



On Balance

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

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IT'S MORE THAN A PAYCHECK!

By Michael Mitchell, YSOSW, Inc. - Youth Job Center Program Coordinator

Do you know what the minimum wage is for teens? Did you know that 70% of the jobs that are filled are never advertised? Do you know what three things are needed to help a youth secure an employment interview? What documents do teens need to provide to prove that they are eligible to work in the U.S.? What is the major No. 1 reason why people get fired from their jobs? *



Another YJC Trainee gets
"real world" job experience

self-esteem, work ethic, prioritizing tasks and people skills. By using common everyday analogies and familiar examples, staff members break down the real and perceived barriers which teens face in securing what is often their first-ever paid job. The curriculum includes a pre- and post-employment skills survey, games, contests, group discussion, paper-and-pencil exercises, mock interviews, plus audio-visual materials. Youth even get to evaluate the training, thus providing staff with valuable insights for future instructional improvements and upgrades.

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These are just a few of the dozens of questions that get answered in the 10 hours of employment skills training offered each month to past or present Dane County court-supervised youth by the Youth Job Center (YJC). In addition, youth are provided with ongoing individualized job coach mentoring support, an effective resume, and a master application form from which to create new applications, plus job leads, free work permits and an introduction to metropolitan employers. Not only do youth 14 through 17 (and sometimes older) get hands-on training in handling applications and interviews, but about one-third of the training focuses on "soft skills" like attitude,

Evolving out of a summer program called Partners in Youth Employment, (PYE) started in 1992 working with about 40 "mainstream" youth. Today's Youth Job Center serves approximately 100 Dane County teens annually, achieving an on-the-job success rate reaching into the upper 80th percentile. In addition, YJC gives employment skills support to other programs at Youth Services of Southern Wisconsin (YSOSW), such as runaway and homeless youth, street outreach, and even to parents of some youth participants. Past

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

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YWCA Restorative Justice Program Promotes Awareness & Change

*By Colleen Butler,
YWCA Racial Justice & Outreach
Director*

The YWCA Madison has implemented a restorative justice initiative in order to promote a greater awareness of the connection between race and justice, to confront issues of race within our justice and educational systems, and to provide resources, processes and tools to the community for implementation of restorative justice principles, community building and community healing.

Through its restorative justice initiative, the YWCA seeks to dismantle the “school to prison pipeline” by working with area schools on implementing restorative justice processes and practices as alternatives to the current discipline models that exist. Nationally, African American students are almost 3 times as likely to be suspended as white students. African American youth represent 17% of the student population, but are 34% of those suspended. In Dane County,

only 54% of African American and 65% of Hispanic high school students graduate from High School, compared to 83% overall. In the Madison Metropolitan School District, African Americans are 4 to 5 times more likely to repeat a grade and two to three times more likely to be suspended than the student body as a whole. Without alternatives, students of color end up in the criminal justice system at a disproportionate rate.

The YWCA Madison launched its Restorative Justice Initiative in partnership with LaFollette High School last fall. This program empowers middle school and high school students to facilitate restorative justice circles in their school community. The curriculum provides students with an overview of restorative justice principles, as well as additional skills such as non-violent and effective communication and conflict resolution. Once the students complete the curriculum, they are able to facilitate restorative justice circles to address disciplinary issues within their school communities. These circles are used as a preventative approach to deter students from being suspended or expelled. Issues addressed in these restorative justice disciplinary circles have included chronic attendance/

tardiness, chronic classroom disruptions/behavioral problems, peer conflicts, or other issues that impact the school community. To view a video of the program, click on this link: www.ywcamadison.org/restorative

Beginning this school year, the YWCA Madison has added partnerships with Black Hawk and Sennett Middle Schools, as well as Middleton High School and Middleton Alternative Senior High (MASH) thanks to generous funding from the United Way of Dane County. Students who have taken the class have said that they’ve learned:

- “How to handle problems the right way and not make it a bigger problem.”
- “What it means to be respectful.”
- “How to be in circle and how to give your class mates good ideas and working together.”
- “Fighting is not a way to solve things.”

To support these changes within the schools, the YWCA also hosted 3 restorative justice facilitation trainings that were co-facilitated by Kay Pranis, author of [The Little Book of Circle Processes: A New/Old Approach to Peacemaking](#) for the staff at our partner schools. Restorative Justice was also the focus of our 3-day 2011 Racial Justice Summit. For more information about our Restorative Justice Program including videos, resources, and materials from our Summit, please visit our website at www.ywcamadison.org/racialjustice or call the YWCA Downtown Office at 608-257-1436 option 2.

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Youth Crisis Stabilization Program Provides Support to Foster Homes, Group Homes and Replay Staff

My name is Barbara Boustead, and for the past 9 years I have been the Program Coordinator for the Youth Crisis Stabilization program, which is one of the programs under the Emergency Services Unit (ESU) at Journey Mental Health Center. My colleague, Karen Jepsen, Child and Family Specialist, works with the Stabilization program on a half time basis, and together, we provide clinical consultation services to 12 foster homes, 4 group homes and the Replay alternative school program. At any given time, there are between 40-50 children registered with our program.

The YC Stabilization program and the ESU Crisis unit are located at 702 West Main Street in the “Bayside Place” building.

The Youth Crisis Stabilization Oversight program is structured under the guidelines of HFS 34, which mandates that Karen and I provide weekly clinical consultation, supervision and mental health training to the group home staff and transition foster parents who have children in their care. During the academic school year I also consult with the Replay school program staff and coordinate referrals for mental health services at the Center as needed.

Many of the Dane County children and adolescents who are registered with the Stabilization program have experienced severe emotional disturbance, trauma and other mental health and behavioral challenges, which require them to be placed in out of home placements including foster homes or group homes for 6 months or more. Some of these youth, who do not return to their parents and/or guardians, “age out” of the juvenile system into various independent living programs.

The primary function of the YC Stabilization program is to support the efforts of the foster parents, group home and Replay staff who work hard every day to provide a caring and supportive environment to help these children and adolescents stabilize in the community.

Once a youth is deemed to be stable at the foster home or group home, or in the case of the Replay program, has returned to the home school, they are no longer eligible for the Stabilization program. However, if he or she becomes at risk for a more restrictive placement or needs additional stabilization services in the future, they can be re-registered to the program.

For more information, please contact:

Barbara Boustead, YC/Stabilization Oversight Coordinator
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Barbara Boustead (left) with colleague Karen Jepsen

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Staff Spotlight Sabrina Sims and Joel Wagner

By Andre Johnson



Joel Wagner recently completed 5 years as gang detective for Dane County. Sabrina Sims is now taking on that assignment.

On Balance: How did you come to Dane County?

Sabrina: I grew up in California. I moved to Madison after college and started working for the Sheriff's Office in 2001.

Joel: I grew up in Fond Du Lac and spent 15 years in the military. I moved to Madison in 1987 and joined the Sheriff's department in 1993.

On Balance: Tell us a little about yourself?

Sabrina: I enjoy watching and playing sports. I love to travel, especially when it is winter in WI!

Joel: I am a do-gooder at heart. I hope to make an impact on lives of youth. I am married with 4 kids. I am a baseball freak and Brewers fan. We are a host family for the Mallards.

On Balance: What is your background and education?

Sabrina: I have a Bachelors degree in Criminal Justice from Cal State Stanislaus.

Joel: I served 15 years in the military and retired Sergeant 1st class. I have a 4-year degree from Lakeland College in Business Management and Accounting.

On Balance: How long have you been doing your job and what roles have you had at the Sheriff's department?

Sabrina: I have worked at the Sheriff's office since 2001. I have served as a deputy in the jail, a contract deputy in Mazomanie, a detective with the Dane County Narcotics and Gang Task force and most recently made the switch to the gang detective.

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Staff Spotlight

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Joel: I have worked for the Sheriff's Office since 1993. I have served as a deputy in the jail and gang deputy/training officer in the jail. In 2007 I became the gang detective and held that position until 2012 when I became the detective with the Dane County Narcotics and Gang Taskforce.

On Balance: What is your take on the current gang situation in the community?

Sabrina: I'm just getting started but I see my job as networking with other police agencies throughout Dane County. I also will be working with schools and administrators, teaching them how to recognize gang indicators in their kids. There are gang members throughout the county and they attend all the suburban schools.

Joel: I see gangs like a wheel in Dane County. Madison is the hub and the towns outside of the city are the spokes. We are dealing less with gangs and more with individual gang members in the outlying areas. We have seen a few gangs that were specific to a suburban area like the Biker Boys and Team Coon Killers.

On Balance: How have you seen Dane County change since you have been here?

Sabrina: From my time here in 2001 I have seen that a lot of crimes committed are tied to addictions. There has definitely been a shift from cocaine/crack use to heroin use starting in about 2008/09. I have also seen more violent crimes in the past couple of years and the age of the offenders seem to get younger and younger.

Joel: Up until about 2008, crack and powder cocaine were the major issues. Heroin is now a major concern. I have seen more crimes around guns and drugs with young people and this frequently ties back to the gangs. I see the younger kids gangbanging and, as they get older, more drug related crimes.

On Balance: What needs to be done?

Sabrina: We need to do a better job at prevention and education with both gangs and drugs. We need to have more family participation because if the family isn't involved, it makes it difficult for any follow through at home. We need to get kids involved in more positive things and give them more after school programs to keep them out of the streets.

Joel: I see a breakdown in families. We have babies raising babies, which has led to a lack of supervision and kids running with the wrong crowds. We need more programs that help give people a hand up, not hand out... Programs that help make families independent.

On Balance: What resources do you think Dane County needs or positive things that are going on in Dane County.

Sabrina: I think we need more resources out in the communities. Expansion of NIP with more staff to help serve youth. Expansion of Commonwealth or other jobs programs for youth into the rural areas. It would be nice to have more than one gang detective for the entire county. We also need more bilingual resources and staff to serve an increasing Hispanic population.

Joel: More programs and resources for 4th-6th grade youth (latch key kids). NIP plays an integral part in working with youth. NIP services need to be expanded. We need more Aaron Perry's on the street working with kids and NIP could use more staff to work with gang-involved girls. I don't see juvenile crime decreasing, but resources haven't kept pace.

On Balance: Final Thoughts?

Sabrina: I am looking forward to starting my new assignment as the gang detective for the county. I look forward to working closely with the schools and agencies in the community.

Joel: It was a great 5-year run as the gang detective for the county. I had an opportunity to meet and work with a lot of awesome people. I learned how big the gang/drug issue is and how understaffed we are as a system. I am amazed with how much we are able to do with the limited resources at our disposal.



Agency Spotlight MENTORING POSITIVES “The Hook Is The Key”

By David Thorson



Developing meaningful relationships with high-risk youth requires a unique skill set and a special personality. Will and Becky Green began Mentoring Positives (MP) in 2004, and it is because of their drive, charisma, and dedication that the program has earned a reputation for connecting and succeeding with difficult to reach delinquent kids.

Mentoring Positives utilizes traditional 1:1 mentoring and group mentoring, offers skill development groups and crisis intervention, is a resource for youth suspended from school, and provides support to parents. They target primarily middle and high school youth who are experiencing behavior or adjustment difficulties at home, school or in the community, might be truant, have anti-social and aggressive behaviors that are getting them into legal trouble, or are kids with significant mental health issues that are interfering with their ability to meet societal expectations. In other words, Mentoring Positives tackles really difficult youth who of-

ten are experiencing problems in multiple areas of their lives.

So who are Will and Becky Green, and what ever possessed them to embark on such a risky path to wealth and prosperity? Will is a product of Gary, Indiana where his family often struggled to make ends meet. He was inspired to achieve by family members,

especially his mother, who expected him to always bring passion and compassion to his life and work. His basketball skills got him a scholarship to a community college and he eventually transferred to UW-Eau Claire. Meanwhile, Becky was growing up in Waterloo, WI and found her way to UW-Eau Claire, as well. The two met while both worked at Eau Claire Academy residential treatment center. They moved to Madison after graduation, worked at Community Adolescent Programs starting in the late 90's, and eventually married.

Although CAP was a terrific working environment and learning experience, Will longed for more independence and wanted a relationship with youth that was less authoritarian than was possible doing community supervision. Mentoring Positives was created as a means to offer respite/support and be a non-judgmental positive force in the lives of high-risk youth. There is a great deal of flexibility in developing individualized plans. Will utilizes his basketball skills as one way to hook kids

and get them invested in the program and, by extension, in themselves. Mentoring Positives is located in an apartment building in the middle of the Webb-Darbo neighborhood. They build leadership skills with youth using evidence based programming. They do service learning projects and got the kids involved in urban agriculture, where they produce “Off the Block” salsa, which I can attest to is pretty darn good.

Mentoring Positives is non-profit and most of their referrals currently come from the CCF program, ARTT program, or Corrections. They take on many neighborhood kids as well, where poverty is a chronic and often overwhelming factor in their lives in addition to other challenges they might face. MP is connected to Join-



ing Forces for Families and the community police officer to ensure that neighborhood services are working cooperatively and collaboratively to assist kids.

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graduates of YJC as old as age 26 have been known to return for remedial assistance! Each year about a dozen such young adults return to YJC's supportive environment, which helps them address past mistakes, set realistic goals and begin developing a productive work history. Believe it or not, whether 14 or 40, the *basic process* of finding, securing and keeping a job is the same; always has been, always will be.

YJC tries hard to give every youth a shot at success in the world of employment. In its long history, YJC has only found three referrals to be "unsuitable" for the program, although each year some choose not to follow through with the full course program, usually due to serious personal issues. And each year YJC staff see increasingly challenged youth referred in hopes that the pay incentives, structure and activities of employment will help turn around youth who are at-risk of not keeping pace with their peers socially, academically, developmentally, behaviorally or emotionally. However, in reality, youth employment is yet another level of responsibility (and privilege), where employers want workers who can function satisfactorily at an entry-level in the adult workplace. YJC staff experience has found that youth employment is an inappropriate substitute for structured recreation, volunteerism, therapeutic services, and parental involvement.

However, for those youth who *are* ready to take that next important step into the workplace, this is what YJC experience and professional research have found:

- ◆ Having a high school job makes entering the job market as a young adult much easier.
- ◆ Adolescent work experience makes for higher weekly and hourly wages as an early adult worker.
- ◆ Adults who were employed as teens are more intensively employed as adults.
- ◆ People who had jobs in their youth, experience fewer and shorter periods of unemployment in adulthood.
- ◆ Teens who are employed during the school year reach greater achievement in several areas, including a lower dropout rate.
- ◆ Of the top 10 states in percentage of employed high school youth, most are in the Midwest, with Wisconsin ranked #3.
- ◆ Youth employment helps moderate anti-social behavioral tendencies and reduces windows of opportunity, namely the 4p.m. to 7 p.m. time period, which, if left un-addressed, can lead to the commission of crimes.
- ◆ Employed teens are exposed to, and benefit from, positive adult role models, structured and supervised time, raised performance expectations, peer and adult interaction, positive social role involvement, and higher self-esteem through tangible achievement.
- ◆ Employment skills training for adolescents reduces the fear and uncertainties in finding, securing,

and keeping first-time employment.

- ◆ Interacting with a supportive job-skills coach builds social connectedness plus intellectual and emotional rapport, resulting in increased levels of trust, confidence, and commitment in today's youth.

*Data is drawn from YJC stakeholder surveys plus: **Confronting The Youth Demographic Challenge: The Labor Market Prospects of Out-of-School Young Adults** by A. Sum, N. Fogg, & G. Mangum, 2000, John Hopkins University, Sar Levitan Center for Social Policy Studies.*

Do you know a youth who is really, willing and able to assume the responsibilities and privileges of paid employment? Then just contact YJC for a 2012 training class schedule and a referral form.

We look forward to hearing from you and your young person!

* For the answers to these and other questions or to make a referral, contact **Michael Mitchell** at **(608) 245-2550 Ext.108** or email: michael.mitchell@youthsos.org

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Mentoring

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At this time MP has around 12-13 mentors and works with around 40 kids per month. They try to match mentors based on need rather than on funding sources, which is sometimes a challenge. Will and Becky would like to see the program expand into other neighborhoods, with improved facilities to work out of. They certainly have a strong base to start from and if determination and ability play any role in the outcome, the best years of Mentoring Positive are yet to come. Feel free to check out their website to learn more about the program and how to refer youth.



Children's Mental Health Collaborative Holds Summit

By John Bauman

On December 8, approximately 75 people gathered at United Way for a Children's Mental Health Collaborative Summit. These summits convene every 18 months and are always very informative. This year the topics included information from Dr. Ken Loving from Access Community Health Centers on the recommendations from the Delegation for Improvement in Behavioral Health, an introduction of the MMSD Mental Health Task Force by Dr. Dan Nerad, an update on Trauma Informed Practices by Kathy Halley from MMSD and a data report by Sandy Erickson from United Way.

Participants gained a tremendous amount of information during the morning and in small groups processed the questions of what are the primary issues facing children's mental health at school and in the community and how can those issues better inform the work of the Collaborative, MMSD Task Force and school districts throughout the county.

MMSD Task Force to Focus on Mental Health Practices and Supports for Students

The first meeting of the Madison Metropolitan School District (MMSD) Task Force was on January 26. The group consisted of 25-30 stakeholders representing leadership in HMO's, non-profit mental health agencies, Madison schools, social services, law enforcement, city and county government, advocacy agencies and parents. At this first meeting, members developed a working agreement, reviewed the history of the ongoing Children's Mental Health Collaborative, discussed the charge of the Task Force, reviewed MMSD data related to mental health and reviewed the work plan for the group. Participants will be meeting monthly to develop recommendations and implementation plans for a comprehensive, integrated and culturally informed school-linked system of mental health practices and supports for MMSD students and their families. An additional goal is to expand this system to areas outside of the MMSD.

Preparing Youth in Foster Care for Transition to Adulthood

By Mary Beth Wilk

A growing number of older youth age out of the foster care system without a permanent and supportive family to assist them as they face the challenges of adulthood. In addition to the normal developmental changes associated with adolescence, youth in the foster care system face additional barriers as they prepare for this transition.

Many youth are behind in their schooling and are sometimes unable to graduate with their class. Youth may also experience cognitive delays, mental health and/or substance abuse problems, low self-esteem, criminal activity, poor decision making skills, and influences of negative peer groups. Many of the family problems that lead to a youth's placement might still be unresolved at the time youth are ready for transition to adulthood. Often times at adulthood, many youth return home and do not receive the support they need. Youth who don't return home often couch surf for awhile and have difficulty finding housing due to poor job history, lack of consistent income, or not being able to find anyone willing to be a co-signer on their lease. Poor decision making and conflict resolution skills also contribute to their inability to find stability and juggle all the responsibilities of adulthood.

As youth prepare to transition out of foster care at age 18 or 19, they are often not ready, able or willing to take on all the responsibilities that are expected of them. As brain research has been telling us, the executive functioning part of our brain

is not totally developed until our mid 20's. It is this part of our brain that helps us make informed, rational decisions based upon our needs rather than on our wants and impulses. As these young adults age out of our system they are faced with responsibilities that they are often times not developmentally prepared for. They will continue to need support and guidance from caring adults who can provide structure, mentoring, life skills training and connection to community resources. Transition to adulthood is a gradual process not a single event. Youth need time to mature and have the opportunity to practice living "real life" but with a safety net attached.

Dane County Department of Human Services Teen Life Skills Program provides support for eligible youth while in foster care as well as during and after they age out. Dane County youth who have resided in a court ordered out of home placement for at least 6 months after the age of 15, are eligible for services. As part of their Permanency Plan, youth participate in an assessment of their life skills strengths and needs and an independent living plan is developed which identifies goals to work on and is updated every 6 months.

The Life Skills Program provides a variety of other services. Life skills training is provided to youth and their care providers on ways to learn/teach life skills in the home. Some of the skill areas addressed include: money management, education, employment, healthcare, housing, com-

munity resources and other wellness topics. Mentors are also available to match with youth to develop a supportive adult relationship as well as assist them in working towards their life skills goals. Youth that show interest and leadership skills may participate in a Statewide Youth Advisory Council. This group is youth driven and advocates for changes that will benefit foster youth across the state.

In response to federal and state law, all youth who turn 17.6 need to have an Independent Living Transition to Discharge Plan (ILTD) developed that details specific tasks to be completed in preparation for their transition to adulthood. With the assistance of their foster parents, youth are asked to identify support people whom they would like to attend a meeting to plan for their transition. Adults who are part of the transition meetings are offered an opportunity to sign a Permanency Pact to present to the youth. This "Pact" identifies ways the adult will support the youth during and after their transition to adulthood. Another transition meeting update occurs 90 days before the youth exits care.

Another federal requirement is the implementation of the National Youth in Transition Database. This is a federal Survey that tracks outcomes for foster youth at age 17, 19, and 21. At age 17, any youth in a court ordered out of home placement is

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Delinquency Services Fare Well in DCDHS' 2012 Budget

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

Dane County's Children, Youth and Family Division provides continued support for delinquency services despite overall Division budget reductions. The Division's 2012 budget is \$53.3 million, which is \$1.2 million less than the 2011 budget sum. The decrease relates to state, county and other revenue reductions.

The Division provides support despite specific state revenue reductions as well. The Division budgeted state Youth Aids monies (monies specifically earmarked for delinquency services) in the amount of \$6.2 million in 2012. This sum is fully \$413,537 less than the budgeted 2011 sum. The decrease relates to State budget reductions.

The Division *must* properly support the delinquency services function each year. In 2012, the Division allocates more County general-purpose-revenue (GPR) monies towards delinquency services in order to do so. The services will assure that the needs of delinquent youths are properly addressed, delinquent youths who may remain in family homes do so, delinquent youths who must be placed in alternate care are placed in satisfactory situations, and youth at-risk for delinquent behavior are redirected to positive alternatives.

The budget:

- Maintains CYF Division delinquency services staff at 2011 levels
- Supports delinquency-related purchased-services at Common Wealth Development (youth employment services), SOPORT (juvenile sex offender programming), and Youth Services of Southern Wisconsin (intensive supervision services, Briarpatch crisis intervention, youth restitution services, and youth employment services) at 2011 levels
- Boosts Operation Fresh Start services by \$62,730 (+28%)
- Supports general Court Diversion Unit services via creation of a new and slightly expanded budget line
- Supports a new 'Youth Activities' budget line totaling \$50,000

2012 Juvenile Court Program Budget

By John Bauman

The Juvenile Court Program's 2012 budget is now at levels that meet the historical expense and/or revenue amounts for the Juvenile Reception Center, Shelter Home and Detention. Approval was granted for a 12-passenger van for the Shelter Home to replace the 10-year-old minivan at Shelter Home that needed frequent repairs. This larger van will allow for all residents to go on outings for community service or other activities.

Juvenile Corrections Update

By Rhonda Voigt

What's Happened at Copper Lake School (CLS) and Lincoln Hills School (LHS)?

Family Visits

- Families who want to visit are able to take a bus based out of Milwaukee. The current schedule is four trips per month with two trips coming through Madison (the other two go through the Fox Valley). Families may call LHS the morning of the trip to see if space is available for Madison visitors. Call LHS for more info: (715) 536-8386.
- Families may set up visits and other meetings through videoconference from Juvenile Reception Center and Neighborhood Intervention Program. They need to work with the CLS/LHS social workers to make arrangements. Call LHS for more info: (715) 536-8386.
- CLS/LHS have a Transportation Unit comprised of staff who travel through the state several days each week. Type 2 facilities and social workers may work with the Transportation Units on trips for Type 2 sanctions youth. Call LHS for more info: (715) 536-8386.

Program Modifications

- CLS adopted the Short-Term Re-Entry Program from SOGS.

- CLS continues to offer trauma informed care via the TRIAD program (AODA and anger management) and Dialectical Behavior Therapy DBT).
- LHS has the PRIDE (Personal Responsibility and Integrity in our Daily Environment) Program. The length of the program (90 or 120 days) is determined via a risk assessment tool. "PRIDE is a short-term program with an emphasis on education, leadership, team building, community service, personal responsibility and future training with the goal of transitioning youth back into their communities. All youth are involved in daily physical training regimens, a full educational program, indoor and outdoor experiential activities.
- The 16-week AODA Treatment program continues to be offered at LHS. Program changes may be made in 2012.
- Juvenile Cognitive Intervention Program (JCIP) has been extended from 12 to 16 weeks.
- The Psychological Services Unit continues to provide individual, group and family therapy.
- LHS is planning to offer trauma informed care in the coming months.

New Corrections Liaison at Dane County

- Heather Crowley is the new Dane County Juvenile Corrections Liaison. Heather has been a DCDHS-CYF social worker since June 2007. Before that, she worked at the DA's office, LTE positions at Shelter and N.I.P and at POS agencies, Mental Health Center of Dane County, YSOSW-CAP and Briarpatch. In addition to her liaison duties, Heather carries a delinquency caseload.

State Correction Staff Changes

- Dane County continues to purchase juvenile corrections aftercare supervision from the State of WI. Northwest Regional Office Supervisor Kate Elvidge transferred to supervising an adult probation/parole unit in the Madison area. Gretchen Kubnick replaced Kate as the NWRO Unit Supervisor. Gretchen has been with Juvenile Corrections since 2005, most recently as the Director of the High Risk Juvenile Sex Offender Reentry Program.

Governor's Juvenile Justice Commission Adopts Plan to Address Juvenile Justice Issues 2012-14

By Kris Moelter

In developing its three-year plan the commission reviewed juvenile justice-related data and considered input from key stakeholders throughout Wisconsin. The plan represents a continuation of the commission's efforts over the last several years to increase public safety by encouraging the use of evidence-based practices to address juvenile crime. The commission recognizes the need to work with other systems, such as the child welfare and school systems, if it is to effectively address the needs of Wisconsin's youth, families, and communities.

During the next three years the commission will promote juvenile justice improvement by:

- (1) Maintaining compliance with the federal Juvenile Justice and Delinquency Prevention Act;
- (2) Addressing disproportionate minority contact;
- (3) Building capacity at the state and local levels to effectively address juvenile crime; and
- (4) Developing juvenile records and data collection systems at the state and local levels.

Compliance with the federal law

To receive its share of the federal juvenile justice money, Wisconsin must comply with requirements of the federal Juvenile Justice and Delinquency Prevention Act. This law governs when and how states may hold juveniles in secure detention facilities (including adult jails and lockups). States that do not comply with the law lose a portion of the federal money. Wisconsin has received its full share of the money since 2008. Wisconsin uses the federal juvenile justice money to fund local delinquency prevention and intervention efforts, including two projects in Dane County designed to reduce disproportionate minority contact with the juvenile justice system.

Disproportionate Minority Contact (DMC)

Data show that minorities are overrepresented in Wisconsin's juvenile justice system at all stages, from arrest through waiver to adult court. The commission has made DMC reduction a priority since 2003, and it will continue to do so.

During the next three years the commission will look at DMC across systems. It will use some of the federal money to fund DMC-reduction initiatives in the juvenile justice, child welfare, and school systems. In addition, it will continue to provide training and support to improve professional practice related to DMC-reduction.

Capacity-building

The commission will continue to improve the capacity of the juvenile justice system, from arrest through re-entry, to serve youth, families, and communities effectively and efficiently by providing the information, training, and tools necessary to implement programs, policies, and practices that reduce recidivism and promote public safety.

It will fund (1) training around what works to reduce recidivism, hold youth accountable, and promote public safety; (2) the use of assessment tools and evidence-based programs and practices at the local level; and (3) alternatives to detention.

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SAVE THE DATE

for the 6th Annual Restorative Justice Conference on May 3 & 4, 2012 at the Kalahari Resort in Wisconsin Dells. Full registration information will be available soon. Be sure to check the Wisconsin Restorative Justice Coalition website: wrjc.net for more details. Keynote speakers will be a survivor and offender telling their story together. Other topics include Dealing with Bullying in the Workplace, Crime Victim Compensation, a Victim Impact Panel, and a victim and their family will talk about secondary harm to those close to the victim. There will be many great workshop topics to choose from. Mark your calendar now!

Juvenile Justice Issues

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Juvenile records and data collection systems

Wisconsin does not have a consolidated, statewide juvenile justice records or information-sharing system. There is no “one-stop” shop where interested parties can go to obtain statewide juvenile justice data. There is also inconsistency across counties. Some collect, analyze, and use data for decision-making, others do not. Some have sophisticated juvenile records systems, others do not.

During the next three years the commission will determine the feasibility of developing statewide data collection, juvenile records and information-sharing systems. It also will fund local efforts to improve their data collection and juvenile records systems.

Please contact Kris Moelter, juvenile justice specialist at the Wisconsin Office of Justice Assistance, if you have any questions about the plan. You may contact her at 608.261.6626 or kristina.moelter@wisconsin.gov.

Subculture Corner

*Stephen Blue – Co-Chair
Dane County Youth Gang Prevention Task Force*

Spring is just around the corner. While spring is a glorious time of warmth and bounty, it has also been a period of conflict. In anticipation of previous years issues, driven by increased daylight hours and time spent at parks and bus transfer points, we have taken the following steps to impact potential youth gang conflicts.

Plans are underway to establish a Monday morning Violence Reduction Call Tree. Key system partners, DCDHS, courts, schools, and law enforcement will participate via phone every Monday. We will review any potential spillover conflicts from the previous weekend. This will also give us the ability to share information that could prevent violent actions by youth. The model has been successful in Chicago IL.



Stephen Blue

In addition to the Call Tree, we have operationalized the Rapid Response Board. This will improve critical incident information sharing swiftly to all key system partners. The process is a web-based platform where we can post and disseminate information with one step. In the ever-changing youth gang world, small bits of information can be important to the big picture puzzle.

The Dane County Youth Gang Prevention Task Force will again provide its annual Youth Gang Prevention Conference in 2012. The conference committee will be re-formed and begin work on a fall conference.

Trends

The City of Madison has seen an increase in retail theft recently. Retail theft by teenagers is nothing new. What is different about the recent trend is the teaming nature of the crime: snatch and grabs where multiple youth enter a store and simply grab merchandise and run. Then come the targeted-mark incidents where victims are watched for certain types of purchases and then robbed.

The system response in this area has been to significantly reduce the time youth on supervision can spend at the malls. Some clients with previous strong-armed robbery history are denied entrance to the mall or must be accompanied by a parent.

Job Well done

Joel Wagner of the Dane County Sheriff's Dept has been and pleasure to work with and a real asset to the community in our efforts on gangs. Joel has a great sense of humor, with a no nonsense approach, but his approach was balanced and fair. We will miss you.

Tariq Pasha Saqqaff Youth programs manager at Common Wealth Development. I would like to thank you for the vision and talent you brought to the youth employment scene. In the past eight years Common Wealth Development became a key player in the JJ community under your leadership. We will miss you.

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On Balance

Subculture Corner

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Gang Quiz

1. What notorious gang leader was a Nobel Peace Prize nominee for his role as an anti-gang activist and author???
 - a. Desmond Tutu
 - b. Jeff Fort
 - c. Stanley Tookie Williams
2. What gang did he belong to??
 - a. Latin Kings
 - b. Crips
 - c. Gangster Disciples
3. Which of the following youth gangs are in Madison, Wisconsin?
 - a. C-14
 - b. Young Fellaz
 - c. Mad Boyz
 - d. Gangster Disciples
 - e. Lick Squad
 - f. Mad Girlz
 - g. All above

See Quiz Answers, Page 16

Reflections on James Rumph *by Stephen Blue*

James Rumph began his employment at DCNIP in 1992 as a program leader. Over the years, he performed many roles at DCNIP. He got his start in the early intervention services unit, helping in many of our landmark programming efforts. The Teen Times Newsletter and Future Leaders Club are two such examples of his impact. James led one of the first school-based DCNIP groups in which MMSD gave students credits towards graduation. In later years, as he began to have some health issues, he moved to the steadier schedule of the Community Supervision unit where he continued his work at the same level of excellence he was known for. James was very well liked and provided many youth with guidance and direction.

I was lucky to have the opportunity to know James as both a work colleague and friend. We met in 1970 and maintained a fun and supportive relationship over the years. Since both of us came from the 1960's generation, we shared the belief that our work should have much more significance than just a job. The platform of DCNIP gave us the ability to impact the lives of those kids who needed it most. I closed with this remark at James' funeral: "I got to be the face of NIP, Bobby the heart, Jeanine the sister, Andre the glue, but James was the Soul. We shall not forget our soul. Rest in peace."

Friends and Colleagues Thoughts and Reflections on James...

- ◆ Alan Chancellor - DCNIP - James always willing to help; very supportive of me and my involvement with youth.
- ◆ Jeannine Foth - DCNIP - "Hey Buddy". When James spoke those words, I knew he was asking for a favor, though always with a smile, making it very easy to handle the request. James is truly missed.
- ◆ Rainey Briggs - MMSD - I have had the pleasure of knowing Mr. Rumph. and as a youngster he is someone that I looked up to, someone who took me under his wing to help me see life for more than just sports. James was dedicated to making sure that many kids had a chance to make it in life.
- ◆ Sharon Hardiman- DCNIP - As I reflect back on all of my years that I have been with the NIP program, I can think about the times when I worked with James. If there were ever a time when I needed him to assist me with the kids in any manner, he would not hesitate to come through. I will truly miss his generosity and the many times he has made me smile.
- ◆ Andre Johnson - DCNIP - I have had the pleasure of working with James for the past 13 years. James was a very hard worker who cared deeply for the kids. James went above and beyond the call of duty working extra hours and frequently on his days off to help the youth that we serve. James was very well connected in the Madison community and used this to help get kids jobs and provide sites for community gift. In spite of his own health issues James didn't complain, he just got the job done. NIP will truly miss James.

On Balance

Quiz Answers

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- 3. G
- 2. B
- 1. C

Foster Care

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asked to completed the online survey through Foster Club within 45 days of turning 17. The goal of the survey is to measure the State's success in preparing youth for adulthood.

Other resources the Teen life Skills Program offers to youth transitioning to adulthood includes, gift cards for youth to purchase start-up items for their first apartment and assistance with security deposits. We were also fortunate to have some Section 8 housing vouchers for aging out youth the past couple years although there is currently a wait list. Youth who are still in their court ordered placement at age 18 are also eligible for BadgerCare Plus coverage up to age 21, and up to \$5,000 per year in college scholarships. Other community organizations have also been generous in providing support in the way of start-up kits, quilts for youth, suitcases, and skill training sessions on a variety of topics. The Junior League of Madison chose teens transitioning out of care as the population they want to help for their short and long term project including providing start-up kits, employment readiness, as well as transitional housing.

There does seem to be a buzz in the air with more people having an awareness of the needs of this population. State administrators have been conducting listening sessions with youth and other stakeholders around the State to gather ideas on how to fill the gaps in services for this population in an effort to improve healthy outcomes for these young people. Hopefully in the future we will see more supports for these aging out youth such as transitional housing programs or the opportunity for foster youth to stay longer in their foster placements.

On Balance

SCHOLARSHIP OPPORTUNITIES FOR FOSTER CARE YOUTH

These opportunities are available for youth aging out of foster care, former foster youth who are now adults, and/or youth who were adopted after age 13.

Foster Care To Success

<http://fc2success.org>

Hopes For Higher Education

www.hopesforhighereducation.com

Capital One Fostering A Future Scholarship

www.childrensactionnetwork.org/pdf/2011Application.pdf

Talent Incentive Program Grants

<http://dpi.wi.gov/weop/tipgrt.html>

National Foster Parent Association

<http://www.nfpainc.org/Default.aspx?pagelid=1116723>

College Scholarships For Minorities

<http://www.collegescholarships.org/other-minority-scholarships.htm>

Department of Children and Family Scholarship (DCF)

Education and Training Voucher Scholarship (ETV)

Contact Marybeth Wilk at (608) 242-6329

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