
From: Julie Cloud </o=first organization/ou=first administrative group/cn=recipients/cn=jcloud>
Sent: Thursday, April 28, 2011 11:18 AM
To: Sharon Harrigfeld
Subject: FW: Rehab Unit Manager applications
Attachments: image001.jpg; image002.gif

Do you have time to meet with me on the item below and have a Nampa nurse update

On the item below, when I was at DHR we let applicants submit additional information. I'd like to do that with Mark but I don't want the pre-selection issue to be compounded by this. The DHR standard was that if we let one person submit additional information, then all could submit additional info. On this one, Mark is the only one who will be failing the exam. I don't believe we have done that at this agency since I've been here. I can't find anything in rule or online ATS manual to support this but it was common practice.

Terry Lewis was the SME on this exam (that's confidential).

I'm OK with Mark failing the exam and we tell him he didn't provide enough detail too.

Thanks...J

Julie Cloud

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"Treat a person as he is, and he will remain as he is.
Treat him as he could be, and he will become what he
should be. --Jimmy Johnson (former FB coach)

From: Lisa Fausett
Sent: Thursday, April 28, 2011 10:17 AM
To: Julie Cloud; Pat Thomson
Subject: RE: Rehab Unit Manager applications

Perhaps it would. He didn't put much detail into any of his answers when specifics were called for. He would basically need to provide additional information for most of the exam. Here are a few examples of the questions and his answers:

- 3. Incumbents are responsible for the 24-hour operation of a secure confinement unit for juvenile offenders and to apply knowledge of the Juvenile Justice System, Performance Based Standards**

(PbS) of practice and other standards of best practice related to residential care for juveniles and health, safety and security requirements, group living and recreational activities for juveniles with a good understanding of juvenile rights in secure confinement. What education and/or experience qualify you to perform this aspect of the job?

Your Answer:

I have 8 years of experience, including supervisory, working with the Idaho Department of Juvenile Corrections.

4. Unit Managers direct and monitor the implementation of rehabilitative service plans for juveniles, observe individual and group dynamics and staff interventions. If you have experience working with juveniles, describe your experience in a rehabilitation setting where you were responsible for conducting and evaluating the effectiveness of individual and group sessions and for observing, evaluating and recording the behavior of juveniles. Did you observe staff interventions and implement corrective action? If so, please explain. Describe your experience conducting and evaluating individual and/group rehabilitation sessions.

Your Answer:

I have approximately 7 years experience in individual staff counseling and staff intervention. I have approximately 20 months experience in individual and group counseling with Juveniles in the Solutions Unit.

5. Describe your experience composing written reports. Please indicate the purpose of the reports and for whom they were intended.

Qualifying education may include college-level coursework report or research paper requirements. Qualifying experience may include writing treatment or service plans, business reports, investigative reports or preparation of written articles.

Your Answer:

In the course of my Job with the Department of Juvenile corrections I have been responsible for writing, reviewing and providing training on incident reports, Population management reports, Security reports and Supervisory accident reports.

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From: Julie Cloud
Sent: Thursday, April 28, 2011 9:55 AM
To: Lisa Fausett; Pat Thomson
Subject: RE: Rehab Unit Manager applications

Lisa, sometimes we allow applicants to provide additional information...I vote that we do that on this one. If there were more than one that failed we would do it for all.

Do you think with additional clarifying information he would pass?

Julie Cloud

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From: Lisa Fausett
Sent: Thursday, April 28, 2011 9:53 AM
To: Julie Cloud; Pat Thomson
Subject: Rehab Unit Manager applications

Hi,

Terry has finished scoring the apps for UM at Nampa. He failed one applicant - Mark Freckleton. This was due to him not being descriptive and specific in his experience when the question required it (specifically question #4). In reviewing the application, I think Terry's assessment is accurate. His resume' doesn't provide the needed information to answer the question either. I thought I'd let you know before I apply the exams in case you want to take a look at it first.

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