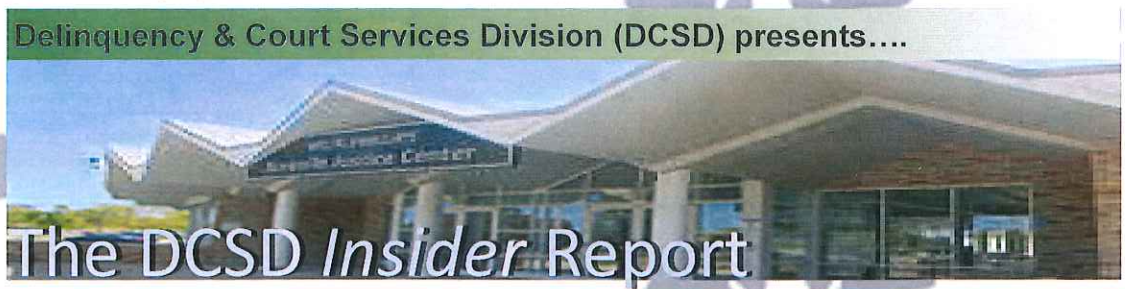
Quarterly Newsletter
December 2015
Issue VI

Milwaukee County Department of Health and Human Services (DHHS)

Delinquency & Court Services Division (DCSD) presents....



The DCSD *Insider* Report

A Word From Tom...

Dear Delinquency and Court Services Division Staff:

As we come to the end of 2015, I cannot thank you all enough for the dedication and work that you have demonstrated working with at-risk youth, who at times can be very frustrating and stressful. I thank you for your professionalism and for embracing the Department of Health and Human Services values. All of our success has been built on the foundation of your efforts. I also wish to acknowledge your willingness to embrace the Delinquency and Court Services Division's vision and mission of providing competencies to youth, accountability and improving public safety through evidence-based practices, data-driven decision-making, including the adoption of a new validated risk and needs assessment instrument, YASI.

In 2012, DCSD launched an evidence-based, person-centered and trauma-informed model to keep juveniles from re-offending. This model, along with data driven decision-making, has proven to be successful. In three years, these reforms have contributed to several successful outcomes:

- ◊ Referrals to DCSD for juvenile justice delinquency intervention has been reduced by 21 percent.
- ◊ Admissions to secure juvenile detention have dropped by 23 percent, and the average daily population in secure detention has decreased by 10 percent.
- ◊ Admissions into state juvenile correctional facilities have been reduced by 17 percent.
- ◊ Grade-level testing in the Milwaukee County Accountability Program (MCAP) has shown promising results such as an increase in reading and math skills.

In 2015 we accomplished the following:

- ◊ Redesign of the Day Treatment program, now called the Juvenile Educational Treatment Initiative (JETI).
- ◊ Partnered with the Power of Harambee Youth Employment Collaborative, employing 50 DCSD youth in the community in private sector jobs.
- ◊ Development & implementation of the Continuous Quality Improvement plan and formalizing the Provider Ambassador program.
- ◊ Funding of the Court Coordinator position to assist with permanency plan hearings.
- ◊ Collaboration with community agencies to implement a Peer Specialist program & Celebrating Families curriculum.
- ◊ Implementation and operation of the Detention Risk Assessment Instrument (DRAI).
- ◊ Participated in the DHHS employee survey to solicit feedback and engagement from you to improve our work environment.

B. Thomas Wanta
DCSD Administrator

In This Issue

- A Word From Tom
- Announcements & DCSD News...
- The Sunshine Report
- Unity Club Updates
- The DCSD *Insider's* Club:
  - ◊ Special Recognitions
    - *Corrections
  - ◊ Champions League
  - ◊ Service Years
  - ◊ Birthdays

A Word From Tom... (con't)

In 2016, we will continue to increase effectiveness of service delivery throughout the Milwaukee County Juvenile Justice System. Our goal is to improve public safety by reducing further juvenile offending and to help youth find a positive direction for their lives by systematically introducing evidence-based assessment, intervention, treatment, and management practices that research has shown reduce the risk of re-offending.

Some of our 2016 goals are as follows:

- ◊ Implement the utilization of the Dispositional Matrix.
- ◊ Implement new court report format.
- ◊ Implement Effective Response Grid.
- ◊ Operationalize the Juvenile Program Management (JPM) system (formally JIMS)
- ◊ Expand the Milwaukee County Accountability Program (MCAP).

I am confident that you will continue to strive to model DHHS values of honesty, integrity, respect and trust while meeting both our departmental demands for at-risk delinquent youth and the standards of our community. With your continued dedication, DCSD will continue to make every effort to respect the dignity and worth of each individual we serve and our remarkable progress will continue in the years ahead.

Thank you and have a prosperous and healthy 2016.

B. Thomas Warta

Announcements and DCSD News...

There has been much anticipation regarding the new **Juvenile Program Management (JPM)** data system. While we expected to "go-live" in 2015, we are excited about the ability to roll the system out in phases to ensure quality in the implementation and that training needs are adequately met by waiting until 2016. The JPM system is still... coming soon!!!

The **DCSD website** remains under construction – We are making efforts to update and streamline the information available on our site. Thank you for participating in the Listening Sessions held in October where we solicited your feedback on what should be on the website, as this information will be used to inform the website development as well as other mechanisms of communication, e.g. brochures, pamphlets, etc. Visit us at http://county.milwaukee.gov/DelinquencyampCourtS7764.htm as we continue to work to improve our ability to share accurate and efficient information with our stakeholders.

There have been some **operational changes** implemented at DCSD since the last newsletter: Permanency Planning, Court Reporting and manual use of the Dispositional Matrix (DM). We hope to automate use of the DM and Court Report feature in conjunction with the JPM system in 2016. There are team information sessions and trainings taking place in December to acclimate all staff to these new programs and associated expectations.

The **Power of Harambee (POH) Program** has gotten off to a SUPERTASTIC start. Established June 2015, this program has successfully graduated 4 cohorts of high-risk youth through their program. POH is an employment readiness program developed in collaboration with DCSD that provides a curriculum on professional development, financial literacy and building communication skills before placing the youth in employment at McDonald's. POH continues to mentor the youth for several weeks after they complete the program and start working. This design is unique by keeping mentors in place after youth begin employment, as our youth need continued support when the parameters of our programs end and real-life begins. Good Job to all the players making POH successful!

We would like to acknowledge **Dennis Mahoney**, Detention Center Educator of Wauwatosa School District. Dennis received the "Friends of Education" Award this past summer after being nominated. Dennis was presented the award by his students honoring his hard work and dedication. See the article for more details: http://wauwatosawest.com/friends-of-education-honors-hard-work/

The Sunshine Report

We also want to acknowledge **Jayne Fuller** for her work with a youth on her caseload. This youth "almost" fell through the cracks of our system waiting on a referral source to contact him. However, this youth was proactive and went to the facility to advocate for himself. Not only did this lead to the youth getting in and finishing an Introductory Entry Level Construction Skills Build Your Future Program, which is a 1 week, 8 hour a day course; he also attended summer school to ensure he graduates as planned, stopped use of marijuana, now takes responsibility for his actions and is focused on his future. Thanks Jayne for supporting this youth and recognizing his "SHINE!"

Shout out to **Andrea Lewis**, Human Services Worker (HSW) with a specialized caseload of Department of Correction (DOC) youth. Andrea visits her youth in Lincoln Hills monthly among many others contacts and tasks. Since being in the role, there has been a steady decline in the security placements (aka restrictions) for youth on her caseload. This is a testament to the advocacy required for youth in the DOC placements and the effectiveness of the enhanced collaboration between our entities that has had a direct positive impact on the YOUTH we serve. Thanks Andrea for leading that charge!

Recognition is deserved for Mr. **Miguel Barillas**, as he received special acknowledgement for being "a strong presence" on the team for one of the youth on his caseload. Miguel's dedication and commitment to the teaming process, home visiting and strong communication methods were praised as a key aspect to the youth's successful completion of his court order. Thanks Miguel!

Jaleesa Lucas has done an "extraordinary job" and has been recognized by several stakeholders for the outstanding caring and professional manner in which she assisted a child in need. This youth was a young girl experiencing a very difficult/traumatizing life event (death of a parent) while placed in secure detention. The department thanks you for your professionalism and for embracing the Department of Health and Human Services values and DCSD mission and vision.

Unity Club Updates...

The Unity Club, established July 2014, primarily functions as an event planning committee for department sponsored events. Our mission for these events is to facilitate teambuilding, promote peer support and positively unify the department's professionals in a healthy and consistent manner.

Our last event was the Cook-Off held October 30th. We raised $238 as a result of all the support from each of you. There was good food, prizes for our cook-off winners and a prize for the best costume! Thanks to everyone that participated, especially our judges: Elizabeth Coggs, Jason McCarthy, Kenneth Brown and Jeanne Dorff. We appreciate the role each person played and are truly grateful!

December is the month for our Secret Santa Gift Exchange and Holiday Potluck. Every staff member is welcome to bring a dish and encouraged to attend – no cost. Your participation is important and a good indicator of your ability to team: **T**ogether **E**veryone **A**chieves **M**ore.

We will have our **Holiday Party** in January of 2016. In rolling this out, we first had to gauge staff interest before we could secure a venue with a deposit. Now that enough staff have indicated interest, we have confirmed the location for Aliotto's, located on Highway 100 and Burleigh in Milwaukee. The Unity Club will use the proceeds from fundraising events throughout the year to off-set the cost for staff and secure a DJ for the evening. Look forward to seeing you there…

Be on the lookout for a **survey** to inform planning for more fun in 2016, as we want to hear from you about what kind of events you would like to see.

The DCSD *Insider's* Club

~ Special Recognitions ~

Welcome…

...to the New Staff

Yolanda Bush

Susan Drucker

Crystal Griggs

Jesse Ford

J. Sharine Tellez

Michel Quezada

We're glad to have you on board!!

Career Advancements

Congratulations to…

Luciana Gonzalez on her promotion to the Administrative Coordinator – AODA role from the Quality Assurance Specialist – AODA role. Good Job Luciana, way to move up!

Career Advancements

(Corrections from September: Issue V)

Shawanna Lawrence
2 years of service & Promotion to Office Support Assistant II

La Shae Frazier
2 years of service & Promotion to Clerical Assistant II

William (Bill) Holton
New Employee: Fiscal Specialist

The Insider's Champions League

The champions are…

YASI Champions:
Diane Bates, Rodney Block, Jayne Fuller, Danette Parr, Luciana Gonzalez, Tana Jeter, Danyelle Brock, Glenn Larson, Robert Wollner, Tiesha Marcus and Roxanne Bruyette

Motivational Interviewing Champions:
Anthony Zingale, Jennifer Forkes and Mark Erickson

Urine Collection Technician Champions:
Glenn Coleman, Mustafa Sabree and Veronica Burks

Unity Club Champions:
Theresa Randall, McArthur LeFlore, Jennifer Forkes, Mark Erickson, Veronica Burks, Danyelle Brock, Andrea Johnson, Danette Parr and De Shell Parker

AODA/FAS
Anthony Zingale, Rosie Llanas and Tiesha Marcus

Got Questions?? Ask a Champion!!

January–March 2016

Years of Service

January

- De Shell Parker 2 Years

February

- Bridgette Nathan 16 Years
- Luciana Gonzalez 1 Year
- Mark Erickson 18 Years

March

- Robert Wollner 2 Years
- Mustafa Sabree 2 Years
- Glenn Larson 2 Years
- Laurie Grayson 19 Years
- Karen Gilliam 7 Years
- Lynn Bade 2 Years

Birthdays

January

- Pat Rogers
- Robert Isabell
- Karen Gilliam
- Danyelle Brock
- Diane Bates

February

- Cindy Wolf
- Michel Quezada
- Jaleesa Lucas
- McArthur LeFlore
- Matthew Garrett

March

- Anthony Penman
- Janice Martinez
- Andrea Johnson
- Miguel Barillas

Interested in becoming a...

DCSD CHAMPION?

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

We encourage leadership and peer learning at DCSD.

Want to...

CONTACT US?

Do you have great ideas and want to contribute to the Unity Club or The DCSD Insider Report?

Contact DCSD Quality Assurance Department (De Shell Parker) for additional information 257.5751 or via email at DeShell.Parker@milwaukeecountywi.gov