February and March 2017

Hot Topics this Month

<table>
<thead>
<tr>
<th>Topic</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus Operations</td>
<td>1</td>
</tr>
<tr>
<td>- MacLaren CSS and Hillcrest CS units have new name</td>
<td></td>
</tr>
<tr>
<td>Youth Property</td>
<td>2</td>
</tr>
<tr>
<td>- New rules for youth property ordering and packages</td>
<td></td>
</tr>
<tr>
<td>IU Update</td>
<td>3</td>
</tr>
<tr>
<td>- Framework for the ideal use of IU</td>
<td></td>
</tr>
<tr>
<td>New Building Names</td>
<td>3</td>
</tr>
<tr>
<td>- MacLaren buildings change to new names April 1</td>
<td></td>
</tr>
<tr>
<td>Medical Clinic</td>
<td>4</td>
</tr>
<tr>
<td>- Staffing updates for the clinic</td>
<td></td>
</tr>
<tr>
<td>Artwork for New Units</td>
<td>5-6</td>
</tr>
<tr>
<td>- Final artwork for three Courtyard units</td>
<td></td>
</tr>
</tbody>
</table>

What Would You Like to Know?
Do you have ideas for content you would like to read in this newsletter? Questions you would like to see answered? Consolidation-related projects you want to learn more about?

Email your ideas to Nichole Kisor (nichole.kisor@oya.state.or.us) and we will work to incorporate them into future newsletters.

Campus Operations Debuts

On the consolidated campus, the combined MacLaren CSS and Hillcrest CS units will be renamed Campus Operations (CO). The name change is meant to fully encompass the roles the staff in this department play.

The CO staff will continue to coordinate the daily logistical operations of the facility, conduct third-party interventions, provide support to staff and youth, and ensure that the best safety and security practices are in place and followed.

This name change was implemented March 1. Whenever you are requesting assistance or referring to individual staff on this unit, please use the name Campus Operations or CO. We are in the process of identifying and changing the forms and documents that need to be updated, as well as installing new signs in the Campus Operations office.

In other Campus Operations news, we are working with the schedulers to document and standardize the process around staffing the campus and how things are entered and coded in InTime, the software used for scheduling. This will help the team ensure the campus is adequately staffed as we begin our transitions.

Staffing Update

- **QMHPs**: The QMHPs completed their re-bid Jan. 25.
- **Case Coordinators (formerly YCUCs) and Skills Development Coordinators (SDCs)**: Draft schedules for these positions were completed at the end of February. We hope to finalize these schedules in March.
- **Leadership position recruitment**: Three leadership positions for the consolidated campus are being recruited now or soon. The posting for a Performance Improvement Analyst closed recently and we will be reviewing applications soon. The Treatment Services Supervisor and Intervention Unit (IU) Manager positions should be ready for recruitment in April.
- **GLC hiring**: Both campuses are continuing to bring on additional temporary positions to maintain adequate staffing levels while all the consolidation-related changes are occurring.
Youth Property

- Property must be mailed in. It cannot be carried into the facility.
- After unit managers have approved a package, they must follow a specific process to notify reception, or else the delivery will not be accepted and the package will be returned to the sender. The process for notifying reception was sent to managers in early March.
- Packages shipped directly from a vendor will be distributed immediately to the LUM for pickup.
- Packages sent from the approved visitors will be searched by Security prior to distributing to the LUM.
- If used items are in the package, the package will be quarantined for health reasons. The youth and unit will be notified within appropriate time limits that the package was received and quarantined. The package will be given to the youth after the quarantine period is over.

Youth Purchasing Process
- The revised youth purchasing process went into effect Feb. 1.
- Each unit will have the chance to place orders once per quarter.
- Orders may be placed only through Amazon, Walmart, and Eastbay.
- Tag levels impact when and whom they may buy from.

Family Packages
- As of March 1, youths’ approved visitors must get permission from the Living Unit Manager (LUM) or Case Coordinator (CC) to mail packages to their youth.

Youth Level System

The youth level system will now be standardized across all long-term living units on campus, with the exception of some specialty populations such as The U. Intake units will keep their current level system that was developed during the re-design in 2014.

This workgroup developed a level system guide for staff, and training that will be rolled out to all units in March and April. We will evaluate youth to place them in the most appropriate level in May. Hillcrest units will assume the new level system as they move to MacLaren.
Consolidation Update

The latest news on Hillcrest and MacLaren facilities

IU Update

The workgroup dedicated to IU, otherwise known as the Intervention Unit, has made great progress in creating a framework for what IU should look like. They started by creating a list of what IU is and what it is not (see chart at right).

Next they will discuss how to develop the program and what needs to change in order to make IU look the way we would like it to.

<table>
<thead>
<tr>
<th>What IU Is NOT</th>
<th>What IU is</th>
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</thead>
<tbody>
<tr>
<td>Punishment for youth</td>
<td>Intervention and support program, developmentally focused</td>
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<tr>
<td>Vacation for youth</td>
<td>Youth will work hard to get back to long-term unit</td>
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<tr>
<td>Protest or negotiating tools</td>
<td>Collaborative</td>
</tr>
<tr>
<td>Handoff from unit to IU team</td>
<td>IU and unit teams connected at all times for youth’s care</td>
</tr>
<tr>
<td>Statewide resource</td>
<td>Local MacLaren resource</td>
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<tr>
<td>Accountability tool for youth</td>
<td>Safety intervention and restorative process</td>
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<tr>
<td>Long-term housing</td>
<td>Short stay, as short as possible</td>
</tr>
<tr>
<td>Comfortable, enticing for youth to stay long-term</td>
<td>Youth will be pushed forward and challenged to grow</td>
</tr>
<tr>
<td>Infirmary (not first consideration)</td>
<td>N/A</td>
</tr>
<tr>
<td>Strictly isolation</td>
<td>Intervention unit with multiple tracks</td>
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Buildings Change Names

We officially will change most of the buildings at MacLaren to their new names on April 1. The exceptions will be the cottages that will be occupied by Hillcrest units, which will not change until those units move over.

The April 1 name changes will not involve any physical movement of staff or youth. These buildings will change: Holmes (The Station) becomes Boulder, Smith becomes Crater, McKay becomes Dunes, Hall becomes Fossil, and Thayer becomes Timberline (see map on page 8). We will start changing signs in late March.

Because April 1 falls on a weekend, some of the system changes will not take effect until the middle of the following week. This includes the units’ email distribution lists in Outlook, the place where staff locate their time information in OTIS, and which units staff log into in JJIS.

Hillcrest Staff Tours MacLaren

Hillcrest teams toured MacLaren in early February. Positive items they noted included the large campus, living unit size, and vocational opportunities.

Items they were anxious about included ensuring youth received the opportunities that were right for them, navigating the large campus, and their travel time with the move. They also requested more time to meet with campus leaders and the chance to tour their specific living units.

We are evaluating the feedback to ensure we are addressing any concerns mentioned by staff. We also are working to answer staff questions through team meetings, planning workgroups, and this newsletter.

New OYA Video: 'Letting in the Light'

OYA recently debuted a new video, "Letting in the Light," which highlights our 10-Year Plan construction projects and the agency's overall work to incorporate PHD ideals into facilities' physical environments. Several youth and many locations from MacLaren are featured: https://youtu.be/SdXbzB8YpT8.

Consolidation Project Planning Info

Nichole Kisor, Project Manager, 971-283-6665
OYANet site: http://oyanet.oya.state.or.us/DirectorsOffice/10YearPlan/Rages/default.aspx
Public site: www.oregon.gov/oya/pages/10YearPlan.aspx
Medical Clinic

- Shadow opportunities: In March we will find opportunities for Hillcrest’s nurses to shadow the staff at MacLaren. Our goal is for all nurses to have this opportunity before the consolidation.
- Consolidated clinic schedule: We realize that the future schedule for the clinic is creating some anxiety for clinic staff, and we want to make sure everyone has a good understanding of why and how the schedule was developed. We are working to develop more information that we hope will address everyone's questions and concerns.

Testing Water for Lead

Starting in February, OYA began testing the drinking water at all of our facilities for lead. We are testing all outlets used for drinking or cooking. OYA is conducting the tests because the health and well-being of all staff, youth, volunteers, and contractors are the agency's highest priority.

We received results from Hillcrest March 14 and shared those with both campuses via email. Hillcrest had 24 outlets with lead levels at or above the level where we take immediate action. In response, we are keeping all of those outlets permanently off limits for drinking and cooking through the consolidation.

We collected samples at MacLaren in early March and expect to have their results in the coming weeks. To see the test results and learn more about this project, visit OYA's water lead testing website: www.oregon.gov/oya/Pages/leadtesting.aspx.
Courtyard Units: Artwork

A workgroup made up of staff and youth worked for several months with Portland artist Blaine Fontana to create artwork for the new living units in the Courtyard area of campus. The group members and artist worked together on themes and concepts, which Fontana ultimately turned into the final artworks.

Each artwork represents a specific theme. The first three artworks are complete, and we share them here along with comments from youth on the workgroup who worked on them. These works have not yet been assigned to specific units. We will share that information in a future newsletter, along with the remaining three artworks.

Locations

Full artworks will hang in the recreation yard of each unit.

Smaller artworks and themes will hang in the unit entrances.

Artwork 1: Courage

Youth Gustavo P.: The bridge represents how if we build the courage to communicate and talk with people, we can find success. You’ve gotta place yourself in uncomfortable positions in order to grow.

Youth Justin H: The hawk is the MacLaren mascot. Everybody associates birds with freedom, and it’s like we’re taking control of our freedom. I think the bridge is about being locked up. You come in here as a boy and you come out as a man. If it’s a sound bridge, you'll make it to the other side perfectly fine.

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OYANet site: http://oyanet.oya.state.or.us/DirectorsOffice/10YearPlan/Pages/default.aspx
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Courtyard Units: Artwork (cont.)

Artwork 2: Honor

Youth Chris A.: I was raised in an Indonesian family, and I see the koi fish as a sign of honor and integrity against all odds. Honor yourself, honor your family, have integrity in what you do, and have strength in everything.

Lotus flowers are about having respect for everyone and the tranquility of life. I am Buddhist, and I see the lotus flower as being about new opportunities.

Artwork 3: Respect

Youth Gustavo P: Justin had the idea of including birds, and I threw out the owl because it’s my favorite. Owls have this image of being wise and knowledgeable. Nature is something humans tend not to respect, but we want to show that we value nature through the art.

Youth Justin H.: The hands represent connection. This shows two different types of birds, one that's wise and one that's about power, and the hands bring a human element to it.

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