



On Balance

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

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Dane County Juvenile Court Awards

By John Bauman

The Dane County Circuit Court Judges in the Juvenile Division sponsored the 19th annual Juvenile Court Awards on May 17, 2017, at the Goodman Community Center. Justice Shirley Abrahamson was the featured speaker and Presiding Juvenile Division Judge Shelley Gaylord led the event. The ceremony was a celebration and recognition of youth and the commitment others have made to the lives of youth and families in Dane County. The recipients of this year's recognition awards were:

Outstanding Service Award

David Thorson-Dave has recently retired from Dane County after serving as a Social Worker and Supervisor at Human Services and as a Supervisor at the Juvenile Shelter Home. Dave worked with youth and families for over 30 years in his County positions and had seven years of experience in an RCC prior to that time. His dedication and experience will be missed!



Marilyn Harper & Elizabeth Johnson

gun businesses that focus on benefiting her clients. Her daughter Elizabeth has followed in her footsteps, receiving a Master's degree and focusing on in-home services to families. In 2016, Marilyn and Elizabeth became dually licensed as foster parents to provide care for youth who have had challenges with finding homes that will meet their needs.



Dave Thorson

Marilyn Harper/Elizabeth Johnson-Marilyn has been a foster parent since 1985. She has provided care to youth and adults with a wide range of issues and has be-

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Outstanding Achievement Award

Charles Jackson-Charles had some early issues that caused him to be involved with the Juvenile Court. In addition to hanging out with some peers who were not a good influence, he experienced a great deal of tragedy in his young life. When provided a variety of services and opportunities, Charles decided to make some choices that has led him to become a highly motivated and successful young man.



Charles Jackson

The George Northrup Award

Paula Buege-Paula is the Family and Consumer Advocate at Community Partnerships. She has a great amount of experience as an advocate and much of that skill was developed through her experience navigating the system for herself and her children.



Paula Buege

The Peter Rubin Award

Christine Toal-Chris is a MMSD teacher and has been teaching students in the Juvenile Detention cen-

ter for 30 years. She is a tireless advocate who will go above and beyond to help youth be successful in life.



Christine Toal

The Ervin Bruner Award

Robert Lee-Bob recently retired from Human Services after 39 years of employment with Dane County. Bob held progressively more responsible positions with Human Services and the Juvenile Court Program and since 2003 was the Children, Youth and Families Division Administrator, where he had a wide range of management responsibilities. Bob's years of service to youth and families will be missed!



Bob Lee

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On Balance

Community Partnerships and Center for Families Merger

By Katie Myhre, Community Partnerships

On April 1st, 2017, Community Partnerships and Center for Families officially merged organizations. While Community Partnerships has been providing care coordination services to children and families in our community for the past 16 years, and Center for Families has been providing family support and crisis resources to our community for over 30 years, this next chapter in community-based services for children, families, and individuals in our community is very new and exciting for both organizations. Our programs and services will remain largely the same, serving children, families, and individuals through community-based care coordination, home visiting and early childhood services, and crisis respite care. Our combined impact will allow us to serve over 6,800 individuals (including children, families, and young adults) per year. We feel hopeful and committed to expanding our services and supports to the individuals, children, and families in our community for many more years to come.

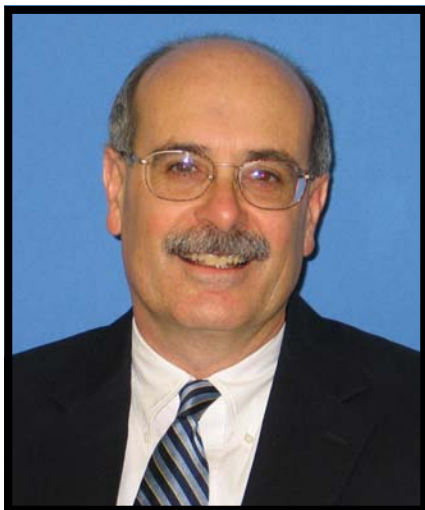
In addition to merging our staff, policies, and program operations, we are in the process of rebranding both organizations with a new, unified name, logo, website, and program materials. We'll be revealing our new logo and name at our signature event, Circle of Hope, on May 19th, and will be completely rebranded and operating under our new brand by July 1st. Join us in celebrating this next chapter in our story and the positive impact it will have on individuals, children, and families in our community!



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Changes on the Juvenile Bench

By John Bauman



Judge Juan Colas

There will be some changes coming this summer in the Juvenile Division of the Dane County Circuit Court. Judge Hyland will be moving to the Criminal Division and Judge Colas will move to the Juvenile Division. Judge Colas will begin to draw new juvenile cases on 6/1/17 and on 8/1/17 will have the remaining juvenile cases transferred from Judge Hyland.

Judge Gaylord, Judge Genovese and Judge Mitchell will continue in the Juvenile Division and Judge Gaylord will continue to be the Presiding Juvenile Judge. Following is an introduction to Judge Colas.

Judge Juan Colas-I was born in Cali, Colombia, raised in Portland and Madison. I am Bilingual in Spanish and English, married, and have two adult daughters. I received both my B.A. and J.D. from UW-Madison.

How long have you been on the bench? 9 years, appointed February, 2008 and elected in 2009 and 2015

Which divisions? I have been in the Civil/Family division my entire time on the bench. Since August, 2013 I have also been presiding over Drug Court

What did you do prior to becoming a Judge? I served as Legal Counsel to Governor Tony Earl, then 4 years as an Assistant Public Defender in the Milwaukee Adult Trial Office, then 16 years as an Assistant Attorney General in the Wis. Department of Justice, in the Medicaid Fraud Control Unit prosecuting provider fraud and later in the Criminal Litigation Unit handling white-collar crime, Ch. 980 (Sexually Violent Person Commitments) and criminal appeals.

What is your philosophy on working with juveniles and children? I'm looking forward to working with juveniles and children, but I can't say I have a "philosophy" about working with them. I want to always find some hope to give them, especially if they don't feel or see that hope themselves. I think they probably need clarity, directness and firmness, but also kindness and my genuine interest in their well-being.

What can people expect when they have court in your branch? This is a question better asked of those who have appeared in court before me. I would like to think they can expect that they will be heard with patience and respect and that I will apply my best understanding of the law to the particular facts and give a clear explanation for the decisions I make.

Is there anything else that you would like readers to know? More important is what the readers want me to know. I will be a newcomer to a system of dedicated and experience professionals and expect to have to learn a great deal from them and from the juveniles and children and their families who appear before me.

On Balance

Justice Castañeda Has Always Believed in Working for the Common Wealth

By Dean C. Bossenbroek and Justice Castañeda

Last fall I was approached by a person, who sits on the Common Wealth Board of Directors. She asked me, “Do you know anybody, who would make a good Executive Director of a non-profit?”

My thought process was as short and decisive as my thought processes get. “Yes,” I immediately answered, “yes, I do. His name is Justice Castañeda .”

I extolled his virtues to the board member, and promised to alert Justice to the opportunity. I did so two days later strongly encouraging him to go for it. It just so happens another guy named Dean (Loumos), Executive Director of Housing Initiatives, had already given Justice the heads up about the Common Wealth opening. Over the next couple of months Justice participated in the application and interview process. In January when the Common Wealth hiring committee publicly announced its decision to hire Justice as their second Executive Director, I was pleased and unsurprised. I believe they found the right person for the job.

Below Justice answers a handful of questions related to the transition into his new position and what he envisions for the agency.

1. In your transition into the Executive Directorship of Common

Wealth, what has been the most pleasant surprise?

It is always great to be back in Madison. I love the people here, and am honored to have been offered the opportunity to rejoin some of the amazing work already underway. It is especially great to have the opportunity to continue the Common Wealth legacy. Common Wealth is an organization that has its roots deep in Madison’s east side, and is a genuine, organic Madison creation. There are so many areas and issues in Madison where Common Wealth’s mission is perfectly aligned to support and collaborate with a number of other amazing organizations. We are committed to continuing our support of the very important work underway with the City, County and School Districts (we work with a few).

2. What do you see as Common Wealth's greatest potential in the next five years?

Common Wealth is a phenomenal organization with a rich history and real roots as an original Madison Community Development Organization. Marianne Morton and the staff of Common Wealth over the years have done an amazing job at building the organization into a premiere Community Development organization, poised to continue to

serve the Madison and Dane County community well into the future. As a Community Development Organization, Common Wealth specializes in three main areas: Housing, Economic Development (Workforce Development—youth and adult employment and training programs, Business Incubation, Commercial Development), and Land Use.

For the past 39 years Common Wealth has served as part of the bedrock for a thriving near east side. Serving all four high schools and Sun Prairie, our Youth Business Mentoring Program served as our first foray beyond the Marquette Neighborhood. More recently we have partnered with a number of phenomenal people and organizations in Madison’s historic Meadowood neighborhood on a number of initiatives, including supporting a modest housing portfolio around Meadowood Park. Moving forward, Common Wealth will continue to support our existing work and are planning on leveraging our experience and expertise in equitable community development to support the City and County in other neighborhoods. We will integrate our Racial Justice and Health Equity work into every component of com-

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munity development. Lots of exciting stuff is on the horizon!

3. What is on the immediate horizon for Common Wealth's youth programming?

Our youth programming is one of the cornerstones of Common Wealth's Economic Development work. We are entering the second year of the Wanda Fullmore Youth Internship partnership with the City of Madison. This is truly an amazing opportunity, both for the youth involved as well as for the City. Now that we have had an entire year to evaluate the program, and tweak it so that it is even better than it was last year, we are excited to build on those successes and continue this dynamic partnership with the amazing people who work in the City's departments.

4. Re-create your description of how this job aligns so well with your array of schooling and experience.

Without thinking about it, my academic and professional work has almost been tailored for the work Common Wealth specializes in. I have spent my professional and academic careers exploring the relationship between urban design, housing, community and economic development, education and community level health. While these are all areas that I have been fortunate enough to ex-

plore and work in, I never really thought about finding an organization that worked concurrently in all of these areas. Furthermore, with the integration of our health equity work, I think that we can leverage our expertise in very creative ways. I truly believe that *all* community work should be centered on and aligned with the conversation of community-level health; after all, aren't healthy children, families and residents at the root of what everything we do in planning, housing, community and economic development? I feel like these areas are so symbiotic that to separate them is to lose some of the

very special fabric necessary to bring about any meaningful change. Common Wealth sits in the perfect place to support all of these areas, concurrently, and it has worked alongside the neighborhoods of Madison for nearly four decades. Again, this is truly an organic, Madison-created Community Development Organization, and the genius (and passion) of some of Madison's most dedicated community folk have gone into the fabric of our work. I hope to be able to honor their work and dedication with the work we are going to do moving forward.

MMSD Excellence with Equity Awards

On March 28, MMSD held our annual Excellence with Equity awards. The awards celebrate staff whose work brings to life our vision that every school will be a thriving school that prepares every student for college, career and community.

MMSD employees nominated their colleagues in 14 award categories designed to align with the goals set forth in our Strategic Framework. Award winners were selected by a panel of parents, teachers, principals and district leaders. You can view the award recipients at: www.madison.k12.wi.us/awards

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Judge's Corner

By Judge Shelley Gaylord



The judges recently approved two new initiatives. First, to streamline pre-trial procedures and achieve more timely disposition, all four branches adopted a pre-trial process. This process had been used in one branch and the stakeholders determined it worked well and advocated for spreading it to all branches. The first plea hearing is held before a commissioner. The commissioner fills out a scheduling order and distributes it to the parties using dates the court provides in advance. Pre-trials are virtually eliminated. Occasionally, there will be an adjourned plea because someone wasn't timely notified or similar reasons. The experience of the court was that pre-trials were not particularly productive, as the attorneys talked briefly about a settlement but nothing was resolved. In addition, the social work report is due for purposes of disposition, not for a pre-trial. Families, social workers, court and attorney time could be much better spent. The expectation is that time gained from not appearing for pre-trials would be used to do discovery, investigate relatives, find informal family supports, home in on services, placements and the like to devise a case specific plan.

In addition, courts could use that extra time for other case types or to schedule more frequent reviews of juvenile and CHIPS cases needing more frequent attention. In lieu of pre-trials and set-overs, the scheduling order designates a plea and disposition hearing. The court enforces those times unless good cause is found. All are aware good cause will not be easily found by the court. The plea/disposition is scheduled approximately 45-60 days after the original plea. The social worker court report is due five business days before that hearing to give all involved enough time to review it with their clients. In CHIPS cases, the court also schedules statutory "direct negotiations" among the parties occurring in the hour just before the plea/dispo. Thus, it is a mandated part of the schedule and they must set aside time for it. They typically meet in the conference rooms outside the courtroom or other nearby place. The parties then hammer out any agreements and a case specific proposed disposition, instead of "cookie cutter" orders. They come into the court and seek approval or modifications. If no agreement is reached, the case goes to trial. Some branches will set the trial date at the original plea hearing before the commissioner. Some branches will wait until the plea/disposition hearing to set the trial date.

Second, we will begin "pairing" the four juvenile branches to reduce double booking of attorneys. Our DA's office has been running with only two assigned ADAs. Historically, there were four. We have been promised return of a third, but that has not yet happened. In response to the effect on the entire juvenile court system, we came up with a different schedule we hope works for all. Certain days or half days will be for delinquency cases and others for CHIPS/TPR cases. Only two branches will run each case type at a time. Thus, two prosecutors will be needed in two branches at any given time. This frees up prosecutors to do desk work, to attend commissioner hearings and the like. This will be implemented after one judge rotates in and the other out of juvenile caseloads this summer.

In addition, we are working with the county executive, the Director of DCDHS and various stakeholders to address the statewide shortage of out-of-home placements. The state DCF has a workgroup that has been discussing the issue and will be coming out with their recommendations later this summer. We have not come up with a firm solution yet, but some things under consideration and discussion include:

- Recruiting more foster homes to serve as higher level treatment homes
- Investigating current services, especially intensive in-home programs, to focus on what works and devoting resources to those programs.
- Expanding the use of the detention facility for possible post-dispositional use, with some careful screening and infrastructure/staffing changes.
- Expanding an educational program called GROW. Youth in the delinquency system can be referred to this agricultural based "boarding" school. There is some thought to expanding it to include those who do not live on grounds, yet need a school program that is not available through the public schools.

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News from the CYF RACE Committee

By Julie Ahnen

The CYF RACE Committee (Raising Awareness to Create Empowerment) formed in 2011 following staff participation in Conversations on Race. Members of the committee represent Social Workers, Social Service Specialists, Supervisors, and Managers throughout the CYF Division. The RACE Committee has developed a set of recommendations that guide our work focusing on Training; Recruitment and Retention of Diverse Staff; Outcomes, Transparency, Accountability; and Community Engagement.

In 2016 all CYF Division Units were asked to hold meetings to focus on Talking Points developed to solicit staff feedback about our disproportionate involvement with children and families of color, especially African American children and families. In January of 2017, RACE Committee members met to discuss the outcome of the Unit Meeting discussions which we want to share with staff and our stakeholders. Along with our Recommendations, this feedback from staff will serve as a compass for our ongoing work. If you are interested in joining the RACE Committee, please contact Julie Ahnen, Andre Johnson, or Nancy Ortegon-Johnson

Talking Point #1: There are many factors that impact DMC data around juvenile arrests, and reports to CPS. What needs to happen in the community in order to reduce the number of African American and Hispanic children who are arrested and/or referred to CPS?

Schools:

- Create more welcoming environments.
- Provide mentoring for children and parents.
- Decrease criminalization of children's behaviors.
- Enhanced education for mandated reporters.
- Empower School SW with resources and intervention strategies.
- Implicit Bias training for school staff.
- Educate community members about their rights.
- Increase skills around family engagement.

Law Enforcement:

- Enhanced education around CPS/JJ systems, especially mandatory reporting.
- Allow Community Officers to devote all of their time to this role, rather than pulling them away to serve dual roles, which can confuse the community.
- Enhanced education around the issues affecting communities of color.
- More cross-system training with both of these systems who are the major reporters/referrals sources for both CPS and JJ.

Housing:

- Advocate for increased tenants rights.
- Poverty Initiatives
- Informal Supports for parents are needed!

Talking Point #2: What new internal practices could be attempted in CPS and JJ to impact screening decisions, substantiations, recommendations for formal involvement with the Juvenile Court, TPC Requests in CPS, and placement in out of home care?

- Coaching callers at Access-practice reflective listening to ensure that we are clear about what callers are reporting.
- Maintain aware of potential bias at Access.
- Bilingual Social Workers at all levels of CYF who can truly engage with families in Spanish, Hmong, etc.
- Push for more people of color to be employed by POS agencies.
- Prioritize the value of spending time with children and families to develop effective relationships (FTM's, FGC prior to placement).
- Intervene with families prior to things rising to the level of needing to screen in a CPS report.
- Hold Listening Sessions in the community to get feedback about our agency.
- Work with staff to develop skills around asking potentially awkward questions around race/ethnicity and Native American Heritage.

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RACE

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Talking Point #3: Are there particular services or interventions that seem to be more effective with non-white families? Services or interventions that are not effective with non-white families? Consider contracted services, non-contracted services, and any other internal intervention strategies (PS Program flexible funding, for example).

Good

- UJIMA
- CCS
- PS Funding
- Vanessa's School Group
- OFS
- Family Engagement Specialist
- Parent Mentors (needed but don't have)
- FAST-type programs
- Using internal SSS's to enhance parent skills

Challenged

- No respite center on the west side
- Journey Intake process
- LE presence during child interviews and parent interviews. Lack of standard response.
- Using SSS's as drivers

Talking Point #4: What is the role of CYF in communicating these ideas to others? Who should we be talking to?

- Judge's
- LE
- Medical
- Schools
- DA's Office
- Community members who are impacted by our intervention.

Talking Point #5: What actions can you take as an individual worker, to move families of color toward more equitable outcomes?

- Advocacy
- Implicit Bias training and efforts beyond training.
- Maintain awareness of cultural issues at all times.
- Promote greater respect for SW's in Court.
- Place value on family perspectives and ideas.
- Get ideas from neighborhood leaders about how to support families.
- Connect with Infamous Mothers Group.

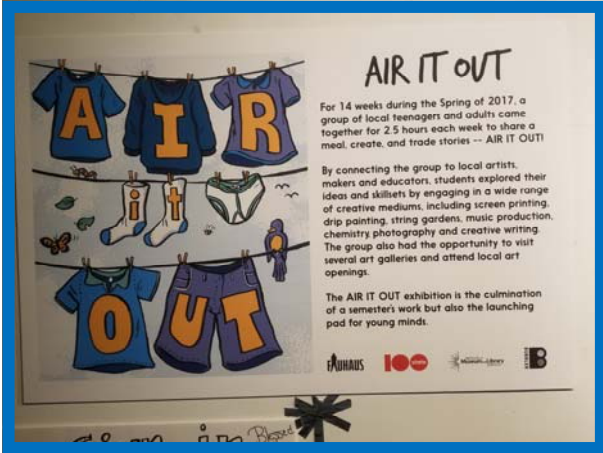
Bubbler Program Update 2017

By Amber Corbit, NIP social worker

This semester's bubbler program brought in a new group of kids with fresh creative energy to make art. Led by the world renowned artist, Professor Faisal Abdu'allah and facilitator Carlos Gacharna, the group of kids engaged in a variety of art forms to express themselves. The weekly workshops included spoken word, screen printing, painting, producing music, photography and agricultural art. Artist Ashley Robertson came in to lead the kids in large scale art painting, using a technique called the "dirty pour," which resulted in amazing masterpieces that the kids were very proud of. The group also got to attend an art opening at Café Zoma for Ashley, so they could see how Art can sometimes lead to a means of income. The kids were exposed to many amazing artists who came to share their talents and create with them. The semester ended with an art show titled "Air it Out" at the gallery space "Art In" on Madison's east side. The event showcased the art the kids had created all semester and included some local live performances from Fresh Trilogy (break-dancing), DJ Huizit and Kids These Days.

See Pictures on the following page.

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Community Outreach and Resource Education (CORE)

CORE is a grant funded team currently composed of 1 Sergeant and 2 Police Officers, but will be expanded through a second and subsequent grant award to provide an additional three officers in June of 2017.

Team objectives include:

- ⇒ Enhance departments efforts to reduce arrest racial disparities and improve trust through procedural justice, community outreach, and problem solving
- ⇒ Build relationships with youth to foster mutual trust and positive police interactions, resolve conflicts, and better understand the criminal justice system
- ⇒ Break down barriers between youth and police through mentoring and leadership building
- ⇒ Create opportunities to engage with communities of color in a non-enforcement capacity and facilitate conversation about the role of police and its impact on these communities
- ⇒ Create and expand programs to divert youth from the criminal justice system
- ⇒ Encourage the involvement of parents

Working collaboratively across districts and with outside agencies, CORE develops programming primarily for middle school youth that creates opportunities to engage with the community in a non-enforcement capacity and facilitate conversation about the role of police and its impact on communities. The CORE team can be contacted at core@cityofmadison.com.

CORE collaborates with MMSD/MSCR throughout the academic year and summer months to host programming for middle school youth. This collaboration allows MPD to connect with youth to break down barriers through mentorship and help build relationships to foster mutual trust and positive police interactions. Programming focuses on what police do and why and career exploration. Activities include the Mobile Mini Police Academy and “See It To Be It” tours where youth visit local Madison businesses.

“See It To Be It” is a grassroots initiative where CORE partners with area businesses to plan and facilitate tours that provide youth the opportunity to visit local businesses and gain insight into many different career choices. These tours provide an all-encompassing plan for future success where children see it to believe it. Tours have included visits to Dane County Airport, MG&E, UW-Health, MFD Stations, MPD Stations, MATC, and WMTV.

See more photos on following page.



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