

INTEGRITY

PROFESSIONALISM

ACCOUNTABILITY

RESPECT

JULY
2012

INSIDE OYA

P2

Preparing OYA for the future

P3

First class graduates from new Academy Hope Partnership earns more funding

P4

Hillcrest seeks donatons

P5

MaLaren youth receives degree

P6

Chess teaches thinking skills

P7

Rogue Valley staffer earns silver oak leaf
Class prepares youth for jobs

P8

Youth help local humane society
Youth art to be on CD

P9

Youth learn oil painting

P10

Creating a shared vision statement

Across OYA, 274 diplomas, degrees and GEDs

There were all the trappings of any commencement anywhere – colorful caps and gowns, short speeches, broad smiles, joyful tears, and hearty hugs. After receiving his diploma one close-custody youth went to the microphone and said proudly, “There’s more to me than just doing time.”

Across OYA facilities and communities this spring, 213 youth earned high school diplomas and 55 earned GED certificates. One close-custody youth earned a four-year college degree (story, page 5), and five earned two-year associate’s degrees. A number of vocational certificates were presented in the facilities, including recognition of this spring’s fire academy class at RiverBend YTF.

Continued on page 4



The graduation ceremony at MaLaren YCF included 26 youth receiving high school diplomas, four receiving Associate’s degrees, one receiving a Bachelor’s degree, and four receiving vocational certifications.

This month’s masthead photo is by Perrin Damon. You may submit a photo for use as an *Inside OYA* masthead by e-mailing your photo to oya.communications@oya.state.or.us.

AWARDS AND RECOGNITION

SERVICE AWARDS

The service awards listed are for May 2012.

15 YEARS

William Barnett
Tillamook YCF

Randy Bush
Tillamook YCF

Leslie Clendennen
Hillcrest YCF

John Day
Hillcrest YCF

Richard Hendricks
Clatsop PPO

Jason Jones
Lane PPO

James Moss
Rogue Valley YCF

Julio Oliveros
Hillcrest YCF

Lisa Parker
Crook PPO

Louise Pizer
Rogue Valley YCF

Preparing OYA for the future



Fariborz Pakseresht

For many state agencies, July and August mark a brief slowdown in activities. Projects due by the end of the fiscal year are complete, and planning for the upcoming legislative session is not yet fully under way.

Not so at OYA, however. We are continuing to press forward on two key agency initiatives that are going to fundamentally change the way we do business. Those are the OYA Performance Management System (OPMS) and the Youth Reformation System (YRS). Combined, we are creating a new approach that will more effectively and efficiently create positive outcomes for youth, and better serve our communities.

OPMS already is helping improve agency performance by allowing us to better monitor the results of our work, find areas that could use improvement, and streamline processes. As we continue to implement OPMS throughout the agency, we are seeing a greater understanding of how data can improve decision-making and operations.

YRS will continue to enhance our use of data to achieve results. Once implemented, YRS will enable us to better place the right youth in the right locations to receive the right services for the right amount of time. Like OPMS, YRS is an over-arching agency initiative that involves all of us and, also like OPMS, is data-based and data-driven.

By using data-gathering techniques developed and validated by OYA's Research and Evaluation Office, we will be able to improve the state's ability to forecast the

number of youth expected to enter OYA's custody. This will help us more accurately plan and budget for the services and programs we provide to youth.

We also will be able to use this research and data to better determine where different types of youth can best be served – in close-custody or community settings. This will help not only OYA, but also communities throughout Oregon, make wiser decisions about program effectiveness and use of resources. Overall, Oregon will be able to provide less costly and more effective treatment to the youth we serve.

This is an exciting prospect. In an era where resources are lean and the public expects accountability and results for the money it invests in government services, this information has the potential to help OYA and local governments implement more cost-effective methods to reform youth, reduce future victimization, and create safer communities.

OYA is unique in the nation in taking this approach. We are able to do this thanks to the in-depth longitudinal data available to us through JJIS, and through the efforts of our talented Research and Evaluation Office team. It is a truly impressive endeavor, and one I expect to set a standard for other states to follow.

As we move forward with YRS, many of you will be asked to serve on a range of implementation groups. I encourage you to participate and to lend your ideas to this forward-thinking initiative.

Sincerely,

Fariborz Pakseresht
Director

First NEO class graduates from new Academy

The first New Employee Basic Training class has graduated from OYA's new training facilities at the Oregon Department of Public Safety Standards and Training.



The group completed three weeks of classroom and physical training, with many class members staying in the on-site dorms. Members of this class will be working directly with youth in OYA's close-custody facilities. ■

Hope Partnership earns third-year funding

The Hope Partnership, which has brought new opportunities to large numbers of MacLaren YCF youth, has received AmeriCorps funding for a third and final year. Conversations are now beginning about how OYA will sustain the successful program after mid-2013.

The program brings volunteers onto the MacLaren campus and offers youth an array of learning opportunities in areas such as writing, leadership, money management, the arts, and employment.

"It continues personal growth and positive youth development for youth in many areas," said Lonnie Jackson, Office of Minority Services Director, who oversees the Hope contract. "It definitely supports their treatment and prepares them for re-entry into the community."

Hope Partnership earned renewed funding even though significantly fewer AmeriCorps dollars were available for 2012-13. Jackson credited the program's success to Program Manager Kathleen Fullerton: "Kathleen is the glue that has made this happen." He also credited Site Administrator Rev. Craig Cutting, Treatment Manager Rebecca Yazzie, and the support of MacLaren's administration and staff.

The grant pays for a full-time program manager whose duties include recruiting, training and supervising volunteers. Volunteers lead educational programs such as Write Around Portland, Youth Leadership Council, and the MoneyMasters curriculum. There also are workshops in performance, music and visual arts; life and career-skills opportunities through Toastmasters; Goodwill Job Connections; radio journalism; and exercise science clinics. Volunteers and mentors such as university students, journalists, and professional musicians and artists also participate.

Fullerton was retained to manage the Hope Partnership when it began in 2010. It is led

Continued on page 5

15 YEARS

Continued

Zachary Spiegel

Linn PPO

Patricia Taylor

Treatment Services

10 YEARS

Michael Butler

Hillcrest YCF

Lynn Oliver

Business Services

Arden Schwartz

MacLaren YCF

Alma Toelupe

Hillcrest YCF

Edward Wyller

Community Services

5 YEARS

Susan Pakseresht

Health Services

DEPARTURES

Robert Battles
Information Services

Anita Crenshaw
MacLaren YCF

Lory Humbert
Oak Creek YCF

Tifini Linford
Oak Creek YCF

David Molstad
MacLaren YCF

Ruben Rincon
MacLaren YCF

Hillcrest program continues to seek donations

Hillcrest YCF's Second Chance Bicycle Recycling Program continues to seek donations of old bicycles, bicycle parts, and tools. The program is operated in partnership with the Family YMCA of Marion and Polk Counties.

The program rebuilds bicycles and distributes them to people who need them for transportation, but can't afford to purchase a bicycle.

Youth learn about bicycle maintenance and repair, and are able to give back to the community. ■



2012 commencement ceremonies

Continued from page 1

"You have just reduced your chance of recidivism by 50 percent," OYA Director Fariborz Pakseresht told William P. Lord High School graduates at MacLaren YCF. Multiple studies document the inverse relationship between education and new offenses.

More than one youth in seven – 274 of approximately 1,800 – earned a high school diploma, a college degree or a GED. Youth on community supervision earned 119 of the high school diplomas and 40 of the GEDs.



For high school graduates, 2012 was the first year they were required to meet state-mandated reading requirements. These requirements include demonstrating the ability to read and understand text; summarize and analyze key points; interpret significant ideas and themes; and follow instructions from text. "If you do not pass this requirement you cannot graduate with either a regular or modified diploma," said Bill Conlon, Principal of Robert S. Farrell High School at Hillcrest YCF.

"This class distinguished itself by taking advantage of educational opportunities while caring for the environment," said Kevin Hunking, Principal of Three Lakes High School at Oak Creek YCF. Following a visit by anthropologist Jane Goodall last fall, for example, youth became involved in her Roots & Shoots program. A greenhouse also was built on the Oak Creek YCF campus where, among other horticultural activities, youth are raising Kincaid's lupine as habitat for the endangered Fender's blue butterfly.

At Rogue Valley YCF, Newbridge High School Principal Brent Workley said 11 of the 20 students who received high school diplomas came to Rogue Valley YCF deficient in academic credits. The students were able to earn credits through a program that permitted them to recover missing credits outside of normal school hours.

Highlighting the significance of educational accomplishment was a 22-year-old MacLaren youth who, after picking up his associate's degree, said he came to MacLaren with only three high school credits. "I draw strength from all of you," he said to his family, "when there is none left in me." ■

'Dad told me to go to college,' graduate says

This is a story about how much a parent's encouragement can do.

Aaron F., a youth at MacLaren YCF, said he never was a fan of school. He admitted he really isn't one now. Yet last month he was the only youth in OYA close custody to earn a four-year college degree. He said he may go on to do graduate work.

"My dad told me to go to college," recalled Aaron, 23. "So I got enrolled at Chemeketa Community College. And after I graduated with an associate's degree I looked at doing the next step after my dad told me to do it."

He said his father, who works in North Dakota's oil fields but whose home is Oregon, gets emotional about seeing his son succeed: "That's why I do things for him. He didn't want me sitting here and getting in trouble and doing nothing with my time. He wanted me to better myself."

Aaron's Eastern Oregon University degree is in business administration with a concentration in management, leadership and organization. Aaron said he took 12-15 hours per term. He also works full time on MacLaren's grounds crew.

June's commencement at MacLaren was the third for Aaron, who earned his diploma from William P. Lord High School in 2007. That was important enough to him that he remembers the date: June 29. Among those attending this year's commencement were Aaron's father, mother, younger brother, grandmother and a long-time friend.

Any surprises about college? "It got easier as I went along because I learned more. It also made me a better mentor because I can help a lot of guys do their school work now." He said he was pleased that the robust communication of his online college classmates often made it feel almost as if they were in a classroom. ■



Aaron received his Bachelor's degree last month.

Hope Partnership

Continued from page 3

by a steering committee of business and academic professionals, local artists and a formerly incarcerated youth.

"The Hope Partnership gives us a chance to do more than just think about change," wrote one youth who is a part of MacLaren's Youth Leadership Council. He said it enables youth to practice skills and provides "a social connection to the outside world."

"We provide the opportunity," the grant proposal said, "to eliminate the stigma of incarceration and expose members of the community to youth who have the potential to remain crime-free and become contributing members of the workforce in their local communities." ■

ARRIVALS

Derek Barnes
MacLaren YCF

Todd Burket
Camp Tillamook YTF

Irene Campos
MacLaren YCF

Andrew Delgado
MacLaren YCF

Joseph Keller
Tillamook YCF

Benjamin Kuenzi
MacLaren YCF

Sara Muzechenko
MacLaren YCF

Brandi Potterf
Business Services

Aaron Rasmussen
MacLaren YCF

Jason Rekucki
Camp Tillamook YTF

Mike Riggan
Oak Creek YCF

Patricia Stephens
MacLaren YCF

**NEW OAK CREEK
SUPERINTENDENT
FAMILIAR FACE
AT OYA**



Mike Riggan, who headed three OYA facilities before joining the Washington County Juvenile Department in 2010, returned to OYA July 23 as Superintendent of Oak Creek YCF.

Riggan's most recent OYA leadership role was as Superintendent of MacLaren YCF, and he also served as Interim Superintendent of Hillcrest YCF and RiverBend YTF. As Oak Creek Superintendent he succeeds Lory Humbert, who retired at the end of June.

For the past two years Riggan was

Continued on page 7

Chess teaching youth to think and plan ahead

In this class there's a lot to learn, but the homework sounds rather agreeable: Play at least two games of chess before the next class.

"I don't hear too many objections about the homework assignment," Program Director Abe Rios said of MacLaren YCF youth participating in the Chess for Success pilot. Youth on four MacLaren cottages are playing in a program supported by the 20-year-old Chess for Success program.

The goal is to get youth to plan ahead and think strategically. "It's such a simple idea with such powerful results," said Julie Young, the program's Executive Director. A three-year federal study found gains in math and reading, plus potentially greater participation in math and engineering among participating girls.

"You have to be patient, plan ahead, make sacrifices," Rios said. "It's what we tend to do in life." OYA Assistant Director for Facility Services Karen Daniels said she would like to see Chess for Success available to youth in all OYA close-custody facilities.

On MacLaren's Smith cottage, GLC Rhett Dewees uses a chess board diagram on an easel to talk strategy to four youth. "Only move the pawns that are necessary to get your other pieces out," he tells them. And, "Aim pieces for the center of the board. If you're controlling the center of the board, you're kind of controlling the rhythm of the game."

Young said chess teaches 11 critical thinking skills, and helps control impulsiveness and promote long-term planning. It emphasizes etiquette, including player introductions at the game's beginning and a handshake at the end. Young said it teaches that winning the game is more important than taking an opponent's pieces: "Taking the piece many times could lose the game for you." Besides, she said, "Kids are gaining self-esteem because everybody thinks you have to be brilliant to play chess."

Superintendent Sid Thompson said MacLaren will compare behavior of chess-playing youth with that of youth who aren't playing to determine if there are differences. In the early weeks Dewees said he believed there were.

Rios said MacLaren expects to schedule a campus-wide chess tournament for participating youth in August or September. "I think if there is a tournament they will be that much hungrier to play more and be more strategic," Dewees said.

From her interactions with MacLaren staff, Young believes chess will succeed at OYA. "I think it's going to be successful because they really care about the kids," she said of OYA staff. "It really comes through." ■



Rogue Valley administrator earns promotion

Noel Hoback says it felt good to have daughters Kaitlin, 17, and Megan, 13, pin the silver oak leaf during the Oregon National Guard promotion ceremony that promoted him to Lieutenant Colonel.



Adjutant General Raymond Rees, left, congratulates the newly promoted Lieutenant Colonel after Noel Hoback's daughters pinned on the silver oak leaf.

"Having them pin on my rank was important to me because they've had to give a piece of themselves to my deployments in defense of our nation," said Hoback, Operations Director at Rogue Valley YCF. "I've been gone almost four of the past 10 years, and that's giving up a lot when you're growing up."

Hoback's promotion, made official during a ceremony June 27 at the Oregon Military Department's Heritage Park in Salem, prepared him to take command July 26 of approximately 800 soldiers in the 1 Battalion, 186 Infantry Regiment, in Southern Oregon.

At the ceremony both Hoback and Oregon's Adjutant General, Major Gen. Raymond Rees, thanked OYA for its support of Hoback's service. Rees said a lot of what the National Guard does is a result of

employer support. "I know federal law says they have to do it," Hoback said later, "but OYA's support has been a lot more than the law requires." ■

Class prepares youth for plentiful flagger jobs

Marc Barnum's job is to find employment opportunities for Camp Florence youth, which includes looking online to see who's hiring. "One job I was seeing quite frequently was opportunities for flaggers," he said.

Barnum, the facility's Vocational Coordinator, recently completed a class that earned ODOT certification for 10 Camp Florence youth through Chemeketa Community College. Barnum trained as a certified traffic control technician so he could teach the class; that cut the cost of the class for youth to less than half, or about \$40 for books, which had been an issue for some Camp Florence youth.

Barnum said there are a lot of jobs flagging highway-construction projects – six one day, 19 another – that pay from \$11.50 to \$13.10 an hour (higher for union jobs). For the job, flaggers must purchase their own flag, safety vest, two-way radio and hard hat, an investment of approximately \$150.

Barnum plans to offer the class quarterly, and more often if there's demand. It's a four-hour class with a 50-question open-book test at the end. Certification is good for three years in four states. Some employers specify a number of years that must have passed since the commission of a felony.

"I want them to learn to do the job safely, to protect themselves and to protect the workers on the construction project," Barnum said. ■

Continued from page 6

manager of Harkins House, a short-term residential shelter care and evaluation program in Hillsboro operated by Washington County.

"I had a first-hand view of the front end of the juvenile justice continuum and how important successful prevention and intervention activities are to keeping kids from progressing deeper into the system," he said.

He also worked with OYA field staff from the perspective of a county employee. "I have a greater appreciation for the work of OYA field staff and how complex their job is," he said.

Riggan first joined OYA in 2005 as Rules and Policies Coordinator. He holds an undergraduate degree in psychology from Portland State University.

Youth deliver blankets for humane society

Written by Bethany P., age 17, OCYCFIYWTP

Recently, at Oak Creek YCF, Three Lakes High School started a Roots & Shoots group. The youth participating in the group have been working to brainstorm ideas on how to benefit people, animals, and the environment.



Oak Creek youth show off blankets they made for the local humane society.

The group started out with small projects to help the environment by planting flowers, vegetables and herbs. Later on, the group decided it was time to take a bigger step by making blankets for a local humane society. Since I happen to be in the Young Women's Transition Program, and because I am also the group president, I volunteered to help deliver the blankets along with two other youth in YWTP.

After the blankets were made, we scheduled a time to donate the blankets to Heartland Humane Society in Corvallis, but the first time that we tried to donate the blankets, the humane society was closed because we got there too late.

The second attempt, however, was a huge success! We met a man at the front counter named Mica, who was very nice and offered to let us stay and see the animals. He showed others there the blankets and they were thrilled and excited to give them to the new kittens that were expected to arrive soon. While we were taking a look at the animals, we felt good that we could do something so nice for those sweet, little creatures. We left Heartland feeling satisfied with what we had done, and hope to do something similar again soon. ■

Youth art to be featured on 'Dream' CD cover

Next year if you order a new CD called "Edge of a Dream," you will see cover art created by North Coast YCF youth Alfonso M.R.

The CD is being produced by recording artist Lulu LaFever, a Grammy member who has been visiting South Jetty High School students at North Coast twice annually since the late 1990s.

During her April visit LaFever asked youth to write about something they remembered from age 9. But Alfonso, who Treatment Manager Jami Ayers recalls was having a bad morning, decided to do some art instead. After the art was returned to LaFever with the written responses, she asked who had drawn it.

"She's had several people saying they want to do cover art for her CD," Ayers said. "She said, 'I knew what I wanted, and it was Alfonso's drawing.' The drawing he did spoke to her, and it kind of embodies what the album is about." LaFever provided colored pencils for Alfonso to add color to the work, which he will produce as camera-ready art.

The CD is expected to be available in January.

Continued on page 10

Youth express themselves in first oils class

Looking over the youth's shoulder at what he was painting, Griselda Solano asked him the meaning of the contrast between the beauty of Portland city lights reflecting on the water and the two faces that clearly expressed suffering.

"That reflects my life," the youth told Solano, Hillcrest's Multicultural and Volunteer Coordinator. "I didn't do well before and now I'm doing better."

That is the outcome being sought by volunteer Dago Benavidez, a state Employment Department adjudicator who recently completed teaching Hillcrest YCF's first oil painting class. Some of the work in the 10 weekly classes was more conventional – a mountain, a pyramid, an eagle – and Benavidez said he was impressed with the art youth created.

He said volunteering at Hillcrest fits with his service on OYA's Hispanic Advisory Committee by giving him direct contact with incarcerated youth. "When I was a young man I was starting down the wrong path," he said. "There were a couple of folks who took the time to be positive influences in my life. I also have a couple of sons about the age of these young men."

Benavidez said he has enjoyed art since childhood, an interest that led him to study art at Chemeketa Community College and Portland State University. Not only was he impressed by the art Hillcrest youth created, but also by their behavior: "They are so intelligent and eager to learn. I see them as a class act in their manners, the way they carry themselves and their teamwork."



Volunteer Dago Benavidez works with youth at Hillcrest YCF on oil painting techniques.



Solano said the age range in the class was 15 to 23, and that the older youth acted as mentors. Prior to the class, a 15-year-old youth said, he had no idea he had artistic ability. Solano asked one youth the meaning of the angels and graves painted on his canvas. "That," he told her, "is my two brothers who passed away and now they are my angels who are taking care of me."



Solano said youths' eagerness to learn to paint with oils was evident by regular attendance: "You know when the youth are enjoying something. They always come to class." ■

Fariborz Pakseresht
Director

Joe O’Leary
Deputy Director

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

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

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

Send your stories for the August issue by July 31. Articles received after that date will be held for the September newsletter.



From THEN to NOW: A shared journey

When we talk about THEN and NOW thinking, we shift our mental time zone and think of “THEN” as present-day and “NOW” as five to six years in the future. This technique helps reinforce a forward-thinking approach, which will lead us to change and growth.

To begin that time-travel journey, it is important to agree on what we want OYA to look like in 2017. What is our desired “future state”?

Our agency vision is that youth who leave OYA will go on to lead productive, crime-free lives. While this is a good starting point, it doesn’t provide much detail. Because of the significance and complexity of our work, we need a navigational aid that paints a vivid, detailed picture of our future.

Most importantly, this picture needs to come from the people who do the work.

In early May, OYA began to create its Shared Vision Statement. A workgroup of 17 employees representing a cross-section of our agency got together to individually and collectively answer questions like: Why do we work here? What will it look like to work here in five years? What will our culture be like in five years? Why will we still want to work here in five years? Their answers were consolidated with help from Mass Ingenuity and the group reconvened to refine them.

Khris Ward and Lynn Oliver then distilled the responses into a document that was circulated to the workgroup for comment by mid-July. Then some serious editing began.

The next step will be to present the document to Cabinet for review and comment. The end result will be a shared vision that will help shape the organization’s future.

The final version of the OYA Shared Vision Statement will be presented to all staff in the coming months. It is a living document that can and will be revised periodically. Ideas, input and inspirations from across OYA will be incorporated in future iterations. ■

OYA’s five key goals are to achieve:

- A highly effective and efficient organization**
- An integrated safety, security, and youth reformation system**
- A collaborative, communicative, and transparent leadership**
- An engaged, culturally competent, and successful workforce**
- Engaged, healthy, and productive youth**

Youth’s art to be on CD

Continued from page 8

Ayers said Alfonso’s contract with LaFever lets him retain ownership of the artwork and will give him 25 CDs in exchange for her use of it. “He’s pretty excited,” Ayers says. “I don’t think he knew she was a Grammy member and that she had put out a lot of albums.

“It’s such a plus that we have this long-standing relationship with her and that she thought of us for this opportunity. This is a big deal.” ■