



What's New on the DCSD Horizon?

Detention Center

As most of you know, our Detention Center has been working hard to fill vacant positions and provide much needed relief to existing staff. Despite this shortage however, we have been doing a great job of keeping our kids safe, school open, staff engaged and continuing the day-to-day operations at Delinquency and Court Services Division. This wouldn't be possible without the collaborative efforts of all of our staff, so we want to take the time to say **THANKS** to all those that have contributed, i.e. our Juvenile Correctional Officers (JCO), who have been working double shifts and mandatory hours for months while dealing with overcrowding; as well as our Supervisors, Control Center Staff and Superintendent for the support and leadership in managing this situation. Lastly, thanks to our Human Service Workers that continue to perform their regular HSW duties but have also voluntarily given up personal hours to support the JCO's: Andrea Johnson, Andrea Lewis, Arniya Wright, Carmelia Harris, Chris Leonhardt, Crystal Griggs, Iesha Sprewell, Jaleesa Lucas, Laurie Grayson, Mark Erickson, McArthur LeFlore, Melissa Monsoor, Michel Quezada, Rick Wojciechowski, Shaniqua Linder, Tiesha Marcus and Verlynette Lewis.



Mark Mertens
DCSD Administrator

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The Sunshine Report

HSW Mike Hodge has been working with a youth in the Running Rebels Targeted Monitoring Program since October 2015 who has been very successful. After extending the youth's order for 30 days to stabilize them, the youth has not reoffended, has completed community service, started paying restitution, had repeated clean drug screens and has made all scheduled probation appointments. This is an example of the type of story that doesn't often get told, so kudos to Mike Hodge and especially that youth that is making every effort to go for the gold!!

Shout out to **Support Staff, Lashae Frazier**, who has been working diligently to support the transition of this department into the Juvenile Program Management (JPM) System. Lashae has been cleaning up the Department of Corrections (DOC) data, which is difficult and tedious work, to make sure that the transfer of this data into JPM is effortless and accurate. Thanks Lashae, your work has not gone unnoticed!

An honorable mention must go out to our **Saturday Alternative Sanction Program**. Via feedback to the HSW, we continue to hear that SAS has been one of the most influential and best programs we offer to youth. So thanks to the HSW's referring, the SAS staff at **Wisconsin Community Services (WCS)** doing the work and the youth that are actively engaging and providing the feedback!!

We would also like to thank all the **HSW's that graciously assisted** and trained the newly hired Human Service Workers with their knowledge, time and energy.

Need to Contact Us?

DCSD Quality Assurance Department
De Shell Parker
(414) 257-5751 or via email.

The DCSD *Insider's* Club

SERVICE YEARS

July

Tana Jeter 22
Andrea Lewis 22
Paul Maten 27
Patricia Rogers 22
Anthony Zingale 24

August

Miguel Barillas 19
Rodney Block 22
Glenn Coleman 4
Yvette Fields 4
McArthur Leflore 18
Christopher Leonhardt 4
David Meuren 22
Wendy Moraza 27
Danette Parr 22

September

Cindy Wolf 28

This quarter's retirements meant we bid **farewell** to over **80 years** of combined experience:

~
Robert Zima
25 years

Roxane Bruyette
30 years

Janine Nolde
29 years

The *Insider's* Champions League

Have Questions—Ask A Champion

YASI CHAMPIONS

Diane Bates, Rodney Block, Jayne Fuller, Danette Parr, Tana Jeter, Danyelle Brock, Glenn Larson, Robert Wollner, Tiesha Marcus and Rachael Specht

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

July

Veronica Burks
Yolanda Bush
Jennifer Forkes
Lashae Frazier
Jayne Fuller
Carmelia Harris
Shaniqua Linder

August

Yvette Fields
Luciana Gonzalez
Laurie Grayson
Shawanna Lawrence
Verlynuette Lewis
David Meuren
Wendy Moraza
Bridgette Nathan
Julissa Tellez
Angela Triplett

September

Melissa Graham
Tomeika Johnson
Christopher Leonhardt
Mustafa Sabree

Interested in being 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.

Congratulations Tiesha Marcus... Our newest HSW Supervisor!

Let's welcome our New Additions to the DCSD HSW Team...

Aaron Janasiak, Amber Stoker, Baldwinder (Bobby) Singh, Brittany Cullin, Danique Seymour, Joslyn Binkowski, Pamela Watkins, Teri Palmer Stanback, Tomeika Johnson, Torrance Taylor and Virilinda Sloan.

Announcements and News Corner

COMMITTEE UPDATES

DHHS Strategic Planning continues to operate the steering committees that have emerged and it continues to evolve membership and inclusion of direct staff to inform the process. If you need more information on the current DHHS committees, please contact the DHHS Strategic Initiatives Director, Michelle Naples.

The **Do The Right Thing (DTRT) Committee** continues to work at engaging the workforce and developing partnerships. There will be a survey coming in July 2016 that will measure how well we've been doing to engage our workforce over the last year. Please look out for it so your voice can be heard in the division.

DCSD has three internal committees currently functioning to enhance the collaboration within the division. Updates on each of the committees is included here.

The **Relations Committee** is facilitated by Jennifer Forkes and was originally the Trust and Communications workgroup that evolved from the DHHS Strategic Planning – Employee Relations Survey results. The purpose of this group is to maintain the SMART goals developed from the work of that group and the group members include Mark Erickson, Melissa Monsoor, Shawana Lawrence, Justine Filapek, Lashae Frazier, William Wilkins, Cindy Wolf, Andrea Johnson and Jennifer Forkes.

The **Performance Evaluation & Recognition Committee** was the second group that evolved from the DHHS Strategic Planning – Employee Relations Survey results and is facilitated by Bill Holton and Iesha Sprewell. The committee meets bi-weekly and the members are employees from various DCSD areas, include Rachael Specht, Bridgette Nathan, Lynn Bade, Anthony Zingale, and Verlynette Lewis. The committee's current charge is brainstorming ideas on ways to improve the overall employee evaluation process across all DCSD staff. They are in the beginning stages of reviewing the annual performance evaluation tool and the committee is suggesting a more fluid and transparent definition of the current scoring system. The Performance Evaluation and Recognition committee is also teaming with the DCSD Unity Club to promote and inform employee recognition efforts and this year's Staff Appreciation event.

The **Case Processing Committee** emerged at the suggestion of several employees is facilitated by Sara Woitel and Tiesha Marcus. The main foci of this group is to create consistency with tools that support the case assignment, case transfer and case closing process that will streamline the processes for each of these functions as well as create a mechanism for our clients to give us feedback on the services that we provide. They acknowledge that some issues are out of their control, however they would like the controllable factors to work smoothly for all parties, from supervisors assigning/transferring the cases to how HSWs receive the cases. This will be explained further as the workgroup process ensues, however they are in the beginning stages of developing an Action Plan for face-to-face case transfer staffings. The committee members include Tana Jeter, MacArthur LeFlore, Jayne Fuller, William (Bill) Holton, Wendy Moraza, Danette Parr and Jennifer Forkes.

Facilitator Training Graduates

Congratulations to all those that have completed the Facilitator Training offered as a tool to support the DHHS Strategic Planning process. This is a 3 part, approximately 10 hour training, that focuses on imparting the skills required to facilitate and lead a group of staff to carry out the functions that bring that particular committees' goals to life. Good Job Jennifer Forkes, Iesha Sprewell, Bill Holton, Tiesha Marcus, Sara Woitel, and Danette Parr as well as Detention Center staff, Tanya Roberson and Ramon Salinas.

Food For Thought...

I cannot say whether things will get better if we change; what I can say is they must change if they are to get better.

-George C. Lichtenberg

An Insider Special Recognition

We'd like to take time to acknowledge the transition of HSW staff into the new Juvenile Advocate (JA) roles. We had 5 staff join Andrea Lewis on the JA team to support our youth placed in DOC facilities that include: Matthew Garrett, Karen Gilliam, Laurie Grayson, Carmelia Harris and Jaleesa Lucas. Thanks for your dedication to this special population that need us!

Unity Club Celebrations!

The Unity Club hosted several events over the last quarter...

The **Embracing Diversity** event held in March brought us all, including the youth, **together...**



Look at us demonstrating our Rhythm playing instruments...



And we ate good too!!

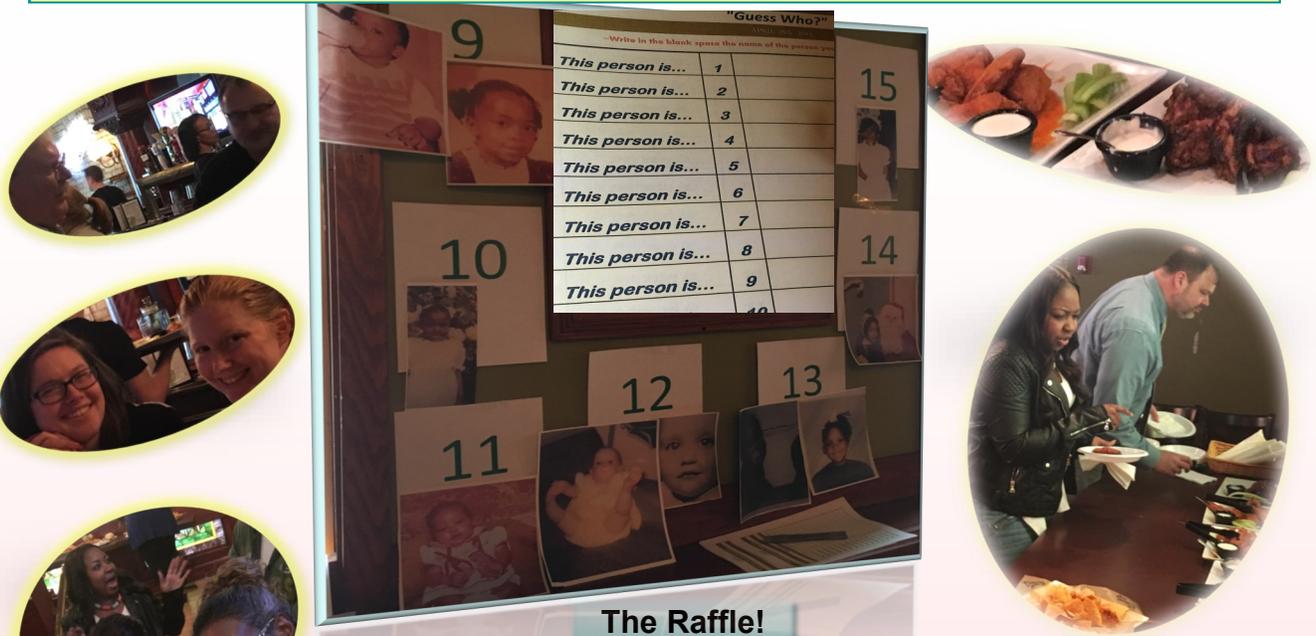


We also recruited **New Members**

—
Thanks to **Danique & Tomeika** for joining the club!

Unity Club Celebrations!

...Then we had **Throwback Thursday** in April, which was an event where we played a guessing game with staffs' **baby pictures** during a **Happy Hour** outing...



The Raffle!

**Remember, we are always accepting donations to use as raffle prizes. We accept "re-gifts" or new purchases!! Bring any donations to Theresa Randall.

August 11th... Look for our **Hot Dog Bar** (*in conjunction with DCSD's annual Resource Fair*). For the rest of 2016... Look for Staff Appreciation, the fall Cook-Off and our Holiday Events!

The next event will be...
Tailgating
in the
Lobby

June 20th
11:30-1:30 pm

Rain or Shine!!
Come get a **\$5**
beef or turkey
burger lunch
combo.

...and we had a **Bake Sale** in May to raise funds for future events.

