



Director's Corner

July, 2008

Robert Jester, Oregon Youth Authority Director



Hopefully all of you have been reading the regular updates on the Systems Improvement Project (SIP) provided by Deputy Director Lemman. I wanted to add my perspective, and provide updates on a couple other issues.

For background, the SIP is intended to address issues and concerns raised in OYA's program review at our RiverBend facility. While the issues were identified at one facility, they are applicable throughout the agency. The SIP process also gives us the opportunity to continue implementing elements of the agency's strategic plan and build in quality assurance/quality improvement processes to additional parts of the agency's business. This helps us improve our individual and agency performance in achieving our mission of public safety and offender accountability and reformation.

The agency is moving quickly to implement the priority recommendations. Business Services staff already has conducted a business function review at North Coast YCF, and are debriefing that process to refine it before doing reviews at other locations (See, article on page 5). Next week is the deadline to submit proposals to develop and conduct the culture/climate survey. The Employee Services work group has been expanded and is meeting regularly, and site visits by senior managers will be scheduled soon. This and other information is being posted in Outlook so you can track progress of the items in which you have the greatest interest.

I appreciate the hard work that everyone involved in the SIP process is doing, and as I said last month,

am confident that the SIP process will make OYA an even better place to work, make us better stewards of public resources, and will enhance our ability to achieve our agency mission.

The recruitments for permanent leadership at MacLaren and Oak Creek YCF's have closed, and we will be starting interviews shortly. I am hopeful that we will find quality superintendents from this process.

Finally, we will be conducting safety/security reviews at all our close custody facilities in the next few months. This is an important part of a peer-based process where we help ensure the safety of youth and staff, identify areas for improvement, and contribute to helping other parts of the agency achieve our mutual mission.

Have a safe and happy Fourth of July holiday.

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KEY PERFORMANCE MEASURE OF THE MONTH

KPM 8 tracks educational services that youth received as identified by their case plan. This is measured in time by a 60 day window.

The Basics

OYA is working with the Department of Education, statewide education contractors, and community service providers to ensure that each youth receives appropriate educational assessment in a timely manner.

The priorities are as follows:

- Assessing youth for educational needs through the Risk Needs Assessments and specialized assessments.
- Reviewing case plans monthly to monitor progress toward reaching goals, including education needs.
- Providing automated JJIS reminders and data collection tools for education information.
- Using the Multi-Disciplinary Team (MDT) process to ensure needed services are readily available.

How Are We Doing?

OYA staff have all participated in training and understand that research shows appropriate educational programming reduces future criminal behavior. Aggressive targets have been set and while falling just shy of the 85% for 2007, are quite high. This reflects the agency's continued emphasis on appropriate educational assessment and timely service delivery.



Factors Affecting Results

Several factors have had a positive influence on this measure: Staff training, communicating with education contractors and providers about the timelines and expectations of this KPM, and continued use of the Multi-Disciplinary Team approach.

Next month's article will focus on KPM 9, Community Re-entry.

What Needs to be Done

- Conduct case audits quarterly to ensure appropriate and timely receipt of educational services.
- Complete training for field staff on documentation requirements for youth education in JJIS, increasing the accuracy of the information.
- Develop and deliver training for JPPOs on the requirements of special needs youth and the education system.
- Continue to work with the Department of Education and local schools to coordinate transfer of school records to expedite the enrollment process.
- Continue to emphasize timely and consistent educational assessment of youth in both facility and field settings

Next month's article will focus on KPM 9, Community Re-entry.

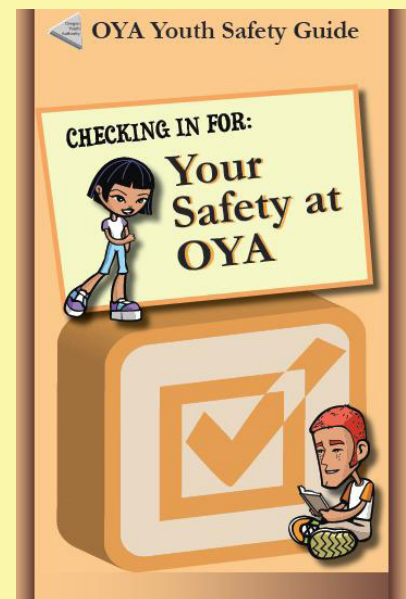
For more information on KPMs, contact Phillip.Cox@oya.state.or.us.

Youth Safety Guide Distribution a Success!

The improvement of youth offender safety within OYA has been a priority for the agency over the last several years, and as such, is reflected heavily within the agency's strategic plan. In February of 2007, the agency implemented the distribution of a Youth Safety Guide (English and Spanish versions) to all youth offenders committed to the OYA. The Guide, which also satisfies PREA requirements, includes suggestions on how to keep youth offenders safe from abuse, and also how to report it if it does occur.

Data recently pulled from JJIS shows that the agency is near perfect in its goal to make sure every youth offender within OYA receives a copy of the Youth Safety Guide. The data shows that as of June 9, 2008, only 23 youth offenders committed to OYA had not received the guide. Of those 23, 7 were runaways, 2 were in a facility (and have now been given the Guide) and the other 14 were brand new commits. OYA staff charged with the responsibility to distribute and explain the Youth Safety Guide to youth offenders should be commended for their hard work!

For more information on the Youth Safety Guide, contact the ProfessionalStandards.Office@oya.state.or.us.



MEET COMMUNITY RESOURCES



Above (left to right): **Greg Lay**, Community Resource Specialist (CRS); **Cindi Liebe**, Community Resources Manager; **Monica Genera**, Office Specialist 2; **Joni Zimmerman**, CRS; **Erin Fultz**, CRS; **Kris Scrabeck**, CRS; and **Khris Ward**, CRS.

The Community Resource Unit (CRU) is an eclectic group of professionals, including former parole officers and qualified mental health professionals. They spend the majority of the year throughout Oregon, ensuring that community residential programs are providing services according to contract standard and meeting goals of effective intervention. The CRU ensures public safety by providing technical support and conducting program reviews.

So how do they do it?

The CRU conducts program reviews for all OYA close custody facility units and contracted community residential programs using the Correctional Program Checklist (CPC). This measures a programs adherence to the “principles of effective intervention” –program characteristics which research has shown are closely tied to reducing recidivism.

We wanted to know more about CRU, so we sent them a questionnaire to find out who they are and what they do.

How long have you worked for OYA?

Cindi - “I began my employment with State Juvenile Justice in March, 1974 long before the inception of the Oregon Youth Authority. In my career I’ve worked as a line staff and counselor in close custody facilities, a parole officer, a Diversion Specialist, a Community Resources Specialist, a Field Office Supervisor to my current assignment as the Community Resources Manager.”

Team - “Collectively, 117.5 years”

What do you do in a “typical” workday?

Cindi - “I have the supervision, oversight and responsibility of the Youth Offender Foster Care program and contracted residential services. Under my direction Steve Brinlee manages the Foster Care Unit. Daily I work directly with the group of Program Analysts assigned as liaisons to the contracted residential programs. Each day is a new day and I never know what might come my way! From responding to questions and concerns from the provider perspective, to identifying placements possibilities for a newly committed youth, each day has a new agenda.”

Team - “There is no typical work day in the CRU, but here

are some activities that any one of us could be doing at any time during the work week:

- Providing technical support to community residential programs in meeting contract requirements.
- Regular site visits to community residential programs all over the state.
- Reviewing community residential programs’ compliance with Behavior Rehabilitation Services and contract requirements.
- Leading CPC reviews of community residential programs.
- Writing reports.
- Attending meetings and sitting on committees about everything under the agency sun.
- Providing support to JPPOs about community resources and residential programs.”

What is your favorite part of working for OYA?

Cindi - “Working with a group of professionals that believe that kids can change.”

Team - “Writing JJIS notes, getting to say ‘evidence-based’ at least twice a day, and MacLaren tater tots.”

What are some of your hobbies and interests outside of work?

Cindi - “Watching college level sports (graduating from OSU, but married to an ex-U of O football player gives me no choice in this one), travel, slot machines, retirement planning!”

Team - “Hosting fondue parties, professional garage sale-ing, team synchronized swimming, and assessing our neighborhood kids for criminogenic risk factors.”

Do you know someone who would make a great subject for our “A Day in the Life...” feature? Then send an email to Amanda.Lowe@oya.state.or.us.

Field Services Applauds Paul Egbert

Although regretting his departure, Field Services thanks and congratulates **Paul Egbert** as he takes his new position as JJIS Training and Implementation Manager. Paul has provided eleven years of dedicated services and extensive benefit added in his positions as Youth Accountability Parole Officer, Juvenile Parole Probation Officer, Field Office Supervisor and most recently in a rotational service as EBI Coordinator in field services. Paul has been a constant champion for progressive work in the field to improve and make practices effective.



Paul Egbert with Assistant Director of Field Services, Karen Andall.

While he will be missed in the field, we look forward to Paul’s expertise and commitment continuing to benefit important field initiatives as he forges ahead on behalf of OYA statewide initiatives.

SAFETY CORNER

Upcoming Safety & Security Reviews



Each biennium, OYA undertakes comprehensive safety and security reviews of all 11 close custody facilities. In July and August, teams led by Chris Duval, Facilities

Operations; Frank Martin, Program Office/PbS; and Lori Widder, OYA Safety Manager, will be spending several days at each facility. Also on each team will be staff from other facilities representing security expertise, nursing expertise, and GLC expertise, as well as the PbS representative from the facility being reviewed. At least two SEIU members will serve on each team.

The safety and security review consists of 100 mostly policy-based standards in categories such as contraband, security, and supervision. The review team's tasks are to observe activities, review records, check local procedures, and ask questions leading to a conclusion that the facility complies, partially complies or does not comply with each standard. At the conclusion of the review, the facility leadership team is presented with the review results which they will then use to create facility or unit improvement plans to address safety and security issues.

The safety and security reviews are a means to ensure that the facilities are meeting the agency's mission of having safe environments in which to accomplish our work.

TRAINING ACADEMY UPDATE

New Employee Orientation (NEO)/Basic Training (Jul 21 – Aug 15)

Are you new to OYA? Then be sure to register for NEO or Basic Training at the Training Academy – it's the cornerstone training you need to start your career at OYA. Or, are you current staff? Take this opportunity to attend one or more of 38 "standalone" classes – your choice! Check out this [NEO/Basic Training flyer](#) we sent to supervisors. You'll find course listings and also our Academy Welcome Letter that has key information for your visit.



After supervisor approval, staff should contact Pamela.Livingston@oya.state.or.us or (503) 981-2515 to register. Sign up soon!

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Supervisor Course: Legal Hiring (July 31)

Supervisors - did you miss the last Legal Hiring class in March? Here's your opportunity to attend this required class. The class covers issues surrounding hiring staff, including civil rights laws, questions that can and cannot be asked of applicants, conducting the interview and checking for references. You'll get hands-on experience in class by conducting a mock interview using the information presented.

Have you missed any required supervisor classes? Take a look at our [Supervisor flyer](#) - it includes this year's supervisor course schedule.

Please contact Pamela.Livingston@oya.state.or.us or (503) 981-2515 to register for this training that takes place at OYA's Central Office.

Happy (and Safe) 4th of July!

Each year more than 8000 people are injured by fireworks. If fireworks are a must for your 4th of July, this is a good time to remember the risks, especially to children. It's also a good idea to remember that adults are also vulnerable to injuries from fire works. Under Oregon law, officials may seize illegal fireworks and fine offenders up to \$500 per violation. Those who misuse fireworks or allow fireworks to cause damage are liable and may be required to pay fire suppression costs or other damage. Parents are also liable for fireworks damage caused by their children.

Here are some steps to safer fireworks use:

- Be prepared before lighting fireworks and keep water available by using a garden hose or bucket.
- Be safe when lighting fireworks. Keep children and pets away from fireworks.
- Be responsible after lighting fireworks. Never relight a dud. Wait 15 to 20 minutes then soak in a bucket of water before disposal.

More information may be found at:

http://egov.oregon.gov/OSP/SFM/docs/Licensing_permits/fireworks/Fireworks2005/3BesFullPage.pdf.

Make safe and healthy choices, and come back to work on July 7th in one piece!



HIV DISCUSSION



Dr Marcia Adams
Medical Director

This month we continue our series on viral infections with a focus on HIV. This virus has caused a global pandemic.

What is HIV?

Human Immunodeficiency Virus (HIV) causes Acquired Immunodeficiency Syndrome (AIDS). HIV is unique in that it attacks the immune system which the body needs to fight infections. About 25% of those infected with HIV in the United States are unaware of their infection.

How is HIV transmitted and who is at risk?

HIV is found primarily in blood, semen and vaginal fluid of an infected person and can be transmitted by having unprotected oral, vaginal or anal sex with someone infected with HIV; sharing needles or syringes; an HIV infected mother passing it to her child during the birthing process or from breast milk; transfusions using HIV infected blood; or accidental needle-stick from contaminated sharps.

Those who are at risk include anyone who has unprotected sex of any kind; intravenous drug users; those diagnosed with hepatitis, tuberculosis, or any sexually transmitted disease such as syphilis; those receiving blood transfusions or clotting factor, especially during the period between 1978 and 1985; and health care workers.

What are the symptoms of HIV infection?

Many people infected with HIV show no symptoms for many years, and can look and feel healthy and have no knowledge of their infection prior to being tested. Some people develop symptoms such as flu like illness, weight loss, and thrush about 2-4 weeks after exposure to the virus.

How is HIV diagnosed and is there a vaccine?

Several tests are available to detect the antibodies produced by the body to fight the virus. Discuss testing options with your health care provider. To find a testing site in your area, visit www.hivtest.org. No vaccine currently exists for HIV. There is currently no cure for HIV or AIDS. Antiviral medications are used to prolong the life expectancy of the infected person.

What are the long term effects of HIV infection?

AIDS is the final stage of HIV infection. The immune system becomes too weak to fight infections. AIDS is a terminal disease.

What precautions can public service workers take to avoid becoming infected with HIV?

The only method of prevention is avoiding exposure to the virus. Universal Precautions should be practiced consistently.

What are sources for further information?

- www.cdc.gov
- Your health care provider
- OYA Infection Control and Blood borne Pathogens policies

BUSINESS SERVICES REVIEW PILOT AT NCYCF

Linda Gesler and Melanie Tozier lead two teams of staff that reviewed business practices at North Coast YCF on June 10th. The focus was on financial controls.

Budget and accounting staff asked for copies of any applicable local procedures; and developed a list of questions related to purchasing, receipt of goods and services, cash handling, canteen operations, sale and use of meal tickets, time and leave tracking, approval, and entry. There were only a few improvements in processes, with the facility's financial procedures generally in compliance with or exceeding accounting standards and policies. A full report will summarize the results of the review.

North Coast YCF staff decided the best course of action was business as usual. North Coast wanted to give the reviewers an opportunity to view facility operations on a day to day basis, allowing them to see the normal operating system, and to examine the format and depth of the review.

Facility staff had knowledge of the reasons for the review



and were not apprehensive about participating due to information in the Bulletin and encouragement from the North Coast Management Team. The goal was to view

this as an opportunity to engage with Central Support staff, learning from their experience and expertise. Members of the review team were open with the North Coast staff regarding what they would be examining. This helped establish the review team's credibility and assisted the facility staff in viewing the process as non-threatening, open, and professional.

The process was completed in a proficiently with reviewers being sensitive to the perception they would create for this and future reviews. In their process, they were candid, sincere, unbiased, productive, and most importantly, fair.

Thank you to everyone who participated. Linda, Melanie and their teams report that this took time away from other duties, and they appreciated the support for this process. They found it especially nice to be able to meet staff and put some faces with names and voices.

**Oregon Youth Authority Observes
Probation, Parole & Community Supervision
Week
July 13-19, 2008**

“Making Your Mark on the Community”

During the week of July 13th through the 19th, 2008, people across Oregon and the nation will join together to recognize the work that probation, parole and community supervision professionals do for our public safety. You are commended for the work you do each and every day.



Since 1841, the practice of probation and parole has played a vital role in our juvenile and adult justice system. These professionals are a critical part of the public safety system.

The OYA Probation/Parole staff and Juvenile Court staff have lasting impacts on our communities by assisting juvenile offenders in becoming productive members of society. One day they may play the part of a counselor, the next they are enforcing the rules of offender supervision. They are problem solvers, crime prevention specialists, motivators, facilitators and often times they are the primary support system an offender may have.

OYA has approximately 130 community supervision staff statewide. Staff and members of our community are encouraged to join together during Probation, Parole & Community Supervision Week to honor those who work to make our communities a safer place to live.

Did You Know...?

...there are over 45 countries that celebrate autonomy from British rule? The United States declared its independence on July 4, 1776. Fireworks, parades, barbecues and picnics are popular ways to celebrate our Independence Day. Remember to be safe when celebrating with your friends and family!



...the Liberty Bell cracked on July 8, 1835, during the funeral of John Marshall, US Chief Justice? It rang in Philadelphia on July 8, 1776, for the reading of the Declaration of Independence. First called Independence Bell, it became Liberty Bell in 1837 when it was adopted by the Anti-Slavery Society to symbolize their movement.

...Canadians also celebrate their country's founding in July? Called Canada Day, it commemorates the joining of the former British colonies into a federation of four provinces on July 1, 1867. However, the British kept some political rights over the country until 1982.



**RETIREMENTS
SERVICE AWARDS
NEW FACES**



Congratulations from the MacLaren Security team!

Service Awards

30 Years

Bud Bailey, Community Resources

20 Years

Linda Gesler, Budget & Contracting

Vince Vogt, HYCF

Ken Jerin, RVYCF

William Bowers, Josephine P/P

10 Years

Ginny Long, Employee Services

Doug Nguyen, MYCF

Ivan Ross, MYCF

Jon Koffler, MYCF

John Hernandez, HYCF

John King, TYCF

Tim Reynolds, RVYCF

5 Years

Sharon Kaszycki, TYCF

Jack Nichols, RVYCF

New Faces

Cathy Schuh, HRA temp, Emp Serv

Troy Sikel, QMHP, Oak Creek

Lisa Hinman, HRA, Employee Services

Terri Wharton, OS2, RVYCF

Gina Brown, OS2, Coos Bay P/P

John Yeakey, QMHP, EOYCF

Salene Green, QMHP, EOYCF

Justine Harris, GLC 2, HYCF

Vanessa Migliorini, GLC 2, HYCF

Rebecca Beldon, GLC 2, HYCF

Mark Budreau, GLC 2, MYCF

Joan Ferdun, OS 2, RiverBend

Patricia Meyer, AT 2, Accounting

Kim Thomas, GLC 2, MYCF

Clayton Strong, GLC 2, MYCF

Stephanie Sosa, temp GLC, Corvallis House

Mark Randall, temp GLC, HYCF

Hernando Hernandez, temp GLC, HYCF

Rebecca Beldon, temp GLC, HYCF