

TOGETHER

Michigan Juvenile Detention Association



MJDA Executive Committee

- Matt Kaley- President,
Muskegon County Juvenile Center*
- Melissa Strong -Vice President,
Saginaw County Detention Center*
- Richard Gentry - Treasurer,
Ingham County Youth Center*
- Lisa Greco - Secretary,
Washtenaw County Youth Center*
- Fred Woelmer—Past President,
Genessee County Youth Center*

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Recognition for Kathy Cleveland....

Although it seems like only yesterday, Kathy began her career with the 20th Circuit Court on July 23, 1976. At that time, Kathy and her husband, Bill, were hired as house parents of the Ottawa County Youth Home located on Ferris Street in Grand Haven. In September of 1976, she became a Child Development Worker. Recognized for her special qualities, Kathy soon accepted the position of Senior Child Development Worker in 1980.

Kathy's role expanded in 1992 to include administrative aide duties along with program coordination and monitoring. Kathy received a commendation in 1994 for her leadership, and assistance with the planning and execution of the move to a new facility at the Fillmore Complex. Also in 1994, the position of Assistant Superintendent was added to the Detention Center's staffing with the expansion at the Fillmore Street location; due to her management abilities, Kathy was quickly appointed to this position.

Kathy is a very special person, always willing to do what is best for the organization and the children or families served. On four separate occasions, for significant periods of time during her career, she temporarily assumed the position of Interim Superintendent within the Juvenile

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President's Message

*Submitted by Matt Kaley
Muskegon County Detention Center*



Having been entrusted with your money for the last eight years as your “Money Man” a/k/a MJDA Treasurer it is an honor for me to be elected as the current president of the Michigan Juvenile Detention Association.

This is an honorable yet little recognized profession we work in and during the years I have been a part of this organization I have been continually impressed with the dedication I see from our members at all levels. Whether a Youth Specialist, Shift Supervisor, Educator, Clinician, Administrator, we are all dedicated to changing the world one person at a time. Speaking of dedication, a shift supervisor retired from our facility two weeks ago after almost 33 years working in detention; that is dedication.

Recently Terry Martinek, Richard Gentry and I presented a report to the Michigan Committee on Juvenile Justice on our RBT Conference in November. During our meeting we expressed our desire to collaborate further with their Committee and we were very well received.

It seems as if everyone is being asked to do more with less and it is important that we share resources as much as possible. I would urge you to get involved with MJDA, assist in your facilities in improving services, and continue in your own professional development. I am a strong advocate and believer in “Best Practices” and will strive to ensure MJDA continues to bring training and information that is meaningful to you.

I believe the current Administration in Washington may be supportive of juvenile justice and this may be beneficial to our efforts in the efficient and equitable allocation of resources. I also believe the State will soon resume reviewing the administrative rules under which we operate, and our Past President Fred Woelmer will insure that MJDA’s interest are represented at these discussions.

Much work has been done in the past to attempt to build alliances with other organizations and we will continue to build on that foundation. I will explore the possibility of closer collaboration with MEAAAY (Michigan Education Association of Adjudicated Youth) to perhaps better share “Best Practices” of what is working best in the education of our youth.

Finally, in an attempt to honor those who have paved the way for us in the past, we will host a reunion of past MJDA Administrators at the Annual Conference to be held August 12-14, 2009 at Higgins Lake. There is a reason Michigan is seen as a forerunner in the field of Juvenile Detention and it is due in large part to the efforts of those who have worked so diligently before us. We will have an opportunity to honor them at that time and perhaps they will challenge us to continue to carry the torch and march onward.

Past President's Message

Aloha! This Hawaiian term is used to say farewell as well as hello. I thought this a fitting salutation as I turn over the gavel to Matt Kaley, MJDA's new President, and take on a little more relaxed role as MJDA's Immediate Past President.



I have to say it was a busy two and a half years. Some long term projects, such as establishing an MJDA Web Site, and what it means to be a member of MJDA, were successfully completed. One of the goals of the MJDA website was to create a forum for the open discussion of the issues and needs involved in running residential delinquent facilities. While the web site provides a national, or even international, forum; we seem to have developed our own list serve chat room separate from the web site. I find myself looking forward to one of our members throwing out a new question, announcement, or tidbit of information.

The Training Committee has enhanced our ability to provide affordable and pertinent training to our facility member staffs through our RBT conferences and outside presenters. I believe the future growth of this vital segment of MJDA will benefit greatly from increased participation by our facilities member line staff.

Matt, I hope you have as much fun as I did and thanks to all the members for allowing me the opportunity to serve this wonderful organization!

It's been great and, once again, Aloha!



Award For Berrien

Terry Martinek and the Berrien County Juvenile Center were presented an "Award of Excellence" in Juvenile Justice and Detention Services" from the National Juvenile Detention Association on October 5, 2008 in Pittsburgh, Pennsylvania.

At the Awards Ceremony presentation, Dr. Roush gave credit to the many years of leadership and progressive programming dating back to Dr. Mead, Center Director and Chuck Kehoe the then Court Administrator. He also gave credit to retired Center Director Wayne Liddell and the current Director Rich Dama. Dr. Roush praised the leadership of Terry Martinek for his work in the Positive Peer Culture programming and his efforts with a cognitive based detention program within the Berrien County Juvenile Center. Dr. Roush also recognized his willingness to support other interested facilities in Michigan.

Dr. Roush completed a Social Climate survey at the Berrien County Juvenile Center in September of 2007. He complimented the Berrien County

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Michigan Chillers Visits Ingham County Youth Center

*Submitted by Mark A. Stevens
Supervisor*

The election of a new President wasn't the only exciting event on November 4th, 2008. The Ingham County Youth Center was very fortunate to have the famous author Jonathan Rand of the Michigan Chillers and American Chillers book series spend time with our residents and to share his passion for reading and writing. For those who may not be familiar with Mr. Rand, some of his works include Gruesome Ghouls of Grand Rapids, Kreepy Klowns of Kalamazoo, and Dinosaurs Destroy Detroit.

Our residents had an exciting month getting ready for Jonathan Rand's visit with the help of our teachers, Ms. Maar, Ms. Shelly, and Ms. Bartshe, and art teacher Ms. Mohill. The teachers were instrumental in having the residents read as many Michigan Chiller and American Chiller books as they could before the visit. The residents then wrote down all the books they read on art cards and created a visual peace sign in the gymnasium to show the author how much his works inspired their efforts in the classroom. In addition, the teachers had the students write their own "Chiller-style" short story and include their own creative/ scary pastel drawing of Jonathan's face that they completed in art class. The residents' drawings and pictures were hung on the wall with the title "Our Inspiration" in appreciation of the visit.

Juvenile Detention Specialist, Brian Snyder, a professional artist, created two very important pieces of art for Jonathan Rand's visit. Mr. Snyder created a large mural entitled "If You Believe, You Can Achieve". The mural has paintings of famous Michiganders and world leaders. Mr. Snyder added Jonathan Rand's portrait to the mural and Jonathan signed it for us to display permanently here at the Youth Center. Mr. Snyder also created a very large welcome banner with the author's portrait which was presented to him as a token of our appreciation.

When Jonathan and his wife, "Boots," arrived at the Center the residents were very excited to have someone famous actually visit them. Jonathan gave the residents a fun filled speech about how he got involved in writing and about the joys of reading and writing. His presentation was interactive and included time for the residents to ask him individual questions. After his presentation he donated a book to each resident, autographed it, and stayed for refreshments in our cafeteria.

I met Jonathan and Boots on Cinco de Mayo, 2008, while taking my family to a local restaurant for my son's birthday. My son has bought and read most of Rand's books and my daughter is a huge fan of his other books Freddie Fernortner Fearless First Grader. During our conversation I told him I worked with kids in a secure detention youth center and that his books were extremely popular with our residents. Jonathan and his wife were very interested in learning more about our population. We exchanged cards and he told us that he would like to help us in any way he could.

Since that first meeting I cannot believe how generous Jonathan and Boots have been to the Ingham County Youth Center and other members of the Michigan Juvenile Detention Association. I am sure that all of the members who received books this Christmas from Santa's helper will agree the Rands are special people.

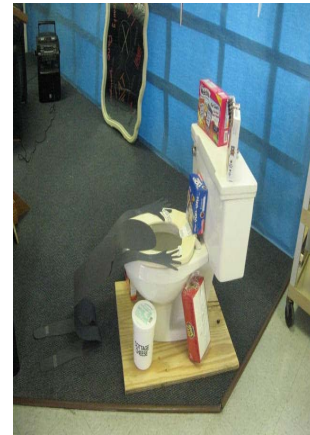
We appreciate all that Jonathan Rand and his wife have done for the children we serve here at the Ingham County Youth Center and for the Michigan Juvenile Detention Association. I would encourage all MJDA facilities to support Jonathan Rand by purchasing his Michigan Chillers and American Chiller books for their facility's libraries. For more information you can reach Michigan Chillers at Audiocraft Publishing Inc., Post Office Box 281, Topinabee Island, Michigan. 49791. Toll Free: 1-888-420-4244, Fax 231-238-4111.



Programming Highlights at Maurice Spears Campus

Celebration of Recovery

In February, Juvenile Officers throughout the State of Michigan had the opportunity to listen to poems, readings and view art pieces that represent the struggles the girl's from Maurice Spears Campus have overcome during their time in treatment. The luncheon is held annually to celebrate their accomplishments. This year's theme was "Looking through her eyes".



Another program the Maurice Spears Campus provides for its residents, are monthly 4-H meetings. Bearing the club name "Campus Kids", the meetings are chaired by Lenawee County volunteers who introduce children to the 4-H organization. Each month the residents receive a new project or presentation that exemplifies the 4-H creed, "Health, Heart, Hands, Head".

In the month of February a local college student who interned in Antarctica, presented a slide tour on a part of the world many of the residents knew little about. A presentation on art followed as the residents designed and created their own Valentine's Day cards.

One of the participants said "We always look forward to the 4-H meetings, cause we never know what we're going to do next. It's always a good time".



Recognition of Kathy continued from page one

Detention Center due to personnel changes in that position. Her first opportunity came in 1986, then again in 1993 and in 1999, for which Kathy received a Judge's Award. More recently, Kathy assumed this position in January 2008 upon the retirement of Keith Van Tubergen Detention Superintendent.

Kathy's talents have also been recognized by her MJDA colleagues. In 1983, she received the Line Worker of the Year Award. She provided MJDA leadership through her position as Vice President and has been an active member for years. In 1998, Kathy was nationally honored for her contributions by receiving the National Juvenile Detention Support Worker of the Year.

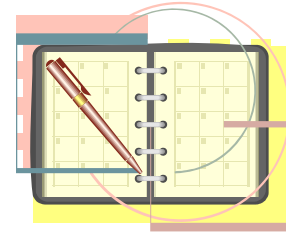
MJDA wishes Kathy well and extends a sincere "thank you" for her time, talent and commitment to the organization. Her time spent as Vice President, chair of the training committee has been invaluable.

Retirement and New Leadership In Saginaw County

Submitted by Melissa Strong

After 32 years of service, Director Tim Metro retired from Saginaw County Juvenile Detention Center on October 1, 2008. Tim left a legacy of excellence in his service to the residents and staff of the facility. Tim's leadership will certainly be missed, but we are happy for him and wish him well during this new chapter of his life. Ms. Melissa Strong was appointed the new director of the facility in November.

Saginaw County also welcomed Ms. Elverna Ponder as the new Assistant Director in January. Ms. Ponder brings vast residential programming experience to the facility with over 30 years of experience working in juvenile justice – most recently for the Department of Human Services. Ms. Ponder's dedication to juvenile justice was demonstrated by retiring on Friday and starting her new job the following Monday! We are extremely excited to have Ms. Ponder join the staff of the Juvenile Detention Facility!



Calendar of Events

MJDA Mid-Winter Training
March 19-20
Sheraton Inn
Lansing, MI

MJDA Quarterly Meeting
April 15, 2009
Mason, MI

Survive Outside Training
May 6th and 7th
Lansing

MJDA Quarterly Meeting
July, 15, 2009
Mason

MJDA Annual Conference
August 12-14, 2009
Higgins Lake

MJDA Annual Golf Outing
September 2009

MJDA Quarterly Meeting
October 21, 2009
Mason, MI

Rational Behavior Training Conference

Submitted by Terry Martinek

November saw 253 participants come to Lansing to take part in the 2008 RBT Conference that was sponsored by the Michigan Committee on Juvenile Justice and the Michigan Juvenile Detention Association. Michigan folks enjoyed networking with participants from; Oregon, Illinois, Nebraska and Ohio. With the support and assistance of MCJJ, nearly all expenses were covered for 199 MJDA members.

This conference took a new approach to handling the presenters' handouts by "Going Green". Thanks goes out to Stan Granger for e-mailing materials to participants.

The overwhelmingly positive participant evaluations were a huge help when Matt, Richard and Terry reported to the MCJJ in January. The Committee was so impressed with the results that they gave MJDA support to consider a 2009 conference. During the recent Administrators Conference the MJDA Board of Directors agreed to support requesting funding from the State Advisory Committee on Juvenile Justice for a 2009 conference.

The Training Committee lost no time in beginning preparations for the 2009 conference. Terry is already working on a budget proposal and contacting presenters. This year's gathering will again focus on RBT programming from implementation to maintaining a quality program and will be held in Lansing on November 18, 19 and 20, 2009.

Finally, Matt Kaley, Richard Gentry and Terry Martinek would like to give a special thank you to Fred Woelmer, Joanne Claflin, Robin Lyons, Kathy Cleveland, Melissa Strong and Mark Stevens for assisting with conference materials, registration, names tags and all the support provided during this three day event.



MJDA Administrator's Conference

Submitted by: Karen Gonsler

The administrators of facilities and programs statewide kicked off the New Year in January at the MJDA Annual Conference. This year's conference was again held at the beautiful, snow covered Brook Lodge Resort located in Augusta near Kalamazoo. The busy three day agenda, contained training, planning, networking, and most importantly official MJDA business.

To begin the first day of training, we welcomed Jeanette Scroggins of the Bureau of Juvenile Justice who presented Disproportionate Minority Contact, a presentation that will be given at the Mid Winter Conference. To end our afternoon, we invited a few representatives of Controlled F.O.R.C.E. (MACH 5) who presented their physical management program. The use of this program is under consideration in some counties.

Our second day of training proved to be long, yet beneficial as we learned more about our individual management style through the use of the "Everything DiSC Management" tool. Denny Macha of HPower and Associates spent the day increasing our awareness of the four basic styles that describe how people approach their work and relationships. These styles are Dominance, Conscientiousness, Influence, and Steadiness. Using this information, we learned how to use Everything DiSC principles to improve our ability to direct, delegate, motivate, and develop others more successfully.

To conclude our three day retreat, we held our MJDA Annual Business Meeting. Along with normal business, was a vote to change leadership on MJDA's Executive Committee. After the votes were tallied, Matt Kaley of Muskegon County Juvenile Detention was elected to fill the role of President replacing Fred Woelmer of Genesee Valley Regional Center whose term in office had expired. There is no question Fred will be a tough act to follow, but Matt is up for the challenge as he is no stranger on the Executive Committee. Matt has faithfully served MJDA as Treasurer for many years. Melissa Strong of Saginaw County Juvenile Detention steps down from her role as Secretary as she is selected to serve as Vice President for MJDA. Melissa replaces Kathy Cleveland of Ottawa County Juvenile Detention. As Secretary, MJDA administrator's decided Lisa Greco of Washtenaw County Youth Center would be the one for the task. Richard Gentry of Ingham County Youth Center was chosen as MJDA's new Treasurer.

With this line up on the Executive Committee, there is no question MJDA will continue to thrive.



MJDA Advisory Committee Gets Organized

After 15 months of miscommunication and false starts, the MJDA Advisory Committee met on February 20th at the Social Services Building in Lansing to begin organizing for the future. The meeting was attended by 17 representatives from member agencies from around the state.

While MJDA had an Advisory Committee in the past, Board members were concerned that the Committee lacked an officially stated purpose or charter, so at the Administrators Conference in 2007 they asked Rich Dama, Director of the Berrien County Juvenile Center, to chair the Committee and help address these issues. “This group quickly made up for lost time” Dama said. After calling the meeting to order, Dama shared some ideas of where he thought the Committee could impact MJDA. The group quickly launched into a lively and sometimes spirited discussion of what they saw as critical issues in juvenile detention and treatment in the state and how the Committee and MJDA could positively impact those issues. Before long the members had forged a shared vision and the framework for a proposed charter that will be presented to the Board at the quarterly meeting in April.

The representatives quickly agreed that the Advisory Committee should serve as a voice for the individual members of MJDA to express and convey their ideas, suggestions, and concerns to the Executive Committee and Board of Directors for their information, consideration and possible action. The Committee would also serve as a vehicle to facilitate information sharing among the staffs of member agencies/facilities.

Some of the suggested areas of interest included collecting and publishing the Annual Facilities Survey, organizing regional training programs, organizing facility tours to promote information sharing and networking, and compiling and maintaining a database for information on residential placement options within the state. To help the Committee accomplish this ambitious agenda, they recommended organizing standing sub-committees on grants, training, professional development and standards, best practices/service standards, placement information database, technology, and member forums.

To help continue cross-agency communications, the group agreed that the Advisory Committee should meet quarterly in the month before the Board of Directors meeting, and the meetings should be held at a different MJDA member agency each quarter. Also, in addition to the agency representatives, MJDA Individual Members will be welcome and encouraged to attend Advisory Committee’s meetings.

For more information or to get involved in the Advisory Committee contact your agency’s representative or call Rich Dama at (269) 471-2831 x: 4221.



Kent County Juvenile Detention Center Completes First Full Year of Cognitive Behavioral Training Program To Help At-Risk-Youth in Confinement

Submitted by: Michael Pontius

Matthew Fenske, Superintendent, of the Kent County Juvenile Detention Center, knew that even though his facility had excellent programming for its residents, there was still room for improvement in services and outcomes for detained youth. It was this desire to try to do even better that motivated him to make a bold investment of time and money to enhance the KCJDC's program for managing its population and to help at-risk youth in confinement.

Implementing the new Cognitive Behavior Management Program at KCJDC included having nationally known trainers and consultants brought to the 69 bed facility to work with detention personnel over an 18 month period. Some of the anticipated positive outcomes from this initiative were lowering the number of physical restraints, reducing the number of injuries to the youth and staff, lessening the length of time acting out children are on room confinement and reducing recidivism.

The first steps to realizing these goals were taken in 2005 when Program Manager Penny DeMario recommended Kent County adopt CBT. Penny had researched the program and concluded that CBT would so greatly enhance the operations of the facility that it would more than justify the investment of time and funds required to complete the project. In response to Penny's recommendations Superintendent Matt Fenske sent her and Supervisors Sal Resner and Raynard Ross to the DuPage County, Illinois Juvenile Detention Center to observe their CBT program in operation.

In November 2005, Matt Fenske brought 20 of his staff and supervisors to Muskegon for a two day conference sponsored by Muskegon County's Juvenile Detention's Superintendent Matt Kaley, the Michigan Juvenile Detention Association and the National Juvenile Detention Association's Center for Professional Development. This conference enabled a cross section of key personnel to learn more about CBT interventions and how to implement a CBT program in a detention setting.

Building on that foundation, in January of 2006 the facility hosted a two day on site training on "Cognitive Behavioral Therapy" conducted by Grand Rapids area independent consultant and trainer Clyde Poag. Then a selected group of 20 personnel traveled to various detention facilities in other parts of Michigan and in Illinois, to observe other successful programs and gain a consensus among the KCJD team on the approach's usefulness at their own facility.

In September of 2006, with the help of a matching grant from NJDA, Dr. Dave Roush and a

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team of CBT experts led 24 detention line staff, mental health workers, teachers, supervisors, and administrators through 80 hours of classes for them to be certified as CBT trainers.

From November of 2006 through April of 2007, this training team used their newly acquired skills to create a 38 hour training program for the KCJD staff. The program was based on materials gained from DuPage County’s website as well as the consultants’ recommendations on how to implement the approach in general and at Kent County specifically. This program also established a unique team model and weekly meeting format that was specifically designed to support and sustain the implementation of the CBT program. The team meeting model has since proven to be an absolute necessity to the CBT Program’s ongoing success.

In April 2007 training began in earnest and by June all of the facility’s 100 plus line staff, supervisors, medical, food services and school personnel had completed the in-service program. Later that same month the CBT program was fully implemented in all six units.

Once implemented the next set of challenges became, how to maintain fidelity and prevent “Program Drift” and how to train new hires so that they have the information and skills in the same core competencies as those who were a part of the initial training and program start up. To address these concerns the KCJDC developed an annual staff training for veteran personnel that focuses on key components of the CBT model and also a 16 hour training agenda for all newly hired staff that combines reading, observation, classroom training, mentoring, and supervisory debriefings.

The implementation of the new CBT program at Kent County Juvenile Detention Center has been no small undertaking; however, the investment of time and resources was made with the expectation of significant improvements in the safe and secure confinement of juveniles and a reduction in the number of youth who reoffend. To test this hypothesis Administrators, with the help of a local college, are gathering and analyzing data to help understand the impact and effectiveness of the new CBT program. The initial program analysis is expected to be completed in the next few months.



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Juvenile

Center detention program as the best and highest rated facility he has ever done.

Mr. Martinek commented that the award was a total surprise and a great pleasure.



Editor's Note

Thanks to those of you who provided articles for this edition of *Together*. I’d also like to acknowledge our most recent publication member, Rich Dama from Berrien. Rich was a tremendous help with this edition and I look forward to working with him in the future. The deadline for the next edition will be *July 10th*. Articles and pictures can be emailed to Rlyons@allegancounty.org

Until next time.

Robin