
From: Betty Grimm </o=first organization/ou=first administrative group/cn=recipients/cn=bgrimm>
Sent: Wednesday, February 29, 2012 7:00 PM
To: Sharon Harrigfeld
Subject: FW: South pod

Sharon,

Another fight tonight during dinner, involving O&A juveniles.

We need to talk. Remember my report to you yesterday after my meeting with Steve Sanders, who shared his frustrations regarding how many of the staff in O&A were treating juveniles, how so many of them were already criticizing the new process, that is not even one week old (all that work for what?)

RT met with me several times today to share his concerns about how Tom's staff were openly talking and criticizing processes in front of the juveniles.

Well here's the result.

I would like nothing more than to be able to clean house down there!

From: Richard Duke
Sent: Wed 2/29/2012 6:23 PM
To: Tom Knoff; Betty Grimm
Subject: RE: South pod

Tom, as a follow-up to our conversation on the DO phone, I saw several staff openly voice not only frustration about NM and getting out of his room too early, they also openly criticized another student (GM) in front of the other kids. (One person was my staff and I corrected and explained that Gabe will not succeed if we openly speak poorly of him in front of the kids).

To be fair, I was first discussing with several of the morning staff the reasons that you all decided on in your behavior management meetings and the re-entry contract; I was down in O&A a lot today and I engaged in the conversation. I tried to clarify for them, but felt like I was continually defending something that had already been decided on in your meetings last week. I did disengage when I felt that the kids were overhearing too much and said that I'd talk at a later time. Later in the day, though I noticed that there were several occurrences of the same behavior during the day in front of the kids.

As I reiterated to you on the phone, openly criticizing these policy changes in front of the kids only invites the kids to take on these thoughts and feelings because they are coming from the staff. While students being assaultive is by no means condoned or acceptable, it makes it easier for them to justify if staff share the same feelings. This will definitely contribute to less safety, more occurrences of assaults, etc. I was under the impression that the meetings last week were to get everyone on board with this and to all be on the same page, and there is no way that this will work if all of us are not willing to buy in. I know you know all this, but I just wanted to keep you in the loop. Sorry for the long summary, but there is a significant safety concern if staff are openly criticizing these changes in front of the kids.

Thanks, RT

-----Original Message-----

From: Tom Knoff

Sent: Wed 2/29/2012 4:51 PM

To: Betty Grimm; Richard Duke; Valarie Zuniga; Don Baranco; Pam Gillanders; Dave Winkler; Louise Martinez; Julie McCormick

Subject: FW: South pod

BM is leaving tomorrow -

Tom Knoff

Rehabilitation Supervisor

Observation and Assessment

JCC-Nampa

208-465-8443 x 111

From: Todd Inman

Sent: Wednesday, February 29, 2012 4:26 PM

To: Tom Knoff; Addison Fordham; Ronald Edwards; Dianna Carnell

Subject: RE: South pod

Just to add to this info...

GM informed me that during school, NV, CM, CO were talking about beating up both JC and
BM Once again, this is a calculated plan that should be taken serious.

From: Addison Fordham

Sent: Wednesday, February 29, 2012 4:17 PM

To: Tom Knoff; Ronald Edwards; Todd Inman; Dianna Carnell

Subject: South pod

Keep your eyes open at dinner tonight...

There is already talk in the pod, as soon as I let the juveniles out of their rooms this afternoon, about what sounds like retaliation. CM, NV, CO were asking each other if they were "down", and one told the other two, "if we do it tomorrow we'll be out by Sunday for sure." They then began discussing the strength and weaknesses, who was a better fighter, who would win between so and so and so and so and whom of other juveniles in other pods and who would be more likely to fight back, etc. It appeared that NM was adding his two-cents to this portion of the conversation as well. When I confronted the group about changing their topic of conversation, they acted like they had no idea what I was talking about, and then Duke said "you know what you were talking about, you were talking about KJ."

Please feel free to contact me if you have any questions or concerns.

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Thank you,

Addison Fordham

Rehabilitation Technician

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