



THE PROBATION REPORTER

Volume 3, Edition 4

May 2005



Message from the Chief

By Bill Burke

Spring is upon us and as we look forward to warmer (drier) weather our Department continues to move along with very intense activity at all levels and within all programs. As we complete our third year of publication of *The Probation Reporter* some of you will be receiving this edition electronically. We hope this method of delivery works for you. The extra bonus will be receiving all of those snazzy photos in color!

Preliminary budgets have been submitted and between now and late June departments will continue to work with the CAO's office to craft a "status quo" budget for adoption by the Board of Supervisors on July 19. Before we declare victory around "status quo" budgets it is important to remember that we will still be operating with 7.5 frozen positions. Additionally, other federal, state, and local direct and indirect threats lurk. While the Governor's May Revise and reports from the legislature sound positive for probation services, we need to continue to monitor the situation closely. Nonetheless, we remain encouraged that we have begun to stabilize and turn the corner on some very lean budget years.

Among the highlights since our last newsletter,

- Two items connected to our Strategic Plan: the development of an Information Technology (IT)

needs assessment and plan, as well as a cultural diversity and awareness plan (*see article from the "Persistent Assistant" Doug Rasines*).

- The planning phase of the Healthy Returns Initiative (California Endowment) with completion on October 1.
- Continued dialogue and formalization of relationships with Native American Tribes and tribal serving agencies, and training of staff regarding the Indian Child Welfare Act goals, requirements, and practices.
- Outreach to the Hispanic community including the nonprofit *Tu Casa* and participation with *LatinoNet* meetings and training.
- Continued participation with partner agencies in the development and implementation of Evidence Based Practices
- Refocus on delivery and analysis of services offered through our Adult TANF program (*see article from Supervising Probation Officer Vikki Bernstein*).
- Agreement to participate in the production of a *California Connected* PBS story on the Northern California Regional Facility New Horizons Program (*see photo, page 6*).
- Office beautification under the firm, guiding hand of Division Director Tim Toste and all of the other staff participating in the process.
- A "Hang 10" award from California Department of Health Services for an "awesome" Targeted Case Management cost report. Kudos once again to Paula Dolf, Diane Williams, and Bill Damiano for their effort (with special thanks to Laura Knight, Public Health Branch, for her support).
- The safe return from overseas duty of DPO Andy McLaughlin and JCO Robert Falk. Welcome home guys!

NEWSLETTER COMMITTEE MEMBERS

Bill Burke, Chief Probation Officer

Barbara Boerger, Editor

Vikki Bernstein

Jody Green

Debbie Damiano

The Probation Reporter is published by the Humboldt County Probation Department. The purpose of this newsletter is to provide a form for communication and the sharing of information. *The Probation Reporter* does not publish anonymous, politically oriented, or critical articles. Opinions expressed are those of the individual writer and do not necessarily reflect the position of the Humboldt County Probation Department. Articles submitted may be edited to meet space requirements. Submit stories or story ideas to the Editor or Committee Members.

These highlights reflect only a portion of the activity occurring within the Department that illustrates the professionalism and commitment of our staff to the communities that we serve.



From the Desk of the Persistent Assistant

By Doug Rasines

As part of the Probation Department's ongoing transformation as a "learning organization", in the coming months we will begin development of a formal departmental cultural diversity and awareness plan. This initiative will occur under the rubric of our Department's Strategic Goals: development of organizational capacity, building partnerships, and staff development. I hesitate to use the term "cultural competency" as it can lead to the perception that should we succeed with our cultural diversity plan then we have become fully "competent" and no further growth is necessary. Whereas, should we have failings with the implementation of our plan then we must by definition be "incompetent" with regard to our sensitivity to cultural and minority issues and differences. Definitions aside, cultural competency is often on a shifting scale and continuum, based upon the changing demographic makeup and needs of our clients and communities.

That said, a culturally competent system acknowledges and incorporates at all levels the importance of culture, the assessment of cross-cultural relations, vigilance toward the dynamics that result from cultural differences, the expansion of cultural knowledge, and the adoption of services to meet culturally unique needs. Sensitivity to cultural differences is essential in working well with the diverse communities that we serve. When we work with members of other ethnic or socioeconomic groups, much cannot be taken for granted. Variations exist within every culture and these need to be explored and understood in order to avoid generalizations or act on stereotypes. For us to provide culturally sensitive and effective intervention with members of different cultures requires effort to understand from their perspective what values need to be upheld and respected while pursuing our mission to assure public safety and rehabilitation of offenders. When we are faced with cultural practices that we consider damaging or even illegal, we cannot abandon our own values or our legal and ethical obligations.

The following guiding principles will serve as the framework for the development of our Cultural Diversity and Awareness Plan:

Overarching Principles

1. Treat all clients in a non-judgmental way with dignity and respect.

2. Define culture broadly, encompassing an individual's orientation to life; family structure; race; ethnicity; national origin; language; education; art and music; food; spirituality/beliefs; class/socioeconomic status; acculturation; politics; gender; sexual orientation; and other defining characteristics.
3. Recognize and respect that culture is changing and evolving.
4. Recognize the diversity within and among multi-cultural communities.
5. Recognize the dynamics that result from cultural differences.
6. Recognize and be sensitive to the diverse languages and dialects used by different communities.
7. Develop, support, and adapt services that meet culturally unique needs of the population being served.
8. Support services that develop leadership within the community so as to strengthen the capacity of the communities being served.
9. Actively recruit, hire, and train individuals at all levels that reflect the community being served.
10. Support inter-agency cooperation and partnerships among grass roots organizations serving similar communities to enhance services.
11. Recognize and celebrate successes within the community being served.
12. Be accountable for addressing the complexity of the culture, and question and challenge cultural stereotypes.

Agency Specific Principles

1. Make time for clients and make them feel welcome so that they may advocate on their own behalf. Services shall be developed to address clients' specific needs as they have defined them.
2. Understand and address the needs of the various cultures within the communities being served.
3. Build trusting client/provider relationships that respond to and are sensitive to the client's culture.

Persistent Assistant - continued from page 2

4. Solicit, acknowledge, and support clients' own definitions of who they are and what they believe in. Refrain from categorizing them into pre-defined, inappropriate, and/or restricting categories.
5. Describe and deliver service which makes sense from a multi-cultural view.
6. Seek to employ staff at all levels (paid and volunteer) which reflect the bilingual and bicultural communities they serve.
7. Continually train staff at all levels (paid and volunteer) about the cultures of the communities served by the organization, and how best to serve their needs.
8. Create mechanisms to obtain knowledge of existing community resources in order to make appropriate referrals, and link individual clients with other providers who can address their needs.
9. Incorporate ongoing needs assessments with communities being served into the organization's policies, resource allocation, program design and implementation practices.
10. Create and commit to an ongoing internal process to monitor the organization's level of cultural competence, including recognizing achievements, and identifying and addressing specific areas for improvement.
11. Evaluate the effectiveness of the program to improve the well-being of the communities being served, and incorporate that feedback into revised program models and practices.

Although we embark on a somewhat daunting task, with success no doubt being measured in small steps, the Probation Department is committed to enhance its ability to provide programs and services that recognize and address the unique needs of the ethnic populations we serve. Those staff interested in participating in the development of our cultural diversity and awareness planning efforts should contact Tim Toste (268-3371) or Doug Rasines (268-3308).



Multi-Cultural Mural at Juvenile Hall

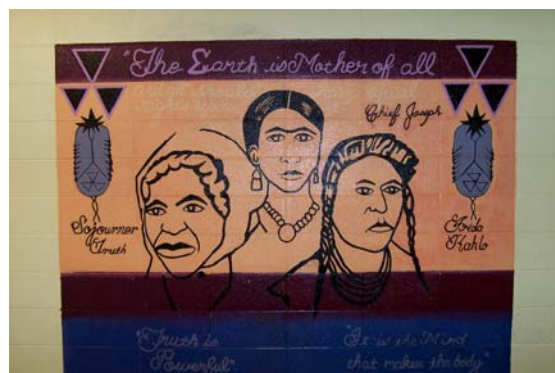
By Mardi Bessellieu

Many of you may not be aware of the multi-cultural mural that is located in the Alder Wing of Juvenile Hall. The mural was designed by the Humboldt State Psych Club under the guidance of former Juvenile Hall Extra-Help employee Jessica Velcoff.

The mural consists of 3 faces of prominent individuals of different ethnicity. These portraits are of Sojourner Truth, Frida Kahlo, and Chief Joseph. The HSU students engaged the Juvenile Hall youth in the design and final painting of the mural.

There are three quotes also included in the mural. They are "Truth is Powerful," "It is the mind that makes the body," and "The earth is mother of all and all should have equal rights upon it." Do you know who made each of these quotes?

There is plenty of wall space available if anyone should happen to know an artist who would love to volunteer their talents in beautifying the Juvenile Hall! Have them give me a jingle. When you have a moment, feel free to venture over to the Juvenile Hall to view the mural and chat with the staff.



In Memory

By Tamara Hansen and Roni Bodeen

We were all saddened to hear of the death of Shawn Darrel Sweet on April 15, 2005, after a lengthy illness. He was 35. At his family's request, the department organized a memorial service which was held April 19, 2005 at the Peace Officers' Hall in Freshwater. Family, friends and coworkers attended. Former coworkers Kevin Bayless traveled from Anderson, CA, and Mark Santos and his family drove from Portland, OR to be present. A photo board chronicled Shawn's life from childhood through attendance at the Butte County Police Academy and employment at the Humboldt County Correctional Facility and the Probation Department. Shawn's sister, Pamela Hassler, officiated over the service. Many testaments to Shawn's dedication, thoroughness and caring nature were offered. Smiles accompanied stories of Shawn's wit and humor. Mentioned often was Shawn's deep love for his daughter, Taylor, who is 12. Shawn's mother was deeply touched when Tamara Hansen presented her with a commemorative American flag in honor of Shawn's career in law enforcement. The service concluded with a lovely array of food contributed by many attendees and the opportunity for all who attended to converse with one another and reminisce about Shawn. The family has requested that any donations made in Shawn's memory be contributed to the Humboldt County Peace Officers' Association. Good bye, Shawn. We will miss you.

[Shawn's family thanked the Humboldt County Probation Department in his obituary in The Eureka Reporter. The next to the last paragraph reminded me again of how much we are a family in time of need. It read: "The family would like to thank the Humboldt County Probation Department for the beautiful memorial service it organized. The thoughtfulness of these wonderful people during our time of grief is so appreciated." Probation Officers and other staff worked with Shawn's family to have the memorial service four days after learning of his death. The planning for the service, food preparation, flowers, photographs and everything involved in arranging the service occurred very quickly. Special recognition to Tamara Hansen and Roni Bodeen for assisting the family with organizing and overseeing the memorial service. "Thank-you" to Terri Butts from Mental Health for assisting staff in processing the loss of a friend and coworker. ~ Chief Burke]



Temporary Aid to Needy Families (TANF) Update

By Vikki Bernstein

TANF is fully staffed, caseloads are at or near capacity, and the approach to probationers assigned to a TANF caseload has been reviewed and updated. Senior Probation Officer Cate Halliday, Deputy Probation Officer Greg Werronen, Deputy Probation Officer Kathleen Ellion and Humboldt State University student intern Mark Blackhurst assisted in reviewing all TANF materials and rewriting both the determination and our adult Probation supervision processes for our department. When the TANF program began in 1999, there were Multi-Disciplinary Teams, and the ROPP grant, as well as the Challenge grant, were in operation. Additionally, most adult TANF cases were receiving state/federal aid, previously referred to as AFDC, with specific social workers assigned to work with probation cases. The goal of probation TANF remains unchanged, while some of the methods and criteria have changed.

Historical Overview - The Birth and Evolution of TANF

The Federal Welfare to Work Act of 1997 was implemented in California as A.B.1542 - California Work Opportunity and Responsibility to Kids Act (CalWorks). California's Welfare to Work Act created two new programs, one of which was the Comprehensive Youth Services Act (CYSA). The CYSA provided county probation departments with federal Temporary Assistance to Needy Families (TANF) funds to be used to help attain TANF goals as outlined in the CYSA by providing services to youths and their families.

Humboldt County Probation Department was fairly unique in the state in dedicating a portion of TANF dollars to Adult Probation services. Our thought was to work with adult felons who have children at risk. The focus was expanded from community safety and rehabilitation to include working with families whose children were at risk. Probation's TANF goal became compliance with orders of probation while assisting family members to access services, attend school, improve parenting skills, learn about nutrition needs and become vested in their community. This partnership of services seemed a perfect match for TANF funds. Multiple local agencies entered an agreement to work collaboratively to assist families in learning how to effectively utilize resources available to them in their communities.

TANF Update - continued from page 4

Simply put: the goal was to work together to remove families from a criminal lifestyle or culture, provide positive role models, provide treatment and opportunity for advancing education and life skills while facilitating financial assistance to individuals as long as they adhered to an individualized case plan. No small task! Frequently, probation officers would meet with the CalWorks worker and the probationer to develop case plans. Probation officers often attended community Multi-Disciplinary Teams to discuss the family's interaction with the community. Included in this discussion were the children, their progress and attendance in school, and any other behaviors that could use redirection or that were a positive for both the child and parent(s).

Probation's approach was two-fold: 1) Monitor a probationer's compliance with the orders of probation issued by the Court, and, 2) Utilize an individual or family's strengths to enhance the family's ability to mainstream with their community.

RAND completed a *Statewide Evaluation of the CYSA/TANF Program* for the Chief Probation Officers of California in March, 2003. Humboldt County was one of four counties highlighted in the study. A total of 104 TANF cases were compared to 81 cases assigned to regular field caseloads. The table below shows some of the different outcomes. A critical factor to remember is TANF caseloads run at a reduced caseload. TANF is designed to allow time for the Probation Officer to have more contacts with the family, the children, the school and other service providers.

Services Received	TANF (N-104)	Comparison (N-81)
Treatment		
Outpatient	17.3*	29.6
Residential	31.7	27.2
Batterer's Program	28.9*	14.8
Parenting Classes	14.4*	4.9
Sex Offender Treatment	1.9	4.9
Anger Management	4.8	4.9
12-Step	18.3	19.8
Services		
Healthy Start	0.0	1.2
Crisis Intervention	3.8	1.2
Assessment/Treatment	25.0	22.2
Jobs/Education	5.8	2.5
Other	16.3*	2.5

NOTES: *p < .05; no missing data

In summary, adults on supervised probation in this program, when compared to the control group, were:

1. More likely to succeed on probation.

2. More likely to access rehabilitative services in the community.
3. Probation violations were more technical in nature.
4. Those who violated probation were more likely to be appropriate for reinstatement on probation.

Probation Department Receives Recognition from United Indian Health Services

At the March 8 United Indian Health Services Annual Board and Staff Meeting, Assistant Chief Probation Officer Doug Rasines accepted on behalf of the Probation Department a "Special Recognition" award and a beautiful woolen UIHS blanket. The framed certificate indicated, in part, that the award is given to those, "Whose achievements exemplify and honor the UIHS mission by contributing to the Traditional Wellness" and "In acknowledging your department as a Community Partner in supporting wellness for American Indian youth and families." The award was signed by Chairman Maria Tripp and Chief Executive Officer Jerry Simone.

In accepting the award ACPO Rasines reaffirmed our commitment to enhancing our ability to work with Native American serving agencies with a shared goal of providing quality, culturally appropriate services to native American youth, adults, and families. The award will be proudly displayed at the main office.



Photo courtesy of J. Rose Kidder, UIHS

Pictured from left to right are: Tene Kremling, AK-O-Ness Supervisor; Assistant CPO Doug Rasines; Maria Tripp, UIHS Board Chairperson; Jerry Simone, CEO; and Ken Blackshear, Community Services Division Director

Detention Mentions

By Tim Toste

Aside from a small spike in population the Juvenile Hall has maintained a reasonable cushion below the Board Rated Capacity of twenty-six minors. The Regional Facility population has risen since our last newsletter when we were very low on residents for several months. We have been at or near capacity for a couple of months and will continue to be for at least a couple more months.

We've added one new staff person since our last issue. Kristen Wallace, who began as a volunteer, is now an extra help Juvenile Corrections Officer with all the privileges and responsibilities that go along with that position. Unfortunately, we lost two of our extra help staff to the CHP Academy in April 2005. We wish John Ehret and Travis Mari much success in their endeavors.

Juvenile Hall JCO Stephanie Duxbury had a baby girl this month while Regional Facility JCO Darren Ghisetti and his wife had a baby girl in April. Deputy Probation Officer Stacy Reyes had a girl in March and Dan Keagy and his wife had their baby and promptly moved to Idaho. Good luck to the Keagy's and their future endeavors. Dan took a job in a juvenile facility in Idaho. Congratulations to everyone!

Toni Martin continues work on another CD training project for Detention Services. She is developing a training based on blending some other video taped training conducted locally with some interactive facets, along with some testing material. A continued thanks to Toni for tirelessly supporting our department in many ways over the years.

The department held its fourth annual Bowling Extravaganza on February 26th at Harbor Lanes in Eureka. Rich Scoville had the high score for the night with a whopping 184 in one of the three games bowled. There were a couple of contenders down the stretch, but the pressure got to them and they choked! We won't mention any names to save any undue embarrassment, but their initials were Dave Demyan and Doug Rasines.

The plan for a pocket billiards tournament has yet to get off the ground, but I haven't forgotten about it. I need to make time to plot with Laurie Michel to set a date and reserve a site.



Correspondent Lisa McRee (far right) and PBS California Connected film crew interview Northern California Regional Facility youth during production of the documentary.

Years of Service for Probation Officers and Probation Staff

Years of Service for this newsletter are for the time period of January through May. Apologies in advance if anyone's name has been left off the list. Please let the editor know and it will be included in the next edition.

1 Year

Beverly Ford
Diane Williams

2 Years

Neil Tarpey

3 Years

Megan Gotcher
Andy McLaughlin
Joe Eldridge
Barbara Robie

4 Years

Alan Borchartd
Jeanne Kirke
Chris Petersen

6 Years

Kim Sousa
Stacy Reyes
Coral Sanders
Arlene Woody

7 Years

Will Nalty

8 Years

Shaun Brenneman

10 Years

Doris Echeveria
Vicki Webb

13 Years

Sherri McKenna

15 Years

Sharon Gage
Vikki Bernstein
Mark Cory
Tammy Robison

17 Years

Mike Saul

19 Years

Cate Halliday

23 Years

Doug Rasines





Sunshine Fund Committee

By Diane Williams

During the past quarter the Sunshine Committee has purchased flowers, memorials, or gifts for two deaths and one birth.

Our checking account balance is \$750.13 and I want to thank everyone who has contributed. For those who have not yet contributed, or to find out how to participate with this committee, feel free to ask Cate Halliday, Barbara Robie, or Diane Williams.

Election of new officers was done at the meeting on February 22, 2005. Cate Halliday is President; Barbara Robie, Vice President; Cheryl Kaska, Secretary; and Diane Williams, Treasurer.

A St Patrick's Day potluck was sponsored by the Sunshine Committee with a prize given to the person wearing the most green. Roni Bodeen won the prize, a gift certificate to Jitter Bean Coffee Company, donated by Barbara Robie.

The next Sunshine Fund Committee meeting will be at noon on June 28, 2005 in the Main Probation Dept Conference Room.



Humboldt County and the Boston Marathon Fewer than Six Degrees of Separation

By Barbara Boerger

For all you long-distance runners (or prospective long-distance runners), here's some inspiration.

Erika Kotteakos, daughter of Legal Office Assistant Cheryl Kaska, participated in the recent 109th Boston Marathon. With an official time of 3 hours, 48 minutes, 36 seconds, Erika finished 6234 out of 20,405 total runners.

Additional statistics include breakdowns by age division and gender. In the 18-39 group, the largest age group of all, Erika came in 906th of 9,283. Of the 7,901 women, Erika placed 1,135th.



Erika on race day.

Additional pictures of Erika and other runners crossing the finish line are available at the race's website, www.bostonmarathon.org (Erika's bib number was 13613).





Relay for Life

by Megan Gotcher



Please plan to attend this year's Relay for Life on July 15th and 16th at College of the Redwoods track. Last year we collected \$2,000 and ran 72 miles. Thank-you to all who participated last year. We hope to make this year an even bigger fundraiser by collecting more money and racking up even more miles.

You still have time to get involved. Donate money to the team, purchase illuminaries, participate in 50/50, purchase candy and bracelets, look for Friday break room goodies, and volunteer to participate on the track. Don't forget to look for upcoming events such as cookbooks and T-shirts for sale. A sign up for time on the track will be coming around soon. We have one more get together planned before the big event .

Fun was had by all who attended the Nueva de Mayo party. The next such event is to celebrate the beginning of summer on Tuesday June 21. We encourage anyone from the department to donate a dish for all to share. Everyone is invited to join the barbecue festivities. A five-dollar donation per plate is requested to benefit the Relay for Life efforts at saving lives. A tasty non-alcoholic beverage will be provided as well.

Remember this event is a smoke, alcohol and other drug free event. Please come out and support the team and raise money for Relay. Everyone has been touched by cancer in some way or another. Looking around the department we are happy to see the survivors and put those that have lost the fight in our thoughts. Is there any better way to honor our friends, family members, and co-workers. Get involved, participate, and enjoy yourself.