



The DCSD Insider Report

What's New on the DCSD Horizon?

A word from our leader...

As summer vacations come to an end and the new school year begins, I hope that each of you have been able to enjoy friends, family, and all the good things Milwaukee County has to offer. The time has certainly gone quickly for me, and it has been great to get to know many of you and to see the excellent work and strong commitment to youth that is so evident in this division. Thanks to all of you for your remarkable efforts.

This fall, we will begin an approximately 9 month **Probation System Review** project in conjunction with the Robert F. Kennedy (RFK) National Resource Center (NRC) for Juvenile Justice. I believe that this project will give us the opportunity to bring together all of the important improvements and reforms we have been pursuing. In addition, I believe the review will serve to highlight the excellent work happening within the division and guide us on our journey of continuous improvement. You may be asked to participate in the review process, and if you have an interest in participating please let your supervisor know. You can learn more about the review process by visiting the RFK National Resource Center website at www.rfknrcjj.org. **Our partners from RFK NRC will be on site November 1st & 2nd. An informational meeting will be held from 12:15 to 1:45 on November 1st in Room #1260.** I plan to see you all there.

In addition, I'm happy to say that we are making progress in our work to develop a staff secure **Type II Residential Treatment Program** to serve as a "step down" for some youth from MCAP or corrections who need additional treatment. The model we are exploring will be very rigorous from a clinical perspective and will have a strong family component as well. We will be going to the Health and Human Needs Committee next week to ask for permission to negotiate with a local provider to work with us and a national consultant to develop the model. We're hoping to have at least one unit open and operational within the first quarter of next year. Stay tuned for more information about this important development.



Mark Mertens
DCSD Administrator

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Were you a **journalist** in your former life?
Interested in being a part of bringing the *DCSD Insider* to Life?
If so, **Contact De Shell Parker** for details on how...

Food For Thought

The world hates change, yet it is the only thing that has brought progress.

- Charles Kettering

~ Announcements and News ~

COMMITTEE UPDATES

As you know, we have several committees continuously working to improve not only our conditions of employment but the efficiency of our operations as well. These committees are...

- ⇒ **The Trust and Communications Workgroup**, facilitated by Jennifer Forkes with the purpose of maintaining the SMART goals developed by the group. The members are Mark Erickson, Melissa Monsoor, Shawana Lawrence, Lashae Frazier, William Wilkins, Cindy Wolf and Andrea Johnson.
- ⇒ **The Performance Evaluation & Recognition Committee**, facilitated by William (Bill) Holton and Iesha Sprewell and the members are Rachael Specht, Lynn Kussrow, Anthony Zingale, and Verlynette Lewis. The committee is brainstorming ideas to improve the overall employee performance evaluation process for all DCSD staff in addition to teaming with the DCSD Unity Club to promote this year's Staff Appreciation event as well as with the DHHS Do The Right Thing Committee to inform ongoing employee recognition efforts for not only this division but DHHS as a whole.
- ⇒ **The Case Processing Committee**, facilitated by Sara Woitel and Tiesha Marcus has the main foci of creating consistent policy and tools that support the case assignment, case transfer and case closing processes as well as create a mechanism for our clients to give us feedback on the services that we provide. Development of the client satisfaction process is a collaborative effort between this committee and the Continuous Quality Improvement plan for the division. The committee members include Tana Jeter, MacArthur LeFlore, Jayne Fuller, Bill Holton, Wendy Moraza, Danette Parr and Jennifer Forkes.

PROGRAM UPDATE

The **My Choice Program** is designed to educate youth on **how to prevent an alcohol-exposed pregnancy** and help them think about how they can make changes. The program is targeted at **female youth** who are sexually active and are either using, suspected of using, or have a history of using alcohol. This is a **one-session** educational program conducted 1:1 with the youth to explore their choices with drinking, sexual activity, and birth control use. It provides information regarding what risky drinking levels are, effects of fetal alcohol exposure, and utilizes motivational interviewing techniques to assist the youth with examining their own patterns of behavior. The youth and the facilitator explore the negative consequences of their behavior related to drinking and unsafe sex as well as the positive things the youth may feel they get out of drinking or having unprotected sex. Please note that information shared by the juvenile with the facilitator will not be shared with the HSW unless the juvenile provides permission to do so.

Questions about the program?

- **Anthony Zingale** ==> #7085/ Anthony.Zingale@milwaukeecountywi.gov
- **Crystal Johnson** (intern, in the office on Tuesdays and Thursdays) ==> #7832/ Crystal.johnson@milwaukeecountywi.gov

Have a youth that could benefit from the program?

- **Please send the referral form directly to Luciana Gonzalez**
- *Once a referral is completed, the assigned facilitator will contact the HSW to set up a time to meet with the family and obtain consent from the parent.*

DCSD 2016 Resource Fair

Let's not forget to mention DCSD's 3rd Annual Resource Fair. **A BIG THANK YOU** to everyone who participated in this year's resource fair. We had 39 providers here that spoke with us about the programming and services they offer. We were also fortunate to have some amazing raffle prizes donated to us by providers. Thanks to everyone for their feedback and suggestions regarding this year's fair, we are looking forward to implementing some of your great ideas at our next resource fair in 2017!!!

All Staff Reminder

We have our next quarterly All Staff Meeting on **Thursday, September 29th, 2016 @ 1:30PM.**

There is a **FULL AGENDA**, see you there!!

~ Values In Action ~

As a part of the Department of Health and Human Services' Values In Action Program, this section of the Newsletter was formerly titled the *Sunshine Report* and will now be officially re-titled *Values in Action*. We will continue to share positive stories, however each story highlighted will be highlighted as living out the DHHS Values.

Do you have trouble remembering all the DHHS values?

Try using the acronym **PRIDE!**



P. Partnership,
R. Respect,
I. Integrity, Dignity & Honesty,
D. Diversity &
E. Excellence

Examples of ... Our Values IN ACTION

Partnership In Action: HSW Supervisors Rick Wojciechowski, Kevin Gilboy and HSW Tony Zingale — We are familiar with the overcrowding challenges that sometimes affect our Detention Center, however we want to acknowledge these three individuals for being so supportive and helpful in assisting with moving youth out and getting them in other placements. Way to demonstrate that teamwork gentleman!!

Partnership In Action: HSW Jayne Fuller and Community Providers — HSW Fuller had a youth that was placed on probation in May of 2016 after for charges that included Robbery with Use of Force and Possession. Despite the family's concerns that any involvement with juvenile justice, including the Detention Center would lead to this young man's downfall, there has been a significant turnaround due to the particular shelter and tracking staff that connected very well with the resistant young man. Although he had a history of not cooperating with or listening to his parents, as a result of the rapport established with his providers, he went on to do well with Wraparound services, completing a jobs program, as well as AODA and ART programming. Because of this positive connection with his network of providers, this young seems to be turning the corner for the better. Now, that's how partnering is done-way to go Jayne and all the services providers!!

Excellence In Action: HSW Mike Hodge — Judge Watts made it a point recognize the fine work of this HSW, noting that his presentation and work on a particular case was nothing less than outstanding! Excellent Mike!!

Excellence In Action: HSW Mike Hodge, Youth and Provider — HSW Hodge had a youth headed to Corrections. However, HSW Hodge advocated diligently for this young man to return to Norris Adolescent Treatment Center instead asserting that treatment, not confinement, was what this youth needed. After being placed at Norris, this young man successfully completed all Norris programming and graduated from High School in July 2016, despite him also being on probation in the adult system. Kuddos to both HSW Hodge for advocating, the facility for delivering programming with fidelity and to this youth and family for making this work! Excellent!!

Excellence In Action: HSW Miguel Barillas' — HSW Barillas' youth in July 2016 completed a Forklift Operation Course and was certified in Adult First Aid and CPR with Milwaukee Community Service Corps. These are the stories that aren't often told, so kudos to this young man!!

Dignity, Respect & Integrity In Action: HSW Dave Meuren — HSW Meuren received a special note from a parent of one his youth for his demeanor in working with a family. The parent wrote: "*I just wanted to say thank you for your kind time on June 20th. I really appreciate your kindness when speaking with us... I hope to hear from you soon with the informal proposal to handle this situation. Thank you again, and please let me know if you need anything else from us.*" Thanks Dave for treating this family with such dignity!!

Excellence In Action: Shout out to the first staff to use the newly installed Dispositional Matrix (DM) and Court Reporting (CR) features as a part of our new Juvenile Program Management (JPM) system. **HSW's Mike Hodge & Jermesha West** created the first DM's, which were approved by **HSW Sup Diane Bates** and the first CR was done by **Jayne Fuller** and approved by **Rick Wojciechowski**. Way to go staff and JPM development team, we ARE moving into the new millennium!!

The *Insiders* Champions League

Have Questions???
Ask A Champion!

YASI CHAMPIONS

Rodney Block, Jayne Fuller, Danette Parr, Tana Jeter, Anthony Zingale, Glenn Larson, Robert Wollner, Tiesha Marcus, Rachael Specht and Pamlea Watkins

MOTIVATIONAL INTERVIEWING CHAMPIONS

Mark Erickson, Jenifer Forkes and Anthony Zingale

URINE COLLECTION TECHNICIAN CHAMPIONS

Glenn Coleman & Mustafa Sabree

UNITY CLUB CHAMPIONS

Theresa Randall, McArthur LeFlore, Veronica Burks, Danyelle Brock, Andrea Johnson, Danette Parr, Danique Seymour, Tomeika Johnson and De Shell Parker

AODA/FAS CHAMPIONS

Anthony Zingale and Rachael Specht

JPM CHAMPIONS

Anthony Penman, Chris Leonhardt, Dave Meuren, Deona Simmons, Iesha Sprewell, Jermesha West, Matthew Garrett, Karen Gilliam, Kathy Smith, Lynn Lewis, Miguel Barillas, Mike Hodge, Rob Wollner, Rodney Block and Shaniqua Linder



BIRTHDAYS



October

Glenn Coleman
Justine Filapek
Aba Grice
Tiesha Marcus
Kathleen Smith
Janet Wegher

November

Joslyn Binkowski
Tana Jeter
De Shell Parker
Kelly Pethke
Rick Wojciechowski

December

Susan Drucker
Mark Erickson
Lynn Kussrow
Mark Mertens
Danette Parr
Iesha Sprewell
Jermesha West

SERVICE YEARS

October

Billie Edmonds 25
Jennifer Forkes 16
Lashae Frazier 3
Shawanna Lawrence 3
Tiesha Marcus 2
Anthony Penman 2
Theresa Randall 10
Kathleen Smith 23
Iesha Sprewell 2
Michael Wasecheck 27
William Wilkins 11
Sara Woitel 2



November

Tomeika Johnson 12
Kelly Pethke 5

December

Carmelia Harris 2
Jaleesa Lucas 2
Jermesha West 2

Thank You...



Interested in being a
DCSD CHAMPION?

Speak with your supervisor about the special skill set you have to offer or and how you feel it would be beneficial to becoming a DCSD CHAMPION.

We encourage leadership and peer learning at DCSD.



Division Celebrations!!!

together everyone
TEAM
achieves more



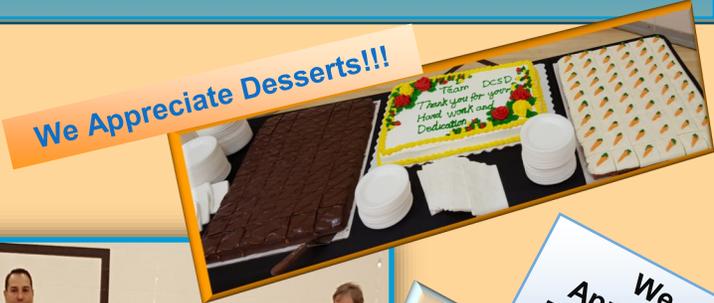
Shout out to LeFlore's "Team Synergy" participating in Milwaukee County's softball games. Way to show that Team Spirit!!!

HUGE THANKS to DHHS for the Staff Appreciation Event held for ALL DCSD STAFF in August!!!

We enjoyed the raffled prizes, the delicious food and the opportunity to hear from Milwaukee County Leaders on how well we're doing as a division!



We Appreciate Prizes!!!



We Appreciate Desserts!!!



We Appreciate being Appreciated!!

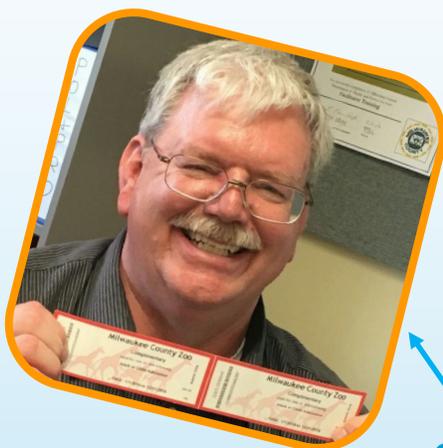


We Appreciate Each Other!!!



Unity Club Celebrations!

We hosted a Tailgating cookout on June 20th...



Raffle Winners!!

During the Resource Fair on August 11th, we had a Bake Sale, Hot Dog Bar and Walking Tacos...



Unity Club Celebrations!

On September 8th, we hosted a sports themed Staff Appreciation at Bowlero's on Burleigh and fun was had by all...

Thanks To All that participated !!



Cake...



The Raffle...



Awards!!



The Unity Club works well together as a team and these events would not happen without the hard work of each and every member.

We also want to **thank all** those that support us, as we couldn't do it without you.

DONATIONS ARE ALWAYS WELCOME.

See Theresa Randall if you're interested in contributing...

Look out for the upcoming Unity Club events...

Annual Cook-Off in October,
A week of **Holiday Events** in December & **Our Winter Holiday Celebration**, coming January 2017!!