

TOGETHER

Michigan Juvenile Detention Association



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New And Improved St. Clair County Juvenile Center.....

Submitted by: Gary Rutowski

Saturday, January 21, 2006 dawned cloudy, snowy and cold as the St. Clair County Juvenile Detention Center began the move to their new building. It is hard to believe that two years have elapsed since that monumental day. The new building, located at 1170 Michigan Road, Port Huron, MI, is part of the St. Clair County Intervention Center which also houses the county jail, Sheriff’s Office and Juvenile Center. The name Intervention Center was chosen to indicate that the new building would no longer operate “business as usual”. Services such as education (including GED testing), mental health services, substance abuse services (including Alcoholics Anonymous, Narcotics Anonymous, as well as Alanon), a new behavior program (Rational Behavior Training), and a Residential Treatment Program were set up to provide residents with as many tools as possible to help them turn things around.

Obviously a lot of planning and forethought went into not just the physical layout of the building, but also the programs and services that would be provided. The first of these programs was the creation of a charter school. The St. Clair County Intervention Academy was chartered in early 2004 and the newly hired teachers began in August, 2004. The new school provided us with two major opportunities that we did not have when we contracted with a local

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President's Message

*Submitted by Fred Woelmer
Genesee Valley Detention Center*

At this time of annual reports and state of the Union/State/& County addresses; I am happy to report that the state of the Michigan Detention Association is great!



During the last year MJDA continued to provide training and support to its facility and individual members through our training, conferences and general discussions. MJDA made the commitment at our 2007 Administrator's conference to utilize the very positive MJDA bank account balance to bring widely recognized speakers and presenters to our training and conference events. Our Training Committee, led by Vice President Kathy Cleveland, has combined the expert knowledge of our state's seasoned facility staff as along with nationally prominent speakers and trainers as presenters.

MJDA has also heard encouraging news from the Bureau of Juvenile Justice. BJJ plans to try to bring the Training Roundtable back together and re-ignite the enthusiasm that the 20 facility staff members brought to the Training the Trainer certification classes. These trainers need supervised training experience to complete their certification. I hope to provide more information on these opportunities in the near future.

Last year also ushered in the MJDA website in a format that can provide an excellent platform to spread the word on MJDA and its activities as well as be a resource to members and the general community. I have already received a number of calls from as far away as Texas from people who have visited our site.

Let's all have another great year!

A Note From The Editor....

I'd like to thank all of you that contributed articles for this edition of *Together*. This issue has some truly impressive facility highlights. Gary Rutowski, Administrator from St. Clair County Juvenile Center has written about his new facility and programs. James VanderPool, JoAnne Claflin and Kathy Cleveland submitted articles about facility projects and activities. Terry Martinek and John Pickar from Berrien County have shared their "RBT" journey from the perspective of an administrator and educator, and President Woelmer has brought us up to date on what's new and exciting with MJDA.

Three individuals are highlighted in this issue; Brian Philson, Past President of MJDA, received an award from the Juvenile Justice Trainers Association, James VanderPool from Monroe received the "Everyday Hero" Award, and sadly we pay tribute to our friend and colleague Judi Arthur who passed away in January.

*Articles for the summer edition can be emailed by July 7 to;
Robin Lyons
(Rlyons@allegancounty.org)
Allegan County Juvenile
Center*

Think Spring!

RBT on the Road

"It's not the destination but the journey that's important"

Submitted by: Terry Martinek

Since 2004 the Berrien County Juvenile center has been on a journey to drastically change center programs delivered to their youth. Roughly 4 years ago Terry Martinek, BCJC Assistant Director, asked the detention team, "Is what we are doing working?". The system at that time had a morning point sheet where the resident awoke each day with 100 points and the staff would subtract points as the youth failed in their behaviors. The environment was adversarial to say the least. Physical restraints were a daily occurrence and overall morale was low. Consequently, it was no real surprise that the answer to Mr. Martinek's question was, "NO!"

So began the journey to bring Rational Behavior Training to Michigan and the Berrien County Juvenile Center. The RBT concepts, derived from Albert Ellis' Rational Emotive Behavior Therapy (REBT), came from the DuPage County Juvenile Center in Wheaton, Illinois that was under the Directorship of Dr. Bernard Gloss. Through trips to DuPage, key BCJC staff were introduced and trained in the delivery of RBT programming. The task then became to train the entire staff of the BCJC to deliver RBT to its residents. But it was not just the staff that participated in the change. In a unique turn, the residents themselves became active players in the program development. Input from residents drove the program ownership they felt and really helped facilitate the change. In total, the RBT program foundations were rolled out over a period of 6 months.

Through practice and repetition the program has excelled and continues to grow today. Mr. Martinek comments, "We are just now at a point to introduce some finer skills of RBT, that being "Disputing Irrational Beliefs". Along the way, word spread of the success of the program. Mr. Martinek and Kurt Struss, Supervisor at the BCJC, have been asked to present to other centers in Michigan the benefits of the RBT system. Numerous facilities have come to visit the Berrien RBT detention program. (Ingham, Calhoun, Muskegon, Kent, Shiawassee, Allegan, Macomb and Roscommon Counties) It's been an exciting road to travel which has led to national attention and expanded training opportunities. Says Martinek,

"We look at where we are and we are happy with the growth. But we look to the future and plan for where we will be in 10 years." In many ways, the journey has just begun.

If it were not for the effort and Team Work of the staff at the Berrien County Juvenile Center, progress would not have been made and growth would not continue in further program developments. It has been a total *Team* effort.

The Berrien County Juvenile Center has enjoyed having visitors to the program, and the Center invites anyone interested to reserve a date and time to come and visit. The Berrien County Juvenile Center has been on the road to Charlotte, North Carolina, Las Vegas, Nevada, San Antonio, Texas with Terry and Kurt headed for Lake Charles, Louisiana in March to present at the Annual Governors Conference on Juvenile Justice.



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school district for our educational services. The SCCIA operates year round so we no longer have a two and a half month gap in services as we did previously. The second major opportunity was for our residents/students to work on either credit recovery or GED preparation. This is especially critical in our Residential Treatment Program where school is an integral part of the Program. Our older residents (16 and 17 year olds) now have the opportunity to leave our building having made up enough credits to return to their home school, or with their GED.

Rational Behavior Training (RBT) was another major change that we made as we prepared for our move to the new building. As we researched different behavior programs and visited other facilities around the state and region, it became apparent that RBT would provide the best opportunity for our residents to change their way of thinking and hopefully their behavior. Mr. Gary Lenhart from Lucas County Ohio was contracted to provide the training for our staff. We were also able to send several staff to the Muskegon RBT trainings. We began implementing the program as we moved in our new building, and it continues today.

The physical layout of the new building also brought about changes in the way that staff supervised the residents. In the old building the resident's rooms were located on either side of long hallways. Multiple staff supervised the residents in large groups. Bathroom facilities were located near the staff control rooms, which necessitated staff bringing the residents from their rooms to use the facilities. The new building utilizes a pod format. Ten individual rooms are located around the perimeter of the pod. One staff supervises each pod. There is a large open space in the middle of the pod where meals are eaten, groups are held and passive recreation takes place. Each individual room contains a sink and toilet as well as a bed and small desk. Natural lighting is utilized throughout the building. Sky lights are located in the pods and each individual room has a window. Staff control all of the doors from their work station. Located behind the staff work station is the classroom which has two glass walls that allow the pod staff to visually monitor the room while the residents are in school. The only times that residents are taken from the pod is to go to the gym for physical activity or for visiting, which is held either in the gym or in the multi-purpose meeting room. We also have two

outdoor recreation areas, one with grass and one with concrete, where residents can play basketball.

Perhaps the biggest change that was brought about by the new building was the development of our Residential Treatment Program. Due to the rising costs of out of county placements, St. Clair County made a commitment to keeping our residents in the county. With that in mind, it was decided to include room in the new building for a residential treatment program. Staff researched different programs and different approaches as well as visiting different facilities around the state and region to observe other treatment programs. It was decided that the Rational Behavior Training (RBT) would be a good fit for the program, and it would provide the residents with the best opportunity to make the necessary changes in their lives.

The Residential Treatment Program has the capacity for 40 residents (30 boys and 10 girls) ages 11 – 17. The three male pods are located on the second floor and utilize a dormitory style arrangement. The girls pod is located on the first floor and is identical to the secure detention pods i.e. 10 separate secure rooms. The Program is

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kept totally separate from the Detention Program, and there is no mixing of the programs. The treatment residents are ordered in to the Program by the Court, and their families are also ordered to cooperate and participate in the program. Mental health and substance abuse services are provided by three master's level therapists. Alcoholics Anonymous also provides a member to run a group in the program, and staff also take residents to an outside group. We also contract with a local psychiatrist for psychiatric evaluations, medication evaluations and reviews.

As stated above, the RBT is the behavior program that is utilized. The treatment team consists of the full-time staff that are assigned to each pod, the Residential Treatment Program Director, therapists, Probation Officer (assigned to the treatment program) as well as the Superintendent and Assistant Superintendent. The treatment team for each pod meets on a weekly basis to review the individual treatment plan of each resident and also to make level promotions. Residents progress through four levels with increasing privileges and responsibilities at each level. Level three residents are allowed to leave the building for medical appointments and also for supervised community service. Level four residents begin making graduated home visits on weekends. The Probation Officer is responsible for visiting the resident and family during the home visits, as well as assisting in the development of the after care plan.

Our staff has done a tremendous job over the past two years with preparing for the move, making the move, learning and operating a new building, learning and operating a new behavior program as well as a new treatment program. In looking back, it is amazing that all of those changes and adjustments were made almost seamlessly. The staff is to be commended for all of their hard work and dedication.

Monroe County Youth Center Celebrates 30 Years!

On October 24, 2007 a program was held to celebrate the 30th anniversary of the Youth Center. Attended by over 100 guests, the program included Staff Service and Recognition awards, guest speakers, tours of the facility, displays of kids programs, the unveiling of a new Youth Center logo, and of course refreshments. Proclamations were received from State Senator Randy Richardville, The Monroe County Intermediate School District, and the United Way of Monroe County. Decorations included life-sized caricatures of each staff member and Judge created by Shift Supervisor Terrie Vanderpool.



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MJDA Administrator's Conference

Submitted by; President Fred Woelmer

This year's Administrator's Conference was again held at the snow covered Brook Lodge conference center in Augusta. There were 28 MJDA administrators meeting this year for excellent discussions on facility operations, as well as training on technology, data collection, and use of the Child Care Fund. The usual great fellowship occurred throughout the conference.

The meeting started off with a presentation by Margaret Olesnavage on how the Child Care Fund can be utilized in creative ways while staying within the funding parameters. Margaret's unique experience working within the DHS Child Care Fund administration, coupled with her experience administering programs within county government, gave her presentation an extra note of real life application techniques.

Margaret was followed by a team of presenters from web based data management system developers "BizStream" and from the Ottawa Court system. The BizStream presenters, led by Tanya Patino, gave technical information on the how the system was developed, what it could do for individual detention centers as well as for entire systems of law enforcement, justice, and local service providers to juveniles. The Ottawa court/detention staff, our own Kathy Cleveland and Andy Parks with Pat Ver Duin, explained how the system is used by them now, the benefits of the system, and how they hoped to develop the system further. BizStream finished the presentation with an offer to MJDA detention or justice systems to access their data management system as developed with Ottawa, to add features to the system that benefit all users, and to provide this service for about \$15.00 per user. Many of the administrators took this information home to consider.

Our next day's presentation was by BJJ's Roy Yapple on performance based data collection. Roy used his years of managing the data collection system for BJJ to explain how to collect true and meaningful data on how our programs operate. This data can be used to compare our programs performance to our own standards as well as to other programs. Roy gave a generous amount of detail with a lot of dry humor to help us get through the exciting world of data collection and the use there of. We also learned that we only want to collect data we have a use for and how to not let the data be made useless by lack of attention to zeroing in on what we really want to measure.

The Brook Lodge family room like common areas provided an excellent environment and atmosphere for the lively evening discussions our group is famous for. MJDA plans to hold its 40th anniversary administrator's conference next year at Brook Lodge, and hope to have many former MJDA administrators help us celebrate. We look forward to great conference.

The Relationship Between Center Staff and Educational Personnel in Detention at the Berrien County Juvenile Center

Submitted by: John Pickar

The relationship between staff and educators in the Detention unit at Berrien County Juvenile Center has been strained in the past. An analogy that may be a bit of an exaggeration but describes the past with some accuracy is a hot potato which was passed from staff to teachers and then back to staff at specified times during the day with behavioral bench marks that established exception to these interactions.. There was a lot of “you stink” and “namby pamby” irrational thinking that went on both sides of this equation. Today, however, we have a genuine efficient working relationship. It would be difficult to definitively identify the variables responsible for this change but some possibilities will be described in this article.

The first variable to be considered is the role of supervision in this relationship. The supervisory personnel, current and past, who have had direct authority over staff and teachers have worked together well. These supervisors are employed by different agencies, Berrien County Court and Berrien County Intermediate Schools. Their style of supervision has not been overly obtrusive yet they are readily available when needed for support. In the past we have had cathartic meetings between staff and teachers to resolve perceived differences. Those meetings that didn't seem always beneficial and productive at the time were important because change and growth are not always painless processes. More recently, the decision to adopt a new program, ***Rational Behavior Training (RBT)***, has contributed over time to our improved relationship. The factors related to program will be considered in the next paragraph.

Program related factors that help maintain a positive relationship are; ***immediacy, joint supervision, joint evaluation, one set of expectations, and program emphasis on learning***. Immediacy refers to our behavior management system, of which the primary consequence is administered within seconds of a inappropriate behavior. This consequence, a five minute time out, is supervised by whoever observes an inappropriate behavior. This could be a staff, teacher, supervisor, classroom aid, nurse, cook, custodial staff or foster grand parent who administers the time out. In the past consequences for behavioral violations took hours or even days to complete, which often left staff or teachers feeling ineffective in their interventions with residents. Immediacy is beneficial for residents, staff and teachers all for the same reason. The connection between behavior and consequence is obvious, which is empowering for all parties.

Another factor is joint supervision and evaluation of residents. This sends a strong message of unity, minimizing their ability to play staff and teachers off one another. Joint supervision also puts an additional set of eyes, ears, and helping hands with the group. In the distant past staff would leave when residents came to school, and teachers had little interaction with residents or staff other than school time. Today, it is not uncommon to see staff/teacher duties one in the same. In addition to supervision, joint evaluation of residents occurs about every four

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hours. The staff and teacher negotiate a point value in five different areas to come up with a composite score. The evaluation is explained individually to each resident by the staff or teacher. This process helps strengthen the teacher staff relationship, and gives an additional point of view regarding individual residents and the group.

In our facility we don't have a special set of school rules. The program uses the eight basic social skills and area expectations as standards for behavior. These expectations are flexible in that the place you are in and the activity you are doing dictates your behavior, which is more reflective of how things work in the real world. Its impossible to come up with rules for every situation that may arise. This social skill based system has been effective in our program.

Another Program related factor that may contribute to our improved relationship is RBT's emphasis on learning. The teaching staff spends time twice a day teaching program concepts particularly RBT and Social Skills. The Center Staff teach these program concepts as well as others. Residents therefore get program instruction three to four times a day sometimes from teachers sometimes from staff. By having the residents involved in activities similar to school outside of school improves their classroom behavior. It also sends an important message that learning that it occurs in a variety of situations. One of the underlying philosophies of RBT is that through learning we can change our thinking and behavior which obviously is a supportive educational message.

Finally, as with an successful program, it's the "buy in" from everyone in the facility that makes the difference. Though challenging at times, as a team we have become better at communicating effectively, interacting respectfully and demonstrating consideration for one another.

Ottawa Youth Support Our Heroes Through Art....



The residents of Ottawa County Juvenile Detention Center donated the work they created in Art classes throughout the year for the 2nd Annual Art Auction. The kids were very proud to see their matted art work lining the main hallway for all bidders to view. The silent bidding raised \$250.00 with individual pieces ranging from \$1.00 to \$35.50. There was some very competitive bidding for a number of pieces by members of Juvenile Services and Ottawa Intermediate School District employees. Every year the residents chose a different recipient for their donation. This year the kids chose **Project Soldier Compassion**. This organization was founded by Utah artist Kaziah Hancock who does hand painted portraits of fallen American servicemen and women. Ms. Hancock and a chosen few artists create these portraits, frame them, and ship them to the family at no cost to them. It is a wonderful organization which we hope you will check out at www.heropaintings.com. We are proud that the residents enthusiastically supported this cause.

Projects at Maurice Spears

Submitted by: JoAnne Claflin

"The most important thing that Mo Battle taught me was that chess was a game of consequences. He said that, just as in life, there are consequences for every move you make in chess. Don't make a move without first weighing the potential consequences, he said, because if you don't, you have no control over the outcome." This quote from Nathan McCall's book *Makes Me Wanna Holler* is a perfect explanation for teaching the game of chess. For a project, the group at Maurice Spear Campus Detention Unit built their own *ultra size* chess set for fun and lessons in choices and consequences.



On Giving.....

The Maurice Spear Campus Kids 4-H Club made pillows for the cancer patients who were going through chemotherapy. These pillows were given to Dr. Rex Mowat to be used at the Hickman Cancer Center. The residents enjoyed making the pillows and knowing they were helping someone else.



Monroe County Kids, Superintendent "Everyday Heroes"

Recently Monroe County Youth Center treatment kids and facility Superintendent Jim Vanderpool were recognized by the American Red Cross for their nominations as "Everyday Heroes". The annual award recognizes groups and individuals who courageously faced doubts or fears and acted heroically to save or impact the life of another.

The kids were nominated in the Youth Good Samaritan category for their "Soup Bowls for the Homeless" project. As a part of the Monroe County Homeless Prevention Week the kids hand painted fifty (50) ceramic soup bowls that were then auctioned at community fundraising events. The sale of the bowls generated \$3,000.

Superintendent Jim Vanderpool was nominated in the Adult Good Samaritan category for his use of CPR skills this past summer to rescue a man in a local supermarket parking lot who was in cardiac arrest.

The kids and Jim were acknowledged at the Sixth Annual Everyday Heroes Dinner and Awards Presentation held on March 6, 2008.



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MJDA Congratulates Past President Brian Philson Award for Excellence!



This year the Juvenile Justice Trainers Association recognized Brian Philson for his outstanding service to the field of juvenile justice training. The JJTA Award for Excellence in the “Individual” category is presented to a person(s) for their contributions to training in the field of national and or local juvenile justice.

Brian is a leader in staff development and training within his own organization, his community, his state, and on the national level. He has demonstrated a true commitment to developing staff within the juvenile justice field. As a facility director, he values what staff training can accomplish in terms of preparing staff to provide quality care for youth. As a trainer, he promotes learner-centered instruction, creating learning environments where participants feel noticed and respected. He is a gifted facilitator and presenter who shares his depth of knowledge with warmth and a wonderful sense of humor.

Brian is currently the Vice-president for Programming at Highfields, Inc. a private non-profit human service organization that includes a 48 bed residential program for male delinquents.

Brian began his career in juvenile services in 1985 at the Jackson County Youth Center in Jackson, Michigan as a youth specialist. He served as a Family Counselor and then became the Director of the center in 1991. The Jackson County Youth Center is a 50 bed juvenile center that includes high-secure detention, medium-secure residential treatment, and community based day treatment programming.

Congratulations Brian!

MJDA Remembers Judi Arthur....

Judi Arthur, a long time member and friend of MJDA passed away in January. Those of you that have been in the field for a few years may remember Judi as the Treasurer on the MJDA Executive Committee. Many of us remember Judi and her penny-pinching methods. Tenacious in her duties as treasurer, but ever so compassionate and joyful as a person, Judi served diligently and helped lead our association with pride and loyalty. We use to say “Don’t lose your receipt or you will feel the wrath of Judi”.

Annually, Judi presented the treasurers report to the membership at the Higgins Lake Conference. Judi’s hard work and vision for MJDA can be credited to the highest balance this organization has ever seen. She truly was one of the great members and leaders our association has had. She was often seen at conferences with “her dogs” and sharing stories about her mother, which always brought a smile to everyone.

Judi spent over thirty years in the field of juvenile justice, beginning at Maxey Training School and then as Program Manager of the Genesee Valley Regional Center developing programs, training staff, and mentoring youth. I know my colleagues join me in acknowledging Judi’s many contributions in the field of juvenile justice, but it was her strength to keep fighting that we most admire. Brian Philson, fellow officer with Judi, was able to talk with Judi not long before her passing, and when he asked about her health she simply replied “hell Brian, I’ve lived ten years longer than anyone thought I would!” Let Judi’s example of dedication, leadership and love of life be an inspiration to us all.

