



# On Balance

A publication of Dane County's Department of Human Services  
and the Dane County Juvenile Court Program

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## Moerer Goes to Corrections Klubertanz Becomes Interim Administrator

By Ginny Whitehouse

On February 10, 2003 Dane County Juvenile Court Administrator became Division of Juvenile Corrections Administrator for the State of Wisconsin. A County employee for more than 28 years, Jim had held his Court Administrator position for nearly 12 years. Replacing Jim as Interim Juvenile Court Administrator is Dale Klubertanz, who formerly supervised the Dane County Shelter Home. *On Balance* recently interviewed both Jim and Dale, to get their perspectives on where they've been and where they're now headed.

*On Balance:* Jim, you've worked for Dane County for over 28 years – what positions have you held?

*Jim Moerer:* I started as an LTE Juvenile Court Worker and

Juvenile Court Counselor in Juvenile Detention and Reception Center. For nine years I supervised the Shelter Home. I worked as the Community Programs Manager, supervising the Home Detention Program, helping to develop the Ropes Course at SPRITE, working on a gang prevention grant program, and assisting Stephen Blue in getting the Neighborhood Intervention Program going. I supervised Juvenile Reception Center for a number of years, as we combined supervision of JRC with the Home Detention and other programs. Then, in 1991 I followed Maureen Torphy in my current role as Juvenile Court Administrator.

*O.B.:* What would you say are the "highlights" of your career to date?

*J.M.:* I'm not sure that highlights is the right word. I've been fortunate to work with lots of people who have accomplished a lot of things. For example, I had the opportunity to assist Stephen Blue in the development of N.I.P., I have enjoyed working with folks like Ami Orlin in developing Safe

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## YOUTH SPOTLIGHT: Jimmy Mack III & JuanCastro, Jr.

On November 20, 2002 two high school seniors received Outstanding Achievement awards at the Fifth Annual Dane County Juvenile Court and Dane County Juvenile Law Enforcement Association Awards Banquet.

**Jimmy Mack III** has been in foster care in Dane County since 1997. Despite difficult family circumstances, Jimmy has overcome many obstacles to become a successful student, athlete, and citizen.

He was captain of the Memorial H.S. 9<sup>th</sup> and 10<sup>th</sup> grade football teams, and is currently captain of the varsity wrestling team. He is ranked the #2 high school wrestler in the area and is one of the top ten candidates for all-city

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## Youth Spotlight

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wrestling. For two years in a row he has narrowly missed earning a state title in wrestling.

Jimmy has been employed at the Timberlodge Steak House for four years, and is also a valued member of his foster family (Kim White and JoAnn Mijal White, foster parents). Jimmy is currently applying to Wisconsin colleges, where he hopes to play football and wrestle while pursuing an education in criminal justice.

**Juan Castro Jr.** is also a senior year at Memorial H.S. this year. Described by his teachers as "a wonderful student," Juan also spent nearly five years in foster care. In the nearly two years that he has been back at home, he has become a responsible, optimistic

young man. He is currently employed at Valvoline Instant Oil Change, and is planning on assuming a full-time position there after graduation. Juan looks forward to getting his own apartment, and is considering enlisting in the military at some point in the future.

Both of these young men have overcome enormous odds, and are on track to graduate from high school this June. Both Juan and Jimmy value education, and both have strong work ethics. They have demonstrated a type of resiliency that should serve them well in their future endeavors. We wish both Jimmy and Juan continued success!!!

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Harbor, CAP has done a great job over the years in the areas of restorative justice, and staff in our program have done a great job in providing placements and services to thousands of youth over the years. All of those are examples where I've tried to support things in a way that can make good things happen for kids and the community. So, I suppose the highlight in some ways is now in seeing juvenile crime down significantly, correctional placements down, detention populations down, and so many youth involved in positive youth develop-

ment activities not as the result of any one person's efforts but as a result of the collective work by so many.

*O.B.:* Any embarrassing moments you'd like to share?

*J.M.:* *I won't share the details, but I think I still hold the record for the worst sign-out of a kid in Shelter Home history. OK, I was new and gullible!!! Now, I'm old and gullible.*

*O.B.:* As you walk away from the Juvenile Court program, what parting words of wisdom would you give to those to whom the torch is being passed?

*J.M.:* I began my work in JRC some years ago, with three simple "rules": Work Hard; Have Fun; Do No Harm. Those still apply.

I believe in trying to find the principles and values on which to build the future and hold fast to them while listening to the interests, perspectives, and needs of others. There is more common ground than that which separates us, and finding that common ground and respecting differences while doing it is essential. No one in this system will have any success on their own, so finding See **Juvenile Changes**, Page 5

## Dane County Juvenile Justice System Examines Disproportionate Minority Confinement

By **Stephen Blue and Jim Moeser**

The Dane County Juvenile Court has applied and received a grant award from the Wisconsin Office of Justice Assistance to review concerns related to disproportionate minority confinement.

On April 4, 2003, a community planning team, consisting of community leaders, parents, and youth, will assemble at the invitation of Chief Juvenile Judge, Maryann Sumi.

The charge to the community planning team related to DMC is to:

- Identify key decision points in the juvenile justice process, gather and analyze data and practices related to those decision points to assess whether and how they may contribute to inequity, and to recommend practice changes that help reduce DMC.

- Develop a "Pilot" initiative or program that begins to reduce DMC and including establishing a plan for ongoing evaluation of that

program.

- Engage the community in a discussion of other factors that contribute to DMC.

- To develop/engage additional community resources that address those risk factors and/or enhance the position factors in the lives of minority youth and families.

As our community begins to examine the issue and multiple factors that contribute to the current state of black youth being jailed at such an alarming rate. One can only marvel at the scope of the task at hand.

While minority youth are over represented in other stages of the juvenile justice system, "confinement" is often selected as a point at which to measure the impact of disparate treatment, and this too will be the starting focal point for our county's efforts.

The Comprehensive Strategy effort, led by the Department of Human Services, has already evaluated significant amounts of

data related to youth in the system, has identified some key assets and goals designed to enhance our community, including goals that relate to reductions in the disproportion of minority youth entering the system, and has been the basis of some system improvement efforts.

In the long term it is hoped, rather than create a parallel/duplication effort that is separate from the Comprehensive Strategy, it might make sense to merge the two concepts within the large Comprehensive Strategy banner. The dual initiative interface will continue to be explored as a model for this important juvenile justice system and community initiative.

During the next few weeks, the DMC grant work group will have selected and hired a project coordinator.

Stay tuned for further developments in this important juvenile justice system and community initiative.

### JAIBG Mini-grant Awards Announced

The following proposals were successful applicants for the 2003 JAIBG Mini-Grants:

**Vera Court Neighborhood Center** – received \$3000 – They will be creating a Youth Advisory Board to engage high-risk youth in developing positive community involvement.

**YWCA Girl Neighborhood Power** – received \$4500 – This "Exploring Careers" program component plans to support school enrichment and provide career exploration for 100 girls ages 9-16.

**Boys and Girls Club of Dane County** – received \$4500 – Project Serve will offer service

projects, supervision, and access to Club programming to up to 60 juvenile offenders who are required to do community service.

**Wisconsin Youth Company, Youth Center Program** – received \$5000 – Focused on youth in fourth through eighth grades, this See **JAIBG Grants**, Page 6

## Building Competencies & Maximizing Strengths

By **Sheri Gatts**

Service providers and educators throughout Dane County have been meeting regularly since 1997 to discuss ways to develop competencies among youth involved in the juvenile court system. The original work group issued a comprehensive report in October 1997. Much of the work being done today is based on recommendations made by the original work group in their report. According to the report, competency is defined as **“the ability to do something that is valued by the community.”**

Recommendations stated in the report refer to: the training of line staff; gaining administrative approval for implementing changes; education of policy-making groups and the community on the topic of competency development; and inclusion of the balanced approach in the overall plan for delinquency practices.

The report further notes “this approach requires a move from a deficit-based approach to an asset development model that places greater expectations on young offenders.” The mission of the group is the same today, although some of the players at the table have changed. The current Competency Development Committee includes representatives from the Dane County Human Services, State Public Defender’s Office, and community based service providers.

According to one member of

the committee, Hugh Wing, from Community Adolescent Programs, the primary task for the group is “to assure that competency development is as important as community protection and accountability.” Hugh refers to the three components of Balance and Restorative Justice, which currently shapes policy and practice in juvenile justice programs in Dane County. These three components are:

- Community Safety
- Accountability
- Competency Development

The current Competency Development Committee focuses on the strengths-based approach to working with juveniles and their families. Hugh’s vision is that “all agencies will continue to advocate for competency development, and look first at the strengths of the youth and family.” Many of the practices being used today in Dane County are geared toward encouraging the development of competencies among youth.

The boundaries between competency development, community safety, and accountability are not clear-cut and well defined. Indeed, they often overlap and intersect with each other. For example, having youth participate on a work crew to remove graffiti addresses all three. The youth **develop competencies** by participating in a service learning process before heading out to the job site. The youth demonstrate learned

competencies by consistently showing up on time for work, and by participating appropriately on the job. They are held **accountable** by performing court ordered community service, and giving back to the community in a meaningful way. Work crew supervisors talk with the youth about why they are performing community service, and help them understand the benefit of the work they are doing to the community. **Community safety** is addressed by keeping the youth occupied with meaningful activities such as graffiti removal, leaving less time to become involved in illegal behavior. Finally, working alongside responsible adults, either paid staff or community volunteers, provides supervision, informal mentoring and appropriate role modeling for the youth.

Andre Johnson, from Neighborhood Intervention Program, is also an active member of the committee. Andre believes it is important for the committee to make this final piece of the BARJ triangle a priority. He noted that he is “excited about using a strengths based approach in working with kids and their families.” County social workers and community based service providers are doing some very positive work which fosters competency development. Part of the committee’s responsibility

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a way to move forward together as much as possible (while being willing to “go it alone” if need be) helps a lot. And, nothing of lasting worth will come out of efforts built on anything other than a passion and commitment to a vision based on some fundamental values.

In the end, “keep your eyes on the prize” by remembering why you got into this business in the first place and the real lives you impact by what you do. We are in a business that is “real life”. Always ask yourself “how would I want this to work for my own child?” instead of “how should this work for ‘those’ children?”.

*O.B.:* Can you give us a brief overview of what your new duties and responsibilities will be, and what initial goals you’ve set for yourself?

*J.M.:* *I haven’t been able to focus yet on my new role as Administrator for the Division of Juvenile Corrections. What I would say is that I hope to remain true to many of the same principles I tried to have here about working together, in this case with counties, communities, neighborhoods, etc. to find a way to prevent delinquency in the first place and then to intervene effectively when it occurs. I have much to learn and will need to search out those in the state and counties who continue to work so hard to achieve these common goals.*

I do hope we re-visit the significant links between child abuse/neglect and delinquency and work to instill Balanced and Restorative Justice principles throughout the Department of Corrections.

Undoubtedly the financial woes of the state will weigh heavily on all of us for some time to come, but hopefully we can do some good things that take less money.

*O.B.:* In what way(s) do you think your job as Dane County Juvenile Court Administrator has prepared you for the position of DJC Director?

*J.M.:* I have had the good fortune to work with a wide variety of individuals, including community folks, law enforcement, prosecutors, public defenders, judges, schools, and more. While I think government can do good things, I have certainly come to appreciate that the health and future of our communities lies not so much in what we do as “government” but how we help support the families, neighborhoods, social institutions, schools, and communities in which we all live.

*On Balance:* Dale, how many years have you worked for Dane County, and what positions have you held?

*Dale Klubertanz:* I started working for the Dane County Juvenile Court in 1978 as a Juvenile Court Worker at Shelter Home. I had spent the previous 4.5 years in Racine working for 4 different programs run by an organization called Taylor Children’s Home. There I worked in a residential treatment unit, a 60-day residential diagnostic unit, a shelter facility and a day care educational unit. After Shelter Home, I joined the Home Detention Program as a Community Youth Worker. During that time I was able to branch out and work in a HDP/OJA funded early intervention program in two middle schools

(Middle School Intervention Program). In 1996 I was hired as the Supervisor of Shelter Home.

*O.B.:* When did you take over as director of Shelter? Any memorable moments as Shelter Director that you’d like to share?

*D.K.:* I started in June of 1996 at Shelter Home as Supervisor. One of my memorable moments was preparing for that potential ultimate disaster at the turn of century. 200 gallons of water, food, flashlights, food...the works. As it was, it never happened and we remain prepared to this day.

*O.B.:* What do you think your biggest challenge(s) will be in your new role as Acting Juvenile Court Administrator?

*D.K.:* Moving from a small arena to a large one is always a challenge especially when one’s predecessor has effectively impacted the community of services to youth in Dane County, as did Jim Moeser. Serving some semblance of this role will be a challenge in sustaining the Juvenile Court as a creative, contributing partner in the service of community youth and their families.

*O.B.:* Is there anything else you would like people to know about you?

*D.K.:* I like to stay grounded on a human scale, especially in terms of the kids we serve. I think we miss the point when we lose this perspective. I feel that caring and creativity are essential ingredients in overcoming most barriers when seeking solutions.

# Bishop is New JCEC Chair

Due to the March 2003 retirement of Officer Fred Conley from the U.W. Police Department, a new chair was needed to preside over the Juvenile Crime Enforcement Coalition (JCEC). Dane County Sheriff's Deputy Tricia Bishop has accepted the position of JCEC chair, after being a member of the committee for two years. An 8 ½ year veteran of the DCSO, Tricia has spent the past 3 ½ years as Community Deputy at the West Precinct, covering six townships in the northwest section of Dane County. Her primary duties include doing follow up with at-risk families and juveniles, and working collaboratively with other agencies, such as JFF, Probation and Parole, Public Health staff, school districts, etc. Tricia routinely visits schools in her section of the county, providing educational resources and teaching groups on safety, drug education / prevention, and crime prevention. Along with eight other deputies, Tricia assists in many special events throughout the year like Safety Saturday, Kids' Day at the Zoo, Kids' Expo, National Night Out, youth soccer programs in the summer, and the Dane County Fair, to name a few. She is a certified bike enforcement officer, and

enjoys teaching bicycle safety to youth.

Prior to becoming a Dane County Sheriff's Deputy, Tricia attended Viterbo college in LaCrosse, initially majoring in Art. She moved to Madison twelve years ago to attend U.W., and finished her bachelor's degree with a Sociology major. She hopes to someday return to school and complete the Masters program in Social Work. Tricia has done volunteer work with the Neighborhood House in Madison and with victims of domestic violence and children in LaCrosse. Her hobbies include working out, running, biking, and volleyball. She loves dogs, all kinds of music, movies, reading, attending estate sales, and redecorating her home and furniture. This is one busy person!

For the past three years Tricia has also been a member of the recently disbanded Juvenile Law Enforcement Association (JLEA). Since JLEA is no longer meeting, Tricia hopes that more of her fellow law enforcement officers (from Madison and beyond) will consider participating in the Juvenile Crime Enforcement Coalition. Welcome, Trish!

## JAIBG Grants

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proposal will bring after school activities to low income and minority youth.

**Nehemiah Corporation (Male Enrichment Network)** – received \$5000 – Grant money will

allow this program to expand the number of youth they serve and are able to partner with positive adult mentors – their program will be a partnership with the Wisconsin Youth Company.

Congratulations to all the

## Competencies

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ity is to look carefully at current policies and practices. It is important to determine if what we are doing can be more strengths based. We also should take the time to celebrate whatever practices are already being done well."

The most critical challenge for the Competency Development Committee at this time is to maintain a steady course, and make the competency development component of BARJ an integral part of the system that serves youth and their families. In order to continue to move in that direction, former Juvenile Court Administrator, Jim Moeser, believes that the system needs to think and act from a competency development base, rather than a treatment or deficit base. We can meet the challenges by focusing on, and maximizing, the strengths of the youth and families we work with.

winners. A total of \$22,000 was awarded to these five organizations. They will be required to document their progress and it is anticipated that each grant will result in more effective services to the at-risk youth of Dane County.

## Juvenile Sexual Responsibility Group

By **Sheri Gatts**

Dane County has a number of resources available for youth who present intensive therapeutic needs and a troubling history of sex offenses. These resources include individual therapy, group therapy, intensive community supervision, and residential treatment. However, for those offenders who do not need such intensive services, another option has been developed.

Community Care Resources (CCR) and Community Adolescent Programs (CAP) have joined together to address the problem of youth who display inappropriate sexual boundaries and other harassment issues in the community.

Lorrie Roller, therapist with CCR, will serve as project coordinator. Bryan Tricker, counselor with CAP, will co-facilitate the educational groups with Lorrie.

The Sexual Responsibility Group will address the needs of male and female youth, ages 12-15, who have received a charge of fourth degree sexual assault, or who display similar behaviors. For youth to be considered appropriate for the group, they will have displayed a low number of risk factors for sexual re-offense. Cognitive func-

tioning and emotional development will also be used in assessing appropriateness for participation in the group. The groups will be segregated, with more cycles being offered for males than females, in response to the service needs. According to Lorrie Roller, "the program was designed to provide education, and to assist youth in taking responsibility, and in understanding the impact of their offending behaviors."

Goals of the Sexual Responsibility Group are consistent with the three principles of balanced and restorative justice: community protection, accountability, and competency development. The groups will work on the following specific goals:

- Develop knowledge and skills needed to promote appropriate sexual behaviors.
- Accept full responsibility for their sexual offense behaviors.
- Increase communication between youth and their parents or caregivers.

Bryan Tricker explains that "the group will address offending behaviors at an early stage and provide needed information to youth regarding appropriate/healthy sexual behaviors in hopes of

preventing a pattern of behavior that could result in more serious offenses."

Parents will attend selected sessions of the eight-week program, and will participate in some group activities with the youth. Parents will meet in a separate group for adults only. Roller noted that they will encourage "increased communication between youth and their parents to further assist in preventing any subsequent acting out behaviors." Parents will be kept informed by staff about the child's progress while participating in the group.

Topics to be covered during the group sessions include: legal issues (the age of consent, sexual offender registration); healthy boundaries (positive relationships, personal space, age appropriate sexual behavior); healthy identity building (values clarification, personal goal development); and empathy for victims (the impact of assaultive behavior on others). Program staff will provide on-going assessment of clients, with regular communication with referral sources and county social workers, as well as parents.

# Youth Subcultures Conference Held April 25th

## ***PERSPECTIVES ON A VIOLENT GENERATION***

was the focus of this year's Youth Subcultures Conference, held at the UW-Madison Memorial Union. This all day event brought together more than 260 law enforcement officers, county social workers and community service providers, school counselors and social workers, juvenile court personnel, and many other

professionals from the Madison and Dane County area.

Morning keynote speaker Ronald Slaby, from the Center for Violence Prevention and Control in Cambridge, MA, presented *A National Perspective on Youth Violence*. In the afternoon, participants attended workshops on a variety of topics including: *Group Intervention with Aggressive Youth*, *New Age Club Drugs*,

*Gangs—A Wisconsin Perspective*, *On-Line Exploitation of Children*, and *Strategies for Working with Violent Youth*.

As always, participants enjoyed the chance to greet colleagues and mix with others in a relaxed setting, not to mention the fact that it was a perfect day to have lunch on the Union Terrace.