

INTEGRITY

PROFESSIONALISM

ACCOUNTABILITY

RESPECT

JUNE
2012

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OYA food drive donations take third place

In this year's Governor's State Employees Food Drive, OYA employees contributed an average of 59 pounds of food each. That put OYA third among the seven state agencies with more than 1,000 employees.

"Next year we're going for the first-place trophy," said Macilla "Kila" Jager. She and OYA's Food Drive co-coordinators, Tami Young and Rosa Aguirre, were among the agency representatives recognized last month by Governor Kitzhaber at a ceremony in Salem. Jager and Aguirre work in the Professional Standards Office, Young in Human Resources.

In all, OYA employees' contributions of food and cash amounted to 76,763 pounds of food, or 18 percent more than the 64,890 collected last year. Making up this year's total were 1,661 pounds of donated food, \$10,381 in cash contributions and \$4,639 in payroll deductions.

Jager said many events happen annually, and they are logging them for next year. Besides enthusiastic volunteers who help annually, she said, "We had a lot of brand-new people volunteering who had a great amount of energy and caring." She said employees also offered new ideas, including some that couldn't be used this year but will be next.

Among agencies with more than 1,000 employees, the Employment Department took the first-place trophy, followed by the Department of Justice and OYA. ■

Kila Jager, Tami Young, and Rosa Aguirre led OYA's successful food collections during the State Employees Food Drive last month.



This month's masthead photo is by Chris Duval. 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 April 2012.

30 YEARS

James Petrin
Hillcrest YCF

25 YEARS

Fred Harris
MacLaren YCF

15 YEARS

Steven Bodine
MacLaren YCF

Martin Griffith
Camp Tillamook YTF

Michelle Mintun
MacLaren YCF

Kimberly Reames
Business Services

Celebrating youths' educational successes



Fariborz Pakseresht

This month nearly 100 youth in OYA close custody received their high school diplomas. We also honored youth who received GEDs, professional certificates, and even associate and bachelor degrees.

Add to that the many youth under community supervision who graduated from school this month and we have a lot to celebrate.

These youth are placing themselves on the right path to success. We know from research and experience that the more education a youth receives, the less likely that youth is to commit another crime. Education, when combined with treatment and job training, helps youth create better futures for themselves, their families, and their communities.

When I meet with youth in our care and custody, I hear about the problems and choices that brought them to OYA, but I also hear about what they have learned since they have been with us. And, I receive letters from former OYA and DOC youth telling me how their lives are progressing. Their stories are inspiring.

One former DOC youth now works in Washington state at a job he loves. When he applied for the job, he owned up to his felony and asked for a chance to prove himself. The employer gave him that chance, and he is building a good life.

Another youth who received job training while with us now is employed in that same field, and is doing well. He, too, was open with his employer about his past.

A third youth wrote to Oregon Public Broadcasting after hearing a story about a program at Hillcrest YCF. His note to OPB told about how much he had learned while there and how thankful he was for having had that opportunity to turn his life around.

Another comment I hear frequently from youth is how much it has meant to have facility and field staff who believe in them. By providing positive and supportive adult role models, we help our youth learn new ways of thinking, show them possibilities for building better futures, and encourage them to take the sometimes difficult steps required to change.

Many of our youth have similar stories. I share these with you because I want you to understand the difference you are making. Your hard work and dedication are changing youths' lives for the better, reducing future victimization, and improving public safety.

On a day-to-day basis it is not always easy to see progress. Many of our youth resist becoming involved in classes and treatment, and can be challenging to help. But if we never give up on them, if we stay committed to helping them, the results can be transformational.

I thank you for all that you are doing to achieve our agency's mission and vision, and to create better lives for the youth we serve.

Sincerely,

Fariborz Pakseresht
Director

Drum circles popular with youth at Tillamook

Shelley Stump takes care to say her own heritage isn't Native American. But she and her women's drumming circle have been bringing a rich Native American experience to youth at Tillamook YCF and Camp Tillamook YTF for at least five years.

"The boys can't wait until she visits," said GLC Gary Cherry. "That's how important it is."

Stump leads drumming circles at both facilities on the fourth Friday of each month. Exposed to Lakota culture growing up in South Dakota, she said she began seriously studying the culture in college.

"For some of the young men it's a new awakening to their heritage and it's totally transformative," she said of the drumming circles. "They feel connected to something larger than themselves. They know they are responsible for their own behavior, they know they are not alone, and they know that they can call on Spirit to help them."

She and the women who join her have worked with youth to make a large ceremonial "mother drum," nine smaller hand-held drums, and several rattles made of animal hides. "The drum is found in every culture in the world," she said. "It has been used for millennia as a healing tool. Indigenous healers use the drum, and sometimes rattles, to shift



Leading the drumming circles at OYA's two Tillamook facilities are, from left to right, Rhonda Wright (kneeling), Shelley Stump (standing), Sharon Francis (sitting), and Dodie Gillespie (standing).

into a deep meditative, trance-like state to access guidance from Spirit."

She said youth who join the drumming circle sometimes come with worry on their faces: "Within five to 10 minutes the energy in the space has totally shifted and there are smiles all around the circle." Cherry told about a short-tempered youth whom he encouraged to join the drumming circle: "He tried the first one and he just bawled. I said, 'Is it the noise?' He said, 'No, I was just so inspired.'"

Stump said she gets joy from seeing youth "find a sense of calm and center for themselves," and that it also relieves the stress of her own work. A lawyer by training, she is Planning, Operations and Assessment Officer for the Oregon College of Oriental Medicine in Portland.

Continued on page 6

10 YEARS

Bret Blanca
RiverBend YTF

5 YEARS

Kimberly Brinson
Eastern Oregon YCF

Craig Cutting
Treatment Services

Lucas Musumeci
MacLaren YCF

Juleen Myers
Health Services

Derek Shrives
MacLaren YCF

Athena Tilson
Hillcrest YCF

Paul Vogel
Douglas PPO

DEPARTURES

Juan Arechiga
MacLaren YCF

Corey Cronkhite
MacLaren YCF

Kenneth Hargens
Oak Creek YCF

Robert Johnson
Training Academy

Todd Kellogg
Oak Creek YCF

Nick Miller
Oak Creek

Russell Rodrigues
MacLaren YCF

Jean Straight
Business Services

Melanie Tozier
Business Services

Janet Verser
Health Services

Chemika Winzer
Oak Creek YCF

'Changes' barbershop offers youth more style

Following his MDT meeting at Rogue Valley YCF, a youth had a question for Newbridge High School Principal Brent Workley. Putting his hand on the back of his head he asked, "What do you think of my haircut?"

"He was very proud of his haircut," Workley said. There's more of that tonsorial pride at Rogue Valley these days with the opening of the Changes barbershop led by GLC Kim McKandes, whose own career path includes operating a Chicago barbershop with his brother.

"We're trying to make it equal to the barbering programs at MacLaren and Hillcrest," McKandes said. He's sought guidance from those programs' instructor, Cathy McKern, and plans to obtain an Oregon barbering instructor's license so Rogue Valley youth can earn a barbering license from the Oregon Board of Cosmetology.

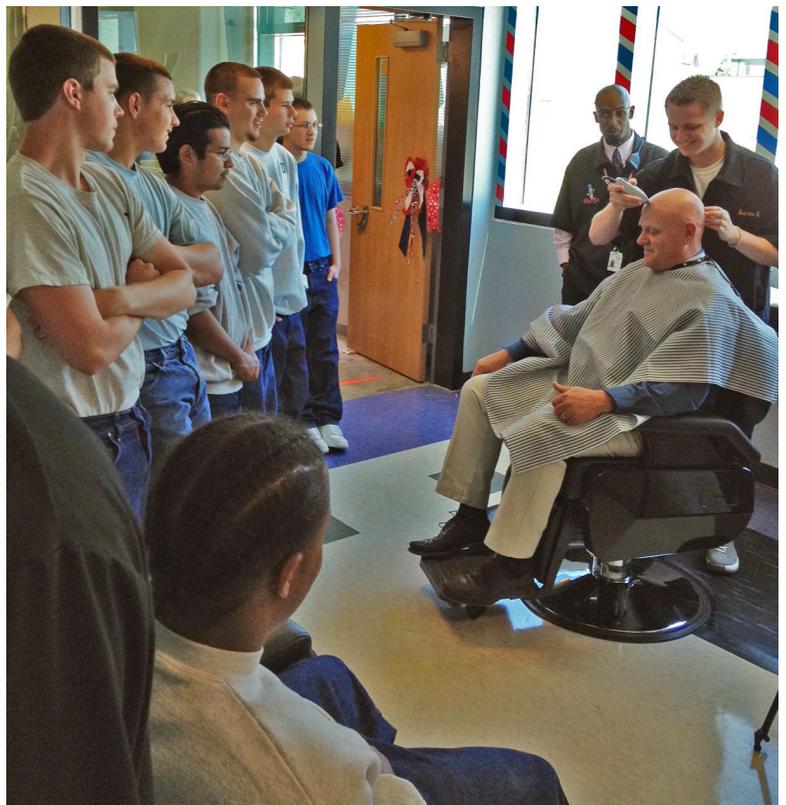
Rogue Valley's three-chair barbershop is located in a former vocational education storage room. One youth designed the shop, and others joined staff in scraping and painting walls, stripping and waxing the floor, and building and installing cabinetry. McKandes, who designed the logo, said the project received extraordinary support from Workley and Superintendent Ken Jerin.

Jerin said Changes will give youth employment skills that will help support their efforts to become productive, crime-free citizens, and also will provide haircuts with more style than those previously given by staff on the living units. "All the youth are excited about having a professional haircut with nearly limitless possibilities for style," he said. McKandes said he also is teaching practices such as how to apply for a business license, operate by state standards, market the business, dress professionally, and engage customers in appropriate conversation.

Youth will receive one free haircut a month, and may spend money they earn on additional haircuts or trims at barber college prices. McKandes's goal is to have his students cutting hair and, when licensed, assisting with instruction.

He said youth named the shop: "One of the guys said, 'It's like Rogue Valley, it changes you.'" ■

Youth at Rogue Valley YCF watch a fellow student give a haircut to Newbridge High School Principal Brent Workley.



Tattoo removal helps youth get back on track

Sitting in the clinic waiting room at Hillcrest YCF, a youth recalled how he got his tattoos. "We were drinking," he said. "I didn't realize at the time what was going on."

But as he looks ahead, he does realize what the tattoos mean to his future. "I thought about it and, man, I can't get a job. People sometimes stare at my hands. It changes the whole mood, you know?"

He is waiting for his seventh tattoo-removal treatment with Willamette Valley dermatologists Susan Denman and Carolyn Hale, who began delivering their volunteer services in 1996 and 1998, respectively. Dr. Denman took a break from the Hillcrest work for several years to volunteer in the tattoo-removal program she started at Portland's Outside In.

"I believe strongly in the rehabilitation of young people," Dr. Denman said. "I think our community can only heal if we help them heal and help them become fully integrated members of the community."



Dermatologists Carolyn Hale (above) and Susan Denman (right) remove tattoos from youth who have decided to end their gang affiliations.

Dr. Denman and Hale – their medical practices are in Beaverton and Keizer, respectively – were recognized in May as volunteers of the year by both Hillcrest and OYA's Community Services Division. "You are both philanthropists at heart," Superintendent Troy Gregg told the two physicians, who recently purchased a new tattoo-removal machine to replace one that quit working.

"You make such a difference in the lives of so many youth," said OMS Manager Lonnie Jackson. "Your contribution and passion for doing this is over the top." Hillcrest Volunteer Coordinator Griselda Solano estimated that Drs. Hale and Denman have delivered more than 3,300 treatments over the years. Removing a tattoo usually requires several treatments spaced 4-6 weeks apart.

"When these kids come in they almost always say 'thank you,'" Dr. Hale said. A youth in the waiting room explained why: "I hope it will give me opportunities in the future." ■

One youth told Dr. Hale he got his first tattoo at age 11; she said ages 11, 12 and 13 are common. As tattoos are being treated, she said, youth talk about the jobs they want, about their art work, and the girls talk about boyfriends. She sometimes asks youth how their mothers feel about tattoos being removed: "Almost 100 percent say 'my mother is really happy, really excited.' They know it's a good step."

Drs. Denman and Hale – their medical practices are in Beaverton and Keizer,



ARRIVALS

Yvonne Blakemore
MacLaren YCF

Derek Fraser
Business Services

Larry Misaras
Information Services

Youth socializing dogs to be ‘great family pets’

Canine mentoring is just getting started at Camp Florence YTF. The program is being organized by Ryan, a Camp Florence youth, in partnership with the Florence Area Humane Society and with guidance from Project POOCH’s Joan Dalton.

“Ryan asked me about the possibility,” said Vocational Coordinator Marc Barnum, “and he’s really taken the ball and run with it.” Three days a week the humane society brings a dog to the facility, where Ryan offers training he learned from MacLaren YCF’s POOCH program.

“A lot of these dogs are good dogs that would make great family pets,” Ryan said. “They are undersocialized and don’t have a lot of basic skills. We’re getting them ready so it’s easier for them to be adopted.”



Camp Florence YTF youth learn to help prepare dogs for adoption by socializing them and teaching them basic skills.

Camp Florence is the fifth OYA facility to offer a canine program for youth. Ryan, who expects to be at Camp Florence for approximately 18 months, said the program is a pilot that probably will involve more youth in the future. He said he has earned enough credits for an Eastern Oregon University undergraduate degree, is considering a graduate program, and enjoys training dogs. He was involved in MacLaren’s Project POOCH for about a year: “It’s the best job at MacLaren for sure, and I loved it.” ■

Drumming circles

continued from page 3

“For many of them it’s the first time they’ve had this kind of support, clarity and acceptance without judgment from people,” she said. “This also is a way for them to learn to interact with women in a very respectful way and to develop respect for their elders.”

Stump has an extensive Native American library that she shares with youth, augmenting Cherry’s own collection. Last fall she and others in her drumming circle participated in the Tillamook facilities’ first pow-wow. In mid-May she brought storyteller Johnny Moses, a Tulalip Native American and Keeper of the Medicine House on the Swimomish Reservation in Washington state, to the two Tillamook facilities. But she says others also bring Native American culture to OYA youth. “We’re just a piece of the broader Native American spiritual program that Mr. Cherry has worked so hard to bring to the boys,” she said.

“It’s spiritual, it gives our youth another mentor, it gives them the spiritual aspect of treatment,” Superintendent Tracie Hightower said of Stump’s generosity. ■

OPB show features Inside-Out class at Hillcrest

"OK, 30 seconds," the sound engineer says. "... 10 seconds ... and 5 ... (music) ...
"Hello, I'm Allison Frost..."

Twelve Hillcrest YCF youth were in the room for the June 7 taping of OPB's *Think Out Loud* radio show at the facility. The hour-long show featured an Inside-Out class of both Hillcrest and OSU students, and a good part of it showcased how Hillcrest youth say they are benefiting at the facility.

Youth talked about a parenting class, working on the grounds crew, participating in the culinary program, and taking online college classes. Listeners heard host Allison Frost say "wow" when Keith said he was taking 12 credit hours through Chemeketa Community College.

Frost asked Jacob why he believed he would not reoffend after his release. "In this facility I think it's everybody telling me I'm going to be successful no matter what, (and) how far I've come since I've been at Hillcrest," he said. "Every staff I come in contact with, they're always telling me 'you're going to make it, I can see you're going to make it.'"

Pablo said all his brothers have been incarcerated at some point. "It's given me a different perception of myself that I can do things other than selling drugs and gang-banging and stuff like that," he said of the Inside-Out class. He and others – four of the Hillcrest youth said they are fathers – said they wanted to be good role models for their children.

The Inside-Out class – "Crime, Communities, Prisons and Prevention" – is taught by Michelle Inderbitzin, an OSU associate professor of sociology.

The OPB show's impact didn't end when Frost ended the interviews, however. Online, a man who said he was at Hillcrest in 1984 left a comment saying he now has a U.S. Coast Guard captain's license and operates a Lane County restaurant and catering business. "All of these things were made possible in large part by the training and counseling I received during my stay in Hillcrest," he wrote. "This time for me and many others was the only time during our youths that we were in a stable environment long enough to consider life's possibilities." ■



Hillcrest YCF Superintendent Troy Gregg (left) and youth (above) participate in a taping of OPB's *Think Out Loud* program.

Requests for CPR classes show ‘positive direction’

In an emergency requiring CPR or first aid, 12 youth at Camp Florence YTF may be among the best prepared people on the scene.

They recently completed training in CPR and first aid through the Western Lane Ambulance District, which waived the fee for the four-hour class taught by paramedic Dave Hundley.

“It’s definitely great knowledge for the youth to have,” said Camp Florence Vocational Coordinator Marc Barnum. “It will help them on the job and it will be good to take care of their families, too.”

But perhaps the bigger story is that, during this class, youth expressed interest in a separate CPR-for-infants class so they could assist siblings, nieces, nephews, and their own children as they become parents. “The commitment of these youth to gain skills that help others says much about the positive direction in which they are headed,” Barnum said. That class, taught by George Lydick, was held in May.

In addition, one youth, Jesus, completed a medical assistant certificate, said he wants to become a registered nurse, and has begun a job shadow/internship with Florence physician Michael Hodulik. “Jesus has worked really hard for this opportunity,” Barnum said.

Florence’s fire department, Siuslaw Valley Fire and Rescue, has been including several Camp Florence youth in its weekly training exercises (*Inside OYA*, July 2011). EMT Marvin Tipler, who knows the Camp Florence youth and is on both the fire-fighting and ambulance teams, recommended the waived fee for the class.

Tangentially related – and in another example of community connections – six Camp Florence youth recently helped the fire department build and landscape a 150-foot-long, 3-foot-high block wall on its property.

“It’s the kind of networking we’re doing in the community,” Barnum said. “It’s great to have partners.” ■

Camp Florence YTF youth learn CPR and first aid in a course taught by local volunteers.



Successful internship nets \$14-an-hour job

When Josh was paroled from Camp Florence YTF last month, he already had two job interviews lined up with Portland-area veterinary clinics. He took with him enthusiasm sparked by MaLaren YCF's Project POOCH, experience from a 10-month veterinary internship, and letters of recommendation from the four veterinarians at Florence's Osburn Veterinary Clinic.

All this served him well: A Portland-area veterinary clinic hired him in a three-day-a-week job paying \$14 an hour, according to Camp Florence Vocational Coordinator Marc Barnum.

Josh remembers the first few weeks of the weekly internship: "I was pretty standoffish, really shy at first, didn't ask a lot of questions. I didn't know anybody or what to expect. But after a while I got to know the doctors and technicians and assistants, and we were on a first-name basis."

He said he drew blood, intubated animals, placed catheters, did lab work, learned how to operate the oxygen machine, helped administer anesthesia, and observed surgeries and dental work. "I had confidence I didn't have before," he said. Working with Project POOCH at MaLaren, he said, he learned he was most interested in the medical side of animal care. He came to Camp Florence already having completed an online veterinary assistant course.

Barnum said the internship was among the first opportunities set up through Camp Florence's community vocational initiative.

Any surprises? "There's a lot of critical thinking involved, making decisions quickly that I wasn't prepared for..." Josh said. "It would be a life-threatening situation for an animal if I made a mistake." He has a diploma from South Jetty High School and is working on pre-requisites needed to enroll in a two-year veterinary technician program at Portland Community College. Joan Dalton's Project POOCH has given him scholarship support.

Unlike some of the Project POOCH animals, he said, most of those he encountered at the veterinary clinic already were trained and mannerly: "They handled shots better than I do." ■



Veterinarian Gene Osburn (left) provided an internship opportunity last year for Josh, a former Camp Florence YTF youth, which helped lead to a job once Josh was paroled last month.

Sharing ideas

OYA Director Fariborz Pakseresht gave a presentation on the OYA Performance Management System at the Quarterly Target Review meeting last month. Guests included representatives from the Oregon Lottery, who came to learn about strategies for improving organizational performance. ■



INSIDE OYA

Fariborz Pakseresht
Director

Joe O'Leary
Deputy Director

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Send your stories for the July issue by June 30. Articles received after that date will be held for the August newsletter.



Performance management system moving forward

As OYA completes the introduction of the OYA Performance Management System (OPMS) throughout the agency, we are getting a better look at how well our organization works, and are starting to discuss how we can make our processes work better.

The Process Improvement Team and the Management System Implementation Team are creating a portfolio of tools to offer work groups to help maintain the momentum. As OYA changes and improves, the tools will be available to help each team and each person keep sight of their connection to our agency's foundations – the mission, vision, values, and key goals of OYA.

Quarterly Target Reviews (QTRs) are continuing, with more complete information available each time as we improve our ability to measure and analyze results. The fifth agency-wide review was held in May.

MaLaren YCF and Rogue Valley YCF superintendents Sid Thompson and Ken Jerin piloted local QTRs at their facilities in April. Local QTRs will begin in July and August in every facility and field office, and in most Central Office business units.

7-Step Problem-Solving, the formal problem-solving methodology OYA has adopted as part of OPMS, continues to help the groups already using it. 7-Step teams are analyzing processes that are slow or redundant, and are replacing those processes with newer, more efficient practices. Training for staff who missed the March classes will be offered this fall, so that more areas of the agency will be able to streamline operations.

"Creating new and better capability requires us to stop what we are comfortable doing, and find a better way to do it," said Mass Ingenuity's John Bernard, who is guiding OYA through the process. "The challenge in embracing the unknown is to ensure that the energy does not spiral down into anxiety, but rather spirals up in anticipation. The former is easy, but the latter is more fun."

People and organizations that successfully navigate transformations thrive, Bernard noted. "They develop new competencies, they pursue new things, and they dare to dream. People in great organizations conceive new dreams before the present stops working, always keeping ahead of the game."

To stay ahead of the game by setting and prioritizing initiatives, OYA's Cabinet is creating a 3-year strategic plan. While still in the early stages of development, every undertaking will link directly to one of the agency's five key goals.

The energy and enthusiasm to implement a strategic plan and continually improve our processes are rooted in the shared vision we have for our agency. More about that in next month's *Inside OYA*. ■

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