



On Balance

A publication of Dane County's Department of Human Services
and the Dane County Juvenile Court Program

October 2011
Volume XV, Number 3

Evidence-Based Practice in Wisconsin Governor's Juvenile Justice Commission Provides Leadership

By Kristina Moelter, WI Office of Justice Assistance

Getting the right service to the right kid at the right time by the right person. That is the essence of evidence-based practice, and for over half a decade, Wisconsin, led by the Governor's Juvenile Justice Commission, has vigorously promoted juvenile justice system reform through the use of evidence-based practices.

During the past 15 years, scientific knowledge about what does and does not work to reduce juvenile crime has increased tremendously. Until the 1990s juvenile justice programs were not regularly evaluated so little was known about the effectiveness of juvenile crime prevention and intervention programs. That has changed. There

is now a plethora of literature and studies about juvenile justice, and we know there are programs and practices that reduce juvenile crime. There are also programs and practices that, while well meaning, actually increase juvenile crime.

The Governor's Juvenile Justice Commission has seized on that knowledge and become a leader in promoting juvenile justice system improvement by funding and providing training and education around evidence-based practices throughout Wisconsin.

The Commission has partnered with the University of Wisconsin to build capacity at the local level to improve the juvenile justice system. The University contracted with the Carey Group, an association of criminal and juvenile justice experts, to create a Wisconsin-specific evidence-based practices training curriculum. The purpose of the trainings is to educate counties and tribes on what works to prevent juvenile crime, thus promoting public safety and reducing criminal justice expenditures. During the past two years, 26 counties, a tribe, and the

Department of Corrections Division of Juvenile Corrections have participated in the intensive training.

The Commission also provides assistance to help counties, tribes, and others implement system reform initiatives, from using valid assessment tools to providing training for effective interventions. Specifically, the Commission helps counties and others (1) assess the risks and needs of youth entering the juvenile justice system by funding and training for using valid assessment tools; (2) implement interventions that are likely to keep youth from reoffending by funding and training helping counties develop their own effective programs; and (3) modify existing policies and practices to make local juvenile justice systems more evidence-based.

Most recently the Commission has undertaken a juvenile justice system reform initiative based on the Annie E. Casey Juvenile Detention Alternatives Initiatives. The Commission will use a significant portion of Wisconsin's federal FY2011 juvenile

See Evidence, Page 4

In this issue:

- P 2 Conversations on Race Sessions Held
- p 3 Meet Judge Shelley Gaylord
- P 4 Driving to Ethan Allen School
- P 5 Where are They Now...Ron Biendseil
- P 6 "Y" Achievers Program
- P 7 Dane County CASA
- P9 Operation Fresh Start Director Steps Down
- P10 MMSD Staff & Program Changes
- P11 New DMC Initiative
- P12 Subculture Corner

On the web @ www.co.dane.wi.us/juvenilecourt
www.co.dane.wi.us/humanservices

On Balance

Conversations on Race Sessions Held at DCDHS

By Bob Lee, DCDHS Children, Youth & Families Division Administrator

Children, Youth, and Families Division staff participated in provocative “Conversations on Race” sessions during the spring and summer.

The purpose of the training was to (1) educate staff that racial designations have no scientific basis, (2) remind staff of troubling racial disparities in national, state, and local child welfare and juvenile justice services systems, and (3) kick start continuing efforts to correct those disparities in the Dane County systems, particularly the child welfare system.

The training was well received. To promote richer discussions, efforts were made to make the 14 different groups of participants as diverse as possible.

The training vehicle for the sessions was a three-part program entitled “Race - The Power of an Illusion.” This three-hour series provided a discussion tool to help people examine their beliefs about race, privilege, policy, and justice. Participants viewed the three programs and then participated in structured discussions as to their own racial experiences and how these have impacted their lives and how those impacts might continue to affect them. Sessions were facilitated by Julie Ahnen, Child Protective Services Manager; G.P. Foster, Deputy Director; and Bob Lee, Children, Youth, and Families Division Administrator.

Episode I: “The Difference Between Us” examined how recent scientific discoveries have toppled the concept of biological race. The program followed a dozen diverse students who sequence and compare their own DNA. The students discovered that their closest genetic matches were not necessarily whom they expected.

Episode II: “The Story We Tell” uncovered the roots of the race concept, including the 19th-century science that legitimated it and the hold it has gained over Americans’ minds. It related how America’s need to defend slavery in the face of a radical new belief in freedom and equality led to a full-blown ideology of white supremacy. It traced the transformation of tentative suspicions about difference into a “common-sense” wisdom that people used to explain everything from individual behavior to the fate of whole societies.

See **Race**, Page 3

On Balance is a publication of Dane County Department of Human Services and Juvenile Court Program.

Editorial Board:

John Bauman, Juvenile Court
Sheri Gatts, YSOSW
Sue Milch, DCDHS
David Thorson, DCDHS
Dennis Whitish, MMSD
Rhonda Voigt, DCDHS

Editor:

Stephen Blue, DCDHS

Comments? Call Dawn

MacFarlane 242-6267 or email
macfarlane@co.dane.wi.us

On Balance

Meet Judge Shelley Gaylord

By John Bauman



Judge Shelley Gaylord

On August 1, Judge Shelley Gaylord assumed the remainder of Judge Patrick Fiedler's juvenile caseload. Thank you to Judge Fiedler and Branch 8 staff for their hard work during their two years in the juvenile division!

Judge Shelley Gaylord lives on Madison's east side with her nearly 14-year-old son. She also has a stepdaughter at East H.S. and a stepson at Marquette University. She was raised in Youngstown, Ohio and is one of 8 children. She received her undergraduate degree in psychology from the University of Michigan in

1977 and her JD from the University of Wisconsin Law School in 1980.

Judge Gaylord has been on the Dane County Circuit bench since 2003, serving first in the juvenile division until 2007 and then in the civil division until 2011. From 1993 to 2003 she served as the Madison Municipal Judge. Prior to that she was in private practice for 10 years, working on family, juvenile and civil cases. She was also a Clinical Instructor for the Legal Defense Project for one year.

In response to a question on working with juveniles and children, Judge Gaylord responded that she wants to find out as much as possible about a youth and family and wants the system to use the best "tools" available. In addition to maintaining accountability, Judge Gaylord strives to find the right match of treatment and services, at the right time and at the right dosage, for each individual case. Some delinquency cases, she believes, are really CHIPS cases "in disguise." Family

court or a guardianship can in some situations meet the needs of youth in the delinquency or CHIPS systems.

When asked what can be expected from her court, she responded that people could expect a lot of questions. These questions are meant to give the court the most information possible to aid in discussion so the best options can be determined. Judge Gaylord also stated that sometimes she would have the defense bar speak first, instead of the district attorney's office, so more information is presented from the defense. Sometimes this allows the youth and families to feel more free to tell their side of the story - before they hear what can be interpreted as "bad news" from the prosecution.

Judge Gaylord welcomes suggestions and feedback and ended the interview by stating that she "loves her job!" Please welcome Judge Shelley Gaylord back to the Juvenile bench, along with Clerk Donna Hall-Fuchs, Clerk-Typist Becky Krull and Court Reporter Sarah Breckling.

Race

Continued from Page 2

Episode III: "The House We Live In" focused on how institutions shape and create race, giving different groups vastly unequal life chances. The episode revealed some of the ordinary social institutions that quietly channel wealth and opportunity so that white people benefit from a racist system without personally being racist.

Groups will convene to continue discussions as to steps the Division might take to continue awareness of race in Division social work practice, understanding of the need to address differing case outcomes for consumers of color, promoting a more racially diverse Division workforce and more.

DRIVING TO ETHAN ALLEN SCHOOL—56 TIMES!

Monthly Van Trips Were Provided for Families of Incarcerated Youth

By Rhonda Voigt

It is hard to believe looking back that DL Bridges and I staffed this program for five full years, but it is a fact! On the second Saturday of each month, from June 2006 through May 2011, Dane County Department of Human Services supported regular van rides to Ethan Allen School so families could visit their incarcerated young men. During this time period there were 56 successful round trips between Madison and Wales, WI. We had 374 total passengers, or an average of 6.7 family members per trip.

The total number of families who took advantage of this free ride was 49. Of those, more than 90% were families of color (75% African American; 8% Bi-racial; 8% Hispanic; 8% white). African American families

went on the most trips with one family going 17 times, two families going 11 times and three families going 9 times. The average number of trips for African American families was 5.7. For bi-racial families, the average number of trips was 5. For Latino families, the average number of visits was 4. White families went on average 4.5 times.

DL Bridges drove the van for 55 of the 56 trips. Five trips were cancelled. One was cancelled when the passengers did not have identification or were not on their youth's visitor list. Four trips were cancelled due to weather concerns with one trip being rescheduled to the following weekend. Three of the cancelled trips were in January or December. One was in August when the interstate was flooded.

Families who took advantage of this service were perpetually grateful, expressing their appreciation to DL each month. It was a great way to have direct influence in the lives of incarcerated teen boys and their families. We often do not get to see the fruits of our daily labors but this was one opportunity where we received immediate positive feedback from families on a regular basis.

Please note: the State has bus transportation to Lincoln Hills and Copper Lake Schools twice per month. Families can contact their youth's institution social worker, check the DJC website for schedules or call me at 261-5089 for further information.

Evidence

Continued from Page 1

justice funds to fund system reform initiatives in select counties. The announcement for this initiative should be released in the spring of 2012.

The Commission will continue to fund assessment tools and evidence-based program-specific training for local entities with the FFY2011 funds. The remaining FFY2011 funds will be used to develop a standardized, statewide training curriculum for new juvenile justice workers and create a statewide juvenile justice data collection system.

Contact Kris Moelter, Wisconsin Office of Justice Assistance Juvenile Justice Specialist at kristina.moelter@wisconsin.gov or 608.261.6626 for more information about juvenile justice system improvement opportunities.

WHERE ARE THEY NOW?

ON BALANCE catches up with

Ron Biendseil

ON BALANCE: You worked with the Dane County Youth Commission for many years before your retirement. Please give us a brief history of your career.

Graduated from college in 1967. Taught public school in Chicago and New York for a couple of years. Worked at Operation Fresh Start for 5 years (1975-80). Dane County Youth Services Coordinator from 1980-2006.

ON BALANCE: Looking back over your years with Dane County, are there any achievements that stand out? Of what are you most proud?

Dane County Prevention Grants program; In partnership with City of Madison and United Way, started By Youth For Youth grants program. Helped develop Youth Resource Centers. Coordinated and oversaw a proposal that created AmeriCorps for after-school programs. Created the Youth Resource Network.

ON BALANCE: Is there anything you miss about your old job?

Other than early morning and evening meetings, not much. Work was good when it was, but now retirement is good. Enjoyed work, but can't say I miss it. On the other hand, if anyone is doing anything exciting and fun, please let me know (rbiend44@gmail.com).

ON BALANCE: What kinds of things are you doing now? How do you spend your time?

Gardening in the Middleton Community Gardens; member of the Middleton Commission on Youth; member of Middleton Action Team, which meets weekly; actively in local progressive political causes, especially Move to Amend and Recall senators and Walker; feeding birds, squirrels, chipmunks, gophers, and rabbits; watching birds, squirrel, chipmunks, gophers and rabbits; hanging out on our porch reading, listening to the Brewers, playing on the computer and I-pad and doing Sudoku. And of course, traveling to Italy, Mexico, New York, New Orleans, Jamaica, Lake Geneva, Chicago, Milwaukee, Door County, etc.

ON BALANCE: Is there anything else you want to comment on that we haven't asked you?

Best for last: Living, hanging out and traveling with my wife of almost 4 months, Susan Dopp!

Ron with Michele Obama in Madison, 2008



On Balance

“Y” ACHIEVERS PROGRAM HELPS KIDS CREATE THEIR FUTURES

By Sue Milch

On Friday nights after a long week at school, the last thing kids want is to focus on their academic future, right? Well, not always. At the West YMCA in Madison, the “Y” Achievers program is helping kids do just that. This program, which meets for two hours on Friday nights, helps African American and Latino youth set higher education and career goals and then guides them in meeting those goals. Males and females in the 7th through 12th grades are welcome to participate.

Program coordinator Greg Hoyte explained that other cities, including Chicago and Milwaukee, also have a “Y” Achievers program. Now in its fourth year, the Madison program served approximately 35 youth last year. “We set a road map for kids which helps us track them,” says Hoyte. “We make sure to keep their academic and career goals in front of them constantly.” This includes behavioral goals as well as school achievement. Once a youth starts in the program, the intent is to continue to support and guide him or her all the way to college.

Working hand in hand with a local resource and with the assistance of volunteers, Friday night programs begin with a focus on academics. Youth get help with “whatever’s needed,” including mentoring, tutoring, SAT and other test preparation, even filling out applications for college and financial aid. During the second hour there’s a speaker — generally a successful adult from the community — who can engage and motivate their youthful audience.

So far two “Y Achievers” have gone on to college, including one student in the engineering program at UW-Madison. Greg Hoyte hopes these and future “Y” graduates will come back to serve as role models for youth currently in the program.

To join the “Y Achievers” program, there’s an initial cost of \$50, which includes membership in all YMCA activities. Scholarships may be available.

Juvenile Justice Word Scramble

1. OTERVSIRETA _____

2. NOOSITIPDIS _____

3. ADJOUNDINTCAI _____

4. EGSRIOTHFCNTIO _____

See P 14 for answers

Dane County CASA Makes a Difference - One Kid at a Time

By Mary Beth Collins, CASA Executive Director

Dane County CASA, an independent non-profit organization, has been working as a special partner of the Dane County Juvenile Court for over 15 years, providing CASA volunteers to children under the supervision of the Dane County Courts. "CASA" stands for "Court Appointed Special Advocates." CASA's community-based volunteers work for the safety, permanency, and well being of the children they serve, and act as stable, caring adult mentors in a difficult time.

The CASA program began in Dane County when a group of interested community members worked with former Judge Gerald Nichols to adopt the national model in Dane County through the establishment of a small agency program. Then and now, the Dane County CASA program follows the National CASA Association model and adheres to the role set forth for the program pursuant to its Memorandum of Understanding with the Dane County Juvenile Courts. CASA programming is explicitly provided for in Chapter 48 of the Wisconsin Children's Code (see Wis. Stat. §48.236).

CASA's current volunteer base is comprised of caring community members ranging in age from 23 to 75, and from diverse backgrounds and professions. Currently, students, stay-at-home-moms, attorneys, business executives, social workers,

and information technology professionals are among the volunteer team. To be a CASA volunteer, interested community members must go through a rigorous application process including reference and background checks and an interview with CASA staff. Volunteers must also complete a 30-hour training and be sworn in as an official CASA volunteer by a Dane County juvenile judge before they can begin serving on a case. Training includes information on juvenile protection and court proceedings; a panel presentation by experts including a judge, a Dane County social work supervisor, a Corporation Counsel attorney, and a GAL or parent attorney; work in cultural competency; instruction in approaching families with a strength-based perspective; practice writing court reports; and more.

CASA is assigned to cases when a party requests and/or a judge assigns the CASA program to the case. The vast majority are CHIPS cases, although CASA also serves on a limited number of other types of cases, including delinquency cases in which CHIPS-like concerns about safety, permanency, and well being are at issue. Once the CASA program is assigned to a case, CASA staff seeks the best possible match from its volunteer pool. Geography, gender, personality, past CASA experience, specific needs of the child, special requests from service providers on the case, and other factors are taken into consideration.

Once a CASA volunteer is assigned to a case, the CASA volunteer generally makes an initial visit to the child and caregivers with the assigned county social worker, and then makes weekly visits with the child or children to whom he or she is assigned. This frequency of face-to-face visits is the foundation of CASA service and mentorship to children in difficult situations. CASA volunteers are able to gain an extremely valuable understanding of their assigned child(ren)'s needs and experiences, allowing the CASA volunteer to advocate thoughtfully, in collaboration with other service professionals, for the best possible outcome for the child. CASA volunteers also correspond regularly with caregivers, school professionals, service providers, and biological family members of children to further enrich their understanding of the child's situation, case, and options for placement or strategies for addressing the child(ren)'s needs. Through this type of regular contact with the child(ren) and other important people involved with the child(ren), CASA volunteers are also able to verify that the child(ren) is/are remaining safe in their current placement, and flag issues of concern for social workers and other service providers.

In addition to the regular visits and contact that CASA volunteers have

See CASA, Page 8

On Balance

CASA

Continued from Page 7

with their assigned child(ren) and adults important to the child(ren), CASA volunteers also provide regular informative reports to the courts including factual information about the child(ren)'s current experience, and letting the judge know about any concerns or issues that need to be addressed.

CASA volunteers are guided in this important work by CASA staff. Mary Beth Collins, J.D. is the Executive Director of the organization, and Bonnie MacRitchie, M.S., is the Programs Coordinator. Matt Allord, J.D. is the Volunteer Coordinator.

CASA is currently working on improving the quality of its programming by focusing on the needs of special populations and enriching existing CASA programming with new types of advocacy. New programming initiatives include Teen Programming for kids at risk of "aging out" of the system and focusing on long-term mentorship and development of independent living skills; Zero-to-Five programming for the youngest CASA kids, providing guidance to volunteers in recognizing important developmental benchmarks for more valuable observations; and Educational Advocacy, which will result in all CASA volunteers monitoring and working with school professionals on CASA kids' academic progress. CASA is also seeking any and all input and collaboration it can garner from stakeholders in our Dane County Juvenile Court community, and has recently formed a Programs Advisory Council, comprised of partners and experts in the juvenile court system who will provide ongoing input on CASA programming. Recently CASA has also had success with identifying and securing enrichment opportunities for CASA youth including scholarships for sports camps; opportunities to pursue artistic interests; and arrangements for health and fitness activities.

CASA is committed to bridging the gap between caring community members and youth members of our Dane County community who may be facing issues of safety, permanency, or well being, and who are at risk of becoming a part of a generational cycle of violence. Through the care of qualified community volunteers, the thoughtful guidance of CASA staff, and the input of our Dane County Juvenile Court professional partners, we believe we can make a difference for all of Dane County, one kid at a time.



Bonnie MacRitchie, Matt Allord, and Mary Beth Collins

Operation Fresh Start Executive Director Connie Ferris Bailey Steps Down

By Judy Olson, Operation Fresh Start

Connie Ferris Bailey, a long time advocate for high quality youth services in Dane County, has stepped down from her leadership post at Operation Fresh Start. In March 2011, after leading the agency for 32 years as its Executive Director, Connie found yet another way to serve young people. Still employed at OFS, she now provides technical assistance to other youth employment programs in Wisconsin and across the nation. Funded by YouthBuild USA, Connie coaches new programs based on the Fresh Start model to develop, implement, and sustain top-quality youth development services. Gregory Markle has succeeded Connie as OFS Executive Director.

Under Connie's leadership, Operation Fresh Start became a model program, which today annually enrolls 140 at-risk youth, ages 16-24, in its comprehensive education, employment training, career exploration, and counseling program. Young people receive paid, 34-hour/week opportunities to serve the community by building affordable housing or completing high quality conservation projects. OFS staff members assist participants to find employment in career-track jobs or enroll in post secondary education at the end of OFS programming. Eighty percent of participants complete the program. OFS' long-term follow-up studies show that 68% of its

graduates become and remain independent - employed or enrolled in post secondary education, free of reliance on public assistance, and free of recidivism.



Connie Ferris Bailey

Connie credits many others – the OFS Board, staff, and the young people themselves – for helping to bring about the successful evolution of Operation Fresh Start. She also credits the support of long-time community partners, of which Dane County Human Services is an excellent example. According to Connie, OFS and DCHS have been strong partners since the early 1970's. She said, "I'm especially appreciative of the cooperation that has existed between OFS staff and the DCHS social workers who refer young people under County supervision to our program. Together we have been able to assist young people to get on the path to self-

sufficiency. A critical piece of the young man or woman's success has been the DCHS/OFS staff teamwork."

Connie also credits the leadership of Dane County Human Services for providing critical funding to Operation Fresh Start. "We have always been fortunate to have the support of DCHS leadership. County support has been essential in helping us provide necessary programming for at-risk youth."

In looking back over her years of service, Connie says, "What has inspired me to come to work each day is the example set by young people who show the courage needed to make fundamental life changes." Dane County has been fortunate to have such a dedicated and compassionate person advocating for the welfare of disadvantaged youth. Now, we are pleased that Connie, as a YouthBuild program coach, will be able to share her knowledge of youth development programming with others.

On Balance

Madison Metropolitan School District 2011-12 Staff and Program Changes

By Dennis Whitish

The 2011-12 school year got off to a great start with the addition of several new staff and program changes. The district named 10 new administrators and principals as a result of the larger than usual number of staff retirements last year. There were 198 teacher retirees with 5065 years of service to the district.

Last spring, Sue Abplanalp was named the Deputy Superintendent/CLO (Chief Learning Officer), the position that administers and coordinates learning-related functions for students in the district. Responsibilities include:

- Assisting the Superintendent in the administration of all learning-related departments and programs
- Overseeing development and implementation of all curriculum, instruction and assessment-related programs
- Coordinating support for leadership development

Mike Hertting was hired as the new Assistant Superintendent of Elementary Education, replacing Sue Abplanalp. Mike had been principal at Lapham Elementary School.

Sylvia Romero-Johnson was named principal of Nuestro Mundo Elementary School. Since 2008 she had been the District's Coordinator of Bilingual Education and Dual Language.

LaFollette High School principal Joe Gothard was named Assistant Superintendent for Middle and High Schools, replacing Pam Nash. LaFollette's assistant principal Chad Wiese is now the school's new principal.

Four new elementary principals were named this summer:

- Franklin: Britta Hanson, an instructional resource teacher, replaced retiring principal Cathy McMilan.
- Glendale: Rainey Briggs, an assistant principal at Sun Prairie High School, replaced Mickey Buhl who left the district.
- Huegel: Abby Potter, assistant principal at Leopold Elementary, replaced retiring principal Dave Bray.
- Shorewood: Anu Ebbe, a social emotional learning coach who worked at Memorial High School for 12 years, replaced retiring principal Lynn Berton.

Three new middle school principals were named this summer:

- Cherokee: David Watkins, director of the District's AVID tutoring program, replaced retiring Karen Seno.
- Spring Harbor: Leia Esser, assistant principal at Beloit Memorial High School, replaced retiring principal Gail Anderson.
- Wright: Angie Crawford, assistant principal at Hamilton Middle, replaced retiring principal Nancy Evans.

The District also implemented the long-awaited 4-year-old kindergarten program. 4K is offered at 54 sites in the community to all children living in the district who were four years old on or before September 1, 2011. Scott Zimmerman coordinates the program.

Coordinator Jim Haessly has also made program changes to the NEON program. Last year there were four classrooms located at Hoyt School. This year two of these classrooms have been moved to an eastside location. The program is a full day schedule.

See MMSD Page 14

On Balance

It's Been A Long Time Coming: Dane County Implements New DMC Initiative

By David Thorson

Although Dane County has been working to address disproportionate minority contact and confinement for a number of years, our relative rate index shows minority youth are arrested at over 6 times the rate of Caucasian youth. Despite a variety of interventions, this statistic has only marginally improved. As part of a system-wide evaluation of the issue completed in 2009, Dane County Dept of Human Services is embarking on an enhancement of our practice with delinquent youth. This change has been in development for nearly a year, and Phase One will be implemented in November 2011.

So exactly what will be different? In order to offer more youth the opportunity to avoid court and formal delinquency adjudication, DCDHS is forming a Court Diversion Unit to be housed at the Neighborhood Intervention Program office on Sherman Avenue. Currently only 30% of law enforcement referrals in Dane County result in deferred prosecution. It is not unusual for other counties around Wisconsin to have twice that number deferred from court. Our goal is to offer comprehensive assessment of youth prior to the DA's Office making a decision about whether to charge a juvenile in court. This assessment will enhance that decision making process by identifying youth/family strengths and learning what interventions or consequences have already been imposed. The Court Diversion social worker will also be evaluating whether community protection, accountability, and appropriate supervision/counseling services can be utilized to address the needs of the youth and family without court intervention. If a youth is found appropriate for deferred prosecution, the social worker will sign a Deferred Prosecution Agreement (DPA) with the family that documents the rules of supervision and the services the youth and family are expected to complete. That DPA then needs to be approved by the DA's of-

fice. If the youth completes the terms of the DPA successfully, then the case is ended. If the youth re-offends or is uncooperative with the rules, the DPA can be revoked and the youth will face court prosecution.

We will be asking the DA to allow Human Services to enter into deferred prosecution agreements with youth that they used to take to court. To establish that level of trust, it will be extremely critical for assessments of youth to be comprehensive and accurately determine the level of service needed to assist youth to be successful. The Juvenile Delinquency Assessment has been revised to reflect the services anticipated for deferred prosecution youth. Joining Forces for Families will become involved with select at-risk DPA youth as we work to wrap around structure, supervision and services to increase the likelihood that they will make better choices. Programming at NIP will be tailored to incorporate strategies known to work with this population of youth.

The Court Diversion Unit social workers will only assess and manage Deferred Prosecution cases. As a result, they will not be asked to supervise youth in placements or those with more serious public protection issues. This should free them of some of the documentation requirements that have limited the amount of time social workers have been able to spend in the community working with families. The CDU workers will be able to be more responsive to schools, youth, families and providers. The Court Diversion Unit will be comprised of workers from several offices. Social workers include Robert Weatherby, Maureen Murphy, Dao Herr, Kristel Tatus, Chris Moore, and Eric Alvin. The two courthouse social workers will also be a part of this unit. Program Leaders include Steve Varsos and Veronica Hereford, along with

two part-time LTE's. David Thorson, formerly of the Metro Intake unit will supervise the unit.

A comprehensive database has been developed to allow tracking of cases and families in a manner that has never been available before. In the past we could tell you how many youth were referred for deferred prosecution, but had no data on how many DPA's were actually signed or the outcome of any of them. A more advanced data system will make it possible to identify problematic issues quicker, determine what is working and what isn't by using actual data rather than subjective analysis, which will lead to more proactive refining of services to address needs.

DCDHS is also in the midst of two other dramatic changes. Long time supervisor Diane Prellwitz retired, and has been replaced by Rhonda Voigt. Rhonda was a senior social worker who most recently was the department liaison to juvenile corrections. Rhonda supervises the South Madison and Stoughton Office delinquency workers. In addition to this supervisory change, the current budget proposal would result in the closing of the Sun Prairie Office. Debbie Vieaux supervises the Northport Office delinquency workers as well as the Sun Prairie workers. If the Sun Prairie Office indeed closes, those workers will be reassigned to the Northport Office.

The principle underlying all of the modifications in our delinquency practice is to make it more likely that all youth are not only held accountable, but also afforded the opportunity to do so without having a court record while maintaining public protection and sensitivity to victims. For African American and other minority youth, this has the potential for being an incredibly powerful change that will finally start to slow the pipeline to prison that has been the legacy of far too many youth and adults of color.

Subculture Corner

Stephen Blue – Co-Chair

Dane County Youth Gang Prevention Task Force

It is hard to believe the summer of 2011 has come and gone. The changing of the colors, leaves falling, and the cheers from Camp Randall stadium, only confirm the fact.

As we near the end of October, our normal back to school, get re-acquainted youth issues have re-emerged. What is surprisingly different is how our system partners respond to youth gang flare-ups.

It is gratifying to see how trust and collaboration have developed and grown. From under response to overreaction versus action, these important measured steps have taken our community years to foster.

During the past few weeks, Madison Schools, Madison Police and Dane County Human Services have partnered in ways that have produced results with effective restorative outcomes for children and families, while maintaining a solid public protection focus.



Stephen Blue

As a system we have brought kids and families into the discussion and the solution to these complex conflicts. The message was always clear. We are here to help but gang violence cannot be allowed in our community.

The most recent effort has fostered renewed hope. Many of the individuals, caught up in these circular acts of violence really do want something different for their lives. But many times, a change agent is needed to guide them over this mountainous social dynamic. At the conclusion of the recent meetings, two of the angriest combative young men agreed this was getting out of hand and asked to meet with the help of mediators.

What also became very apparent in the course of these meetings was that the city of Madison has more families living in poverty and experiencing many of the social development factors that tend to accompany it.

Here are some facts Madison must face related to generational poverty if we do not find a way to flip the script in our community:

- At 24 months the gap in cognitive development has more than tripled between black babies and white babies.
- Black children spend more time on average watching television daily, are less likely to have regular mealtimes and have far fewer books than white children.
- Black students comprised only 17 percent of students in public schools in 2006, yet they represented 37.9% of all students expelled and 37.4 percent of all students suspended.
- 60% percent of black students graduate from high school compared to 80% of white students.
- In 12th grade 84% of those black students who have not dropped out of school cannot read at grade level and 94% cannot do math at grade level.
- Black males age 18 and over in 2008 represented only 5% of the total college student population, but 36% of the total prison population.
- While the annual number of firearm deaths of white children and teens decreased by 54% between 1979 and 2007, the deaths of black children and teens increased by 61%.

**See Subculture Corner,
Page 13**

On Balance

Subculture Corner

Continued from Page 12

- Black youth age 16 to 24 face the worst employment rates. In November 2010, only 43% of recent black high school graduates and 73% of black college graduates were working.
- In 2006, the median net worth of a black household with children was \$5,740; for Latino households with children it was \$16,862; for white households with children it was \$103,220

The statistical data listed above was taken from the Children Defense Fund Report, Portrait of Inequality 2011, Black Children in America.

October Gang Quiz

1. EME is the word to describe what notorious prison gang??
 - a. 14th Street
 - b. Latin Kings
 - c. Mexican Mafia
2. The Skinhead movement began in 1960. In what country did it originate?
 - a. Poland
 - b. England
 - c. Germany
3. CRIPS have traditionally referred to each other as?
 - a. Bro
 - b. Homie
 - c. Cuzz
4. All of the gangs listed below ride under the People Nation flag, except one.
 - a. Cobra Stones
 - b. Latin Kings
 - c. Vice Lords
 - d. Latin Disciples

See P 14 for answers

Summary of DCNIP Early Intervention Unit Gang Prevention Efforts 2010 and 2011

Gang Squad: 2010 - (1.5 workers)

- Community Group Presentations participants - 447
- School-based Discussion Groups - 88 youth - Average weekly attendance 95%
- Community Contacts with Youth - Bus Transfer, Block parties, YRC - 625
- Case Management-35
- 46 referral contacts with young adults 18-25
- RT-MSB 2 teams played in the MSCR winter league - 34 youth

**See Subculture Corner,
Page 14**

On Balance

Subculture Corner

Continued from Page 13

Gang Squad 2011 – (2.5 Workers) – data through September

- 120 School based contacts with an average of one hour per contact per week
- 39 individual families case managed:
 - 16 Latino
 - 23 African American
- Basketball Program/night league
 - 42 youth 2 practices per week and a game
- 5 gang presentations
 - MSCR staff, Lowell, LaFollette, PASS, UW Med School - 160 Participants
- 2 gang mediations
 - LaFollette, Memorial
- Bus Transfer Point Monitoring
 - 3 hours per week, approximately 400 youth seen

MPD Officer Greg Rossetti and Aaron Perry, DCNIP Gang Squad, have spent hours interacting with LaFollette HS students who may be struggling in school and in the community. The school-based NIP Right Track groups have had a great impact with the students. This past school year Aaron Perry facilitated 2 groups at the school and assisted with lunchtime basketball. The lunchtime basketball held every Tuesday and Thursday saw an average participation of 70 or more students of which 90% were African-American males and females. We saw a significant reduction in lunchtime fighting and shoplifting at Walgreens and a major decrease in school suspensions.

DCNIP Gang Program Leader Randy Molina and Court Diversion Unit Program Leader Veronica Hereford are currently re-creating many of these effective collaborative efforts at Madison Memorial HS starting this fall. Stay tuned for more updates.

Word Scramble Answers
1. RESTORATIVE
2. DISPOSITION
3. ADJUDICATION
4. NOTICE OF RIGHTS

Quiz Answers
1. C
2. B
3. C
4. D

MMSD

Continued from Page 10

Jim Haessly, Coordinator of Behavior/Interventions and Noelle Sapiro, Coordinator for Middle and High School, are also working on two District pilot programs at Whitehorse Middle School. One program will consist of a student support center, supported by a regular and special education teacher and a half-time social worker. This program will be for both regular and special education students who need additional academic support. The other pilot is a school-based alternative program that will provide behavioral support/programming by a special education teacher and a half-time social worker.