

FEBRUARY
2011



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INSIDE OYA

OYA facilities celebrating black history many ways

Food, fitness, film, drama and contests are among the ways OYA facilities are celebrating Black History Month in February.

Oak Creek YCF will combine civil rights and black history education with a Million Step March fitness activity in which youth may earn rewards that will be presented at a dinner at the end of the month.

Rogue Valley YCF's Newbridge High School is offering academic activities such as studying the life and contributions of George Washington Carver (science), preparing business cards for and fliers about famous African Americans (business technology), and reading and discussing an article about black history and then completing a writing activity (skill building).

At Eastern Oregon YCF, youth will view the 1977 "Roots" miniseries.

Tillamook YCF and Camp Tillamook youth will choose and help cook a cultural meal and will engage in a contest to identify famous names from African American history.

In addition to hearing guest speakers, North Coast YCF youth will identify African Americans who have contributed to U.S. invention, music, art, civil rights and other areas, and will make presentations on the living units.

MacLaren YCF youth will hear from guest speaker Tony Hopson Sr., president and CEO of Self Enhancement Inc., plus five others including a specialist in black hair and skin care, a Kwanzaa educator, and an African drummer and storyteller. Youth also will perform skits, music, poetry, comedy and stepping.

Camp Florence youth will participate in activities at Hillcrest YCF, which will celebrate with a celebration featuring a guest speaker, youth poetry, folk tales, drums, a slide show, songs, and African, krump and break dancing.

At RiverBend, youth will prepare a luncheon for the entire facility and participate in a book report contest about influential figures in black history.

Black History Month has been celebrated since 1976, when it was adapted from Negro History Week, which began in 1926.

The anniversaries listed are for the month of December.

TWENTY-FIVE YEARS

Tom Atkinson

Group Life Coordinator
MaLaren YCF

TWENTY YEARS

Grace Klewitz

Supervising Nurse
Hillcrest YCF

FIFTEEN YEARS

Alicia Baus

Program Director
Oak Creek YCF

Glenn Bechtold

Maintenance
Hillcrest YCF

Jeff Mekkers

Treatment Manager
MaLaren YCF

Lori Ramsey

Training and Development Specialist
Central Office

Carey Rapp

Group Life Coordinator
Camp Florence

Doug Smith

Treatment Manager
MaLaren YCF

TEN YEARS

Dave Boykin

HVAC Technician
MaLaren YCF

Monte Fairchild

Group Life Coordinator
Rogue Valley YCF

Jeremy Fawver

Parole and Probation Officer
Lane County

Director's Column



Dear Colleagues,

The articles in this issue of *Inside OYA* support what I frequently tell people about the OYA team: You are doing extraordinary

work to give youth offenders opportunities to become young adults who have the motivation, skills and values to lead productive, crime-free lives.

You are giving youth skills they can use in the workplace. Teaching them how to get along on the job. Bringing outside volunteers into facilities. Celebrating diversity. Polishing your own expertise. And those are just some of the messages in this issue.

For example....

OYA is part of a three-state University of Oregon pilot project to craft a curriculum to teach youth offenders, many with no work history, how to get along on the job. Good skills are an employment essential, but they count for little if you can't get along with your co-workers and the boss. To help provide some advice, a Dale Carnegie trainer taught a free seminar for several offenders at MaLaren. That's a gift few youth receive, and one from which any of us might benefit.

And thanks to MaLaren's new Hope Partnership, five more youth are now published writers in the Write Around Portland program. One participating youth said he believes he can do better in treatment as a result of discovering poetry.

Hillcrest has several youth offenders

enrolled in a new woodworking class, giving them both textbook instruction and hands-on learning.

We also are adding to youth offenders' understanding of the diversity reflected throughout this nation. Kwanzaa's principles were celebrated at North Coast YCF during the holiday season, and other YCFs also used the holidays as an opportunity to teach youth about different cultural beliefs. Each one of our close-custody facilities is celebrating Black History Month this month. And Rogue Valley YCF broadens diversity by serving different ethnic meals the last Tuesday of every month.

All of these efforts aid in creating positive outcomes for youth while maintaining public safety and providing an opportunity for reformation. Your actions are providing a path that takes these youth from adolescence into healthy adulthood.

By enriching the lives of youth offenders, by giving them skills to find and retain jobs, by teaching them about the diverse nature of society and how to function productively in that environment, you make a positive difference. You help these youth and the communities in which they live.

Whether you work in the field or in a facility, I thank you for delivering opportunities and skills, and for modeling behaviors youth will remember, use and value years from now.

Sincerely,

Colette S. Peters

Director

Workplace social skills focus of pilot at RYCF

You've left close custody, you've landed a job, and now your boss keeps making unreasonable demands of you to work late. Or you hear criticism in his voice as he shows you a better way to do your work. How should you handle it?

Formerly incarcerated youth may learn better workplace strategies for dealing with difficult situations as a result of a University of Oregon three-state research project in which Rogue Valley YCF is participating.

The goal of Project READY (Research on Employment Skills for Adjudicated Young offenders), now in its third year, is to help incarcerated youth gain workplace skills that will help them succeed after they return to the community. It is adapting an existing research-based, cognitive behavioral curriculum for students with disabilities – WAGES, for Working at Gaining Employment Skills – to close-custody youth (see related story P6).

"Across the nation we've found that what happens in treatment and what happens in education is often in silos," said Deanne Unruh, Senior Research Associate in the UO College of Education. "We wanted to break that down with a school curriculum that uses the language and concepts youth experience in treatment and attach it to employment skills they will need when they get out."

The research, supported by a U.S. Department of Education grant, is being done in close-custody facilities in New Mexico and Maryland as well as at Rogue Valley. UO Research Assistant Michael D. Johnson, primary author of the WAGES curriculum, is part of Project READY design team.

The curriculum is based on four constructs: teamwork, communication, problem-solving and taking responsibility (or self-regulation). "In focus groups and surveys conducted on more than 500 entry-level employers, these constructs are critical for new employees to maintain employment," Unruh said.

A new round of field testing will begin in spring 2011. The intent is to track youth after they leave close-custody facilities. Each state has a participating teacher and mental health representative; in Oregon, those individuals are vocational and technical teacher Warren Helgeson of Rogue Valley's Newbridge High School, and Nick Sotelo, treatment services coordinator in Central Office.

"Our goal is to adapt this successful curriculum identified as effective with persons with and without disabilities in traditional high schools to close-custody individuals with or without disabilities," Unruh said. "We have also added critical content for youth leaving a correctional facility and what they will face in an employment setting."

Hillcrest's woods class to graduate first youth

A new entry-level woods class at Hillcrest YCF is expected to have its first graduate this month.

The self-paced class, begun in November, offers 31 online components as well as hands-on training with mallet and power drill, and can lead to an entry-level certification recognized by employers in Marion, Polk and Yamhill counties.

One interstate-compact youth has a job lined up at a Lowe's store in California. "Everything he's learned in this class will

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NEW HIRES

HILLCREST

Troy Britting
Jennifer Fortuny
Aaron Gosney
Stanley Gruginiski

MACLAREN

Jeremiah Dalton
Casey Haslebacher

OAK CREEK

Jill Armstrong
Dana Montanez
Julie Remlinger
Suzanne Vanderbeck

ROGUE VALLEY

Kim McKandes
Karissa Roy
Erica Sandstrom

DEPARTURES

Inga Aanrud
Human Resources
Sean Fillmore
MacLaren YCF
Mark Holliday
Hillcrest YCF
Rhoda Holmes
MacLaren YCF
Randi Labrousse
Hillcrest YCF
Kenneth Liverett
Hillcrest YCF
Kyla Lyon
Oak Creek YCF
Mario Martinez
Rogue Valley YCF
Noel Walsh
North Coast YCF

STAFF RECOGNITION

HILLCREST

Dawn Leon
Glenn Bechtold
Staff of the Month

MACLAREN

Chris Bauge
Employee of the Month

MYCF CLINIC RECOGNITION



Director Colette S. Peters and Medical Director Dr. Marcia Adams were at MacLaren YCF in January for presentation of newly earned national reaccreditation to the MacLaren YCF clinic staff.

The clinic is one of fewer than 500 correctional clinics accredited by the National Commission on Correctional Health Care. It has held national accreditation since 1995.

MacLaren's physician, Dr. Gary Edwards, said a member of NCHC's onsite survey team told him MacLaren's was the best juvenile clinic he had reviewed.

be very beneficial to him," said Hillcrest transition specialist Rhiannon Henry, job coach for the Robert S. Farrell High School class.

Job Growers Inc., a public-private workforce partnership for the three counties, provides supplies and budget for the class, and administers the final exam. Participating youth have completed high school or GEDs.

Henry said the six youth in the class learn skills such as identifying woods, working safely with hand and power tools, using different types of screws and bolts, reading a blueprint, and taking on construction projects ranging from assembling a drawer to building truss rafters for a roof. There are videos to watch and quizzes to take. Youth also are evaluated on soft skills such as being receptive to feedback, following staff direction, asking for help when it's needed, and not having to be reminded to wear safety goggles, she said.

Although the class was planned when manufacturing jobs were more plentiful, Henry said, "the skills they're getting – safety for lifting, blood-borne pathogens, conflict resolution – are relevant for almost any job they're going to get."

Principal Bill Conlon said that, subject to budget constraints, he would like this class to be the forerunner to an expanded construction class for youth using equipment from Camp Florence (*Inside OYA*, October 2010). "The hours they're in there they're completely focused, they're zoned in on class and busy doing the hands-on work," Henry said of the current class. "The youth who are doing it really seem to like it."

Youth celebrate Kwanzaa



Youth at North Coast YCF began 2011 with an understanding of the seven principles of Kwanzaa, which was celebrated Dec. 27 in an event arranged by Transition Specialist Johnny Demus.

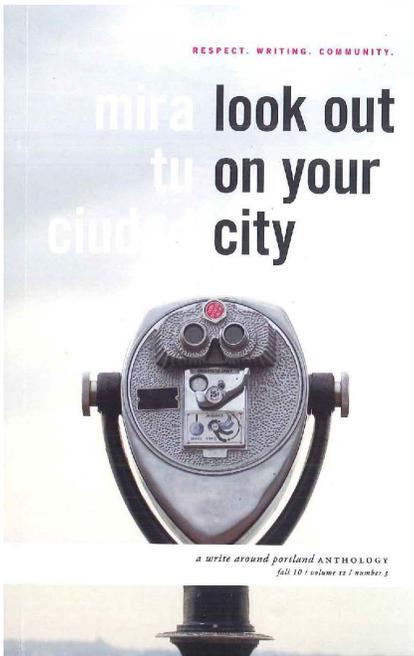
John Ashford, who led two 90-minute sessions about Kwanzaa's history and the seven principles it celebrates, is a Donald E. Long detention facility employee who conducts Kwanzaa celebrations across the state.

He also introduced artists who worked with North Coast youth. Mo, who shared her story, showed examples of her art, and led an exercise that allowed youth to display their hidden artistic talents. Madgestiq showed youth how to translate their artwork into words revealing themselves in poetry.

"It was an informative and delightful sensory event," said Unit Coordinator Rene Torres, "exposing youth and staff to all we as a collective society have to offer."

North Coast plans to make Kwanzaa an annual celebration.

'Write Around Portland' yields more than words



Five more MaLaren YCF youth are now published writers.

All five had their work published in a 180-page "Write Around Portland" anthology chosen from promising narratives written during winter workshops (see sidebars on pages 6, 7 and 8). It was the second such series at MaLaren.

At the conclusion of the series of volunteer-led winter workshops, MaLaren youth read their work to an audience of more than 30 – family, friends, OYA staff and Write Around Portland supporters. One youth's grandmother was in the audience.

More than writing came out the experience, which nonprofit Write Around Portland offers through social service agencies serving a variety of vulnerable populations. Kathleen Fullerton, AmeriCorps contractor for MaLaren's Hope Partnership, said one youth reported feeling more comfortable expressing himself creatively. Another said he wanted to improve his vocabulary and

go to college. A third said he felt he was able to respond better to treatment because he had found poetry.

"To have a youth say it actually impacted his treatment in a positive way is an element of what we're trying to accomplish," Fullerton said.

One youth organized a gift for volunteer facilitator Steven Skoczen – an inscribed wooden box with a pen made of elk antler – and had all the youth sign the card. "It was very well thought out, appropriate, and something you could see the youth did spontaneously," Fullerton said.

Youth learned to accept and give positive criticism. Each of the participating youth received a copy of the anthology (it sells for \$12 at Portland-area bookstores) that included his work. "They love the idea of being published," Fullerton said. "I think one of the most enjoyable things for them was to have the book in their hand at the end."

Robyn Steely, Write Around Portland Executive Director, said she would like to offer writing workshops for youth at other OYA facilities. She said workshop formats might be different, however, because of their greater distance from Portland. At MaLaren, a new Write Around Portland writing workshop and other Hope Partnership opportunities started early this month.

JIM KRAMER NAMED CHIEF OF FIELD OPERATIONS



The former supervisor of OYA field offices in Linn, Benton, Lincoln, Yamhill, and Polk counties is the agency's new chief of parole and probation operations.

Jim Kramer started the job Feb. 1. He is responsible for oversight and support of OYA field offices statewide and works with Assistant Director Phil Cox to establish goals and conduct strategic planning for parole and probation operations. For budgetary reasons, the position had been vacant since May.

Kramer joined OYA in 1988. He worked as a Hillcrest YCF group life coordinator in campus security and on the living units, and later was recreation therapist, treatment manager and program director. He left Hillcrest in 2007 to supervise the five field offices. Kramer holds an undergraduate degree in psychology from Willamette University in Salem.

Thoughts in the mirror

I looked into the reflective surface and saw something deeper than I expected. I inspected the back to see if it went on forever. How can a whole world fit inside the mirror? I know all I see is light bouncing off of a thin surface, but the harder I looked the farther I saw. So I looked into my eyes to see myself. I tried to perceive my own thoughts, but apparently they don't fit in the mirror. All of a sudden the depth was lost and all I saw was my reflection, what other people see. Not me.

Dale Carnegie seminar engages MYCF youth



Getting any youth to volunteer for Dale Carnegie training might seem like a stretch. But seven MacLaren YCF offenders who signed up for the training seemed thoroughly engaged during a 90-minute seminar in mid-January.

Mike Stack began by having the youth write the initials of people they admired along with the individuals' positive characteristics. He used the admired traits to demonstrate that it isn't technical ability so much as non-technical skills (such as communication) and attitudes (such as optimism) that make an impression.

Nor does one necessarily have to make big changes to win friends and influence people. Stack, Oregon sales manager for Dale Carnegie Training, noted the dramatic salary differences between baseball's .300 and .250 hitters. "But the (performance) difference between a .300 and .250 hitter is only one more base hit every 20 times at bat," he said.

It was the second MacLaren training for Stack, who also dispensed memory tools, rationale for doing affirmations, Dale Carnegie's nine principles, and had youth work together in small groups. "All of us are tuned into the same radio station – WIFM, what's in it for me,"

Stack said. "If we remember people's names, if we encourage people to talk about themselves, if we talk more about what they're interested in, we connect better with them."

He told about a 2 p.m. meeting he'd had with a potential client who was still smarting from getting cut off in traffic and spilling coffee on himself at 7:30 a.m. "We start our days in neutral and wait for stimuli to determine what kind of day it's going to be," he said. "But if we work at being happy we can be more successful at what we do. We can literally reprogram ourselves." He encouraged youth to make a daily list of things for which they are grateful.

Afterward, one youth said he thought he would smile more and be more positive. Another said he would focus more on the other person. A third said the seminar delivered "stuff I already knew, but stuff I can improve on."

RVYCF youth 'fascinated' by social-skills training

At Rogue Valley YCF, Newbridge High School Teacher Warren Helgeson said he introduces lessons about getting along in the workplace as a prelude to youth going into the shop class. "The kids are really fascinated by this," he said of learning about workplace social skills. "Many of them have not held jobs at all."

Among the scenarios in the curriculum being developed in the University of Oregon research project (see related story,P3) is team problem-solving. Helgeson will give youth a problem with minimal instruction and watch as a leader emerges and other youth play supporting roles.

Continued on P7

The WAGES workplace curriculum being adapted for incarcerated youth addresses subjects such as interactions with supervisors and co-workers, accepting criticism or correction, dealing with provocation, and managing personal concerns.

For example, how should you react when the boss corrects you? "For a lot of these kids, every emotion is anger," Helgeson said. "But the boss may not be angry with you – maybe he just wants to get the job done." Youth also learn how to assert themselves respectfully if they're being asked to do something unreasonable, he said.

"With our youth," Helgeson said, "these skills are not inherently known. They struggle with interpersonal skills, let alone the nuances of the workplace." Counseling youth on how to deal with disclosure of their crimes to a prospective employer also is an element. "I understand it's not dealt with in treatment, yet we know it's something they're going to have to deal with," he said.

Nick Sotelo, OYA treatment services coordinator, said he sees promise in the emerging curriculum for transitional youth. "I'm excited about the potential impact it can have to support youth," he said.

Besides pre- and post-tests to evaluate the curriculum, said Deanne Unruh, Senior Research Associate in the University of Oregon College of Education, data collectors interview youth for their reactions. She said they range from "I get this in treatment" to a belief it will help them on the job.

Either way, she said, "Research has demonstrated that having a job or going to school upon leaving close custody is a predictor of not recidivating."

MacLaren QMHP first newly certified CADC



Above: Carrie Wouda

Ten months of classroom instruction, independent study, and clinical supervision have led to the first state-certified alcohol and drug counselor from a class of 18 MacLaren and North Coast YCF staff members who began the process last March.

Carrie Wouda, a MacLaren QMHP since 2005, passed the Addiction Counselor Certification Board of Oregon exam to be a Certified Alcohol and Drug Counselor I (CADC I). "A lot of people are close" to being prepared to take the exam, said Lee Lederer, treatment support coordinator in Central Office.

The class was offered to bring OYA in line with legislation requiring state-financed alcohol and drug treatment to be delivered by state-certified professionals. Participants in the class met one day a month for five months.

Wouda, who already had a graduate degree in counseling, said she found pharmacology – how drugs affect the body and how drugs interact – the most important element. "If a youth starts using at age 10 or 11 it stunts their social growth," she said. "When

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YOUTH POETRY

Voldemort

My name used to be approached like Voldemort's from Harry Potter. I was never talked about, always whispered about. No one ever said Hi. They just gave me the up-down. When I left no one said Bye. Now they address me as their Bro. When I touch down like LaMichael James they will run it back to shake my hand, and I will say, You never knew me when I was there, I never knew you when I am here.

Memory

Early September
I still remember
That day
Day of shame
When I was
 walking out
Out of my house
And I didn't know
That it was my
Last time seeing
That place
For another couple
 of years
But surroundings
Seems new
What was going on
 with me
Because I still
Remember that day
Trees whispering
 something
And falling leaves
 waving
Bye, bye.

we get them at 17 or 18 they still have the social skills of when they started using. I see that again and again. They didn't pick up on the social cues around them because they were under the influence so long."

Wouda said she was encouraged to begin the CADC I process by her supervisor, MacLaren Alcohol and Drug Coordinator Sherry Sullens, who previously was MacLaren's only state-certified alcohol and drug counselor. Lederer said Hillcrest and Rogue Valley YCFs have expressed interest in CADC I training, and that the goal is to have state-certified alcohol and drug counselors in every facility.

"I think it's a great opportunity to further our skills and help our kids out," Wouda said.

How did burger tradition start? Just ask Dave Curl



Dave Curl treasures the mementoes on his bedroom wall. "I will cherish them the rest of my life, things from the kids that all of them signed," he said. "I wouldn't give them up for anything in the world."

Curl was an original volunteer at Rogue Valley YCF, and his name comes up when some of today's volunteers talk about their work there. One of them said Curl was so popular that once when he returned to the facility after a health-related absence, youth broke into spontaneous applause.

Curl remembers the first time he delivered Christmas eve burgers and fries to the facility in the '90s (*Inside OYA*, January 2011) because youth said that's what they wanted. "I couldn't believe it," he said, "but, hey, we went down and got 250 of them."

Retired from Offshore Crane & Service Co., he volunteered at California's Pelican Bay State Prison just south of the Oregon border before RVYCF opened. "I loved working with the inmates," he said. "There are a lot of good ones in there, and there have been a lot of kids come out of there straight."

In one of his early volunteer visits, he said, the unit was quiet and a youth walked up and asked him, "How much do you guys get paid for coming in here?" Curl explained that they were Christian volunteers who wanted to talk with them about their lives, their goals and, if interested, about Jesus. "You'd be surprised how many of them want to know about God who've never heard anything at all," he said. Curl told youth he grew up on Cincinnati's streets and had some understanding of their lives.

At 79, Curl walks with some difficulty with a cane. He no longer volunteers at Rogue Valley – "it requires an awful lot of walking" – but he keeps tabs on those who do. "If I could walk," he said, I'd be there."

Rogue Valley youth taste diverse cultural meals



What's on the menu in an Irish household? How does a Jewish meal taste? What flavors are popular in the Caribbean?

Youth will get answers to such questions again this year at Rogue Valley YCF, which has served multicultural meals once each month for more than a decade.

This year's first such meal, served in late January to honor Chinese New Year, consisted of sweet and sour chicken, fried rice, stir-fry vegetables, egg roll, steamed rice, and fortune cookies.

"I hope youth learn an appreciation for other cultures and that food is a reflection of culture," said treatment manager Michelle Henry. "A lot of kids who aren't black, brown or yellow think they don't have a culture." She said youth are encouraged to talk to family members about their own heritages.

Information about the culture is read to youth during the meal, and may be augmented with a movie, speaker,

posters, or Newbridge High School activities. A limbo contest will be integrated with the Caribbean meal, for example. Henry said she pulled cultural celebrations from a New York Public Schools calendar, and supplemented those with ethnicities of youth in the facility such as Irish and Italian. Among the other cultures for which meals are scheduled this year are Mexican, Scandinavian, African and Native American.

Once a culture is selected, Supervising Cook Reva Lipe plans the menu. "The final say is Reva and her budget," Henry said. "This could not be done without strong buy-in from her."

INSIDE OYA

Colette S. Peters
Director

Fariborz Pakseresh
Deputy Director

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

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

Jim Sellers
503-373-7425
jim.sellers@oya.state.or.us

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

Send your stories for the March issue to Amanda Lowe-Davies by February 28. Articles received after that date will be held for the April newsletter.

