
From: Betty Grimm </o=first organization/ou=first administrative group/cn=recipients/cn=bgrimm>
Sent: Thursday, September 06, 2012 6:32 AM
To: Pat Thomson; Sharon Harrigfeld
Subject: FW: concerns form Mr. [REDACTED] Re: SB having been struck in the face. Attorney/Client Privilege

Could we proceed with a lead tech in O&A to assist Laura?

Betty Grimm
Superintendent-JCC Nampa
208-465-8443 ext. 107
Idaho Dept. Juvenile Corrections

From: Laura Roters
Sent: Wednesday, September 05, 2012 7:17 PM
To: Betty Grimm
Subject: RE: concerns form Mr. [REDACTED] Re: SB having been struck in the face. Attorney/Client Privilege

SB had been egging J on for at least one day if not more. He was calling him names and then telling him he was a [REDACTED] when J did not respond. Today in team Mr. Gregston shared that 2 youth, I and J had planned to use J hitting SB as a ploy to distract staff long enough for I to hit peer Z (who also continues to try t get others to fight with him). When I spoke with J about his behaviors he stated he has been informing staff of SB s taunting behaviors but staff continued to tell him to disregard the behavior and move on, therefore he took matters into his own hands.

I continue to work with staff to remain aware and engaged with the youth and am told this is occurring. Gracie Reyna was on the night SB was hit by J and she called me at home when it happened stating that it happened so fast and without warning that it was over before she could react. When I talk with staff about what is going on they say all of the right things, it is becoming a he said she said between staff and youth. I continue to question and address what is occurring on the floor. Yesterday I had a temp staff come to me and inform me that SSO Mr. Amaya shared with him that there are no consequences for the youth in O/A and if a youth chose to hit him in the face then nothing would happen and the youth would have no consequences. I spoke with the temp for some time about the re-entry contact and the varying ideas about what consequences can and do occur with youth, but again it would seem that staff are feeding information to others based on what they feel and the perception they have.

I spoke with both Pat and Julie today about a need for an extra set of eyes that I can work with. I asked about an ability to have a lead tech and or have someone with me to help with some of the staff behaviors (as we discussed in the meeting at HQ a few weeks ago). I would like to believe I know what is going on and can be where I need to be doing all I need to do at all times but this in not a reality. Jeff will be going back to Choices next week and has been helping with training and interviews for the past week so his help will be removed. Although I have been in O/A for 3 months it feels like 3 day's with little accomplished. I try to remind myself that the culture took years to create and may take as long to rebuild.

With all that is going on I am trying to ensure my new staff are trained, all of my needed documentation is done, my trainings are done, my shifts are covered, my emails answered, my program ideas heard and the staff and youth are doing what they need to do. I realize I am preaching to the choir but I am trying. I am open to ideas and guidance. I am

currently spending as much time as possible working but I still fall behind, once again I am open to ideas. Please let me know your thoughts.

Thanks,
Laura

From: Betty Grimm
Sent: Wednesday, September 05, 2012 5:39 PM
To: Laura Roters
Subject: FW: concerns form Mr. [REDACTED] Re: SB having been struck in the face. Attorney/Client Privilege
Importance: High

We must stay on top of this, as this is so much of the plaintiff's reports.
"kids are not safe and staff are not safe"

From: Erwin Stinnett
Sent: Wed 9/5/2012 5:19 PM
To: JCCN O&A Pass Down Group
Subject: concerns form Mr. [REDACTED] Re: SB having been struck in the face.

Phoned Mr. [REDACTED] and informed of the classification staffing date and time,(intake interview completed earlier) Mr. [REDACTED] discussed SB having been the victim of a battery, he was quite concerned about the report he received from SB that the perpetrator gloats and taunts SB about having assaulted him. Mr. [REDACTED] asked for assurances that SB will not be vulnerable to this type of assault again and he expressed his concern that allowing the other Juvenile to taunt SB was not appropriate.

Mr. [REDACTED] was assured that there are staff present at all times, that every effort is made to identify when there may be a conflict brewing and to guard against any acting out he was informed that now that staff are aware of a conflict that an effort will be made to reduce the risk of any further assaults against his son. He asked what would be done about the gloating and taunting and I told him I would make staff aware that was occurring and forward his concern, and that I expect that if they observe any such behavior that they will address it appropriately.

Thank you.