



On Balance

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

February 2010
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DMC – A Call To Action

“You’re Either a Part of the Solution, or You’re Part of the Problem”
By David Thorson

January 22, 2010 marked day two of Dane County’s Disproportionate Minority Contact and Confinement Conference. A major committee effort took place in 2009 to examine the problem from multiple perspectives, and this conference was designed to kick start the implementation of the recommendations effort.

Over 200 workers from Dane County Human Services, the court system, law enforcement, schools, and service providers were present to both get motivated and hear concrete ideas for addressing this critical problem facing our community. Just how serious is the problem? Wisconsin locks up minorities at a higher rate than any other state, and Dane County has one of the worst records in this regard. In our county, black youth are 6 times more likely to be arrested than white youth. Although African-Americans comprise approximately 11% of our youth population, they represent 48% of those charged formally with a crime and constitute 68% of youth sent to corrections (a number

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Project HUGS Reaches Out to Parents

By Sheri Gatts

Project HUGS is a program of Youth Services of Southern Wisconsin, Inc. (YSOSW) in Madison. HUGS services are designed to meet the needs of parents of youth involved in harmful behaviors or communication issues, such as:

- ◆ Drug and/or alcohol use or dependency
- ◆ Mental health issues
- ◆ Gang or other subculture involvement
- ◆ Truancy and academic failure
- ◆ Chronic runaway incidents

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Keynote Speaker, Dr. Hillary Wynn

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SAVE THE DATES

2009 Dane County Juvenile Court Awards
March 3, 2010 6:00-8:00 p.m.
Goodman Community Center

For more info, call 283-2925 or e-mail: bauman.john@co.dane.wi.us

Dane County Youth Gang Prevention Conference
May 7, 2010 8:30 a.m.-4:00 p.m.
American Family Training & Conference Center
See Pg 20 for details.

On the web @ www.co.dane.wi.us/juvenilecourt
www.co.dane.wi.us/humanservices

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Positive Behavior Intervention Supports in MMSD High Schools

By Dennis Whitish

In previous On Balance articles you've read that Madison Metropolitan School District has embraced the practice of school-wide positive behavior interventions and supports in elementary and middle schools (PBIS). Now the application of school-wide positive behavior supports has arrived in our high schools. At the high school level, these positions are known as Student Engagement Coordinators. During the summer of 2009 these staff received training on school-wide systems of support that include proactive strategies for defining, teaching, and supporting appropriate student behaviors in order to create positive school environments.



Ellen Pryor and Jenni Vodrak from West.

Cathy Accardi and Anuradha Rangaswamy Ebbe from Memorial.

During the current school year, these coordinators began to get their staff familiarized with what positive behavior support is (a decision making framework that guides selection, integration, and implementation of the best evidence-based academic and behavioral practices for improving important academic and behavioral outcomes for all students) and the benefits to both students and staff.

Coordinators emphasize that building a culture and community around positive behavior supports is their first order of business. High school teachers are encouraged to become members of their school's positive behavior support committees which examine strategies and practices to engage all students, especially those having more behavioral/academic issues. School-wide PBIS is not a curriculum or intervention practice, so PBIS will look differently at each of our four high schools and Shabazz.

On Balance is a publication of Dane County
Department of Human Services and Juvenile Court Program.

Editorial Board:

John Bauman, Juvenile Court
Sheri Gatts, YSOSW
Sue Milch, DCDHS
David Thorson, DCDHS
Dennis Whitish, MMSD
Rhonda Voigt, DCDHS

Editor:

Stephen Blue, DCDHS

Comments? Call Dawn
MacFarlane 242-6267 or email
macfarlane@co.dane.wi.us

Besides developing three to four universal school-wide expectations, coordinators are brain-storming with teachers on what they can do differently to engage students. At West High School, staff has designed staff shirts that say "West H. O. U. S. E.," which stands for

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CYF Division 2010 Budget Impacts On Delinquency Services

By Bob Lee, Administrator
Division of Children, Youth, and Families

The CYF Division 2010 budget presents good news and bad news for Division delinquency services.

Good news:

- Internally, CYF maintained current delinquency staff numbers. CYF eliminated no social worker, program leader, nor social services specialist positions. Departments in many other Wisconsin counties were forced to make staffing reductions given significant revenues losses for 2010.
- Externally, CYF protected delinquency-related purchased services to a greater extent than services in other domains. No services were eliminated. Youth Services of Southern Wisconsin's intensive supervision services and youth restitution services, two key components of the delinquency services continuum, were protected from reductions at a time when most other services sustained reductions.

Bad news:

- Internally, CYF will face continuing delays in delinquency services staff hires in 2010. The Department of Administration has frozen hires (with some exceptions) given the problematic overall County budget prognosis. CYF commences the year with one social worker and one program leader opening. It remains to be seen when (or whether) these positions will be filled. Regrettably, limited-term-employee (LTE) hires are frozen as well. Requests to hire LTEs may or may not be granted.
- Externally, CYF was compelled to impose reductions of approximately two per cent on all purchased services (YSSW was protected, as noted; a small number of agencies received differing service-specific increases or decreases). CYF recognizes that agencies face increasing costs each year. Reductions of any sort mean that agencies may make modest staffing reductions - and service reductions - in turn. Service reductions may result in waitlists. This is potentially problematic for consumers.

Governments at all levels struggled with budget issues this past year given the bad economy. The federal government allocated less money to States. State governments allocated less money to Counties. Counties faced concurrent property tax shortfalls, sales tax shortfalls, and other woes. As a result, Departments and Divisions of all sorts in all Counties in Wisconsin faced daunting problems in 2010 budget preparations.

All of this said, CYF Division delinquency services (internal staff, external purchased services) emerged in relatively strong shape ... as Division programming was in especially good shape at the outset.

Department and Division management - in collaboration with staff - will strive to make optimum use of limited resources in 2010. The Dane County 'System' delivers superior delinquency-related services to Dane County children, youth, and families and the County is a better place to live for this. It is incumbent for all involved parties to strive for continued success in this regard.

On Balance

Changes on the Juvenile Bench—Part 3

By John Bauman

In previous editions of On Balance, readers were introduced to Judges Flanagan, Fiedler, Anderson and Smith. Since that time, there has been another significant change to the Juvenile Court. After serving for 22 years as the Juvenile Court Commissioner, Jim Olds retired on December 18, 2009.



Jim Olds

Commissioner Olds heard primarily custody and plea hearings and estimated that he heard over 25,000 cases of juveniles over his tenure! He was instrumental in the development and enhancement of the custody intake process in Dane County, helped establish a strong value system of who is placed in custody and he trained countless people in the juvenile system. He will continue to serve as a Municipal Court Judge and readers may see him on the local golf courses a little more than in the past. Commissioner Olds will be missed and he deserves a big

“Thank You” for all of his contributions to the juvenile system.

As a result of Commissioner Olds’ retirement, there have been some changes in the Court Commissioner Center. Anton (Tony) Jamieson was selected to be the Lead Juvenile Court Commissioner. Commissioner Jamieson will lead a team of four commissioners, though he will be the primary commissioner hearing juvenile cases on all but Monday and Friday afternoons. Commissioners Keppel, Young and Schuett will complete the team, with Commissioner Schuett and Young alternating Monday afternoons and Commissioner Keppel covering Friday afternoons. There will be regular commissioner team meetings to review procedures, policy, law and any other issues brought up by participants in the juvenile system. Following is an introduction to Commissioner Jamieson.

Anton Jamieson lives in Madison and he and his partner are in the process of adopting a child. He earned his Law degree in 1997 from the UW-Madison Law School and began his position as a Court Commissioner four years ago. His previous experience included serving as a State Public Defender in Racine County, an attorney in the Corporation Counsel office in Waukesha County working with TPR, CHIPS and JIPS cases and then one year in the

Dane County Corporation Counsel office before becoming a commissioner. As a Dane County Court Commissioner, he has heard family, child support, mental commitment and juvenile cases during the past four years.

Commissioner Jamieson stated that it is important that everyone understands the court process and has an opportunity to give their opinion about a case. Participants in his courtroom can expect him to be prepared, pleasant, calm and impartial. He will expect others to be prepared and to give all members of the court process the same respect that they expect for themselves.

He appreciates all of the advice, training and counsel that Commissioner Olds provided before his retirement. Commissioner Jamieson welcomes feedback and is looking forward to serving in the Juvenile Court for many years to come. Welcome him to his new position if you have the opportunity!



Anton Jamieson

WHERE ARE THEY NOW?

ON BALANCE catches up with

Kristen Ryan

1. You've been working for Dane County for many years. Please give us a brief history of your career.

I began working for Dane County in 1988 as an LTE, and then later permanent employee, for the Juvenile Reception Center. I moved to DCDHS in 1995 when I had two school aged children at home and my 3pm-11pm schedule no longer fit with theirs. I worked in the SMO/ Applegate Road office doing CPS and Delinquency intake. In 1999 I was given the opportunity to supervise the CPS intake unit on an interim basis and did this for approximately one year. I was hired as a permanent supervisor for the ARTT and Kinship Care units in 2000. In 2008 I moved to Family Court Counseling Service.

2. What are you doing now?

I have been with Dane County Family Court Counseling Service (FCCS) as their Director since April of 2008. FCCS is a small department staffed by 8 counselors, two support staff and myself. We serve parents going through Family Court who cannot decide on custody and placement issues. We conduct mediation and if necessary conduct custody and/or placement studies, ultimately making

recommendations to the court. We work in a fast paced, high stress environment. The job satisfaction comes from helping parents work through their difficulties and make their own decisions regarding their children. That's not always possible and when not we make recommendations to the court, but working toward helping



Kristen Ryan

parents make their own decisions is what keeps staff coming back every day.

3. Looking back over the time you worked with children, youth & families, are there any achievements that stand out?

I received such wonderful training when I transferred to DCDHS. Over the years I had the opportunity to work with social work students and numerous new workers. I'd have to say that I look back on these periods of training and feel the most in terms of

accomplishment. I hope that I taught people to enter their client's lives in a respectful manner, find their strengths whenever possible and make decisions regarding children that put safety first but kept parents involved, hopeful and motivated.

Easier to measure, of course, would be Family Group Conferencing and Focus. I was very lucky to be able to be in on both projects from the beginning.

4. Is there anything you miss from your old job at Human Services?

There are so many things I miss about Human Services but hands down it is the people. I made many friends over the years and it was very difficult to leave. Aside from the people, I will always remember ARB and the holiday parties at the Badger Bowl!

5. When you're not working, how do you spend your time?

I like to bike. My husband and I rode in many organized rides last summer and had the opportunity to travel to some interesting places throughout Wisconsin and Minnesota participating in local rides. I also like reality cooking shows, Food Network TV, The Amazing Race, reading, cooking, shows at the Overture, going out to eat and spending time with friends.

Madison Urban League - The Gateway to Opportunity

The Urban League of Greater Madison has relocated into a new building on South Park Street. The new Urban League Center for Economic Development and Workforce Training will be a gateway anchor to Madison. The center will provide state of the art training and education rooms, community meeting space, private counseling rooms and more. The new location in the heart of Madison's oldest and most vibrant multicultural community will greatly ease access to services.

The National Urban League movement began in 1910. The Urban League grew out of a grassroots movement for freedom and opportunity. Madison joined the Urban League movement in 1968.



The central mission of the Urban League is to improve the social and economic conditions of African-Americans, other people of color and the economically disadvantaged in our community.

Today the national Urban League, headquartered in New York City, spearheads the nonprofit community based movement. The heart of the Urban League movement is the professionally staffed affiliates in over 100 cities in 34 states and the District of Columbia.

The current Urban League of Greater Madison strategic empowerment agenda includes:

College Readiness and Career Development Programs

- Schools of Hope
- Project Bootstrap 21st Century Careers Program
- Martin Luther King Jr. Youth Service Program

Workforce Development and Career Development

- Job Services Network Program
- Allied Drive Partnership
- Medical Administration Training Partnership
- Fatherhood Program

Home Ownership Program

- Single Family Home Ownership Program

Positive

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–Honor, Opportunity, Understanding, Safety, Education. The coordinators emphasize positive supports for students versus punishment. Some schools are showcasing or recognizing the talents of students who aren't in sports or other organizations that usually receive high positive praise.

In the past, school-wide discipline has mainly focused on reacting to student misbehavior by punishment-based strategies such as reprimands, loss of privileges, office referrals, suspension and even expulsion. Research has shown that punishment, especially when used inconsistently and without positive strategies, is most often ineffective. The Positive Behavior Intervention and Support model suggests that teaching behavioral expectations and then rewarding students for following them is a much more effective approach than waiting for misbehavior to occur before responding. The purpose of school-wide positive behavior supports is to establish a climate in which appropriate behavior is the norm.

The MMSD high school coordinators are Ellen Pryor-West, Jenni Vondrak-West, Cathy Accardi-Memorial, Annu Ebbe-Memorial, Jessica Piske-Lafollette and Tim Rietmann-East and Susan Kaye-Shabazz. The role of PBIS high school coordinators is in addition to other school assignments for these staff members. High school coordinators receive ongoing support and training from Rachel Saladis, Special Education Teacher, Kim Miller, School Psychologist and Sara Knueve, School Social Worker. This team is under the direction of Nancy Yoder, Director of Student Services and Alternative Education.

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Hugs

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- ◆ Physical violence in the home, community, and/or personal relationships
- ◆ Delinquent behaviors and criminal activity
- ◆ Sexual and gender identity issues
- ◆ Family and/or school communication challenges

According to one parent, “My family was falling apart before Project Hugs. I never knew there was help like that. I finally felt I had somewhere and someone to turn to.”

Another parent told staff “Thanks for being available...it is nice to know I have someone to communicate with who has been through similar things with a child.”



Clare Henriksen and Stacey Slotty

Parents want to provide the best possible environment for their children. “Parents can do everything exactly as they’re supposed to do, but things happen,” said HUGS Program Coordinator, Stacey Slotty. Sometimes parents just need information and someone to listen. At other times, problems may have grown to an intolerable level, interventions have not worked and parents don’t know where else to turn. Services at Project HUGS are always non-judgmental, confidential and compassionate. The program is uniquely sensitive to each family’s individual needs because services are based on a philosophy of family empowerment.

Agency staff members are “parents who have been there,” and they know how challenging it can be to find resources and support. Staff help parents explore options and develop their own plan of action. Guidance and support is provided as parents pursue their plan. HUGS also works with community members and professionals who are helping struggling families. They offer consultations and accept referrals. HUGS is there for families and they work with the community toward a brighter and more positive future. All services are provided free of charge.

According to the Wisconsin Association of Alcohol and Other Drug Administration, drug and alcohol abuse costs the state around \$5 billion dollars each year. Dane County alone spends almost \$8 million each year on alcohol and drug treatment.

Project HUGS is funded by Dane County Department of Human Services, United Way of Dane County, CUNA Mutual Foundation, Evejue Foundation and generous private supporters. Dane County recently invested \$60,000 in a pilot project for students and their families in Madison and Stoughton. According to Carol Lobes, co-facilitator of the Dane County Coalition to Reduce Alcohol Abuse, “there are no similar programs for middle schools in the state.”

In addition to individual case management, HUGS offers parents groups for Dane County parents and caregivers who are struggling with their teens’ behaviors. Support, resources, speakers, and education are offered during the meetings. Groups are offered twice a month with different topics each time. The meetings are held in two different locations:

- Second Tuesdays at 7:00 to 8:30 p.m. at Lake View Church in Stoughton
- Fourth Mondays at 7:00 to 8:30 p.m. at Sennett Middle School

For further information about speakers and topics, contact stacey.slotty@youthsos.org or call 245-2550, ext. 104 for Stacey Slotty, Program Coordinator, or ext. 303 for Clare Henriksen, Family Advocate.

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DMC

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18 times that of white youth). These are truly alarming and disheartening figures, which all of those working with kids should be committed to changing.

The day began with a call to action by County Executive Kathleen Falk who noted, "Action is the antidote to despair." Former Chief Juvenile Judge John Albert followed by reviewing a history of the DMC effort in Dane County, pointing out that there have been a few successes to go along with the disappointments. Once again encouraging attendees to keep up the effort, he reminded us that, "We are the change that we seek." Chief Noble Wray wrapped up the local leadership presenters by affirming his belief that our community is poised to deal with this problem, stating that, "This is the criminal justice issue of our time." Chief Wray defined the solution as being all about accountability, due process, relationships, safety, and using a system approach.

The first formal speaker was Lindsey Draper, DMC Coordinator for the state of Wisconsin. He is a former law school professor and judge. Mr. Draper reviewed the national history of DMC and how Wisconsin has addressed the issue. In 2002 he noted that the Office of Justice Assistance decided to focus their funding on the 6 largest counties, with the worst DMC rates. Dane County initially funded a DMC Coordinator (Barb Franks) and then switched the focus by establishing two DMC workers at Madison East HS and Madison Memorial HS. Those positions ended when the Dane County DMC funding transferred to Dane County Department of Human Services to run the ADDSII program, which continues today. ADDSII is a program that works to deflect youth from formal court involvement by utilizing Deferred Prosecution Agreements and having the youth attend ADDSII programming at NIP. ADDSII offers a parent component

as well. The latest directive from the Office of Justice Assistance is to put energy into deflection at the point of arrest in order to reduce the number of formal delinquency petitions. DCDHS has combined with Time Bank to continue this effort. Stephen Blue is the present DMC Coordinator for Dane County. David Thorson is the project coordinator for ADDSII and Veronica Hereford is the Program Leader with the program.

Dr. Hillary Wynn followed Mr. Draper. Dr. Wynn, a Child and Adolescent Psychiatrist from Milwaukee, has a unique background (including attending high school at Madison Memorial) that has allowed her to become a powerful advocate for at-risk youth. Her presentation discussed protective factors such as spirituality, two parent households, social support systems, marriage, personality that has coping skills, attachment, resilience, and the ability to delay gratification. Risk factors not surprisingly include single parent homes, poverty, substance abuse, and teen pregnancy. Dr. Wynn told many stories connecting race to risk factors, as well as the protective factors.

Both Dr. Wynn and Lindsey Draper were dynamic speakers who challenged and energized conference participants. They were a great segue into the afternoon presentations, which covered a wide range of topics including What's Normal in Working with African American Children; Strengths and Assets in African American Families; Latino Community Issues; Principles of Cultural Competence Related to Biracial Families, Challenging the Images of African American Masculinity; and Strategies that Work in the Educational Setting With African American Youth. The afternoon workshop presenters were a truly remarkable and renowned group that Dane County should be proud to have assembled. They included both Dr. Wynn and Mr. Draper, as well as Mark Carey who presents nationally on evidence based out-

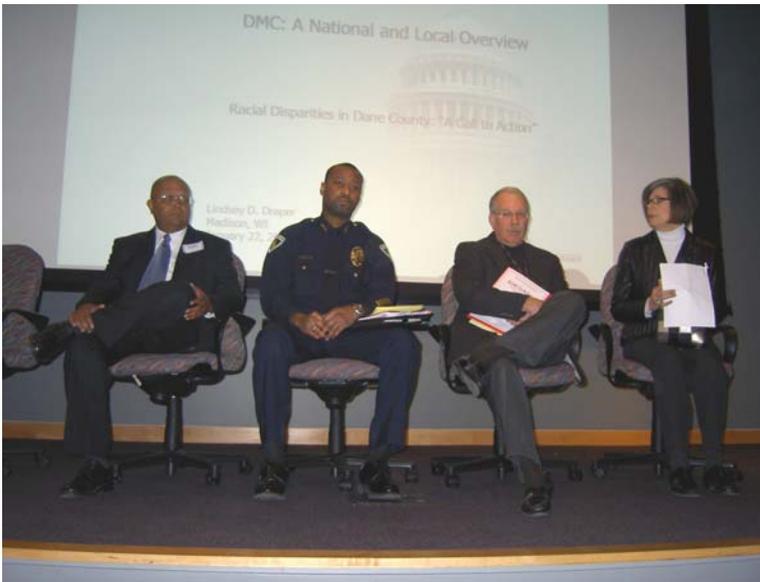
comes with high risk populations, Patricia Parker who is an author and trainer from Milwaukee Child Welfare Partnerships, Dr. David Pate, an Assistant Professor with the UW-Madison School of Social Work and the founder of the Center for Family Policy and Practice, Dr. Warren Braden who is an Assistant Professor from Springfield College in Illinois, Harold Gates from the Midwest Center for Cultural Competence, and James Moeser who has worked in juvenile justice for 34 years and previously has been the Juvenile Court Administrator for Dane County, as well as the Administrator for the State of Wisconsin Division of Juvenile Corrections.

Assessment of the training by those who attended was universally positive. It is rare to attend a training where virtually every presenter received such a high level of praise for his or her knowledge, professionalism, and skill in delivering immediately useful information in a revitalizing manner, that was often entertaining as well. Overall, themes that emerged included the necessity of staying strength based, developing relationships with youth, taking time to understand what makes them tick, and perhaps most importantly, the absolute need to stay passionate and invested.

Early in my career a mentor once told me, "the problems are bigger and sooner, and so are the solutions." This was never more apparent than when faced with DMC. Along with our system partners, each one of us should refuse to consider the possibility of leaving our jobs without having made a difference in how Dane County's criminal justice system treats minority youth. This conference charged everyone there with making that commitment. In his closing remarks, Lindsey Draper reminded us of the words to an old Negro spiritual, "Like a tree standing by the water, I shall not be moved." We too need to be resolute in the face of obstacles to achieve our goals.

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Scenes from the Disproportionate Minority Contact and Confinement Conference - January 22, 2010



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More Scenes from the Disproportionate Minority Contact and Confinement Conference - January 22, 2010



Truancy In Dane County – A Community Response

By David Thorson

Wisconsin Statutes require that every four years counties convene a truancy committee to make recommendations to the local school districts regarding how they might improve their individual truancy plans. Dane County has been somewhat notoriously slow in keeping up with this expectation. The 2008-2009 report has just been completed, replacing the previous plan, which was adapted in 2000-2001. The greatest challenge this time around was to create a living and useful document that would represent more than just compliance with the statutory obligation.

The 2001 plan focused on identifying risk factors that contributed to truancy. It then addressed prevention strategies, early intervention ideas, and deep end intervention plans. Suggestions included team meetings, breaking down confidentiality barriers to improve collaboration, use of truancy citations through municipal court, and incorporating the key principles of Standard Of The Heart, which stresses developing a healthy school climate that encourages students to feel welcomed, accepted, and included.

This year's truancy committee was once again led by the Madison Metropolitan School District. Jim Moeser was brought in to help facilitate the meetings. Participants included nearly every district in Dane County, along with providers, government personnel, the district attorney's office and the courts.

Looking at the truancy rates within Dane County in 2008-2009, it is not

surprising that the largest districts, Madison and Sun Prairie, have the highest rates. Both district rates (8.5 for MMSD and 7.3 for SPSD) are double the rate of the smaller districts in Dane County. Additionally, when looked at by grade level, truancy holds fairly steady at between 4% and 6% from kindergarten through 6th grade. It goes up to 8.4% by 8th grade, and then increases dramatically to an alarming 17.2% in 9th grade. For comparison's sake, the average habitual truancy rate for the entire state of Wisconsin has hovered pretty consistently between 8.7% and 10% for the past 10 years. The largest districts struggle the most, with Milwaukee Public Schools clocking in at a staggering 45%.

Within this context, the current Dane County Truancy Committee attempted to address the root causes of truancy, as well as examine the characteristics of an underlying community culture that leads to good attendance. Challenges and strengths were broken down into several categories – family, school, community, and student. Although this year's report covers similar ground as previous reports, the emphasis has changed somewhat. Key elements identified this year include:

- Affirming that early intervention is the most productive strategy, and collaboration with community resources such as Joining Forces For Families should be utilized
- Need for better coordination of efforts of both the municipal and juvenile court systems
- Developing a uniform definition of truancy rather than each district

having their own, which makes comparison difficult and can present a challenge for families and students moving between districts

- Creation of Truancy Boards in each district – or utilization of Family Group Conferencing as an intervention strategy
- Pay better attention to transitions, whether between grades, or students moving between districts
- Address high risk students moving from 8th to 9th grade
- Convening of an Annual Truancy Summit rather than waiting four years for the next review

When the final draft of this year's report is finished, it should be available on the Dane County Human Services website and the Juvenile Court website. Links should also be available at some individual school district websites. Once again, perhaps the biggest difficulty will be keeping a county wide approach going when the tendency is to return to our respective districts and disciplines and deal exclusively with our individual problems, which are overwhelming enough, without adding in the collaboration piece. Time will tell whether a new focus will emerge.



Dave Thorson, DCDHS

On Balance

Odayin - New Day Treatment Program in Madison

By Rhonda Voigt

St. Charles has started a day treatment program in Madison, on the Mendota Mental Health Institute grounds, near their Focus-Dane County RCC (Cottage A). Odayin offers comprehensive therapeutic services to boys and girls, between the ages of 8-17, with emotional and behavioral challenges. Programming is one of two sessions: 8:30-Noon, Monday through Friday or 1:00-4:00, Monday through Friday. There are separate groups for the elementary students and the middle/high school students. Individualized treatment plans are developed by the treatment team. Odayin's staff includes Masters level therapists, a psychologist, a psychiatrist and a registered nurse. Program services may include, but are not limited to the following:

- Group and Individual Therapy: peer relationship skills, self-esteem, self discovery, teamwork, emotional regulation, problem-solving, trauma treatment, etc
- Art & Recreational Therapy: non-verbal expression, teambuilding, role playing, relaxation techniques, etc
- Psychiatric Consultation: Minimum of .5 hours per week
- Medications Management: Psychiatrist and registered nurse on staff
- Occupational Therapy: Occupational Therapist providing both individual and group services

Treatment length may be 3-12 months, with an average of 6 months expected. Odayin will accept youth with an AODA history if they have completed AODA treatment. Odayin generally will not accept sex offenders but may re-consider depending on the youth's age, the offense and the youth's progress in SO treatment. Transportation is provided. A health screening is required prior to participation.

Referral information:

Phone 608-663-5910 ext 4603

Fax 608-663-5913

E-Mail: Odayin@stcharlesinc.org

Detention Placement Out-of-County

By John Bauman

Beginning in late 2008, the Juvenile Court Program began to allow the placement of juveniles from other counties into our secure Juvenile Detention program. With the opening of the expanded facility in 2007, capacity increased from 18 beds to 24 beds. After one year of operation, we were able to determine that we would likely have room to temporarily house these juveniles on a fee-for-service basis on most days. Our Shelter Home program has allowed out-of-county placements into that facility since 2006 and it has worked out very well.

Dane County has agreements with Columbia, Sauk, Jefferson and Iowa Counties for Detention placements.

These counties do not have their own facilities and had been sending their juveniles a greater distance to either LaCrosse or Rock County. Detention is able to accept juveniles placed on a secure custody order, court-ordered sanction or *capias*, but not a 72-hour hold or those juveniles placed as a part of a dispositional order. Since Dane County is much closer to these counties than the alternative facilities, parents and others can now visit more frequently and there is less travel time and cost involved for everyone.

The average daily population for 2009 was 1.5 out-of-county juveniles per day. The juveniles were incorporated into all of the standard pro-

gramming and expectations in Detention and there were no differences in behavior noted or other issues that surfaced. The department has been able to generate revenue for Dane County through these placements, which has helped offset reductions in other areas of the department. Even though there will be a slight cost increase for the placements in 2010, it will still be a "win-win" for all involved.

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2009 Juvenile Court Awards

The 2009 Juvenile Court Awards will be held on Wednesday, March 3, from 6:00-8:00 p.m. at the Goodman Community Center. The ceremony will be an evening of celebration and recognition of youth and the commitment others have made to the lives of families and youth in Dane County. Please contact John Bauman at bauman.john@co.dane.wi.us or 283-2925 for registration information. The Juvenile Court is pleased to announce the recipients of this year's recognition awards:

The Peter Rubin Award-Teresa and Cleveland Stevenson

The Ervin Bruner Award-Jim Olds, Ami Orlin

The George Northrup Award-Carrie Pomije

Outstanding Service-Sharon Mason-Boersma, Dawn Brubakken-Sauer

Outstanding (Youth) Achievement-Astoria Thomas, Kyle Droster

Urban League

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Community Initiatives

Betty Franklin- Hammonds Scholarship

Martin Luther King, Jr. Coalition

Urban League Anniversary Celebration

State of Black Madison Report 2008

MSCR Youth Resource Centers

The Urban League celebrated its 40th anniversary and is postured to meet the demands and needs of the current economic times with new and expanded services. During its history the League has helped over 40,000 individuals and families attain their education, employment and home ownership dreams.

Bolstered by a tremendous rally of community support, the League met its \$4 million fundraising goal. In remaining true to their mission, the Urban League set a 22% goal for participation of women and disadvantaged business enterprises, among the highest ever for a development project in Madison. The final figures show the league exceeded the goal at nearly 30%.

Just as the League remained true to its mission, the Dane County Juvenile Justice System displayed its support of the League's mission by the purchase/donation of a \$500 stone paver inscribed with the words "Dane County Juvenile Justice System Partners."

As neighbors and collaborators, the Juvenile Justice System Partners clearly understand the importance of the League's mission to the community and the children, youth and families we serve. We would like to congratulate the Urban Leagues board, staff and the entire Madison community for making this a reality.

To find out more about the Urban League's programs or volunteer opportunities contact:

Urban League of Greater Madison
2222 South Park Street
Madison, WI 53713
(608) 729-1200
www.ulgm.org



On Balance

JJ-DMC Solutions Implementation Conference - Day One

By Andre Johnson

On January 21, 2010, nearly 100 people from the Dane County Juvenile Justice community met for a training at the Lussier Heritage Center. The training, which was a special supplement to the JJ-DMC Solutions Implementation Conference, featured nationally recognized speaker Mark Carey. Mr. Carey has worked in this field for some time now as a residential treatment counselor, probation and parole officer, director of a county corrections agency, Deputy Commissioner of MN DOC, warden and consultant/trainer.

In the morning Mr. Carey trained people on "Evidence Based Practices for Risk Reduction." This included understanding the research around risk reduction, identifying the top criminogenic needs, assessing the risk, need and responsivity principles and identifying the interventions that help to decrease future crime. The criminogenic needs are: *Anti-social beliefs, Anti-social companions, Anti-social personality or temperament, Family, Substance Abuse, Employment, Education and Lack of positive leisure activities.*

In the afternoon the focus of the training switched to "Effective Staff Interaction with High Risk Youth". Attendees were trained on the evidence of why staff offender interactions are so important in the change process and the four competencies that staff needs to have in order to maximize risk reduction outcomes. The importance of developing a meaningful relationship with the offender, the amount of time necessary to affect change (15 mins minimum), focusing on skill building, al-

lowing the youth to practice skills, and catching them doing good were all discussed as ways to be more effective with clients. In addition to just providing skill building, one must identify and target the criminogenic needs as a means to affect positive, long lasting change in a youth. The four skills of an effective youth worker are to help youth practice skills in the criminogenic areas, proper case planning, the use of rewards and sanctions, professional alliance (positive relationship with youth). Also there is a need to provide the adequate dos-

age, sequence and setting for these skills to take hold.

The conference was very well received by the participants. One attendee stated, "This was one of the best trainings that I have attended. Not only did it explain what was effective in working with youth, but also what wasn't." Another attendee said, "Wow, that Mark Carey is pretty knowledgeable and the training was very interactive. It validated some of the things we are already doing."



Mark Carey, President
The Carey Group (TCG)

Mark Carey is the President of The Carey Group (TCG), a national consulting firm that provides training and technical assistance for justice and correctional professional and community groups. He has served as the Deputy Commissioner of Community and Juvenile Services in the Minnesota Department of Corrections from 1999 to 2003, the Director of Dakota County Community Corrections, the Director of Dodge-Fillmore-Olmsted County Community Corrections and as the warden of MCF-Shakopee, the only state women's prison in Minnesota. He has over twenty years of experience in the correctional field serving as a counselor, probation/parole officer, planner, administrator, and consultant. He taught juvenile justice at the Community College in Rochester, Minnesota, and has published over a dozen articles and two books.

Mr. Carey was President of the American Probation and Parole Association from 2005 to 2007. He has served as President and Chair for a number of Associations and Task Forces, and frequently is requested as a speaker and trainer. He has been on the American Probation and Parole Association (APPA) Board of Directors since 1997. In 1996 he received APPA's Sam Houston University Award. In 1993, he was selected as the Corrections Person of the Year by the Minnesota Corrections Association.

Mr. Carey was the project coordinator for the State of Illinois under the National Institute of Corrections/Crime and Justice Institute evidence based practices initiative, a three-year effort that sought to demonstrate recidivism reduction in two states (Illinois and Maine). Mr. Carey is involved in numerous federal, state, and local projects in an effort to advance evidence based decision-making.

On Balance

On Balance Catch-Up Bin

Departures:

Marlene Hardick - Delinquency Services Social Worker, Marlene Hardick, retired December 30, 2009. Marlene worked in the Department for 30 years in various roles. As the Delinquency Services Manager, what I will miss most about Marlene is her commitment to youth - she really cares - and her willingness to tell me what she was thinking about the system and practice. Enjoy your retirement. We will miss you.

Jim Olds - Since Jim was featured in this issue, I will not go into his system history. The CYF Delinquency Services staff expressed his contribution at Jim's retirement party when we gave him a Delinquency Services Outstanding Service Award. I would like simply to say, he was consistently a man of principle and a straight shooter. I will miss his candor.

George Chavez - As of February 15, 2010 Detective George Chavez will start his new assignment in court services. As many of you know, for the past 3 to 4 years George worked as a Gang Detective. George and his partner, Lester Moore, have been very instrumental in the local and statewide gang intelligence community. Good luck in your new job.

Neil Gleason - One of the gentlemen scholars of the human service field has retired. Since the mid-90's, Neil has been at the center of most of the data generated by DCDHS. This data alone was impressive for its content and professional presentation, but the real game changer was that it allowed DCDHS to become a 21st century data directed agency. I will forever be grateful for Neil's support and contributions to delinquency services. Our department was a pioneer in the discussion of relative rates of children of color represented in various service categories. As the great Duke Ellington once said, "We shall miss you madly."

Ami Orlin - The best way that I can describe how I feel about the departure of my counterpart is, "How does Herb go on without Peaches, or Ashford without Simpson?" As Nick Ashford wrote this lyric for Motown legends Marvin Gaye and Tammi Terrell, "Ain't no mountain high enough, ain't no valley low enough, ain't no river wide enough..." Well as you can see, I will miss you Peaches. Please join us in celebrating Ami's retirement after 27 years on February 24, 2010 at the Harmony Bar, 5-7 p.m..

News:

MPD - Gang Initiative will start in May 2010. They will unveil a new gang response model. The 6 assigned officers will be called (CPU) Crime Prevention Unit and assigned to districts but under supervision of a sergeant.

DJC - The annual Report is now available: WI-doc.com/indexjuvenile.htm

Juv. Ct. - Judge Shelly Gaylord has pulled together the Dane County Children's Council. The group has been meeting to discuss system improvements. A summit is planned for April 16th with a theme of keeping youth out of the Juvenile Justice System. More information will be available soon.

State - Act 79: Took effect on January 1, 2010. The primary provision of the law is the requirement for notification within 30 days after a child's removal from the custody of the parent, due diligence to identify and provide notice to all adult relatives of the child of that removal, and provide information regarding options for becoming a placement, or otherwise participating in the child's life, and access to payments or services for such participation.

On Balance

On Balance Catch-Up Bin - continued

DCDHS - CYF Division delinquency staff (Thorson unit) and child protective services staff (Popic, Ortegon-Johnson, and Hanks units) relocated to new space on the second floor of the Villager complex on January 27 & 28. SMO-B delinquency staff are presently sited directly below the new space; SMO-A child protective services staff are presently sited below and to the south of the space. The units' new co-location is intended to promote increased communication and collaboration on behalf of consumers.

The shift is the first of two waves. Support staff and Adult Community Services staff presently sited at SMO-A will remain in that location pending continued work on the first floor of the complex. They will shift to first floor space directly below the second floor space when work is completed (April?). Meanwhile, all visitors to the South Madison Office should continue to present themselves at the current SMO-A. Staff will then meet you at the front desk.

The new address is 2306 S. Park St., Madison 53713 (mail sent to that address has been routed to CYF staff for some time). Staff will retain current telephone numbers. "South Madison Office" will suffice as the new interdepartmental mail address.

Juvenile Justice System Meeting Dates:

Gang Task Force - meetings are held on the following dates at DCNIP from 9:00-10:30 a.m.

June 4, 2010
October 1, 2010

Juvenile Delinquency Coordination Team - Meetings are held on the following dates at DCNIP (Room 101) from 9:00-10:30 a.m.

March 19, 2010
June 18, 2010
September 17, 2010
December 17, 2010

JJ-DMC Solutions Oversight Committee - Meetings are held on the following dates from 4:30-6:30 p.m.

March 10, 2010 – UWDC
June 9, 2010
September 19, 2010
December 8, 2010

State and National Trainings

March 2010 - WCCF Conference - The Concourse Hotel, Madison
March 8-10, 2010 – Juvenile Law Conference – Pyle Center, Madison
May 18-20, 2010 – MGIA – St. Louis, MO
May 26-29, 2010 – 25th National Conference on Preventing Crime in Black Communities – Orlando, FL
June 3, 2010 – WRJA – Kalahari, Wisconsin Dells

On Balance

On Balance Catch-Up Bin - continued

A Special Acknowledgement and Thank You to the Juvenile Justice-DMC Conference Planning Committee and Sponsors.

Sponsors:

*Dane County Human Services
Dane County Juvenile Court
Madison Police Department
Madison Metropolitan School District
Dane County Sheriff's Office
Dane County Youth Gang Prevention Task Force*

Committee:

*Stephen Blue, Chair
Sue Milch
Diane Prellwitz
Veronica Lazlo
Dennis McClain
Veronica Hereford
Rhonda Voigt
Scott Strong*

Big props to my crew for all their work on making the conference run!

*Rhonda Voigt
Veronica Hereford
Shelly Gnewikow
Andre Johnson*

The Juvenile Reception Center now has the ability for parents or attorneys to visit with youth who are in one of the juvenile correctional institutions through using video conferencing. If interested, contact the institution staff to coordinate a video visit.

Subculture Corner

By Stephen Blue, Co-Chair
Dane County Youth Gang Prevention Task Force

Gang Data - (source National Gang Threat Summary-2009)

Approximately one million gang members belonging to more than 20,000 gangs were criminally active within all 50 states and the District of Columbia. Gang Members are migrating from urban areas to suburban and rural communities, expanding the gangs' influence in most regions. They are doing so for a variety of reasons including expanding drug distribution territories, hiding from law enforcement, and escaping other gangs or rivals.



Stephen Blue, DCDHS

Local street gangs, or neighborhood based street gangs remain a threat because they continue to account for the largest number of gangs nation wide. Criminal gangs commit as much as 80% of the crime in many communities. Female involvement in gangs continues to increase and evolve as females assume greater responsibility in gang activities and grow more independent from their male counterparts. National studies have placed the level of female gang involvement in high-risk areas from 15% to 29%. The NCCD ranked “young females as the fastest growing offenders in the national juvenile justice population.”

Juvenile Arrests-2008 - (source NCJ -12/2009)

The 2008 juvenile crime and arrest data reported by local law enforcement agencies across the nation is cited in the FBI report “Crime in the United States 2008”. Overall, there were 3% fewer juvenile arrests in 2008 than 2007 and juvenile violent crime arrests fell 2%, continuing a recent decline. One area that merits continued attention is the persistently disproportionate rate of minority contact with the juvenile justice system. For example, the arrest rate for robbery in 2008 was 10 times higher for black youth than for white youth.

Youth Gang Risk Factors - (source “Gang Prevention: How to Make the ‘Front End’ of Your Anti-Gang Effort Work” - Phelan Wyrick, PhD, Gang Program Coordinator OJJDP)

“The forces that ‘push’ young people into gangs have been verified by numerous longitudinal research studies that examine the conditions early in life that are related to an increased probability of gang membership in later years.” Researchers have identified dozens of these conditions, called risk factors, which fall into five general categories or life domains. Researchers James “Buddy” Howell and Arlen Egley of the National Youth Gang Center (NYCG) recently summarized the five domains of risk factors for gang membership.

- * Community or neighborhood risk factors such as access to drugs, availability of illegal firearms and the local crime rate.
- * Family risk factors such as sibling antisocial behavior, low parental control and family poverty.
- * School risk factors such as low academic aspirations, low school attachment and learning disabilities.

On Balance

Subculture Corner - continued

- * Peer group risk factors such as association with delinquent peers and/or aggressive peers.
- * Individual risk factors such as aggression or fighting, conduct disorders and antisocial beliefs.

J.C. Howell & A. Egley, Moving Risk Factors Into Developmental Theories of Gang Membership, 3 J. Youth Violence and Juv. Just. 334-54 (2005).

The more risk factors in the life of a young person, the greater the probability for joining a gang. A study of Seattle youth found that those with 7 or more risk factors at age 10 to 12 were thirteen times more likely to join a gang than those with no risk factors. Karl G. Hill, Christina Lui, and J. David Hawkins, Department of Justice, Early Precursors of Gang Membership: A Study of Seattle Youth (2001). This cumulative effect of risk factors is very important to gang prevention and intervention. No one risk factor rises clearly above the rest and different configurations of risk factors are likely to be present in different communities and for different individuals. Thus, gang prevention and intervention efforts must be poised to identify those risk factors that are at play, determine which are most amenable to change, and target those with effective services at the community, family, or individual level.

In summary, there are a variety of things that young people want and need that have direct relevance to gang prevention. Adolescents need opportunities to explore their identity and the healthy paths to adulthood. They need to do this with their peers in a social setting that is safe. They want to have fun and excitement. They want to be respected. They want access to money. Indeed, many who work with and have studied at-risk youth find that they would be content simply to have improved access to meaningful employment. They have a wide variety of needs and personal challenges that fall into the five risk factor domains related to their community, school, family, peers and personal issues. The needs and desires of youth can point the way to alternative that can compete with the features of gangs that attract them. These needs and desires also help us understand what is required for effective support systems. Superior gang prevention efforts blend effective support systems with attractive alternatives to gangs and target these services to adolescents who are most at risk for gang involvement.

Gang Facts Quiz

Gang 101 level question

- 1. Who is considered the founder of the Chicago based (GD) Gangster Disciples Gang?**
- Too short
 - Shorty Freeman
 - Larry Hoover
 - David Barksdale
 - Lil Wayne

Gang 200 level question

- 2. What of the things below are primarily associated with the Folk Nation?**
- Pitch forks/pyrimid
 - top hat/cane
 - Six point star/\$
 - Black/Blue
 - Crowns

Gang 600 level question

- 3. Who is considered the father of modern gang research?**
- Joan Moore
 - Irving Spergel
 - Frederick Thrasher
 - George Knox
 - William Foote Whyte

Gang quiz Answers

3. (C) - The Gang, A study of 1,313 gangs in Chicago 1927 is considered groundbreaking research.

2. (C&D) - The Star of David, Dollar symbol, and the colors Black and Blue.

1. (C) - Larry Hoover - GD/s formed in 1974 on the West side of Chicago

On Balance

CONFERENCE NOTICE

DANE COUNTY YOUTH GANG PREVENTION CONFERENCE

* * * * *

YOUTH SUBCULTURES IN DANE COUNTY

When: *May 7, 2010*
8:30 am to 4:00 pm
(Registration at 7:45 am)

Where: *American Family Training & Conference Center*
6000 American Parkway, Madison WI

Target Audience: Social workers, youth workers, other community service providers; law enforcement; school counselors and social workers; probation & parole and other corrections officers; court workers, attorneys, alternate care providers; interested others.

Program: *Featured speakers: educator and researcher **CHRIS PRZEMIENIECKI** will present an analysis of **Gang Images in Popular Culture**; and **MAURICE TURNER**, principal at Hopkins School in Milwaukee, will address the question of **Why Black Boys Are So Angry**.*

Participants will also have an opportunity to select from among 12 different workshop topics, to include: Managing Behavior in a Middle School Environment; Early Intervention with At-Risk Youth & Their Families; Hate Groups; A Counselor's View of Gangs—Techniques & Strategies; Adolescent Internet Use & Misuse; Intervention & Prevention with Female Gang Members; Keeping Challenging Kids in School; Satanic Cults; more.

Registration *There is a \$35 fee for this program; lunch included.*

Information: *Registration materials will be available in late February.
Space will be limited.*

For more information or to get on the mailing list, contact:

Sue Milch
Dane County DHS
242-6425
milch@co.dane.wi.us

or

Jay Kiefer
Youth Services of Southern WI
245-2550 x307
jay.kiefer@YouthSOS.org