
From: Julie Cloud </o=first organization/ou=first administrative group/cn=recipients/cn=jcloud>
Sent: Tuesday, August 07, 2012 10:50 AM
To: Pat Thomson
Subject: FW: Proposed Refocus or Redesign of JCC Nampa O&A Program / Behavior Interventions
Attachments: 3754 knoff job audit 11_09.doc; clean copy draft rev. jccn oa juvenile handbook friley 062512.docx; description of staff duties for each scheduled activity.docx; draft anger workout format.docx; draft life story worksheet jccn o&a.docx; draft revisions to earning release from isolation or room time jcc nampa o&a.docx; proposed - revised performance objectives for each jcc nampa o&a staff.msg

Pat, if you want to work on justification for a UM in O & A I would love it. Here is what Betty sent me as justification (below and all but one attachment). I would also review the job duties that Tom send you when you were working with him earlier this year, the PDQ for UM and PDQ of Rehab Sup (referred to in my analysis in October 2009 attached). You will have to show that the scope, breadth and depth have changed: job duties, decision making, consequences of action, etc. You might consider a position paper like I wrote for the Solutions positions using Deb Day's CPC info that is unique to O & A. You could even have Laura review the Rsup PDQ and revise it based on what she is currently assigned to do (e.g., programming, etc. This needs to be fully supported in case it is challenged.

I have a couple other emails I'll send you to...I think!

Let me know if you don't have time.

Julie

Julie Cloud

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Don't find fault, find a remedy.

--Henry Ford

From: Betty Grimm
Sent: Monday, July 16, 2012 4:12 PM
To: Julie Cloud
Cc: Sharon Harrigfeld
Subject: FW: Proposed Refocus or Redesign of JCC Nampa O&A Program / Behavior Interventions
Importance: High

Julie,

I am requesting that HR complete a study in JCC Nampa Observation and Assessment Unit to determine the need for a Unit Manager to provide the oversight of all that has been recommended and outlined below.

LEDFORDSSD121468

I would ask that this study take place asap.
Thank you

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

From: Frank Riley
Sent: Monday, July 16, 2012 2:17 PM
To: Sharon Harrigfeld; Betty Grimm
Subject: Proposed Refocus or Redesign of JCC Nampa O&A Program / Behavior Interventions

July 16, 2012

Director Harrigfeld and Superintendent Grimm:

Based upon the work done with JCC Nampa O&A during my recent six week temporary assignment and particularly based upon the opportunity that I had to consult with Unit Manager Laura Roters and Clinician Dallas Payton, I offer the following recommendations for a change in focus or design within the unit. As always these are offered as suggestions for consideration by the Director and Superintendent of JCC Nampa. Review and input concerning these proposals from others with knowledge of the current O&A function should also prove valuable.

The role of JCC Nampa O&A staff is to safely provide the opportunity for juveniles to begin to learn how to live and how to commit to change in whatever treatment environment follows O&A.

Without safety the department's rehabilitation mission cannot be accomplished. Punishment (alone) does not build a safe environment and it does nothing to build long term safety for the community. Having engaged staff continuously working to teach, model and practice self-management skills with juveniles who are learning to accept their responsibility for safety does build a safer unit and community.

JCC NAMPA O&A KEY TASKS

1. Review and revise as necessary the DRAFT Performance Objectives for each O&A staff, deciding in the process how to best use staff strengths and how to have them work together to support the further development of the unit in several key areas; for example: Training Staff to Deliver Curriculum Effectively; Training and Reinforcing Staff Verbal De-escalation Skills; Training and Reinforcing use of DBT Self-Management Skills; Reviewing and proposing revisions to the unit daily schedule to support more effective use of incentives.
2. Continuing to pursue reclassification of the Rehabilitation Technician Supervisor position to Unit Manager. The changes in scope and focus of work within the JCC Nampa O&A Unit described in this document require leadership from a position equivalent to a Unit Manager.
3. Identify and compensate a "Lead Staff" in O&A to help support and reinforce the continued development of staff skills.
4. Decide on and Establish the core tools on the unit for managing behavior. Varied tools may be called upon but in my opinion ONE CORE STRATEGY should be identified and trained extensively as THE STARTING POINT for all staff to juvenile interventions related to behavior management; DBT – I Levels – Motivational Interviewing- Some Other Strategy.
5. Train to the selected core strategy extensively and regularly.

6. Decide on and Establish a narrower focus for the curriculum offered to juveniles in O&A: LEAPS – Social Skills – Change Co. – Anger Management – D&A - Gangs.
7. Train to that curriculum and train staff to deliver that curriculum. (In the limited time available in O&A I would focus curriculum on teaching self-management of behavior, perhaps using DBT skills.)
8. Adjust the daily unit schedule to allow for a variety of incentive activities. This gives juveniles opportunities to practice of new skills in challenging situations. These activities may be organized by LEVEL.
9. Complete and Train to Handbook Revisions – Staff Handbook first
 - a. Unit Daily Schedules – build in time for incentive work and incentive activities by level, for all levels if this concept is supported by management.
 - b. Level System – describe each and expand on the privileges earned
 - c. Use of Points (Negatives) for tracking behavior – Reinforce link to “Expectations” and “Cardinal Rules” and link to work required for negatives earned (Anger Workouts / Behavior Chain Analysis)
 - d. Adopt or Don’t Adopt the concept of INCENTIVE WORK and INCENTIVE ACTIVITIES as proposed in the DRAFT Handbook – create opportunities for earning incentive activities at all levels – share points sheets with juveniles regularly
 - e. Establish a regular link to clinical expertise for help with particular behavior management issues (more often than at team meeting) and also to prepare **Level 4: Challenge** juveniles for their service plan work once in placement
 - f. Adopt or clarify the “Work Assignments” for juveniles described by level in the Draft Handbook – (described by level rather than by the time in O&A, 1st week, 2nd week etc.)
 - g. Consider and adopt or revise the proposed new sections added to the Draft Handbook.

Please let me know if you have any questions about these suggestions.

Frank