Probation Department
County of Humboldt

THE PROBATION REPORTER

Volume 5, Edition 4 May 2007

Message from the Chief

By Doug Rasines

Budgets (local and state), employee recruitment and retention, and proposed state correctional /criminal justice reforms paint the landscape of probation as we move forward in the coming months.

- At the county level, departments have been requested to submit 'status quo" budgets for FY 2007-08. This is done under the premise of maintaining current service delivery and staffing levels. In addition, the Department has submitted supplemental budget requests to allow for: (1) restoration of one Deputy Probation Officer for juvenile intake to assist with court/juvenile hall transport and enhance coverage for the Home Supervision program; (2) restoration of a Supervising Probation Officer to serve as departmental training manager and coordinate background/internal investigations; (3) a new Administrative Analyst position to provide support across all divisions and assist in grant administration, tracking of performance outcomes, etc.; and (4) restoration of county general funds supporting detention services in the Juvenile Hall.

- At the state level, the Governor's budget May Revise maintains critical funding in support of probation services including Juvenile Probation & Camps Funding (JPCF), Juvenile Justice Crime Prevention Act (JJCPA), Stadards in Training for Corrections (STC), Mentally Ill Offender Crime Reduction Grant (MIOCR), and Prop 36 funding.

  Additionally, the Governor's proposal includes $25 million in new adult probation services funding in the proposed California Adult Probation Accountability and Rehabilitation Act. This program would be modeled after the successful juvenile JJCPA program and would direct resources to enhance probation services for adult offenders between the ages of 18-25. It can be argued persuasively that local probation programs, targeted at young adults, would reduce crime and stem the growth in the state prison population. We are lobbying tirelessly in support of this much needed funding.

  Proposed reforms of the state Division of Juvenile Justice (old CYA) continue to be discussed at the legislative level in an effort to reduce the state's juvenile corrections population. Probation continues to speak loudly at the table to ensure that local concerns and issues are adequately addressed in any reform package being considered.

- Employee recruitment and retention issues continue to be at the forefront of Department and County discussions. Over the past 5-7 years the Probation Department has continued to suffer from an inability to adequately recruit and retain qualified staff. This has occurred both within probation as well as juvenile detention services. Contributing factors are the changing nature of the labor market and the increasingly stiff competition (both from within and outside the County) for talented employees. While some employee turnover is a healthy source of "new blood', when too many experienced "high performers" leave, and little can be done to discourage their departure, or promptly replace them, the loss to community corrections can be significant on many levels, not the least of which is the ability to maintain public safety. Our human capital is the most valuable resource of the Department. The departure of an experienced employee is expensive in terms of recruiting, screening, hiring, and training a replacement. But it is even more costly in terms of the loss of experience, stability and service level continuity.

In closing, it is important to recognize that the challenges probation faces are tremendous, yet we continue to make a difference. We make a difference through mentoring, interventions, rewards and sanctions, treatment, partnerships with other agencies and community groups, and by assisting offenders in their efforts towards leading a law-abiding lifestyle. The work that we do has become

NEWSLETTER COMMITTEE MEMBERS

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multi-faceted and goes beyond the supervision and surveillance of offenders. It has expanded to include working with victims in a much more involved capacity to ensure that restorative justice principles are addressed. All of this is done in an effort to ensure the highest level of public safety.

Employee Recognition and Retention Workgroup

By Jody Green

When working with La Piana and Associates last year, staff identified a need for the Department to do a better job of recognizing the good work of staff. Retention of qualified employees is also an ongoing problem. To begin to address this, the Employee Recognition and Retention Workgroup was formed and has begun to meet. Initially, the workgroup (Dayna Wilcox, Ray Watson, Chris Brannon, Debbie Damiano, Jody Green, Barbara Robie, Megan Gotcher, Michelle Gonzalez, Jessie Wood, and Beverly Ford) will be focused on employee recognition. We have now met twice and developed a working list of ideas to improve the way we recognize people for a job well done. In the works for the immediate future are tours of the facilities for interested staff, and development of a longevity plaque and a "kudos corner."

A number of ideas we came up with don't cost money and require very little effort. A sincere "thank you" from one staff member to another is a simple way of recognizing the extra efforts of co-workers but something we forget to do in our busy work day. Recognition of innovative ideas, written commendations, and acknowledgement of on-the-job injuries were suggestions made specifically for management staff to employ as a means of recognizing employees.

While there is definitely a relationship between employee retention and employee recognition, retaining employees is a bit more complex in nature and something with which many county departments are struggling. In the coming months, the workgroup will be examining employee retention problems and generating good ideas for improving our efforts in this area.

Our next meeting is scheduled for June 1 at 1:15 in the conference room at the main department.

Family to Family Core Strategy: Self-Evaluation

By Stacy Reyes

Like so many before us, when forging a new path it is helpful to make a map, record challenges, and remember the successes. While implementing the Family to Family initiative in the realm of Probation we must look at how to measure and track our outcomes.

The focus areas of self-evaluation for the Family to Family Initiative in child welfare outcomes, are stated in "The Need for Self-Evaluation – Using Data to Guide Policy and Practice" as follows: 1) the safety of the youth, 2) permanence, and 3) well being of the youth. When using this initiative in the Juvenile Justice realm the nature of our responsibilities have shown the need to further define the areas of outcomes as stated above. This includes adding to the "safety of the youth," the "safety of the community," and looking at reduction in recidivism as part of the well being of a youth.

The Humboldt County Probation Family to Family committee has discussed in length what to measure, where to find the data, what needs to be created, and what do we have already. As the Department prides itself on being an innovative Department that seeks out opportunities to meet the needs of our youth, we are not new to the forging of "data paths." The discussion showed our Department already has an interest in measuring the number of youth being placed out of the home, desire to strengthen families to keep youth in the home, and concern over long lengths of time in placement. The committee wanted to see the following outcomes for Family to Family in Probation, as taken from Annie E. Casey Foundation's Family to Family for Child Welfare Services and adapted for Probation:

- Reduce Recidivism
- Reduce out-of-home placements
- Reduce time in foster care
- Increase permanency for youth in foster care or residential treatment
- Increase placement stability
- Reduce placements of low-end offenders in out-of-home/out-of-county higher level residential placements

The committee agreed the following would help to measure the success of the desired outcomes. The tracking would include one year prior to the youth's first Team Decision Making (TDM) meeting and be recorded at 3, 6, and 9 months after the first TDM, followed by yearly tracking.

- Number of referrals (new crime, violation of probation)
- Number of TDMs
- Number of days in custody (Juvenile Hall, Regional Facility, ranch, or camp)
- Number of placements (foster care, group home, residential treatment)
- Number of changes to a higher level of care (home – foster care, foster care – group home)
- Number of changes to lower level of care (foster care - home, group home – foster care

The committee was not alone in our discussions. A few of our internal "data experts", Doris Echeveria, Arlene Woody, and Bill Damiano, graciously provided the committee with their expertise, previous data collection hints and "short cuts", and gave great direction for collecting the data for the Self-Evaluation core strategy of our Family to Family implementation. I also want to thank Senior Probation Officer Steve Schaening for the reference page write up he put together for tracking the measures; it has been a great help to me. Thanks!

Success has also been found in making changes to the Team Decision Making (TDM) database to make it "probation friendly". These changes included adding headings, types of members, and changing fields to accept our current tracking numbers for youth.

FAMILY TO FAMILY CORE STRATEGY UPDATES

Foster Care Recruitment, Support, and Development:
In the beginning of the recruitment efforts I had a goal of a community member calling Probation to say "I am a licensed foster parent, I know a youth involved in your system, and I want him/her placed in my home." I had hoped for this goal to be achieved within 1-2 years of recruitment efforts. I am happy to say this phone call came in only 4 months into our recruitment efforts. A community member called, said she and her husband had completed the foster parent training and they knew a youth in the local group home they wanted to have placed in their home. They were told about a Non-Related Extended Family Member (NREFM) process they could complete to have the youth placed prior to being fully licensed. Within three weeks of this phone call, the youth was placed in a lower level of care in the couple's home under a Non-Related Extended Family Member (NREFM) agreement. The couple continues to complete the necessary paperwork to become licensed foster parents.

May is Foster Parent Appreciation Month. On May 15th the Child Welfare Services Department of Health and Human Services hosted a beautiful luncheon at the Red Lion Hotel. Our own Senior Probation Officer, Michelle Gonzales, donated a beautiful gift from Mary Kay Cosmetics for the raffle prizes. Thank You Michelle!!

Bags for Belongings:
"Bag for Belongings" is a program to acquire duffel bags, personal hygiene bags, and other "bags" for youth in foster care. Currently foster youth most commonly move their belongings between placements in garbage bags and boxes. This program aims to assist the youth in making a good first impression when arriving at a foster home or residential program. A good first impression can build confidence that, hopefully, will help a youth progress toward rehabilitation with an "I can" attitude. The Arcata Soroptomist club has generously donated 24 duffel bags. Pictures will be included in the next newsletter

Team Decision Making (TDM):
We have completed five TDMs for five individual youth. Responses from the youth and families have been positive. After the last meeting I was pulled aside from the grandmother of the youth and told "If this is what probation is going to do, then you should keep doing it, this was a good meeting".

Probation Officers have also stated they believe it helped to stabilize their youth and provided an action plan they can assist the family in maintaining. Kudos to you all for embracing the TDMs!

We have expanded the target group, which opens up this core strategy to even more probation officers. Good job to all our F2F committee members at probation, you rock!

Target Group 1 (Implemented February 2007):
- 602 wards
- Court ordered placed in the home
- No petitions pending
- Juvenile Field Unit

Target Group 2 (Implemented May 2007):
- Pending 602 wardship or 602 wards
- In the home just prior to detention or ordered placed in the home
- No petition pending or a petition pending disposition (*petition pending disposition* **must** *have been admitted or found true prior to TDM)*
- Juvenile Intake and Field Units

History of Probation – the "Modern Era"

By Doug Rasines

Because of this department's heavy emphasis on prevention and community involvement throughout the late 1980s and early 1990s, the Humboldt County Probation Department became recognized as a statewide, and, in some cases, national leader. Examples of this included the development in 1992 of the Probation Alternatives in a Community Environment (PACE), a juvenile day reporting program with integrated school, mental health, and drug and alcohol services for high-risk youth which has been replicated by numerous counties in Northern California. This program served as an early collaborative model for the integration of services across disciplinary lines. In 1995, Chief David Lehman and Juvenile Justice Commissioner Dewell Byrd were invited by the National Council on Crime and Delinquency to travel to Chicago to help prepare a white paper for the Bush/Dukakis presidential race, and the Humboldt County Community Congress was selected as a national model for involving the community in correctional programming by the American Probation and Parole Association. The Humboldt County Juvenile Justice and Delinquency Prevention Commission was also recognized as a state leader, and was asked by the California Youth Authority, as well as the State Board of Corrections, to train Probation Commissions statewide. During his term as Chief for Humboldt County, Mr. Lehman was invited to travel to Washington D.C. by the Clinton Administration to be briefed and provide input for the Clinton/Gore Crime Bill, and later attend the signing ceremonies at the White House. Mr. Lehman was also asked to testify before Congress for the re-authorization of the federal Juvenile Justice and Delinquency Prevention Act. Other probation department staff continued to receive recognition as well, including, but not limited to:

- Division Director Kenneth Blackshear was appointed by the State Supreme Court Chief Justice to serve on the Collaborative Justice Courts Advisory Committee to the Judicial Council.
- Senior Probation Officer Liz Anker participated in negotiations resulting in Safety Retirement for probation peace officer staff.
- Senior Probation Officer Mike Saul was recognized for his work with crime victims.
- Juvenile Corrections Officer Steve D'Agati received the Cox Cable Rainbow Award for the Juvenile Hall Garden Project.
- Deputy Probation Officer Cate Halliday received the League of Cities Hart of the Community Award for her work with Minor's Voice Theater.

Building improvements to Juvenile Hall occurred with the addition of a new school classroom in 1991 (state Prop 86 funding) and the modernization of Juvenile Hall with state construction money was completed in 2002. The modernization included upgrades in the kitchen, sally port/booking area, medical facility, control room, and internal/external security features. No additional bedspace was able to be added at that time, however.

In 1998, the Department was reorganized and split into several distinct divisions with newly created Division Director positions for Business and Support Services, Detention Services, Probation Services, and Grants and Special Programs.

In 1999, Mr. Lehman, the Board of Supervisors, and the Juvenile Justice Commission were able to secure funding for construction of the Northern California Regional Facility for hard to place, dual diagnosed delinquent youth. The New Horizons treatment program offered within the Regional Facility has been recognized at the State and National level as an exemplary interdisciplinary program.

Upon Assistant Chief Probation Officer Rich Brazil's retirement in December 1998, Mr. Ned Seely was appointed Assistant Chief. Following Mr. Seely's retirement in January 2001, Mr. Bill Burke was appointed Assistant Chief in February 2002. Blessed with a hard working, professional staff Mr. Lehman was able to achieve many honors throughout his career, culminating with his appointment to the California State Board of Corrections one year prior to his retirement in November 2001. At the time of his retirement, the staffing of the Probation Department approached 100.

Upon Mr. Lehman's retirement in 2001, Mr. Bill Burke was appointed as Acting Chief Probation Officer, and in February 2002, Judge Dale Reinholtsen appointed Mr. Burke as Chief Probation Officer. In May 2002, Mr. Doug Rasines was appointed as Assistant Chief Probation Officer. Mr. Burke retired as the county's Chief Probation Officer in August 2005 and was subsequently replaced by current Chief, Doug Rasines.

Moving Our Tradition into the Future

Since 1990, the Humboldt County Probation Department has consistently participated in, provided leadership for, and has received recognition in several areas of service to the community including collaborative-interagency programming, service development, and the development of alternative funding streams. While many of the Humboldt County Probation Department's endeavors cross from one category to another, examples can be listed in the following areas:

<u>Collaborative/Interagency Work</u>:

- ✓ Whole Child Interagency Committee
- ✓ Human Services Cabinet
- ✓ Center for Applied Social Analysis (CASAE) at Humboldt State University for evaluation of

History – continued from pg. 4

several research-based grant programs (beginning in the mid-1990s)

- ✓ Family Intervention Team (FIT), a multi-disciplinary collaborative for youth at risk of out-of-home placement

Program and Service Development:

- ✓ Adult and Juvenile Drug Courts
- ✓ Juvenile Repeat Offender Prevention Project
- ✓ Challenge I Grant – "Wraparound Humboldt" (ranked first in the state)
- ✓ Challenge II Grant (funding for New Horizons treatment program)
- ✓ Juvenile Justice Crime Prevention Act (diversion services)
- ✓ Adult TANF[1] program (adult offenders with young children
- ✓ Substance Abuse Crime Prevention Act (Prop 36)
- ✓ Mentally Ill Offender Crime Reduction Grant (adult and juvenile)
- ✓ Probation Environment Preservation Project
- ✓ Wraparound Services
- ✓ Targeted Truancy
- ✓ Juvenile Hall Youth Transitional Services

Funding:

- ✓ Specialty Mental Health (juvenile)
- ✓ SB 163 – Foster Care Waiver (juvenile)
- ✓ Targeted Case Management (adult)

By 2002-2003, the Department had grown to approximately 128 staff, based in large part upon agency efforts aimed at pursuit of grant funding and the development of stable, alternative funding mechanisms. While the fiscal and social challenges facing the Department, County, and State often appear daunting, the Department's ongoing tradition of talent, creativity, and leadership in the field of corrections will enable our Department to continue to provide quality services to the Courts and the communities we serve.

[1] In July 2003, the RAND study commissioned by CPOC to study the use of Probation TANF funding to Probation in California was published. Humboldt County's Adult TANF caseload was highlighted as a progressive program that resulted in reduced recidivism for adult probationers.

"Appreciation can make a day, even change a life. Your willingness to put it into words is all that is necessary."
~ Margaret Cousins
(20th century author/editor)

Healthy Alternatives

By Michelle Gonzalez

After several months of planning, the Healthy Alternatives Program is up and running. We have had multiple referrals and have three active participants. We are continuing to work out the kinks and glitches.

If you have not heard about the program yet, it is a Mentally Ill Offender Crime Reduction grant. The program is designed to last approximately ten months and has similarities to Juvenile Drug Court.

Participants will appear before the Court on the first and third Thursday of each month and will report on a weekly basis to Probation. The main component of the program is Functional Family Therapy (FFT). Upon completion of FFT, participants will be referred to any other services needed (i.e., Alcohol and Other Drugs counseling). During this time, the families will also be offered "booster" sessions of FFT as needed.

If you have someone in mind, here are the basic criteria of the program:

1. Youth between 11 and 18, exhibiting acting out behaviors such as delinquency, violence, substance abuse, conduct/behavior problems and/or family conflict.

2. Currently living at home with family, stable family unit, or will be returning home within a few weeks of referral.

3. The family is willing to participate in the FFT program and is aware the referral is being made.

4. The family is willing to pay for services with Medi-Cal, insurance, or sliding fee scale

5. Youth has one or more criteria from WIC Section 5600.3

They will be screened by Mental Health to ensure they have a primary DSM-IV diagnosis and, if so, accepted into the program.

Years of Service, Promotions, and New Hires

The following employees had, or will have had, an anniversary for the time period of **March 1, 2007** through **May 31, 2007**.

1 year
Ric Medley
John Morgan

3 years
Beverly Ford

4 years
Nikki Kriger
Michael Zwiker

5 years
Barbara Robie
Joe Eldridge
Andy McLaughlin
Greg Horne
Margi Williams

6 years
Jeanne Kirke
Chris Petersen
Alan Borchardt

7 years
John Sampson
Darren Ghisetti

8 years
Fel Barlow
Arlene Woody
Coral Sanders
Stacy Reyes
Will Nalty

10 years
Shaun Brenneman

11 years
Wendy Temple

12 years
Vicki Webb

25 YEARS
Doug Rasines

Promotions

Joe Eldridge –Senior Probation Officer
Andy McLaughlin – Senior Probation Officer
Michelle Gonzalez – Senior Probation Officer

New Hires

Jennefer Butler – Probation Officer
Gail Adair – Revenue Recovery Officer
Don Mederios – Juvenile Corrections Officer
Morgan Douglas – Juvenile Corrections Officer
Tony Delgado – Juvenile Corrections Officer
Stephanie Chavez – Juvenile Corrections Officer
Sally Jones – Food Services Supervisor
Leann Regpala – Correctional Cook

Sunshine Salutations

By Barbara Robie

It's Memorial Day weekend, does that mean it's summer? The next Sunshine sponsored event will be on the actual, official, first day of summer, June 21, 2007 at the Main department. The theme is Sizzlin' Summer and it's suggested everyone bring there favorite picnic foods to enjoy outside (weather permitting).

Since the last newsletter, Sunshine has sent gifts to the most recent babies born to our co-workers, Congratulations! A flower arraignment was also sent to a coworker on the passing of a close family member-our condolences go out as this sad time.

We ran out of our one year coffee cups and have to re-order. We hope to have enough at the next Departmental meeting to honor all those "newbies" to the rank on the completion of their first year. Don't worry, we have enough pins to last a while. If you know your 5, 10, 15 or 20 year is coming up, try to be at the Department meetings. It's great to see who have the heart and dedication to stick around and make a difference!

We encourage all that have not yet donated to contribute the suggested amount of twelve dollars from line staff, annually, while encouraging managers to contribute twenty dollars annually. We would like to personally thank the following for their support of their coworkers: Gail Adair, Betty Bowles, Beverly Ford, Bill Damiano, Cheryl Kaska, Chris Peterson, Cynthia Peterson, Debbie Damiano, Duane Smith, Janet Macpherson, Jody Green, Judy Newsom, Kathleen Ellion, Kay Lamb, Megan Gotcher, Moe Pratton, Barb Robie, Pam Johnson, Richard Medley, Sharon Erickson, Shaun Brenneman, Shawn Burger, Tim Toste, Cate Halliday, Kevin Samsel, Roni Bodeen, Tim Clohessy, Michelle Gonzalez, Jojo Gilbaugh, Brian Grossman, Paula Dolf, Verna McGaughey, Steve D'Agati, and Mardi Bessellieu. If you have contributed and you're not listed, please contact Barbara Robie ASAP.

Feel really good about yourselves for steppin' up and making a change for the better! If you would like to contribute, bring your donation to the pot luck, or call a member and we will come to you. Keep up the good work!!!!

At this time, members are as follows: Barbara Robie, Megan Gotcher, Cheryl Kaska, Tamara Hansen, Tim Toste, Janet Macpherson, Roni Bodeen, Nikki Kriger, and Paula Swihart.

Bowling Extravaganza

By Tim Toste

Department employees, family, and friends congregated for the sixth annual Bowling Bonanza held on February 24, 2007 at Harbor Lanes in Eureka. We had about 25 bowlers total and it appeared as though everyone had a great time. There was quite a battle over which employee would bowl the single game high score and have their name on the coveted bowling pin trophy, but Senior P.O. Andy McLaughlin finished with a 176 on his last ball to beat the high score at the time. Thanks to everyone who was able to make it, we all had a very good time. Keep an eye out for the Softball/BBQ Extravaganza in late August or September this year!

Corn, Arugula, and Cherry Tomato Salad

Submitted bv Sara Ouenell

5 slices lean bacon

6-8 large ears of corn, shucked

2 cups cherry tomatoes

1 bunch arugula, tough stems removed

1/4 cup finely chopped fresh cilantro

2 cloves garlic, minced

1/4 cup fresh lime juice

salt and freshly ground pepper

Cook bacon in frying pan until crisp, transfer to paper towels to drain. Chop into bits when cool. Place the corn without husks directly on the hottest part of the grill, turning occasionally, 10-12 minutes total. The corn will char. When corn is cool enough to handle, slice the kernels from the ear. In a large bowl, combine the corn kernels, bacon, tomatoes, arugula, cilantro, garlic, and lime juice. Toss well and season to taste with salt and pepper.

American Cancer Society
Relay For Life
A Team Event to Fight Cancer

By Megan Gotcher

Officers Cuffing Cancer will be participating in this year's Relay for Life event scheduled for July 20th 7:00p.m. through July 21st 7:00p.m. Please plan to attend, participate, and cheer on teammates. Upcoming donation opportunities are T-Shirts sales, a car-wash, a cookbook for sale, and upcoming lunches. Donations are always accepted. The theme we have chosen this year is meth=death. We are correlating methamphetamine use with tooth decay and oral cancer. We hope to hand out toothbrushes, toothpaste, and dental floss at the relay event. A garden wheelbarrow will also be raffled off at the event with gardening supplies. The idea is to plant trees and plants to enhance the environment and combat the harmful toxins released in the process of making methamphetamine. Your support is appreciated.

Detention Mentions

By Tim Toste

We've added some desperately needed full time staff in the past month. We've added Morgan Douglas and Tony Delgado to the ranks of the Regional Facility while adding about two months ago Don Mederios to the Juvenile hall. We also just added Nathan Combs to our extra help JCO ranks. Welcome to all of you! We would like to extend a hearty welcome back to SJCO Wendy Temple who returned from maternity leave at the end of April.

We'll miss SJCO Dolores Cano in the Regional Facility for about two months following a non work related surgery and rehabilitation and we'll also miss Rich Scoville for about two months following his work related surgery due to injury while restraining a combative minor in Juvenile Hall. We're pleased to have added the above new staff when we did considering the number of shifts we'll need to fill during Dolores and Rich's absence.

The Juvenile Hall has a new mural that is almost completed. For those employees who are taking advantage of the facilities' tours you can see for yourself what it is so I won't ruin the surprise! The mural came about from a grant obtained through Two Feathers Native American Family Services and their director, Barbara Orr. The mural content was created by the detainees with the help of Julian Lang who eventually sketched the outline and had detainees help him paint it.

The department's management team and juvenile probation officers have been spending a considerable amount of time with Kevin Campbell who has brought to us a process to find relatives of minors who are in need of positive contact with other family members. The hope is to expand a minor's base of support to help him or her throughout their teen years. The Juvenile Hall will be asking selected minors questions regarding what they know or recall about distant relatives, names, cities or states, etc. The questions will come from a one sheet questionnaire and the answers will serve as the foundation to be built upon for a future search.

The New Horizons program staff has been working on collaboration issues with Bob Harrington of LaPiana Associates. Bob was here for a site visit on April 25th and 26th and observed our New Horizons staffing and interagency meetings. He had some good recommendations and we're continuing to work with him on implementation and some and planning for others.

New Horizons Community School will be placing two AmeriCorps workers in the classroom this coming fall. For the duration of the school year they will assist residents with tutoring and behavioral issues borne from cognitive thinking errors. We're excited about this new resource and partnership with Humboldt County Office of Education. HCOE has placed AmeriCorps workers in the PEPP classroom in the past and it's been a mutually beneficial arrange so we're looking forward to the expansion into the New Horizons Community School.

CDAC Update

By Jody Green

The Cultural Diversity and Awareness Committee (CDAC) continues to meet on the first Wednesday of each month at 1:15 in the upstairs conference room. **JCO Chris Brannon, DPO Jessie Wood,** and student intern **Tania Plascencia** have recently joined the committee, and we look forward to their ideas and contributions. CDAC is currently focusing on four areas: coordination of presenters on various relevant topics, utilization of a probation speakers bureau to present information to the community about probation, enhancement of employee recruitment strategies to better recruit a diverse applicant pool, and development of an assessment tool to measure the success of our efforts toward improving cultural diversity and awareness within our Department.

Recently, the Committee met with Tene Kremling who discussed Yurok tribal customs and shared ideas about working successfully with Yurok people. We will be working with Tene to provide the information to our staff. CDAC member **Mike Tully** continues to work with Ken Nakamura to schedule him to attend both a juvenile and adult unit meeting to discuss the relevance and importance of cultural diversity and awareness in our day-to-day work. The meetings with Ken should occur over the next few months.

CDAC member **Barbara Robie** recently spoke with Marjorie Malcolm from Humboldt County Personnel about the county's recruitment strategies. While

Personnel does send recruitment notices to a wide variety of venues, Marjorie and Barbara agreed it would be beneficial for Probation and Personnel to continue

working together on reaching a broader audience.

CDAC member **Vicki Webb** and DHHS Office of Client and Cultural Development staff member Sylvia Padilla Sullivan have discussed some of the cultural diversity goals of their respective departments. In addition, **Mike Tully** met with Sylvia and Vicki and they discussed ways our Departments can work together on various cultural diversity and awareness endeavors including an assessment tool and the possibility of an on-line cultural events calendar.

In an effort to provide not only an educational opportunity for juvenile hall and New Horizons detainees but also an "awareness" opportunity for corrections, probation, and administrative support staff, CDAC organized a Cinco de Mayo celebration/luncheon held at juvenile hall. All staff were invited to enjoy a meal with their co-workers and the detainees on May 4. The weather cooperated, and we were able to spend time outdoors with the youth. The feedback was positive from staff and youth alike. We will consider hosting similar events in the future. Thank you to **facility managers Mardi** and **Mark** and the rest of the facilities and kitchen staff for their cooperation and extra work in hosting this event.

Grants Slants

By Bill Damiano

Transitions and Changes: Juvenile Drug Court (JDC) Title Ii grant funding recently ended (March 31, 2007) which had supported the bulk of that program's costs. A further complicating factor is the development and implementation of the juvenile Mentally Ill Offender Crime Reduction (MIOCR) grant, which will be competing for appropriate participants in a fairly limited pool of eligible cases. In discussion of these facts with Judge Marilyn Miles, it was decided that we will not be able to continue to provide this service.

I would like to take this opportunity to thank all of the staff that helped to make the Juvenile Drug Court program a success over its six-year history. **Probation**: Ryan Schlesiger, Vikki Bernstein, Kelly Keen, Neil Hardell, Amy Brown, Joe Eldridge, Michelle Gonzalez, Sandy Jordan and Carolyn Dowdy. **County Mental Health**: Sonja Harting, Vicki Ziskin, David Johnson, Sheri Whitt, Tom Pugel, Bill Nichols and Connie Hudelson; **the Superior Court**: Judges Christopher Wilson, W. Bruce Watson, Dale Reinholtsen and Marilyn Miles; and, **Fortuna Community Services**: Kimberly Songer and her staff of counselors. Other agencies that deserve an honorable mention for their contributions to the youth participants include the Boys & Girls Club of Humboldt (Teen Center), the Ink People Center for the Arts, and the Volunteer Center of the Redwoods. You all made a significant difference in the lives of many of our participants and their families.

The Adult Drug Court (ADC): We have just about exhausted our federal Justice Assistance Grant funding, which we will likely not have available to us again next year. We are very grateful to the county Board of Supervisors for approving county general fund support of our Senior Substance Abuse Counselor position on March 6th. That position would have been in jeopardy next year due to the increases in costs, static funding levels on our primary state grant and the loss of federal grant funding. The Board's support clearly demonstrates this program's recognized value in our community and in the criminal justice system's continuum of services for drug-involved offenders.

ADC Factoids:

- ✓ There have been eighty-three (83) graduates of this program since November 2004.
- ✓ Those graduates collectively avoided 274.5 years of prison time (with jail time excluded, cost saved – over $7.6 million).
- ✓ 67% were gainfully employed at graduation.
- ✓ 43% pursued educational goals while in the program (obtained a GED, diploma or attended college).
- ✓ 35% obtained a valid CDL and insurance.
- ✓ Graduates completed a total of 2,458 hours of community service work.
- ✓ Many regained custody of their children – a few giving birth to drug-free babies while in-program.

The benefits to these individuals, their families and our community are literally priceless. Though graduating is clearly the result of the hard work of our participants, our dedicated staff contribute significantly to these successes. Senior Substance Abuse Counselor, Terry Coddington, brings her many years of experience to bear on each of our participants to help them address their identified substance abuse issues. Senior PO Paula Sargent provides program leadership and probation case management/accountability having recently returned full-time to the program following maternity leave to have her second child, Bryce. A hearty congratulations on the new addition to your family, Paula, and welcome back! Legal Office Assistant, Karen Maynard, manages the program office, greets all program visitors and keeps information flowing to appropriate staff – the program couldn't function without her. Our second DPO, Joe Eldrige, was promoted to Senior PO in the Juvenile Intake unit in February, and we are still awaiting a permanent replacement. In the mean while, we have been fortunate to have prior Drug Court

Senior PO Mike Saul come out of retirement to fill in – thanks Mike!

State Mentally Ill Offender Crime Reduction (MIOCR) Grant: This state funding source only became available due to the consistent efforts of Sheriff's statewide with the objective of reducing the impact of this special-needs offender group on detention facilities. For juvenile programs, Humboldt ranked number 6 out of 21 funded proposals (36 applicants total) for this grant. This initial grant funding cycle is only through June 2008, however, it is hoped that in that brief 18-month period projects will be able to demonstrate significant positive outcomes so that efforts to secure further funding through legislation will be supported. The timing of this grant was fortuitous in that it gave our staff in JDC somewhere to transition to without requiring the loss of positions when that program ended. In fact, Probation has gained a Senior PO position with this program.

We have four participants now ordered into the program which combines more frequent court reviews (mental health court model) with specialized treatment services to youth and their families (Functional Facility Therapy) and intensive probation case management and supervision. Our lead officer for the program is the recently promoted Senior PO Michelle Gonzalez who has been doing a great job shaking down our new procedures, screening potential cases and supervising those already ordered. If you'd like to learn more about the program, give Michelle at call at (707)445-7552, extension 303 and she can fill you in.

Finally, our Probation Environmental Preservation Project (PEPP) funding has been guaranteed through June of next year. Federal legislation is pending to extend the funding source for this program through 2014 which seems to have broad support within both houses. The bill is entitled the Secure Rural Schools and Community Self-Determination Act of 2005 (HR 517) which has Representative Mike Thompson as a co-sponsor. Our program is community school-based with a special focus on earth science curriculum. The intent is to engage youth in school through topical information and field trips in order to stimulate their interest in pursuing higher education and/or employment in environment-related fields. While earning credit toward graduation, youth have opportunities to learn from professionals working in the field. Ideally, if they are engaged in school and working toward a higher goal, they will be less likely to be involved in delinquent acts. Students can also get work experience and earn money for working on program projects in the community which they can apply toward victim restitution and court fines, among other things. DPO Kathy Davison is our liaison with Humboldt County Office of Education and Six Rivers National Forest for that program.

Workgroup Scoop

Our strategic planning process resulted in tons of feedback and interest from staff in participating in department workgroups focused on "staff recognition and retention," a "speakers' bureau," "cultural diversity and awareness" and the implementation of "Motivational Interviewing".

The Speakers' Bureau workgroup is made up of representatives from line, management and administration. The objectives of this group are to promote public awareness and education about Probation services; community outreach in support of probation services; development of department materials in support of outreach and education; and, support and development of staff presentation skills. The group identified a list of agencies and groups to target for presentations and will be working over time to establish links with each to accomplish our goals. We are currently working on enhancing our department website to better inform people seeking information there and are developing departmental brochures that will support our presentations as well as acquaint visitors to the department. PowerPoint and supporting materials will be developed by the group as well. Finally, training related to effective presentation skills will be explored and made available to interested staff. Minutes from the workgroup meetings are accessible on the Users on "prob-dc" server in the Speakers Bureau file. Anyone with an interest in anything mentioned above is quite welcome to participate in any aspect of this group's activities – either by attending the workgroup meetings in general or by working on specific projects. Contact Bill Damiano for more information.

The Motivation Interviewing Implementation workgroup was formed to address any concerns that staff might have about the department-wide implementation of this evidence-based practice. A small group met in April and discussed perceived concerns and made suggestions about how to address them in the training and roll-out process. Information Gathered will be shared with our trainers, and other efforts at answering people's questions and concerns will be ongoing as we get more exposure to the concepts through our training. In or department's rich history of implementing and piloting innovative programming and promising practices, staff have understandably always had similar questions and concerns. *Is this practice just the flavor-of-the-month that's going to disappear in a couple of years and be replaced by the next "best" thing? Will it add to my (paper)work? Is my caseload going to be adjusted to accommodate this change? What I do now works fine – why do I have to change what I am doing? Will doing this make my job easier or help me be more effective – what's in it for me?* No…maybe…perhaps…because use of this practice demonstrates consistently improved outcomes…more effective, yes, and who knows, maybe it can make your job more fulfilling.