

NOTES

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WINTER 1989

TCADA reports on alcohol and drug abuse survey

On February 26, Dr. Ben Crouch, a criminologist in the Texas A&M Department of Sociology, released the preliminary findings of a survey of alcohol and other drug use among youth entering TYC facilities.

The face to face survey, which was sponsored by the Texas Commission on Alcohol and Drug Abuse (TCADA) and funded under a U.S. Department of Education Drug Free Communities and Schools block grant, was administered by the Texas A&M Public Policy Resources Laboratory.

Nearly 950 TYC youth were interviewed between April and December of 1989, with a majority of the interviews conducted at the Statewide Reception Center in Brownwood, Texas. Additional interviews were also conducted at Corpus Christi and Brownsville so that the sample would include youth from the South Texas Region. Currently, the data collected from the survey is being analyzed by the TCADA planning department and will be used to assess the frequency of drug and alcohol use by this "at risk" population. In the survey, TYC youth were asked questions about substance use, family background, delinquency and other behaviors prior to their commitment to TYC.

Many of the same questions were asked in previous studies conducted by TCADA regarding substance use patterns and trends among Texans. Other related studies completed by TCADA include Substance Abuse Among Students in Texas Secondary Schools, 1988, Texas Survey of Substance Use Among Adults,

1988, and Substance Abuse Among Texas Department of Corrections Inmates, 1988.

The following statistics were enumerated in the executive summary of the TCADA report:

- Youth committed to TYC use alcohol and drugs at much higher rates than Texas secondary students. Patterns of drug use among TYC youth are similar to those reported by adults entering the Texas Department of Corrections.
- Of TYC youth, 81% have used illicit substances, 51% in their last month before commitment. Substance abuse is a major problem even among youth 13 years of age and younger.
- Many TYC youth are daily substance abusers: 28% drink alcohol, sniff inhalants, or use one or more illicit drugs daily. Thirty-five percent used some combination of these substances 20 or more times in their last month before commitment.
- Fourteen percent of TYC youth have injected cocaine, amphetamines, heroin or other opiates, 5% in their last month before commitment. Five percent reported sharing needles at least once in their lives.
- One-third of TYC youth have "severe drinking problems"--they reported five or more alcohol problems in the last year.
- Close to two-fifths of TYC youth have "severe drug problems"--they

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TYC establishes sick leave pool

The Texas Youth Commission has established a sick leave pool to assist employees if they or a member of their immediate family have a catastrophic illness or injury.

The Employee's Retirement System has defined a catastrophic illness or injury to be a severe condition or combination of conditions that:

Affect the physical or mental health of the employee or a member of the employee's immediate family; and

Require the services of a licensed practitioner for a prolonged period of time; and

Force the employee to exhaust all leave time earned and to lose compensation from the state.

As a guideline, a "prolonged period" means being unable to work for at least 20 work days per occurrence per fiscal year.

Any employee with more than 40 hours of unused sick leave can donate up to 24 hours to the pool each fiscal year.

The Personnel Department would like to encourage all employees to help start up the pool by donating at least eight (8) hours.

Donations can not be designated for a particular employee.

Any regular, full-time employee, with a catastrophic illness or injury, whose performance is satisfactory, is eligible to use leave from the pool. Employees who are within the first six months of employment, temporary, or part-time

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TYC Board adopts Strategic Plan

The Texas Youth Commission board gave its final approval to the Strategic Plan for the agency during its March meeting in Brownwood.

The document states the agency's mission and for the first time summarizes the philosophy of the Commission. The plan includes a summary of external variables that affect the agency such as rate of commitment, projected juvenile population, rate of juvenile arrests, and the changes in ethnicity of youth committed to TYC. Other issues examined in the environmental section include changes in the age of youth committed to TYC, the reduction in CINS commit-

ments, and the impact of the sentencing statute for juveniles. Also examined were commitment projections and the impact of these increases on future planning.

The board and staff identified eight issues as being of major concern. These issues provide the substance around which the plan was developed. Each issue in the plan contained a problem statement, background information, and a list of strategies by which TYC would address these problems.

The issues addressed in the plan are as follows:

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TCADA report (continued from page 1)

reported five or more illicit drug problems in the past year.

- Many TYC youth come from families with a history of alcohol and/or drug abuse: 34% said that an adult role model (eg. mother, father, or guardian) uses drugs, and close to 40% believe that an adult role model has a "problem" with alcohol or drugs.
- One-third have parents or siblings that have been convicted of a felony. Among youth 13 years of age and younger, this figure is 42%.
- About one half say most of their friends have been picked up by police.
- Close to one-half (46%) say most of their friends have carried hidden weapons.
- One-third say most of their friends sell drugs.
- About one-fifth say most of their friends have committed robbery. The same proportion say most of their friends have committed burglary.
- Close to one-third (30%) of TYC youth are members of youth gangs.

Of these, 79% said their gangs steal, rob and/or distribute drugs.

- One-half were not attending school prior to commitment to TYC.
 - Only one-quarter were living with both parents prior to entering TYC. One-half were living in families with mothers as head of households.
 - White and Hispanic youth are significantly more likely than Black youth to report current use, daily use, and alcohol and/or drug problems.
 - In contrast, Black youth are much more likely than White or Hispanic youth to report involvement in the drug trade.
 - Forty-three percent felt that others think of them as "no good." About one-third sometimes or often think of themselves as "no good."
 - Sixty-two percent rate their chance of staying out of trouble with the law after they leave TYC as excellent. An additional 23% rate their chances as good.
- TACADA is further analyzing the information compiled from the survey and the final report will be issued later this summer.

Strategic Plan

(Continued from page 1)

- Population management
- Continuity of services
- Regionalization
- Safety
- Substance abuse
- Family involvement
- Human Immunodeficiency Virus (HIV/AIDS)
- Gangs

Measures to implement the Strategic Plan have been identified and are assigned to the respective program staff for completion. Items requiring additional funds will be incorporated into the Commission's biennium budget request that will be reviewed by the board and submitted to the legislature later this year.

Gary Compton, Board Member from Amarillo, recommended that a mechanism be established to monitor the implementation of the plan and that the document be amended and updated as external variables change and new issues emerge that impact the Strategic Plan. The board will consider these recommendations at its May meeting.

Sick Leave Pool (Continued from page 1)

can use pool leave if the catastrophic illness or injury is job related.

If an employee has contributed sick leave to the pool and then exhausts his/her sick leave balance in the same fiscal year, s/he can have that leave returned. To receive more hours than were contributed, the employee must meet the criteria for catastrophic illness.

A retiring employee cannot have donated leave returned to apply toward retirement credit. An employee doesn't have to donate leave in order to use leave.

Unless the illness or injury is job related, all accrued paid leave must be exhausted. Regular sick leave does not have to be exhausted when the illness/injury is job related. Requests should be submitted at least ten (10) working days in advance. Form DPSD-39 should be used for both requests to use or to donate leave. These forms may be obtained from your Personnel Department. Applications are considered on a first come basis.

Pool leave should be requested before applying for extended sick leave with pay.

To share the pool hours among the maximum number of employees, an employee may make only one request per catastrophic illness or injury during a twelve-month period.

The amount of time an eligible employee may draw from the pool can

be up to the number as follows: (whichever is the least number of hours)

- The amount s/he had at the onset of the catastrophic event; or
- One-Fourth (1/4) of the total amount of hours in the pool; or
- 240 hours (30 working days).

Trennis Jones, Director of Personnel and Staff Development, is the Pool Administrator and has established a three-member committee with a representative from Personnel, Institutions and Community Services to approve sick leave.

An employee not agreeing with a determination may appeal the determination to Ron Jackson, Executive Director. Appeals must be submitted within five (5) days of receipt of notification from the Pool Administrator.

As of February 23, the Catastrophic Illness Sick Leave Pool has a balance of over 1,000 hours. This is another example of the overwhelming participation and generous spirit of TYC employees. The Personnel Department will continue to keep employees informed on a periodic basis of the Sick Leave Pool status.

Gatesville Reunion Planned

Former employees of the Texas Youth Commission's Gatesville State School facilities will hold a reunion on April 21 at the Coryell County Activities Complex in Gatesville, Texas.

The reunion is scheduled to begin at 10 a.m. A special area will be set aside for the exhibition of old photos and mementos of historical interest.

All former employees and their families and friends are invited to attend the event, which includes music and food. For further information please contact Charles A. Reeve at 817/865-6328. Other former employees in charge of the reunion include Dann Barger, Joye Robinson, Paul Bromser, and Carroll Duke.

The Gatesville State School for Boys was built in 1889 and was one of the state's oldest juvenile corrections facilities before being phased out in 1978.

Agency takes first steps toward ACA Accreditation

On February 5-6, 1990, the Texas Youth Commission took its first step in the American Correctional Association's Accreditation Process by inviting auditors to Central Office from the Commission on Accreditation for Corrections to review TYC compliance standards.

ACA auditors reviewed documentation which demonstrated compliance in 147 standards. Seventy-four of the standards were selected from the Juvenile Community Residential Services Manual and 73 standards from the Juvenile Probation and Aftercare Manual.

Of the 147 standards, the auditors agreed that 16 were not applicable to TYC programs. One standard in the Community Residential Manual and five standards in the Probation/Aftercare Manual would be reserved for field review. The remaining 125 standards were found in compliance and will not have to be reviewed at the field level. These standards will become a part of the total compliance tally for the individual programs. These findings constitute completion of one-third of the total audit, with accreditation awarded following completion of the field audits on the halfway houses and parole programs.

Current renovation in institutions will achieve compliance in the Life Safety Code requirements and thus will pave the way for accreditation in the near future for these programs. Willoughby and Ayres House are scheduled to be audited in April.

The American Correctional Association publishes standards for many adult and juvenile corrections programs. Compliance with the standards and achievement of accreditation means

that an agency's programs/facilities have met nationally accepted standards in all areas of its operations and services. Participation in the process is strictly voluntary. However, all facilities and programs involved in the process must follow the same procedures for accreditation.

An agency's programs/facilities are accredited when found to be in compliance with 100% of the mandatory standards and 90% of non-mandatory standards of the applicable standards manual. The Commission on Accreditation for Corrections grants accreditation for a three year period. During this period, the agency is required to submit annual reports to the Commission identifying standards which remain in compliance and those brought into compliance subsequent to the audit. The Commission may elect to conduct monitoring visits during the three year period.

Since the publication of the first standard manual in 1979, the courts have held accreditation as evidence a system is administered in accordance with nationally established standards. The accreditation process serves as a good management tool by providing direction in the development of policy and procedure. The accreditation process also provides the opportunity to determine how well agency policies are being followed.

The Texas Incentive and Productivity Commission is paying money for your ideas

Are you interested in making some extra money? Well--it can be done! All you need to do is think of ways to make your job more efficient, more effective or even faster than the existing method. Big or small, your idea could make a big difference for you and TYC. Suggestions that are approved and implemented can mean money in your pocket--up to \$5,000, depending on the actual amount of savings that occur.

TYC employees first heard about the State Employee Incentive Program several years ago and recently a suggestion from TYC employees was approved for implementation by the Texas Incentive and Productivity Commission. The suggestion was submitted by John Arredondo, Johnny Williams, Mario Garza, Richard Biggs and Donna House. The suggestion was to use the Portion PAK system instead of buying various chemicals for cleaning. The suggestion is projected to save \$9,839.

If you have an idea that you want to submit you must first complete an Employee Suggestions Form available from your local personnel assistant or central office personnel. On the form, you will need to describe the specific details of your suggestions, make a reasonable attempt to describe the type of cost savings or revenue increase foreseen in measurable terms and propose a reasonable method for implementation. You can even include diagrams, sketches, or photos to help explain the benefits of your idea. Eligible suggestions will first be reviewed by TYC and then by the Texas Incentive and Productivity Commission.

Complete eligibility requirements and program details can be obtained from your personnel assistants or from Holly Kennedy in Central Office Personnel. What seems like a small idea could make a BIG difference for you and TYC.

WTCH holds first annual livestock show and sale

Texas Youth Commission youth recently experienced the excitement of having their livestock projects auctioned at the first annual West Texas Children's Home Livestock Show and Sale on Saturday, March 10.

The program, which began four months ago as an agriculture project for several youth, has rapidly expanded with 22 pigs and several rabbits being exhibited during the morning show by 22 youth. The youth selected to participate in the program are responsible for the care and feeding of their animals.

A volunteer fund raising task force chaired by Ellen Weinacht from Balmorhea and Charlotte Slack from Pecos, raised over \$5,000 and secured commit-

ments from community organizations to participate in the auction. Johnny Williams, Superintendent of the facility added that "WTCH staff and families gave generously to the show's success."

Pete Snelson, 4-H sponsor and WTCH teacher in charge of the program, said "each of our youth realized a handsome profit." After an animal gets auctioned youth receive the profit after the purchase price, feed costs and judging expenses are subtracted. The remaining money raised during the livestock auction will be used to purchase additional livestock in order to continue the program.



Livestock official judges youth's rabbits during WTCH show and sale, March 10.

TYC receives drug presentation from Harvard professor

The Texas Youth Commission Board, during its January board meeting, received a presentation from Ronald F. Ferguson, Associate Professor at Harvard University's John F. Kennedy School of Government, on the drug problem among youth in America, particularly Black males. Professor Ferguson was invited by Executive Director Ron Jackson to share his observations after making a presentation to juvenile correctional administrators at a recent meeting held at the Wharton School in Philadelphia.

Professor Ferguson offered his explanation for why some youth, but not others in low income Black communities, become destructively involved with alcohol and illicit drugs. His research revealed that a small percentage of youths most at risk are those who feel discouraged about the possibility of conventional success. He explored the racial, family, economic, and other environmental sources of discouragement faced by Black males. He pointed out that these forces collectively influence

the expectations and values that underlie our decisions to invest in youths and their decisions to invest in themselves.

The board is currently considering the commission's Strategic Plan which includes issues related to the drug problem among youth. While the plan does not specifically address the use of drugs by Black males, the board was interested in the recent research conducted in this area and the long term implications for future planning.

Professor Ferguson stated that "the growing drug problem concerning teens stems from lack of family involvement in the youth's life and in their community and from low self-esteem on the part of the youth." He added, "You've got to work with the whole family, you can't just work with the kid. Youths who have a positive attitude about themselves and encouragement from a role model usually stay away from drugs."

Professor Ferguson argued that communities are production systems in which an important aspect of "capacity development" is investing in children and motivating children to invest in themselves. He urged communities to examine measures to nurture young Black males in order to provide positive role models. "Mentor programs which have resources and techniques for sustaining the interest and commitment of youth are necessary so that personal bonds can be formed. This type of program has been proven to be the most effective way in changing youths' behavior," stated Ferguson.

Crockett State School's Apprenticeship Program provides opportunities for employment

Article submitted by Elaine E. Murdock, Program Coordinator

The Crockett State School initiated its Apprenticeship Program in January 1987 with the mission of providing the targeted youth the opportunity to enhance their future employability through participation in activities designed to develop lasting positive worker traits, and to teach basic work skills in a variety of occupational areas.

The Apprenticeship Program's goal is to instill within the participating youth a strong and lasting concept of self as a productive worker. Great emphasis is placed upon independence, self-reliance, and the development of mature work attitudes and values.

The program is designed to provide youth with an understanding of and the incorporation of the values necessary for successful employment. These values include honesty and integrity; loyalty and responsibility by reporting to his employer any illegal or dishonest activities which occur on the job; obedience and courtesy by displaying friendliness for co-workers and complying with all request from supervisors; respect for figures of authority through use of proper titles and appropriate language and responses; self discipline and tolerance by always being on time for work; self respect through daily practice of good personal hygiene skills and appearing at work appropriately dressed for the job; industriousness by

completing all assigned tasks and taking the initiative to complete unassigned ones; and altruism by assisting co-workers after completion of one's own assigned tasks without being asked. A major focus of the program is the instilling of behavioral and coping strategies. Improved overall conduct is the intended effect of enhanced self esteem, motivation, and a greater sense of responsibility for each participating youth.

Youth who can participate in the program must be 16 years of age or older and who do not plan to return to public school upon their release from Crockett. Participating youth are placed in an educational Vocational Track and are enrolled in academic instruction for three to four hours daily, including specific classes in GED preparedness. If possible, prior to a release from Crockett State School, a youth will be administered the GED test. Youth in the Apprenticeship Program live in a specific dorm which is designed to meet the needs of vocationally oriented youth in order to address the problems related employment.

A youth in the program is required to complete six weeks in an on-campus module prior to his being considered for placement in an off-campus job. On-

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Texas Key Programs, Inc. extends services

The Texas Youth Commission has extended its contractual relationships with the Texas Key Program, Inc., a San Antonio-based corporation dedicated to providing services to youth. Initial contracts with Texas Key were directed at providing intensive supervision for youth on parole in the San Antonio area. This service has been extended into Brownsville, Houston and the Dallas/Fort Worth area. Two new contracts have been negotiated with Texas Key for the provision of residential treatment services to youth in Harris County and in the Dallas/Tarrant County area.

The new treatment centers, under the direction of Dr. Juan Sanchez, Executive Director of the Texas Key program, provides long-term residential treatment for twelve male youth at each location. The programs are designed for difficult youth whose behavior precludes their placement in less-structured programs and whose chronic behavior prevents community re-entry. The program offers a highly structured treatment program which includes daily education, counseling, recreation, pre-vocation, behavior management, life skills, family involvement and after-care components.

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Challenge program established at Gainesville

Article submitted by Dr. Ted Shorten, Gainesville State School

The Gainesville State School has established a highly structured, intensive, adventure-based therapy and skill-based education program called CHALLENGE. The program is designed to challenge low risk students to strive to be the best they can be physically, mentally, educationally, and socially.

The target population for the Challenge program is students who are identified for their behavioral problems, low self esteem and personal failure, rather than for their delinquent histories. It is projected that 192 such students will complete the program during its inception year. Implemented on November 1, 1989, the program utilizes as treatment tools, aerobics, physical exercises, obstacle course, a ROPES course, weightlifting, swimming, group and individual counseling, and skill based education.

Upon entering the program, each student is assessed on a number of physical and educational measures for use in establishing personal goals for improvement. Students are assessed daily, weekly, and monthly to determine individual progress.

Each weekday runs from 5:45 a.m. to 10 p.m. Before breakfast, staff and students discuss upcoming events for the day, resolve problems that linger from the previous day, engage in physical exercises, master a seven event obstacle course, complete a three mile run around the facility's track, clean the dormitory, and attend to personal hygiene.

Before lunch, half of the students attend school and the remainder tackle the 23 element ROPES course. Following lunch, the two groups rotate activities.

The ROPES course consists of 23 demanding elements, each designed to build teamwork, confidence, and self esteem among participants. Students are forced to depend upon the efforts of the others and to be responsible for the safety of others. To implement this element a Trust Fall is utilized by requiring each student to stand on a raised platform, close his eyes, and fall backwards into the arms of the group. Another element is the Burma Bridge in which students climb a telephone pole and walk along a metal rope to another telephone pole fifty feet away. Participants are connected to a safety rope and are prevented from falling. Nevertheless, being in the air, and walking across a narrow rope causes fear in the toughest student. Mastering the ele-

ment brings a rush of self esteem. It inspires each student to complete a more difficult element.

Completion of the program requires the attainment of 60 days of passing scores on the daily assessments plus completion of 24 hours of community service, a five mile and an overnight outing that includes camping, hiking and canoeing.

The program is demonstrating to students that when they master the rigors of the physical activities, they feel good about themselves and use those new found feelings to improve their behavior, school endeavors and social relationships.

A major component of the program is community reintegration. Preparing a student for release to their home begins day one in the program. Regular contact is maintained with each student's parents, parole officers, and treatment specialist. The program does not expect to eradicate from each student all of his personal problems. It does work to prepare each student to return to his community ready to continue his rehabilitation efforts.

Texas Key expands services

(Continued from page 4)

The program goals are to provide a safe, therapeutic environment for youth assigned to the program, clinical services to the residents and their families, a goal-directed service plan for each youth, prevent further delinquency in a highly structured setting, and to assist the youth in reintegrating into the community.

On February 13, TYC ward Howard Williams became the first graduate from the Texas Key Program in the North Region. Because of Howard's 100% accountability during this time with the program and his excellent attendance at all group and recreation activities, the program honored Howard with a party. Those in attendance included Texas Key staff, other youth who are participating in the program, Howard's parents, and Dallas Parole Office staff. All North Region staff and Texas Key staff are proud of Howard's accomplishment because of his reluctance to begin the program.

Staff Appointments

Shelia Reeves has transferred to the South Texas Region as psychologist for the regional assessment team. Reeves has been with the agency for over three years and has previously held the positions of social service administrator for the West Texas Children's Home and psychologist for the Brownwood State School.

Jack Patton has transferred to the Central Office training department from the Statewide Reception Center in Brownwood as the "Strategies for Juvenile Supervision" (SJS) trainer. Patton has served 23 years at the Brownwood State School, Reception Center and the San Antonio Parole Office.

Stephan Bolton has joined the Central Office Personnel Department as Employee Relations Coordinator. Bolton comes to TYC with a BBA in Personnel and Human Resources Management from East Texas State University. He has over seven years of experience in personnel and was recently personnel manager for the Howmet Corporation.

Don Hollyfield has joined the Central Office Legal Department as senior hearings examiner. Hollyfield holds a BA in English from Austin College in Sherman, Texas and received a law degree from the University of Texas Law School. He previously held the position of research attorney and assistant counsel for the Texas Senate Committee on Jurisprudence.

Brooke Scheibe has joined Central Office as management auditor for the Internal Audit Department. Scheibe has a BA in Education and Accounting from the University of Texas. She was previously employed as a loan servicing accountant for Certified Savings.

Donna Lawrence has been selected as Deputy Administrator of Interstate Compact, replacing Joye Robinson who retired January 31. (See related story p. 6). Lawrence previously served as secretary to the Deputy Executive Director Jay Lindgren and has been with the agency four years. She has 18 years of experience in office administration.

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Capital Offender Overview presented during TPA convention

An overview of the Giddings State School's Capital Offender Group was presented to the Texas Psychological Association's annual convention meeting in Houston on November 4, 1989. Conference attendees were surprised that a specific program existed for this type of offender and encouraged further review and evaluation of this treatment method. Of the average daily population of 265 youth, approximately 50 juveniles at the Giddings program have been committed for the offenses of capital murder, murder or voluntary manslaughter.

In 1986, the Giddings staff developed a pilot program for youth committed to TYC for killing a relative. The group met twice a week for approximately one year. The treatment program was primarily based on a psychodynamic model which was evolutionary in nature such that the group process itself brought to the foreground the emotional and relationship issues which were most critical to the growth of individual group members.

Following an assessment of initial evaluations and review of the availability of professional resources, a yearlong therapy group was not deemed viable. The commission decided to develop a more structured, intensive 12-week model. Completion of this program eventually became a requirement for all youth committed for capital murder, murder, and voluntary manslaughter prior to being considered for release.

The variables leading to a homicide are complex and varied. Through

review of existing literature as well as experience in the pilot group, three very broad categories of juveniles who kill were identified: 1) victims of physical, emotional, and/or sexual abuse, usually chronic; 2) individuals raised in a larger context of violence and engaged in a conflict which resulted in the homicide; 3) individuals who committed homicide in conjunction with another crime such as robbery or sexual assault. While the reasons for the homicide vary, there appeared to be some critical psychological manifestations which are common across categories. Most salient are an emotional detachment surrounding the crime itself and an inability to come to terms with personal responsibility for the homicidal act. The 12-week module is specifically designed to help juveniles who have killed to connect feelings with actions and to identify choice points and alternative coping strategies in response to emotions.

The treatment approach in the Giddings program is unique in so far as the youth is treated for "murder". This category is not a diagnosis in the DSM III-R psychological manual; however, the offense provides a specific rationale for treatment.

The present group module requires that the youth role play many aspects of their life story including family relationships and an account of the homicidal event. This format is used in order to facilitate the individual's awareness of the emotions behind his/her own actions and to promote empathy for their victim.

Throughout the group process, members are required to identify choices they made along the path which culminated in homicide in order to dispel the notion that the killing could not have been prevented and to enhance awareness of personal control over future actions. Group leadership is provided by the campus psychologist and chaplain. Both are available for individual counseling should a student have emotional reactions requiring more intensive support. Group leaders also provide an assessment of each member's participation in the group and make a recommendation regarding the youth's readiness for release once they have completed their minimum length of stay.

The first structured group completed the module in February 1989. Throughout the year, three additional groups have completed the program. Preliminary indications are positive with respect to the effectiveness of the experiential model in the elicitation of emotional response in group members and their ability to actively identify choice points in the commission of their crimes.

Pre and post tests as well as an analysis of the pilot and structured groups are currently being conducted by Giddings staff.

Joye Robinson retires after 32 years of service

Joye Robinson, Deputy Administrator Interstate Compact for the Texas Youth Commission, retired on January 31 after 32 years of service with the agency. Many friends and TYC employees from around the state honored Joye with a barbecue and dance on February 1 at the Old Settlers Hall and Park in Round Rock, Texas.

Joye began her employment with TYC in 1950 at the Gatesville State School as a clerk in the Accounting Department. She also served as a secretary to the business manager and then was promoted to accounting clerk. In 1978 Joye transferred to Central Office as an accounting clerk and was promoted to personnel assistant in 1978. Joye was promoted to Deputy Administrator Interstate Compact in 1981.

Joye has been honored by various awards during her tenure including Outstanding Central Office employee in 1984 and the William L. Frederick Award during the 1989 National Association of Juvenile Compact Administrators (NAJCA) summer meeting. Joye served two terms as board member on the executive committee of the NAJCA and served on the committee to revise the Interstate Compact Manual in 1989.



Joye Robinson, left, poses with Executive Director Ron Jackson during her retirement celebration, February 1.

Central Office Safety Committee formed

The Central Office Safety Committee was formed on the recommendation of the Attorney General's Office Safety Division, to deal with specific safety needs of Central Office. Specifically, the committee will develop and implement safety policies and procedures for the agency. The committee meets monthly to discuss accident prevention methods, safety and health, hazards noted on safety inspections, and review accidents and injuries of staff in Central Office, halfway houses, and parole offices.

At present, the committee is reviewing and updating the agency's Safety and Health Program, developing a forum for tracking student injuries, developing a safety checklist for parole offices, and promoting an off-the-job safety program in conjunction with the Texas Safety Association and the Texas Highways and Transportation Department's Four Seasons Program. The committee is also working on scheduling CPR training, first aid training, and hazardous chemical training for Central Office staff. Committee members include Tilford Pike, Agency Safety Manager, Allen Naff, Chairman, Analisa Travis, Secretary, Raquel Medina, Lance Beversdorff, Dan Boyd, Delores Holubec, Glen McKenzie, Dennis Payne, Don Taylor, and Jay Svinicki.

Tilford Pike and Dennis Payne were selected by the board of the Attorney General's Safety Awards Committee to

receive Meritorious Awards for Fiscal Year 1989. The presentations were made during the First Annual Safety and Health Seminar, which was held at the Brown-Heatly Building on December 13. Safety officers attended the seminar December 13-15.

Apprenticeship Program

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groundskeeping, janitorial/custodial, maintenance, and materials handling/warehouse. Off-campus jobs are with the City of Crockett, Texas Burger, and a construction company. Prior to working off-campus, a youth must have successfully completed his GED test. Once released, youth are referred to the Gulf Coast Placement Center for assistance in securing employment.

The Apprenticeship Program is an extension of the Educational Department and Education Program of the Crockett State School. Students who participate in the program are selected by the Apprenticeship Standing Committee or through the ARD (Admission,

Review and Dismissal) process and is a treatment oriented program rather than a privilege/reward program.

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Board members include:

Larry F. York, Austin,
Chairman

Comer J. Cottrell, Dallas,
Vice Chairman;

Gary D. Compton, Amarillo

Kenn S. George, Dallas

Rev. Floyd N. Williams, Sr.
Houston

Marilla B. Wood, Austin

Ron Jackson
Executive Director

* * *NOTICE***

If you want to continue to receive TYC NOTES, Texas law requires that you request it in writing annually. Your name will be removed from the mailing list if you do not respond. To remain on the mailing list, return this page, signed and dated to:

TYC NOTES

4900 North Lamar
P. O. Box 4260
Austin, Texas 78765

I wish to continue receiving TYC NOTES at the address/corrected address on my mailing label. (Please attach).

Signature _____ Date _____

(NOTE: TYC Employees are exempt from this requirement because each TYC facility receives a verified number of TYC NOTES copies and distributes them to all employees.)

Staff Appointments

(Continued from page 5)

Lydia Hardwick Barnard, Carolyn Esparza and Larry Reue have been selected as social service administrators at the Giddings State School. Barnard has been with TYC over three years recently serving as volunteer coordinator in the Central Texas Region. Carolyn Esparza previously served as the family involvement coordinator at Giddings since 1988. Larry Reue has been employed at Giddings since 1975 and previously served as clinical psychologist and youth program supervisor.

Ludolf (Ludy) Kuhnell has joined the Professional Services Department in Central Office as Employee Grievance Examiner. Ludy is retired Air Force with 30 years service and served as General Counsel for Headquarters 12th Air Force at Bergstrom AFB.

INTERBROUS DANGEROUS

DETOURING YOUTH FROM
DRUGS AND VIOLENCE



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2 Day State Conference

June 3 – 4, 1990
The Fairmont Hotel
Dallas, Texas

A STATE CONFERENCE DESIGNED TO:

- (1) Provide information on the relations of substance abuse and increased violent behavior of youth; and
- (2) Provide information about intervention programs that help to reduce crime and violence among youth.

WHO SHOULD ATTEND?

Professionals and volunteers in the fields of education, law enforcement and social services, policy makers, elected and corporate officials.

Women's "Go Texan" team wins competition

Giddings State School employees Dinah Akin and Peggy Ott took first place in the women's hay hauling competition during the 1990 Houston Live-stock Show and Rodeo on Saturday, February 17.


Dinah and Peggy are members of the three women Foehr's Fillies, which was coached by Charlie Malke, YAS at Giddings. The "Go Texan" team represented Lee County in the competition.

Census 1990

Just a reminder that on April 1, a once in a decade event will take place: the 1990 Census. The Census Bureau needs to know how many people are living in Texas in order to determine how many Congressional seats each state gets. The information compiled will also determine the allocation of more than \$38 billion in annual federal funding for state and local governments. Make sure YOU are counted on Census Day - April 1. Your answers are kept confidential by law.

NOTES


Texas Youth Commission
4900 North Lamar
P. O. Box 4260
Austin, TX 78765



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