



Division of Youth Corrections Key Notes

Five Key Strategies In Action

DYC Newsletter

Issue 1

Fall 2010

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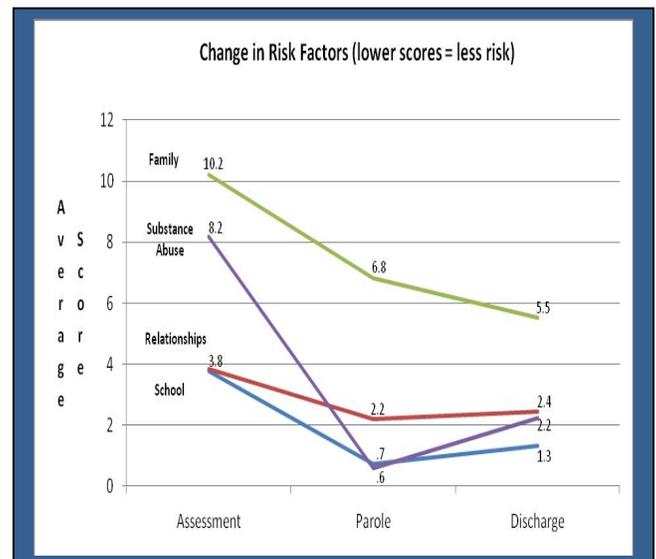
DYC Initiatives-4

Reductions in Risk

Used with Permission from TriWest Group, 'Continuum of Care: Youth Transitions and Non-Residential Services,' Annual Report

The Division of Youth Corrections annual Continuum of Care Evaluation and Report revealed positive results. The newly released outcomes are based on the Colorado Juvenile Risk Assessment (CJRA) data collected on all youth who discharged between July 2009 and June 2010. The use of the CJRA allows DYC to measure a youth's initial level of risk and need, and also assess the degree to which risk factors are mitigated as the youth moves through the commitment Continuum of Care and into the community. The chart to the right helps illustrate successful reduction in criminogenic risk. Through utilization of CJRA results at three distinct points during a youth's commitment (assessment, parole,

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Dale House Project Urban Garden Program

By Jane Sheffer, Dale House Project

The Division of Youth Corrections (DYC) referred 18-year-old "Devin" to the Dale House in Spring 2009 to learn skills necessary for independent living. Knowing he would not have family support once he paroled, Devin was determined to find a job, save money and progress through the program. He completed hundreds of job applications and made follow-up calls trying to get interviews. Competition for positions was overwhelming, and even fast-food restaurants were processing 50 applicants for one opening. Devin's attempt to redirect his life seemed doomed and he became discouraged, losing interest in the independent living curriculum offered by Dale House staff. Devin

was not alone in the job-hunt, as many youth who receive training in practical skills such as culinary arts or welding are surprised at the challenge of finding and keeping employment. Fortunately, Devin did find employment after three months, and successfully transitioned from Dale House.

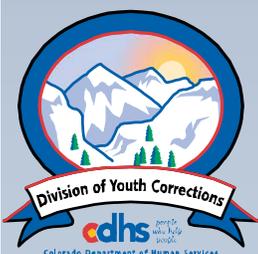
Over the years, Dale House staff has tried to enhance job-training programs with specific, hands-on, real-life experiences. Many of the residents have little or no formal work experience, and may lack a strong work ethic. Youth generally have only 4-6 months before paroling back to the community, which doesn't allow much time to find a job and save the \$2000 required as a primary program goal. Two of the most important skills Dale House residents master are to maintain a job and manage money.

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Division of Youth Corrections



The Treatment Experience

By Levon Hupfer-Detor, M.A., NCAC II

Over 70 family members witnessed each youth receive recognition for accomplishments made during the week.

Summer culminated in the second annual 'Treatment Experience' at The Treatment Program at Mount View Youth Services Center. The 'Treatment Experience' combines experiential practices with family support to help youth gain valuable self-efficacy and skills to become more effective members of society. Based on the theme 'Colorado's 14ers', five groups of youth named for the Front Range peaks: Longs, Grays, Torreys, Pikes and Evans, participated in practical, hands-on group sessions. The four day, youth-centered event included topics such as: communication and trust, victim impact & daily application of Restorative Community Justice (RCJ) principles, healthy living through self-care, exercise and eating well, and self-expression through art. Sessions focused on the core topics and included high ropes activities, skill building exercises and process groups.

Participants celebrated on Thursday September 16th with a graduation ceremony in which former DYC employees Tom Hays and Roberteen Bruce provided inspirational messages

and awards to youth. Over 70 family members witnessed each youth receive recognition for accomplishments made during the week. At the conclusion of the ceremony, youth climbed up and jumped off the high ropes 'leap of faith' element with families supporting the rope. Thus, the 'Treatment Experience' significantly succeeded in one of the programs' main goals - **simply getting families connected.**



A youth participant on the leap of faith high ropes element

New Leash On Life

By Justin Roberts, Grand Mesa Youth Services Center

The latest graduates of Grand Mesa Youth Services Center are not youth but members of The New Leash On Life program at Grand Mesa Youth Services Center (GMYSC). In partnership with Mesa County Animal Control and Rob Roc Dog Training, GMYSC recently completed a dog-training academy. The four-week program pairs dogs from the local animal shelter with GMYSC residents. The course is designed to increase the adoptability of the canine participants. Strategies focus on leash breaking, socialization and the five basic commands of heel, sit, down, stay, and come. Class results are nothing short of amazing, as dogs upon arrival are virtually out of control exhibiting behaviors that likely led to their stay at the animal shelter. Eventually, the canines leave Grand Mesa well behaved and ready for new homes.

The program success would be impossible without the commitment and dedication of youth training and caring for dogs. 'New Leash on Life' is a win-win situation, benefiting not only the canines

and their adopters, but also offering valuable life lessons to youth as they work to complete the program. The lessons learned are best told by two participating youth: "I was dealing with an out of control dog that did not want to listen or accept the help I was trying to give during the training sessions. I have in the past acted the same way when it came to authority and rules. It gave me an understanding of how staff must feel when they have to deal with these types of behaviors. I learned patience, understanding and also how to deal with frustrations appropriately. Oh, and it was so much fun." A second youth stated "The dog program not only helped the dogs it helped me learn responsibility, patience and accountability. I truly never thought I would learn anything and I was so wrong."

The New Leash on Life Program results in 100 percent of the dogs trained at GMYSC finding adoptive homes. If you would like more information about the dog-training program at Grand Mesa Youth Services Center, please contact Justin Roberts at Justin.Roberts@state.co.us



New Leash on Life



Program Graduates



Parting Wishes for a DYC Leader, Western Region Director Ron Richardson

By Mark Adix, Program Manager Western Region



After 27 years of service to Colorado youth, Ron Richardson will retire from the Division of Youth Corrections on December 31st, 2010. Ron will be missed for his strong ethical standards and his ability to provide practical solutions to challenging issues. Ron's longstanding commitment to service and youth centered decisions is evident in his career history.

Ron began his career in DYC as a Youth Services Worker at Phillip B. Gilliam Detention Center. He moved to the Western Region in 1987 where he accepted a Youth Service Counselor I position at Grand Mesa Youth Services Center. In collaboration with a Chief Judge, Ron established the intake protocol for the facility. In 1988 Ron promoted to Youth Counselor II as a Diagnostician at Grand Mesa, and in 1990 he assumed Program Manager responsibilities for the northern area of the Western Region.

In 1991 Ron played an invaluable role to support the implementation of the Senate Bill 94 initiative, which included three pilot sites in the Western Region. Beginning in 1994, Ron was the Western Region Program Manager responsible for contracts, client manager supervision, and program monitoring. Ron became Acting Regional Director in July 2002 and

officially assumed Directorship in December that same year.

Highlights of Ron's accomplishments include establishment of a team of passionate, committed staff, as well as creation of numerous state and regional collaborative partnerships. A direct result of Ron's work is evident as DYC is an accepted and welcomed partner in every community served by the Western Region. Ron says the most difficult part of retirement will be to leave behind long established relationships and the opportunities to be a part of improving the lives of Colorado youth and families.

Peers also recognize Ron for bringing a balanced approach to the table, and focusing on strength based services to provide the best opportunities for youth to succeed. He perpetually bestows his leadership skills and knowledge to empower others. Ron has left an indelible impression on his colleagues, as well as in the lives of youth. Perhaps a colleague in DYC Southern Region says it best: "Ron continues to hold the same values and ethics that are basic to his core; he genuinely cares about kids and families at risk and always has. He has never lost sight of the goal."

Ron's longstanding service is a legacy of youth advocacy and collaboration. Ron plans to fill his new found time with hunting adventures, traveling, and playing new golf courses. We wish him our best.

Employee Awards and Recognition



Jonathan Wofford pictured above holding his award at the CDHS Awards Banquet. Below James Eccher at PYSC.



Jonathan Wofford, CYSOI Pueblo YSC

On October 14th 2010, Mr. Wofford received the Employee of the Year award at the Colorado Department of Human Services annual awards banquet. Jonathan Wofford was recognized for his creativity in developing innovative ways to get youth involved in programming at Pueblo Youth Services Center. *Congratulations Jonathan!*

James Eccher, CYSOIII Pueblo YSC

Mr. Eccher received the award for DYC Employee of the quarter July-September 2010. James Eccher is recognized as a leader within his team at PYSC. He provides support, mentoring and guidance to his staff while providing instruction in PPCT, CPR/First Aid and Fire Safety. *Congratulations James!*

Celebrating July- Sept. 2010

Anniversaries

30+ Years of Service

Harvey, Kathy-34
Sales, Walter-33
Taylor, Calvin-38

25 Years of Service

Chisholm, Bruce
Gaschler, Patricia

20 Years of Service

Gomez, John
Holmes, Dierdra
Krutsche, Ralph
Rodgers, Michael

15 Years of Service

Bartelson, Bret
Berrian, Warren
Carlson, Sean
Cruz, Christine
Fair, Shannon
Leaf, Caren
Lovato, Madeline
Morales, Tobias

10 Years of Service

Colebert, Stacie
Custer, Ross
Harkins, Bonnie
Jacobson, Anders
Kloosterman, Todd
Kness, Idelle
Lozano, Alfonso
Maes, Joni
Maese, Frank
Mitchell, Sandra
Ogan, Gwen

Risenhoover, Daniel

Stiger, Ronnitta
Trujillo, Nick

5 Years of Service

Burmeister, Kelli
Cook, Michelle
Diaz, Frank
Garcia, Kristin
Gonzales, Christine
Karch, Jacqueline
Keller, Tonya
Mcglachlin, Roy
Piazza, Kathleen
Roberts, April
Southerland, Mark
Valdez, Mark

**Thank You For Your
Years of Service**

November is National Adoption Month

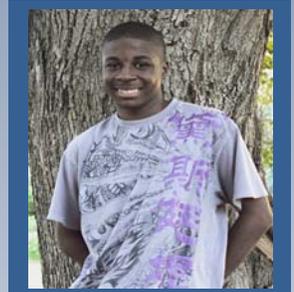
National Adoption Day (Nov. 21st) is a national collective effort to raise awareness of the 118,000 children in foster care waiting to find permanent, loving families.

For information and resources on adoption please go to:
http://www.cdhs.state.co.us/child_welfare/Adoption.htm

The 2010 Heart Gallery features more than 100 of Colorado's children who are in need of "Forever Families."



Darryl
By Photographer Kit Hedman



Kevin
By Photographer Sandi Schneider



Christina
By Photographer Dana McGrath

For more information on Darryl, Kevin and Christina, as well as other children in need of forever families please visit:

<http://www.heartgalleryco.org>



Motivational Interviewing (MI)

By John Ferullo, Director of Staff Development

As an evidence-based practice, Motivational Interviewing (MI) has consistently shown positive outcomes in dealing with resistance and defensiveness. It has been used with populations where resistance is prevalent, including adults and adolescents who deal with legal problems, substance abuse, and mental health issues. Motivational Interviewing provides a "tool box" of techniques and strategies for being more effective in working with individuals who face a wide range of challenges and obstacles to their success.

As a result, the Division of Youth Corrections made the determination to implement MI in 2006 as a means of strengthening not only the Colorado Juvenile Risk Assessment (CJRA) initiative but also to improve outcomes by enhancing the skills of those who provide direct services to the youth in the Divisions care. As we recognize the increased complexity of the youth's needs, our obligation to equip DYC staff with effective communication skills

becomes even greater.

The training program includes core, supervisor-specific, leadership and train-the-trainer courses designed to assist those who have direct contact with our clientele and their supervisors. Over the last 3 years, the Division has and continues to train Assessment Specialists, Client Manager/Parole Officers, Clinical and all direct care workers in MI, with the goal to improve outcomes using a "Proven Practice." As of today, the Division has trained 263 DYC staff in MI. The following is a break down by work area:

Facilities =171
Regions = 83
DYC Leadership= 9

If you are interested in learning more about Motivational Interviewing, please either contact the Office of Staff Development at 303-987-4619 and/or follow the link below.

<http://www.motivationalinterview.org>

Multi-Disciplinary Teams (MDT)

By Tammy Schneiderman, Client Services Coordinator

The Multi-Disciplinary Team (MDT) utilizes the expertise of a variety of disciplines. Representatives of the disciplines have the specific objective to ensure individual youth and family outcomes drive the decision-making process. As a youth advances through the commitment continuum, the MDT makes recommendations for the services the youth will receive.

The Division of Youth Corrections (DYC) plans to launch formal MDT's at two stages of the commitment continuum beginning in April 2011. First, when a youth enters assessment, and secondly, upon transition out of residential placement. The process will allow structured team decision-making and case planning prior to placement, as well as to convene MDT's at key case planning decision points to prepare youth for transition back into the community.

The MDT implementation plan included establishment of three subcommittees to focus on training, families, and resource needs. The

training subcommittee is developing a plan to train all DYC and contract provider staff, with specific focus on work unit and role. Facilitation training will also be offered to Client Managers to support effective consensus-based decision-making. The family subcommittee is actively working to define the family role in the MDT. This involves a plan to increase family education on DYC Continuum of Care, as well as supporting increased family voice in the decision-making process. The third sub-committee is within the Facility Directors Group. The Facility Directors are discussing resource issues to ensure all stakeholders are able to attend the MDT. Finally, DYC staff are updating policies and audit standards to support implementation of the MDT.

The MDT initiative is an exciting process for DYC that will support improved decision-making and case planning for the youth and families we serve.

**November is Colorado
Homeless and Runaway
Youth Awareness Month**



For more information and a listing of community events, please visit:

www.ColoradoHomelessYouth.org

Or the CDHS website at:

www.cdhs.state.co.us/shhp/Homeless-Youth.htm

Newsletter Project Team

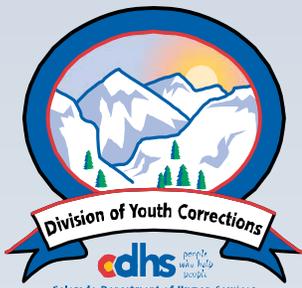
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Risk Reduction (continued from page 1)

and discharge), results indicate significant decreases in dynamic risk scores across most domains from the time of the initial assessment to the time youth leave residential placement and enter parole. Even more impressive is the finding that risk reductions, realized between initial assessment and parole, are maintained between parole and discharge. This outcome is more dramatic in certain key domains, many of which are most highly correlated with recidivism and strongly influenced by environmental factors.

Overall, the results offer strong support to the effectiveness of Continuum of Care strategies. Youth enter commitment with elevated risk factors across a wide range of domains proven to predict re-offense. Additionally, youth tend to enter commitment with relatively low levels of protective factors

known to buffer the impact of risk and help youth resist negative environmental influences. The outcomes presented suggest that treatment offered during commitment is effective in bringing about dramatic reductions in criminogenic risk factors known to predict re-offending. Following transition from restrictive residential placement to community parole, gains are largely maintained. The provision of intensive services, based on assessment and tailored to each youth, is illustrative of the DYC Continuum of Care process and effective change theory. The new results indicate the success of these practices through the realization of generalized treatment gains and successful transitions to the community; therefore bridging the gap between residential and community placement.

Garden Program (continued from page 1)

The Dale House Urban Garden (DHUG) Learning Lab for Life was born in spring 2009 with federal stimulus funds designated for 'green' start-up businesses. Residents selected through successful job application and interview are involved in all phases of organic gardening; from building frames for raised beds, to selling the produce at farmers markets. Business concepts include agro forestry and waste interception, setting up a recycling program for the Dale House facilities and operations. Training involves development of skills in composting, container gardening, greenhouse management, grow tables, hail proofing beds, harvesting, mulching, natural pest controls, planting time and resource management. Thanks to successful development of community partners, gardens now exist in four locations: The Colorado Springs Fine Arts Center (next door neighbor), Silver Key Senior Services, Harlan Wolfe Ranch, and land offered by two private citizens. The addition of a greenhouse and the use of polycarbonate sheets allow year round gardening.

The DHUG/Learning Lab for Life is coordinated by Dale House staff, who structures the program around the basic belief that healthy relationships build healthy people. The Educational Coordinator integrates work in the gardens with the twelve emancipation workbooks. For example, to enhance the nutrition and consumerism workbooks she recently designed and implemented a cook off

using garden produce. Three residents successfully planned and prepared a meal for 35 staff and youth at the Dale House receiving great praise from all diners. Since the inception, 35 youth have worked for approximately 4-6 weeks each, earning a combined total of \$40,600.

Success is mixed, as some youth thrive and wish it could be a permanent job, while others grumble about hard the work or other perceived problems. One DYC youth acknowledged: "I was afraid at first because I didn't know what to expect. Then I figured out I had to treat the garden like a baby. It starts as a little seed and you have to take care of it and nurture it and then it gets really big. It takes patience and doing the right things."



Vegetables growing in the Dale House Urban Garden