



OYA honors distinguished employees

[By CJ Drake](#), OYA Communications
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OYA has honored three employees and the staff of Rogue Valley YCF for their efforts to improve outcomes for at-risk youth.

Quarterly Conversation Coordinator Caleb Bronemann, Chief of Parole/Probation Operations Jim Kramer, Communications Manager Ann Snyder and Rogue Valley staff received the Director's Outstanding Service Award. The annual award formally recognizes staff or a team of staff for exemplary service. The recipients were chosen from among more than thirty nominations submitted by staff throughout the agency and across the state earlier this year.

"I'm truly delighted to honor and recognize these employees who embody the spirit of public service," said Director Fariborz Pakseresht. "This year's recipients were recognized for their sustained efforts to make OYA a more accountable, transparent and data-driven agency aimed at improving outcomes for at-risk youth. Their contributions have made Oregon a better place to live and work. All of us at OYA deeply appreciate their service."

During a ceremony in Salem August 14, Pakseresht [presented each recipient with a glass plaque](#) crafted by youth at MacLaren YCF in Woodburn.

Here's more on their accomplishments:

Caleb Bronemann is one of the agency's leaders in implementing OYA's [Youth Reformation System](#), a data-based method to deliver the right services to the right youth for the right amount of time. He also promotes [Positive Human Development](#), which is the agency's culture that enables staff and at-risk youth to succeed. "Caleb played a key role in

developing and implementing tools that enable staff to translate these concepts into real-world practice," said Pakseresht. Bronemann has worked at OYA since 2002.



Caleb Bronemann with his Director's Award, flanked by Assistant Director for Close-Custody Programs and Services Clint McClellan (left) and Director Fariborz Pakseresht.

Jim Kramer leads OYA's parole and probation operations throughout Oregon, and is responsible for the consistent case management of youth in facilities, residential programs and foster care. "The results of Jim's efforts are beginning to show today – more youth are being served in the most appropriate setting to meet their needs while protecting public safety," said Pakseresht. Kramer joined OYA in 1988.



Chief of Parole/Probation Operations Jim Kramer accepts his Director's Award from Assistant Director for Community Services Phil Cox (left) and Director Fariborz Pakseresht.

Ann Snyder leads agency communications with internal and external audiences using print, video and social networking platforms like [Twitter](#). "Ann is equally adept at working with a reporter on deadline, designing compelling visuals and documents that tell the story of OYA's work with youth, and creating smooth, coherent reports that reconcile the contributions of many people with different writing styles," said Pakseresht. Snyder has been with OYA since 2009.

Rogue Valley YCF experienced a serious group disturbance in October 2013. The incident caused major damage to a facility living unit and had a significant impact on staff and youth. Staff displayed outstanding teamwork in responding to the immediate problem and provided on-going support for colleagues and youth affected by the event. After the incident, staff developed unique and creative incentives for non-violence, leading to a safer and more secure facility. Pakseresht praised Rogue Valley employees for "their resilience in the face of adversity and their efforts and commitment to develop a positive culture for themselves and the youth they serve."



Director Fariborz Pakseresht with Rogue Valley YCF staff Cathy Byrne (left) and Louise Pizer, who traveled to Salem to accept the Director's Award on behalf of the facility.