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# INSIDE OYA



Welcome to a new year and a new publication.

This edition of “Inside OYA” marks the start of a new monthly internal newsletter that is replacing the quarterly “OYA Bulletin.”

“Inside OYA” will be coming to you around the 8th of each month. This new production schedule will enable you to receive more up-to-date news about staff changes, agency activities, new programs and other topics of interest to you. Each issue of the newsletter will be shorter, but will continue to provide you with news about what’s happening in our facilities, field offices and headquarters.

Amanda Lowe-Davies will remain as the newsletter editor, so please continue to send her your news items and story requests.

I believe in the importance of open and ongoing communications, and I look forward to this move from a quarterly to a monthly publication as a way to help improve information sharing among our staff. I think keeping communication channels open will be particularly important as we continue our efforts to protect public safety and reform youth in an era of limited resources.

I hope you enjoy this new publication and will participate in making it a success. It is, after all, about you and for you.

May you stay safe and well in the year ahead.

Sincerely,

Colette S. Peters  
Director

## ANNIVERSARIES

### FIVE YEARS

Carol Ballweg  
Tillamook YCF  
Judy Barela  
MacLaren YCF  
Scott Bigelow  
Oak Creek YCF  
Michael Bryant  
Hillcrest YCF  
Kendra Cathey  
Washington P/P  
Michael Meza  
MacLaren YCF  
Scott Milstead  
Hillcrest YCF  
Colette Peters  
Director's Office  
Julie Reinen  
Information Systems  
Sharie Zipfel  
Tillamook YCF

### TEN YEARS

Mark Adams  
Rogue Valley YCF  
Debra Anderson  
Lane P/P  
John Fox  
Budget & Contracts  
Linda Gardner  
North Coast YCF  
Michael Gregus  
Multnomah P/P  
Howard Goldsby  
MacLaren YCF  
Steven Kimbrell  
Hillcrest YCF  
Vince Lackey  
Rogue Valley YCF  
Jeffrey Litke  
MacLaren YCF  
Cynthia Reynolds  
Camp Tillamook  
Thomas Schueneman  
Camp Florence  
Nick Sotelo  
Treatment Services

## “Canines at the Creek” pairs youth with senior dogs

Rusty is getting to be pretty well known around the Oak Creek Youth Correctional Facility in Albany.

Rusty is a dog, a 10-year-old Chesapeake Bay Retriever/Lab mix, to be exact. He's the first to be placed outside a traditional foster home by Philomath-based Senior Dog Rescue of Oregon.

Rusty is the first in a program – called Canines at the Creek – that Oak Creek hopes some day will look more like successful Project POOCH at the MacLaren YCF in Woodburn.

In Canines, youth on a five-member personal care team at the all-female facility are responsible for obedience training, feeding, grooming, exercising and other general care of a rescue dog until it is adopted.

“Rusty has learned so much, but I can see how this dog has changed these girls,” Susan Faria, director of the rescue program, told the Albany Democrat-Herald.

Besides offering possible job skills, the experience helps youth develop traits such as responsibility, trustworthiness, caring and respect. It is part of fulfilling OYA's mission to protect the public and reduce crime by holding youthful offenders accountable and providing reformation opportunities in safe environments.

A community volunteer, Irma Kapsenberg, is teaching dog-training techniques to the youth, who have taught Rusty to sit, roll over, stand and shake hands.

“These girls work hard to improve chances for dogs like Rusty,” Robyn Eicks, Oak



*Susan Faria with Rusty at Oak Creek*  
© 2009 Albany Democrat Herald

Creek volunteer and activities manager, told the newspaper. “They’re wonderful young women providing a service.” That service also will include interacting with potential adopters and answering their questions about dogs in the program.

Senior Dog Rescue of Oregon, which has 15 residential foster homes mostly in Linn and Benton counties, places nearly 100 dogs annually.

## Listening forums report to be released in February

You can expect to begin seeing changes during the first half of this year growing out of employee participation in a series of listening forums conducted last year by Deputy Director Fariborz Pakseresht.

A progress report from the employee work groups who are planning these changes, originally scheduled for this issue, will appear in the February issue. This will give participants in the 10 work groups more time to share their progress and ensure OYA staff read the latest information available.

The last listening forums update was e-mailed to you November 19.

## Project POOCH makes semi-finals in Mutt Madness



*Belle, currently adoptable through Project POOCH*  
© 2009 Project POOCH, Inc.

Congratulations to MacLaren YCF's Project POOCH for making it to the semi-final round in the first national Mutt Madness competition. Project POOCH beat out 60 other organizations dedicated to helping animals in need, collecting \$4,000 along the way.

The prize winnings will be used to pay for dog food and pet-care supplies, and will be put toward moneys being raised to convert an existing greenhouse into a dog training facility.

Project POOCH pairs youth at MacLaren with shelter dogs at risk of being put down. The youth train the dogs and prepare them for adoption. At the same time the youth are working with their dogs, they are learning self-control, developing good work habits and gaining valuable occupational skills.

Project POOCH was founded in 1993 by Joan Dalton, who at the time was vice principal at MacLaren's Lord High School. The program started with one dog and has since saved the lives of hundreds of dogs and youth.

The winners of Mutt Madness were Angel's Gate Hospice for Animals in New

York State and Last Chance Rescue Ranch in Pennsylvania, two of the many worthy causes among the 64 entrants in the Mutt Madness competition.

## Offender behavior management system

Three new policies have been posted for public comment. The policies were drafted in response to staff requests for guidance on our agency's offender behavior management system. They are consistent with national juvenile correctional standards.

The three policies currently posted in Outlook for public comment are:

- II-B-2.0 Behavior Management Incentives and Reinforcement
- II-B-2.1 Offender Accountability in OYA Facilities
- II-B-1.2 Use of Time-out, Isolation, and Special Program Placements in Facilities

These policies were developed by work-groups of OYA classified and management staff. The goal is to have consistent behavior management standards throughout all facilities. This will allow for easier transitions for staff and youth transferring between facilities.

Comments on the policies will be accepted until January 21, 2010. Revisions may be made depending on the feedback received. The policies will be implemented in late January. Facility staff will be trained to the concepts and processes on-site by local qualified trainers.

If you have read the draft policies and would like to provide feedback, please e-mail rules and policy coordinator [Winifred.Skinner@oya.state.or.us](mailto:Winifred.Skinner@oya.state.or.us).

## ANNIVERSARIES

### FIFTEEN YEARS

Dan Berger  
North Coast YCF  
Fred Buyes  
Hillcrest YCF  
Robert Nicoll  
MacLaren YCF  
Abraham Rios  
MacLaren YCF  
Steven Sedivy  
MacLaren YCF

### TWENTY YEARS

George Covey  
MacLaren YCF  
Scott Naughton  
MacLaren YCF  
Kris Scrabeck  
Community Resources  
Fred Struble  
Hillcrest YCF  
Tana Talarico  
MacLaren YCF  
Cliff Walker  
Clackamas P/P  
Glenn Wilson  
MacLaren YCF

### THIRTY YEARS

Gordon Minten  
MacLaren YCF  
David Molstad  
MacLaren YCF

## OYA FAST FACT

Juvenile property offenders have the highest recidivism rates.

Juvenile sex offenders have the lowest recidivism rates.

## RETIREMENTS

John Ekelund

35 years

Rick Hess

35 years

Cindi Liebe

33 years

Tim French

29 years

Iven Findley

28 years

Nadine Allen

25 years

Guy Hansen

24 years

Bev Carrick

24 years

Marion Merrill

23 years

Dean Howell

22 years

Gloria Trapp

19 years

John Walton

19 years

George Goodman

15 years

Esther Crawford

14 years

John Eyman

12 years

Mary McBride

10 years

## OYA FAST FACT

Recidivism is a relapse into criminal behavior. Recidivism is one of the OYA's Key Performance Measures and is one measure of the extent to which agency services have been able to protect the public.

## *Band of Brothers* hero speaks at Oak Creek

What is the true test of a person's character? What does it mean to lead a life of purpose? How can someone overcome terrible experiences to build a better future?

It's not often one gets asked to think about these questions, or to have them posed during a presentation that includes a true World War II hero. But these were just some of the thought-provoking topics that were raised at Oak Creek YCF December 11 during a presentation by Don Malarkey and Vance Day.

Malarkey, now 88, is someone who embodies both strength of character and a life of purpose. He is one of the key figures in the book and television series, *Band of Brothers*, which tells the story of the U.S. Army 101st Airborne Division 506th Parachute Infantry Regiment E Company's missions during WWII in Europe.

Vance Day is a Salem attorney who, for the past several years, has teamed up with Malarkey to present discussions about character, teamwork, commitment and similar topics to audiences all over the world.

The afternoon event before a rapt audience offered many of the youth their first look at history through the eyes of someone who lived it and who made a difference. The day became a generational transfer of values and lessons that moved many of the youth to tears and hugs.

One of the lessons Vance and Malarkey taught was the power of someone's words to make a great difference for others, to even change history. And they themselves demonstrated the power of words by the impact they had on the youth at Oak Creek. There was no question that everyone in the



*Don Malarkey visits with guests and autographs books*

audience – youth and adults alike – will long remember what they heard, and will benefit from the message.

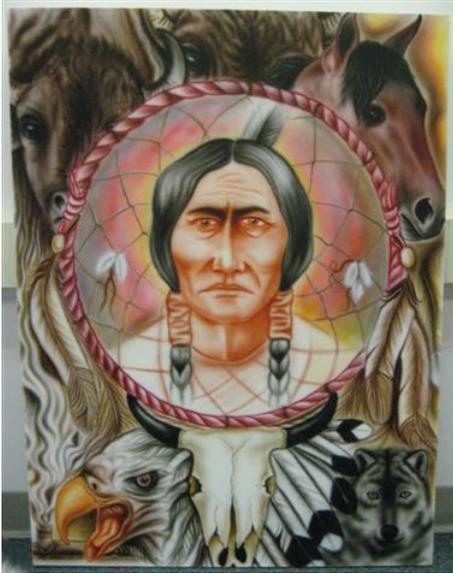
## *Assault at MacLaren*

Last month a youth-upon-staff assault occurred in MacLaren's TROY unit. Three youth were involved; two staff were injured. The staff members are recovering and an investigation of the incident is under way. One 21-year-old youth who participated in the assault was sentenced on old charges and is being sent to DOC to serve time.

OYA's role is to serve the most difficult youth in the state. The offenders who come into our close custody facilities are those who have committed serious crimes against others. Because of that, our work can be difficult and dangerous. Unfortunately, despite everyone's best efforts, youth-on-staff assaults can occur.

Your safety is our primary concern. If you have ideas about ways to improve the safety of staff and youth at our facilities, please share those with Joan Palmateer, Assistant Director for Facility Operations, at [Joan.Palmateer@oya.state.or.us](mailto:Joan.Palmateer@oya.state.or.us).

## Youth Art on Loan program hosts first open house



*Airbrush painting by a MacLaren youth*

What started as an idea more than two years ago has now blossomed into reality.

In late September more than a dozen state agencies came to Hillcrest to view and borrow youth-generated artwork. The pieces were taken to display in the various agencies' offices.

The concept formed when Peggy Ross, director of the Governor's Affirmative Action Office, was visiting one of OYA's facilities a few years back.

She was impressed by the artwork many of the youth were creating and wanted to find a way to share their talent with people across the state.

With the help of OYA's Office of Minority Services, Amanda Lowe-Davies headed up the project, bringing the idea to fruition in the form of the open house.

The feedback has all been very positive, with agencies saying that the pieces brighten up offices.

The youth appreciate the opportunity to share their artwork and many view it as a way to give back to the community.

The next open house will take place in February. If you have any questions about the program, contact [Amanda.LoweDavies@oya.state.or.us](mailto:Amanda.LoweDavies@oya.state.or.us).

## Construction of young women's transition home begins

Summer 2010 marks the expected completion of an OYA young women's transitional home being built adjacent to the Oak Creek YCF in Albany.

Meili Construction of Eugene is building the 7,200-square-foot, U-shaped facility. It will replace Corvallis House, which closed last spring. Oak Creek is housing the affected youth during the interim.

The new 25-bed transitional home will provide treatment services, school, and vocational and community opportunities to help youthful offenders live successfully in the community after they are released on parole.

The Albany project, which attracted 17 construction bidders, is financed by Go Oregon! state stimulus funds. After studying the options, OYA concluded it would be more economical to build a new facility than to bring Corvallis House, which was located in the historic 1913 Archie Johnson house, up to code as a group living facility for youthful offenders. OYA is preparing to sell the Corvallis property.

### NEW HIRES

#### EASTERN OREGON YCF

Diana Strong

#### HILLCREST YCF

Teresa Griffin  
Aaron Kennel  
Janet Schaefer  
Christine Smith

#### MACLAREN YCF

Arin Cloyd  
Holly Cooper  
Oleg Fabyanchuk

#### NORTH COAST YCF

April Johnson  
Ted Stallworth  
Bruce Voges  
Bryan Watters

#### OAK CREEK YCF

William Christy

#### RIVERBEND

Kenneth English  
Dillon Joseph

#### ROGUE VALLEY YCF

Jennifer Putnam

#### TILLAMOOK YCF

Brittany DeNoble

#### UMATILLA COUNTY P/P

Ross Akey

#### CENTRAL OFFICE

Inga Aanrud  
Renee Hernandez  
Helen Hoang  
Ken Jeske  
Heidi Lung  
Donna Smith  
Kelly Wahl  
Brandon Weber

## TRANSFERS

Troy Bjugan to  
MacLaren YCF  
Dianna Brainard to  
Minority Services  
Monica Genera to  
Fed/Other Programs  
Tammy Lalack to  
Professional Standards  
Heidi Lung to  
Community Resources  
Brandon Weisenbach to  
Camp Florence

## DEPARTURES

Jason Barber  
Professional Standards  
Esther Crawford  
Hillcrest YCF  
Micki Fabian  
RiverBend  
Jennie Lannigan  
Hillcrest YCF  
Jesse McMurdie  
MacLaren YCF  
Jim Nanson  
Eastern Oregon YCF  
Brian Underhill  
North Coast YCF

## OYA FAST FACT

Recidivism is one of OYA's Key Performance Measures. It is measured using four variables:

1. Group (parole, probation or DOC youth)
2. Date to start tracking (varies depending on the group)
3. Length of time to track (12, 24 or 36 months)
4. Recidivism event (any felony adjudication or conviction)

## MacLaren youth participate in Aztec ceremony

A whole community of Aztec dancers came to celebrate the coming-of-age ceremony for eight youth from the MacLaren facility in December.

For three months prior to the event the youth were hard at work practicing the dances, developing an understanding for their ancestral culture and learning what it means to become a man in the eyes of the community.

Thirteen dances were performed for two hours with rarely a break between. The youth kept up with the group despite the rising heat and fast pace set by the pounding drums.

After the ceremony was over, the youth gathered together to discuss what this meant to them.

They talked of becoming men and the responsibilities that came with that title.

One youth, pointing to the children who had participated in the ritual, said, "We need to grow so we can teach them how to be men."

They also emphasized the importance of reconnecting with the roots of their culture and honoring their ancestors.

Steve Llanes, MacLaren's Native American services coordinator, is instrumental in making sure youth have the opportunities to explore their cultures.

"Culture can help these youth put aside their gang mentality and realize there is something greater that they belong to," Steve said.



*Aztec dancers perform in the ceremony*

## Hillcrest Youth give back

OYA youth do good work in a number of ways. Depending on their circumstances, it ranges from projects at facilities and mentoring other youth to going out on work crews and doing volunteer community service.

The Salem Statesman Journal recently recognized a cash contribution by youth at Hillcrest Youth Correctional Facility as a "winner:"

"Seven young men at the Salem youth correctional facility who had earnings from plumbing, landscaping and other work at Hillcrest contributed \$680 to the new Jubilee Transition Home in Tigard, after first making their restitution payments. They said they wanted to support a shelter that helps the homeless year-round."

## Hillcrest's Kappa unit grows pumpkins for contest

The youth in the Kappa unit at Hillcrest have been busy gardening.

During the past year they have grown tomatoes, onions and peppers. This past October marked the harvest of their pumpkins, which brought about a decorating contest for youth and staff.

The "art pieces" were later carved up and served as pumpkin bread and pies.



*One of the entries to the pumpkin decorating contest*

## Rogue Valley receives letter from thankful grandparents

*Names have been removed for confidentiality reasons.*

"Laura Bailey and Staff:

We received a phone call from our grandson on Friday afternoon to let us know that he had been transferred to Hillcrest.

We just wanted to take a minute and write a thank you note to all of you at Rogue Valley Facility. And to tell you how very much we have appreciated you for the help and care that you have given to our grandson while he was with you.

Each time we would visit, we would see such a change in our grandson. We saw it in his manner and the writing in his letters. Almost everything about him changed in the time that he was at Rogue Valley.

The goals that he has been able to accomplish while there and the goals that he has set for himself in the future certainly have a lot to do with the guidance that he received from all of you while he was there.

A detention facility was surely not somewhere that we ever wanted our grandson to be, but when you have no guidance in your life and are left to run the streets (except for two visits a years to our place or to be with us on vacation trips), it is understandable. In our hearts we are thankful that it was Rogue Valley where he was incarcerated rather than an adult prison. Even more grateful are we that he was not injured or killed before he was apprehended.

I appreciate being included in the conference calls regarding our grandson's placement and future. Also, Laura, you have our gratitude for the help that you gave me with scheduling our visits twice a year and answering my questions when I would call about different things.

I hope that our grandson will always remember those there who gave him the guidance that he so badly needed in his life to help him become a different person than when he came in.

Again, thanks to all of you for your help."

Great job to Laura Bailey and all of the staff at Rogue Valley YCF. Your commitment to the youth in our custody has certainly changed lives for the better.

## ACHIEVEMENTS

**Nick Sotelo** of Treatment Services obtained his official license from the state of Oregon to practice as a Marriage and Family Therapist.

In November Nick qualified by earning his masters degree in marriage and family therapy, conducting 2,000 hours of clinically supervised therapy and passing the national exam.

**Izzy Cavazos** became Hillcrest's newest Certified Drug and Alcohol Counselor 1 (CDAC 1) in November.

This certification is received through the state and is earned by completing 150 classroom training hours and 1,000 hours of on-the-job training.

Congratulations to Nick and Izzy.

## OYA FAST FACT

OYA's probation group has experienced a modest drop in the 36-month recidivism rate and the parole group has experienced a stable 36-month recidivism rate.

[Click here](#) to read the full recidivism report recently completed by OYA's research unit.

## INSIDE OYA

Colette S. Peters  
Director

Fariborz Pakseresht  
Deputy Director

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to submit ideas or to  
write an article, please  
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The deadline for each issue is the last weekday of the previous month. Send your stories for the February issue to Amanda Lowe-Davies by January 29. Articles received after that date will be held for the March newsletter.



## Texting, talking and surfing — etiquette reminders for multi-taskers

Yes, cell phones can make us more efficient. But what some people see as efficient multi-tasking, others see as rude behavior. In response to employee questions, here are some simple etiquette guidelines to follow when cell phones and meetings collide.

**Avoid bringing cell phones to meetings.** Your job at a meeting is to be attentive to the other participants and guests. Ignoring them while you answer e-mails, calls and text messages says that what you are doing is more important than what other people in the meeting have to say. When you are in a meeting, give it your full attention.

**Turn off your cell phone ringer.** If you have to be available to receive calls on your cell phone during a meeting, set it on vibrate. No one else wants to hear your phone ringing.

**If you bring your phone to a meeting, apologize.** If you have to bring your cell phone to a meeting, do it only because you are expecting a Very Important Call or you are on call for emergencies. Apologize to the other meeting participants in advance and explain that you may have to step out if you receive a call for which you have been waiting or an emergency message. Do not answer any other calls, texts or e-mails. You are there for the meeting, not to check your messages. If you must check messages, do so only during meeting breaks.

**If you receive an emergency call during a meeting, excuse yourself and leave.** If you must take a call during a meeting, answer the phone with a request that the caller wait while you exit the meeting. Do not continue talking until you have left the room and are out of hearing range. Talking

on the phone within earshot will disrupt the meeting.

Look for more cell phone etiquette tips next month.

## Marion office serves up Thanksgiving dinner

It had all the makings of a festive Thanksgiving celebration — lots of people, four 20-pound turkeys, two Traeger grills, an NFL football game and food generously donated by mid-Willamette Valley businesses.

The event was Thanksgiving dinner served for 50 clients and family members by OYA's Marion County parole and probation office.

“We had some of our youths’ families who are currently in close custody show up to eat and that was nice to see,” said Danny Hernandez, a parole and probation officer in the Marion office. “It was a pro-social environment for our kids to be around. I want to do this again next year and I hope more people will show up to eat, have a good time and support our youth.”

Danny's mom made the stuffing. Other donations were turkeys from Mega Foods in Woodburn and Roth's IGA in West Salem; salad and rolls from the Roadhouse Grill; mashed potatoes, gravy and rolls from Croissant & Co.; pies from Safeway; and cash from Puentes Brothers Inc.

Hernandez said he also appreciated the support of his supervisor, Mike Runyon, and co-workers, and that of Christina Puentes in the OYA Office of Minority Services; David Jones of Siloam International; Community Impact Inc. of Portland; and Marcus Branch of Services for Humanities.