able to achieve his goal quickly, he decided to make an Executive Director Briefing on video to communicate his views to the field. With the help of the Texas Rehabilitation Commission's media studio, Dennis Payne produced a video with Robinson fielding questions from Cherie Townsend and Dwight Harris. The video was sent to facility administrators who were instructed to have all field staff view it. Central office staff were given a chance to borrow the tape or see it during the work day. Among other things, Robinson expressed concern for the safety of staff and youth, and discussed the need for increasing contact with the public.

All staff who viewed the video were asked to complete a survey and 780 of them were returned. On a scale of one to five with five being the best, the video rated an average response of 3.7 on both helpfulness and enjoyment. Sixty percent of the staff who responded stated that they would take advantage of the opportunity to send in TYC-related questions to Robinson and have him answer them on quarterly videos. Staff were also given a chance to send comments to Robinson. Field staff expressed their appreciation for Robinson's interest in being in close contact with the facilities, but hope that he will eventually visit each facility in person. *

HUMAN RESOURCES

Giddings takes on recycling, saves money

In September, 1993, Giddings State School faced a four-fold problem. Solid waste removal fees were exorbitant. There was no recycling program to comply with SB 1340's mandated recycling for schools. Some Special Education students were not able to participate in a vocation program to comply with the SCANS job skills as specified in America 2000.

A site-based Process Improvement Team was organized to address these problems. With the support of Superintendent Sandy Burnam, and with the direction of PIT team leader John Robb, the Giddings State School recycling project began.

The program used Special Education students as a cadre. The goal was to reduce solid waste produced by the campus and give hands-on experience in recycling to the entire staff and student population.

As of April 25, Giddings had collected and sold 7,000 pounds of white paper, 800 pounds of colored paper, 6,000 pounds of

newspaper, 600 pounds of aluminum cans and 2,500 pounds of metal cans. The program has reduced the solid waste produced at GSS by 46% from the October level and is saving the State \$350 per month by reducing the amount of waste being hauled to the land fills.

During Phase II each dorm and office will assume responsibility for source separation, collection and delivery to the collection center. Up until this time, Robb's Special Education class was responsible for the majority of the process. Now other staff and students in the process will be trained to prepare products for shipment, keep records, and assure quality control.

Future plans include securing a baling machine to process cardboard, polystyrene, drink containers and milk cartons. The ultimate goal of the recycling program is to recover 85% of campus solid waste. *

Statewide Intercultural Awareness Task Force meets at Brownwood

Brownwood was the site of the quarterly meeting of the Statewide Intercultural Awareness Task Force April 28-29.

Meetings were held in the Reception Center's newly-completed addition, which will house the intake and transportation departments, as well as staff offices, a 15-bed dormitory, a recreation room and the conference/multipurpose area.

Local task force reports were made by representatives of each institution and region. The Murphy Brown Cultural Diversity video tape was shown by Floyd Hall and Sharon Hambrick, facilitators; Native American Culture, Customs and Traits was facilitated by Ramon Campos. Also on the program were Mary Ybarra, gender issues; Ruthe Winegarten, Texas Women's History tape; Charles Mack and Elias Clark, gang culture; and Michael Wakefield, culturally competent assessments and evaluations.

Task force members attending were Sharon Hambrick, Tyler; Mary Ybarra, Evins; Elias Clark, Houston; Joe Curry, El Paso; Eddie Hernandez, West Texas; Carolyn Jones, Crockett; Ramon Campos, Giddings; Sylvia Perez, Central Office; Sharon Owens, Brownwood; Michael Wakefield, Reception Center; Al Elizondo, Austin. ●

Black history program

Ron Price, organizer of the Pearl Guards of Dallas, was guest speaker at the Corsicana State Home Black History program recently.

The Pearl Guards is a group of teachers in the South Dallas area who provide community service and help combat negative influences in the neighborhood.

Corsicana students also made presentations and entertained with skits covering past and present influences in the areas of jobs, military and schools, including an overview of black role models. Staff member Hope Phillips was narrator.

Cathy Horn sang the Black National Anthem, and Mildred Jennings and Floyd Hall danced to music of the 60's to 80's. ●

TYC cultural competence studied

Several recommendations have been made by a consultant pertaining to cultural competence issues in the Texas Youth Commission.

The study was made in response to the finding last year that Anglo youth were more likely than their minority counterparts to be assessed with high need for treatment of emotional disturbance, said Dr. Linda Reyes, TYC Chief of Mental Health Services.

Dr. Richard Dana, a nationally recognized researcher in the mental health field, was asked to examine TYC cultural competence using a checklist he had previously developed to evaluate mental health agen-

fusion of the educational process with accurate cultural information for African-American and Hispanic residents coupled with use of this additional content in the ongoing group treatment.

"Such activity can serve to develop positive cultural self-images to replace cultural identifications based on stereotypes and misinformation," he added.

"Cultural competence status is extremely varied across settings," he said, in explaining the TYC study.

The study indicates that the SRC has staff members who represent the racial/ethnic backgrounds of the youth, but these staff members don't ordinarily participate

CULTURAL EVENTS

cies. Visits were made to five sites: the Statewide Reception Center, Brownwood State School, Evins Regional Juvenile Center, Corsicana Residential Treatment Center, and Cottrell House, Dallas.

The recommendations pertained to issues of staff balance, training, assessment, incorporation of cultural content, and use of culturally meaningful styles for conducting all services.

"In general, consciousness-raising on cultural issues is necessary for all settings," he said, "that should include dialogue on the advantages and disadvantages of culture specific settings within the TYC system."

He recommended that training should be provided on an in-service basis by available staff members and augmented by training from local community consultants. The training should provide information on Hispanic and African-American cultures that includes the history of racism and its effects, values, spirituality, health-illness beliefs, credible interventions, and especially the style of service delivery used for these interventions.

He recommended that all components of the assessment process should be redesigned to incorporate culturally relevant material into all reports in order to encourage more attention to cultural variables in treatment.

Further recommendations included increased attention to staffing patterns by recruitment of additional minority staff members, especially professional staff; and in-

directly in the assessment process except by assisting with translation services for youth who speak only Spanish.

He felt that at the Brownwood School, there is recognition that education and treatment components could benefit from attention to cultural issues.

"In Corsicana, there is an uneasiness that they are not doing all they could to provide culturally competent services, but there appears to be no consensus as to how this may be accomplished," he said. He adds that there are only five Hispanic staff members out of a total of 136, due to the fact that only a few Hispanics are residents in the community.

While there is considerable awareness that the Evins program is predominantly a culture specific setting, cultural issues have not been explicitly incorporated into their programs.

Dr. Dana stated that Cottrell House is already a culturally competent setting, with close ties to the African-American community and an African-American consulting psychologist provides services. He did, however, note a need for greater balance between staff and students, since both Anglos and Hispanic staff are underrepresented.

Dr. Dana has met with TYC administrators and board members to review his preliminary recommendations. Plans for implementing the recommendations will be presented to the TYC Board for approval Dr. Reyes added. ●

Texas Poll (continued from page 1)
nile offenders and adult offenders should be housed separately.

Fifty-four percent said adult prison systems should focus mostly on punishment, and 39% on rehabilitation. Only 25% said a juvenile system should focus primarily on punishment; 75% said a juvenile penal system should focus mainly on rehabilitation. Seventy-eight percent said they think juvenile offenders have a "much higher chance of being rehabilitated" than adult offenders.

Texans seem to view environment as crucial. Eighty-one percent agree with the statement: *A violent kid, taken out of a bad environment and taught skills and morality, will probably become a law-abiding citizen.*

Most Texans see a litany of social reasons behind the exploding juvenile crime problem. Seen as the major cause of an increase in juvenile crime are drug abuse (81%), lack of consistent parental discipline (74%), neglect by parents (70%), low morals (62%), alcohol abuse (58%), poor academic achievement or dropping out of school (53%), and physical abuse from

parents (50%).

Although not considered a major cause by a majority, other social ills seen by many as a part of the problem are poverty (34% call it a major cause and 43% a contributing factor), violence on television (33% major cause, 46% contributing factor), and an increase in one-parent families (21% major cause, 43% contributing factor). ●

New -Shirts!!

The State Volunteer Council is offering an all new design on its TYC t-shirts, which are now available through volunteer coordinators.

The new t-shirts are \$10. Checks can be made out to State Volunteer Council. Profits benefit the State Council's education/scholarship fund and other projects, including reimbursement for family travel.

Four sizes are available for the new multi-colored design: Medium, Large, XLarge and XXLarge. There is no additional charge this year for the XXL size. ●

West Texas wins math/science grant

Winner of U.S. Department of Education grants for six successive years, the West Texas State School academic program has moved into grant-funded satellite technology that provides interactive, video-based instruction in math and science to at-risk students.

The pilot program AIMS (Applying Initiatives in Math and Science) brings instructors based in San Antonio to the Pyote campus via television every Tuesday and Thursday evenings for classes in "Mathematics of Money" and in "English-as-a Second Language," respectively.

The dozen students meet around the television set from 6:30 to 7:30 p.m. with teachers Lonnie Powell and Alfonso Ramos, and interact by telephone connection. Students also work in workbooks and respond to guidance by the on-site teachers.

The program will continue through June 1996. ●

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