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INSIDE OYA



Colette S. Peters, Director

The community connections we offer youth offenders provide many of them with some of their first opportunities for growth and enrichment. Those connections help reinforce the treatment and services we deliver to youth every day in facilities, transitional camps and communities throughout Oregon.

Some of those connections are highlighted in this issue of *Inside OYA*. And even more impressively, two of these connections were created by our own employees reaching out to colleagues, relatives and friends in their communities.

A community arts project benefiting seven Oak Creek YWTP youth was made possible when one of our juvenile parole and probation officers suggested participation with OYA to his mother, who manages the Corvallis Arts Center.

A Willamette University teacher is leading a writing workshop for Hillcrest YCF youth because a Hillcrest GLC has a sister involved in the university's writing project.

And these are just two examples of many.

Although we serve the toughest youth in Oregon's juvenile corrections system, our work is paying off. The majority of youth leaving us go on to lead productive, crime-free lives. Bringing the community's opportunities into the lives of youth in close custody, and into the lives of youth on parole or probation, helps improve the outcomes for the youth we serve.

When you make these kinds of community connections, everyone benefits – the youth in our care and custody, and the community that reaches out to them. You promote positive possibilities for youth offenders and give us even greater odds of succeeding in our mission.

Thank you for all that you do.

Colette S. Peters
Director

STAFF RECOGNITION

OYA COIN AWARD RECIPIENTS

Fred Harris
*Group Life
Coordinator 2*
MacLaren YCF

Managers who would like to issue a Coin Award can request a coin from Angie Vanderford at angie.vanderford@oya.state.or.us or 503-373-7205.

HILLCREST Leng Ziong *GLC of the Month*

Leslie Clendennen
*Support Staff of the
Month*

MACLAREN Debra Mitzel *Employee of the Month*

RIVERBEND Steve McNeil *Employee of the Quarter*

TILLAMOOK YCF Jace Meyers *Employee of the Quarter*

First Street SMARTS graduation takes place at Oak Creek



It had the usual trappings of a graduation ceremony such as the location (gymnasium) and audience (family members). But as Oregon's first graduation ceremony of its kind, it was anything but ordinary.

Eight Oak Creek YCF girls were celebrating completion of the Street SMARTS anti-gang curriculum or, as the banner on the wall read, "Welcome to the 1st All Girls Street Smarts Graduation Celebration."

"It took a lot of inner reflection, a lot of processing, a lot of hard work," said Oak Creek Superintendent Lory Humbert. Lonnie Jackson, author of *Gangbusters* and director of the OYA Office of Minority Services, said this may have been the first gang intervention nationally in an all-female facility.

As they came to the microphone, each of the girls stated her name, her hometown and her crimes, and read her "I choose life" essay. Excerpts of three girls' comments about gang involvement follow:

- Her mother was "a cranked-out drunk." She got into an all-girls gang

and "I didn't know what I was into until I was already into it." "All I ever wanted was to be wanted." She now has a daughter. "I want my kids to have the life I didn't."

- "Gangs in my childhood were normal.... By (age) 10 I was bagging the dope and separating the 10s and 20s." She was in the car when her father was shot.
- Both her parents were involved with gangs, and she "understood everything clearly" by the time she was 7 or 8. She witnessed the shooting of her brother. She later saw the gangs' lack of loyalty: "The 'hood moved on and don't even check in anymore."

The Street SMARTS (for Self-analysis of Mentality and Attitude through Reformative Treatment Services) curriculum was originally written by OYA's Franklin "Ron" Weaver and Jeff Tegner. Training has been delivered to staff at Hillcrest, MacLaren, North Coast, Oak Creek, RiverBend and Rogue Valley YCFs.

At Oak Creek, the Street SMARTS curriculum was taught by Oak Creek's Marcus Williams and Drew Reynolds with Christina Puentes, the OMS liaison to Oak Creek who provides technical assistance and support to the Street SMARTS program. They had met with youth two hours weekly since October.

"It's really important for them to make a public commitment to change," Puentes said of the graduation ceremony. "It's a slow process and a hard process."

PREA compliance efforts under way



Jeff Shorba (left), Minnesota deputy state court administrator, and Andie Moss (middle), president of Moss Group, Inc, are welcomed by Monica Moran (right).

OYA is working vigorously to meet recommended standards of the Prison Rape Elimination Act, or PREA, whose regulations are expected to become effective in June 2011.

The agency's zero-tolerance policy toward sexual and other forms of abuse and threats of harm includes ensuring all employees and youth know how to report misconduct, and requires investigation by law enforcement or the OYA Professional Standards Office when misconduct is reported.

To date, OYA has:

- Implemented PREA Policy II-B-4.0;
- Created the Professional Standards Office;
- Instituted two-hour PREA training sessions for all new and direct-care employees;
- Established a toll-free abuse hotline (1-800-315-5440), placed posters in all facilities and trained staff and youth in how to report abuse and misconduct;
- Designated a PREA coordinator, Monica Moran of the Professional Standards Office; and
- Received assistance from a National Institute of Corrections contractor,

the Moss Group, a national leader on PREA implementation.

OYA also is increasing offender and staff awareness of the law, streamlining the reporting of PREA allegations, enhancing services available to victims of abuse, revising materials related to offender rights and the reporting of misconduct, and reviewing adequacy of monitoring devices so needed upgrades can be recommended.

"OYA is one hundred percent committed to ensuring that sexual victimization or abuse is not part of a youth's experience with the agency," Moran said.

MacLaren visitation center under construction

Contractors are at work on a 5,000-square-foot visitation center at MacLaren YCF.

The visitation center, being financed with approximately \$100,000 in Go Oregon! state stimulus funds, will be in a building that had housed a swimming pool from the 1950s through the 1980s.

When the newly remodeled building opens in June, all OYA facilities will have centralized visitation centers.

Having a separate visitation center will bring the Woodburn facility in line with modern correctional facility practices for contraband interdiction, said Cole Miller, maintenance operations manager at MacLaren. Visitors no longer will be able to walk around the campus, and youth will be searched before and after visits.

Work on the visitation center also will include separate restrooms for visitors, an ADA-compliant ramp and doors, and new heating, lighting, paint and acoustical panels.

ANNIVERSARIES

THIRTY-FIVE YEARS

Dennis Martin
MacLaren YCF

THIRTY YEARS

Pam Livingston
MacLaren YCF

TWENTY YEARS

Dale Bullock
MacLaren YCF
Karen Campbell
Tillamook YCF
Lori Hernandez
Federal and State
Benefits
Fariborz Pakseresht
Director's Office

FIFTEEN YEARS

Juan Arechiga
MacLaren YCF
Jeff Boyd
Hillcrest YCF
Scott Scrabeck
Hillcrest YCF

TEN YEARS

Dave Calvert
Rogue Valley YCF

FIVE YEARS

Monica Picatti
Foster Care

NEW HIRES

MACLAREN YCF

Anthony Burnett

ROGUE VALLEY YCF

Donald Moore
Jesse Johnstone
Frazier Lellis

STAFF CHANGES

RETIREMENTS

Alan Burke
26 years
James Metcalfe
13 years

TRANSFERS

Joe Manuma
to Washington P/P
Mike Runyon
to Marion P/P

DEPARTURES

John Charles
MacLaren YCF
Thomas Dia
Rogue Valley YCF
Deena Fulwider
Health Services
Mike Riggan
MacLaren YCF

JPPO staffing analysis is moving forward

OYA is studying whether juvenile parole and probation caseloads can be better aligned with the amount of time required to meet the needs of youth.

Oregon's juvenile parole and probation officers have long had caseloads of 25 youth. Now, OYA researchers are investigating how factors such as each youth's crime, risk level, gender, age, race and ethnic group, mental health/cognitive functioning, and region of the state affect the amount of time parole and probation officers devote. Results are expected by autumn.

"Parole and probation are critical times for youth to make decisions about the direction their lives will take," said Colette S. Peters, OYA director. "Results of this analysis should help us ensure juvenile parole and probation professionals have the time they need to support youth in making the best decisions."

The study will determine how much time is required to perform certain tasks, including whether certain types of cases regularly require more time. For example, does one gender require more time? Do juvenile parole and probation officers in rural Oregon spend significantly more time driving to testify at distant juvenile courts?

Research is being conducted by obtaining information from juvenile parole and probation officers selected by field supervisors, conducting four regional focus groups of randomly selected parole and probation officers, and asking all parole and probation officers to complete job analysis questionnaires and track time spent on diverse types of cases. An oversight committee that includes union-represented parole and

probation officers is providing guidance and feedback.

Wood shop gives youth vocational training



At Eastern Oregon YCF, youth are busy making signs for businesses and agencies in the community.

After rigorous safety training and learning the basics of the CNC Milling machine, students start building projects that are aligned with their skill level.

Students are paid for their work on sold products, with the money going toward paying their restitution.

This is an excellent opportunity for the youth to give back to the local community and learn a trade that will benefit them when they leave close custody.

To learn more about the Voc-Ed department or to view projects for sale, visit monroeoya.weebly.com.

Oak Creek youth take part in art project



Asked if she wanted to participate in a youth art project downtown, a transitional youth at Oak Creek YCF said she didn't think she was creative or artistic. But with the encouragement of Oak Creek counselor Lori McGovern, the youth tried the first session, and by the second she was "in the groove."

She is one of seven Oak Creek transitional youth participating in the "Celebration of Youth Art" project of the Corvallis Arts Center, where they meet with a working artist in a weekly ceramics class. McGovern says early classes discussed properties of red clay, the artistic process, the history of ceramics and why art is important.

"It's about exposing them to new experiences and positive recreational activities," McGovern said. "We know being involved in more pro-social activities and being around people sharing those activities decreases your risk for getting involved with anti-social behavior."

Some of the Oak Creek youths' art will be displayed, along with that of Corvallis-area high school students, during a public show April 16-28 (Tuesdays through Saturdays) from noon to 5 p.m. at the art center.

Oak Creek is involved because OYA

parole and probation officer Zak Spiegel mentioned to the art center's director (and his mom), Sara Swanberg, that the experience would benefit transitional youth. Swanberg already had a history of working with OYA facilities including taking art experiences to Hillcrest and MacLaren youth when she worked with the Salem Art Association.

The art project is funded by the Collins Foundation, which has supported many arts experiences in OYA facilities.

OYA joins E-Recruit

As long as most people can remember, one of the most frustrating aspects of applying for an Oregon state job was completing the PD100 form.

Now, joining hundreds of other government entities, OYA is part of the State of Oregon's online recruitment process, called E-Recruit, through a contract with California-based NeoGov.

Applicants now may complete one online profile and use it to apply electronically for any state job. The online profile contains information similar to that in the old PD100, but permits the applicant to revise it easily or to create multiple profiles tailored to different types of jobs. By replacing the cumbersome paper process, E-Recruit saves time for applicants and better organizes the process for public-sector employers.

The system also permits job-seekers to fill out a job interest card to receive e-mail notification about job openings, permits the employer to automatically identify applicants who meet a job's minimum qualifications, permits employers to electronically notify applicants about their status in the recruitment process, and allows applicants to check their application's status.

CO-WORKER RECOGNITION

"We would like to give recognition to Kristi Preston for always being there for us.

She goes way beyond the call of duty to help us. And she always does it with a smile on her face. (Even if it's over an e-mail – you can tell)

Sincerely,

Jennifer
Spreadborough and
Pam Cahill,
Office Specialist 2s,
Multnomah Parole
and Probation"

TRAINING ACADEMY Q & A

Q. How can I find out what training is available at the Training Academy?

A. That's easy! You can:

- Sign up to receive notices of upcoming training using [the new online form](#);
- See course descriptions and highlighted trainings on [the Catalogs and Flyers page](#);
- Check out [the online calendar](#); or
- Call the Academy at 503-981-2515.

Continued on page 6

IS UPDATE

OFFICE 2007 IMPLEMENTATION

Since late 2009, the Technical Services team has begun replacing roughly half of OYA's outdated computers.

Complementing this effort is the agency-wide transition to Office 2007. Scheduling each site's hardware installations, software updates and training is being coordinated with local supervisors.

Training includes demos introducing users to the new look of Office 2007, focusing on Outlook and Word.

Technical Services has created a "Help Center" Web site that features links to a number of useful tools users can explore on their own such as interactive guides, demos and command mapping.

To create a desktop icon shortcut to the Help Center, visit www.oregon.gov/OYA/temp/2007helpicon.exe. Click "Run" on the File Download and Internet Explorer Security Warning screens.

Staff who do not yet have Office 2007 are encouraged to explore these tools, particularly the training demos.

Continued from page 5

Applicants without computers can get Internet access at most public libraries or any Employment Department office.

Oregon was the 13th state government to implement E-Recruit, also used by Oregon local governments such as Multnomah County and the cities of Eugene and Albany.

Space invaders at MacLaren?



Nope, just a youth who participates in the facility's welding program, part of Lord High School's vocational training curriculum.

Ten youth earned various levels of welders' certificates this week after passing rigorous tests. Helping them celebrate their accomplishments was OYA Director Colette S. Peters.

"Every youth who learns a job skill multiplies their chances for employment upon return to the community," Director Peters said. "Employment is directly correlated to success on parole, which ultimately translates to increased public safety."

SawStop at RiverBend saves fingers

When RiverBend youth enroll in a carpentry/woodshop class at the La Grande transitional facility, they spend the first couple of weeks learning about safety.

So it's fitting that the shop has a SawStop table saw, breakthrough technology invented by an Oregon native that was featured in the March 12 Sunday *Oregonian*. The saw is designed to automatically stop if it senses a finger or other soft tissue.

"There's absolutely no reason not to have it," says Erin Creech, Umatilla-Morrow ESD teacher in RiverBend's introductory and advanced carpentry and woodshop classes. "As commonplace and devastating as table saw injuries are, there's no reason not to use this technology."

The newspaper reported that table saws are responsible for 30,000 incidents annually, and Creech alone knows of three. She says a third of the youth taking the RiverBend classes are planning a career in construction, and they're learning to use saws quickly, safely and accurately on a job site. After initial projects such as birdhouses and planter boxes, she says, youth make such things as jewelry boxes, night stands, entertainment centers, toy chests and toddler chairs.

As for SawStop, Creech says a teacher who preceded her in the shop brought the technology to RiverBend. She has seen one instance where the table saw stopped while a youth was working with it. "He didn't have a scratch on him," she says.

It's time to prepare the next OYA budget



Just nine months into the 2009-2011 biennium, it's time to start thinking about the budget for next biennium. Once again, OYA is seeking input from staff, advisory committees, partners and stakeholders about funding issues they think should be included in the agency's budget request to the Governor.

With that in mind, the OYA Budget team has prepared a [schedule of events](#) through next September. This will allow people time to start planning, thinking about issues and discussing options.

The Budget team will be using standard agency meetings as a platform to gain input with the hope of preventing extra travel. There will be one special meeting this month to get final input and gain staff perspective on important issues and improvements to be included in the budget request.

This year there will be two Governor's budgets. Because Oregon will have a new Governor in 2011, Governor Kulongoski will prepare a proposed budget by December 1. The new Governor has the option of revising this and will submit the final proposed budget to the Legislature February 1, 2011.

Hillcrest Kappa living unit displays results of writing project

Ten youth on Hillcrest YCF's Kappa living unit will have writing samples from a recent Oregon Writing Project workshop displayed at five Salem businesses this month.

The youth took their essay notebooks to a series of Saturday writing workshops sponsored by the Oregon Writing Project of Willamette University's Graduate School of Education. Youth wrote in a variety of styles such as poetry and personal stories.

"Some of these young men did not initially see themselves as writers," said Tana Garcia, who taught the four-Saturday, 10-hour workshop. "But all participated fully and, over the weeks, grew in their writing and communication abilities." Kappa GLC Leng Xiong participated with the youth.

The youths' writing will be displayed at the following Salem establishments during the weeks of April 18 and April 25: IKE Box, 299 Cottage St., N.E.; Wild Pear, 372 State St.; Coffee House Café, 135 Liberty St., N.E.; The Beanery, 220 Liberty St., N.E.; and Annette's Westgate Café, 1311 Edgewater St., N.W. Patrons will have an opportunity to write responses, which will be typed and shared with the youth.

The writing project came to Hillcrest through a community connection: GLC Vashti Young's sister teaches in the project as a Willamette University graduate student.



The JJIS Spring Release, scheduled for May 24, includes the following:

Group Program Attendance Tracking will record and track youth attendance and participation in defined intervention program sessions.

Significant changes to **Youth Incident Reports (YIR)** include updates that correspond to the Offender Accountability behavior matrix, the ability to document incidents under the Prison Rape Elimination Act (PREA) and pre-commitment incidents of child abuse to meet mandatory reporting requirements, new Youth Review and Isolation Hearing components, the OYA field YIR, and enhancements for documenting issues of offender safety and security concerns.

The JJIS business analysts are scheduling site visits for a series of JJIS demos and trainings.

Release notes and user guides will be available for distribution mid-May. Look for more information from your local JJIS Liaison and Security Coordinator.

INSIDE OYA

Colette S. Peters
Director

Fariborz Pakseresht
Deputy Director

For more information,
to submit ideas or
to write an article,
please contact:

Amanda Lowe-Davies
Editor
503-378-6555
amanda.lowedavies@
oya.state.or.us

or

Ann Snyder
Communications
Manager
503-378-6023
ann.snyder@
oya.state.or.us

The deadline for each issue is the last weekday of the previous month. Send your stories for the May issue to Amanda Lowe-Davies by April 30. Articles received after that date will be held for the June newsletter.



All OYA facilities now using Performance-based Standards

A decade ago Oregon volunteered to be the first state to pilot a national initiative aimed at improving conditions and outcomes for incarcerated youth.

Now, all OYA facilities have completed requirements to participate in the "Performance-based Standards" effort, which gives agencies solid data on which to base fiscal and operational decisions.

OYA's 11 facilities join more than 200 in 31 states, or about 25 percent of those that are eligible.

The national data-collection effort was prompted by a Congressionally mandated 1994 national study of 1,000 juvenile corrections facilities, which found inadequate services and dangerous conditions for youth and staff.

Data, available to all OYA employees in Outlook public folders (see the "PbS Resource Center" folder), is reported twice annually based on questionnaires submitted to staff and incarcerated youth, exit-interview surveys given to youth leaving facilities, and reviews of files to determine whether youth are receiving appropriate services.

In all, 113 areas are tracked to measure facility safety, security, order, health, treatment and justice, as well as factors that contribute to effective community reintegration of youth who leave facilities. OYA can track facility and agency-wide data over time, compare individual facilities with agency-wide numbers and compare state with national data.

Business continuation plan nearly ready

OYA is close to completing a business continuation plan that will give staff easy-to-follow checklists to use in case of loss of facilities, power, information technology or workforce.

The plan, intended to minimize disruptions and maximize recovery, is expected to be completed by May 1. It will be part of the agency's Emergency Plan that should be finished in August.

"This will strengthen our ability to react quickly and effectively to prevent loss of life and property," said Chris Duval, who is managing the project.

Duval has organized 35 possible emergency scenarios such as earthquake, tsunami, fire, flood, snow, building collapse and utility failure into four loss categories: loss of facilities, power, information technology or workforce.

The business continuation plan will provide concise checklists that will be quick and easy to use, and also will have contact information for emergency responders, utilities, partners and OYA staff.

Elements such as responses to escapes, process for evacuation, and specific information about pandemics and work stoppages will be addressed in the Emergency Plan.

To write the plans, Duval has met with staff in OYA parole and probation offices, facilities and camps, and Central Office work units. She also has presented the plans to work teams throughout the state