From the Director…

Updates from Justin

Well, we finally have our site location for the new Juvenile Court House and Detention Center. It will be located between Elwood and Guthrie Streets facing Archer Street (the Storey Wrecker Service Site) …backing up to the railroad tracks south toward the BOK Center. Currently projected completion date after demolition, site preparation, due diligence, and construction, will be November 2018. Work is progressive with the architects whereas we are determining the footprint of our building on the property and will soon start designing all unique sections of each of the proposed four stories of this building. Detention will be attached to the south of the courthouse building. Estimated cost of the project is $45,000,000.00.

The Bureau has received a technical assistant grant from the Robert F. Kennedy National Resource Center for Juvenile Justice. This grant is focused on best practices related to Dual Status Youth and improving their outcomes. This opportunity will include all stakeholders related to dual status dockets.

Congratulations go out to Josh Hogan on his recent promotion to Juvenile Bureau Probation Supervisor. Josh was previously a Probation Coordinator for the Bureau.

Did you know that Alondo Edwards, Superintendent/Detention is the Juvenile Bureau’s United Way Coordinator? Let’s all give our support to Alondo and the new United Way Committee in their efforts.

Spotlight on…

Intake Department’s World War II Virtual-Reality Simulator Fundraiser

Kim Strickland and Kevin Pykiet, along with the Intake Department, set up a 1940’s themed fundraiser for United Way on August 12, 2016. The event was a great success. There was popcorn provided and 1940’s music playing in the background. The main event was a virtual-reality flight simulator which allowed people to fly World War II fighter planes completely immersed in the virtual reality world. Everybody who came out and flew the planes was surprised at how well the technology worked to simulate the feeling of flight. There were a few people who managed to destroy the German Jeep located to the west of the runway! For those who were not interested in flying a fighter plane, there was a Discovery Channel virtual-reality shark week documentary available. The documentary allowed people to be completely immersed underwater with sharks swimming all about them. With virtual reality you can look in any direction, even behind you, and see sharks swimming next to you. A good time was had by everyone who participated. We are looking forward to doing a virtual-reality experience this October with a haunted house theme.

Justin Jones, Director
Tulsa County Juvenile Bureau
Goodbye Catie Holzer/Congrats Rebecca Peters
Detention Home Employees of the Month
Phoenix Rising
Tulsa Area CIC

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A Review of Tulsa County Intake
Keith White Retires/Welcome Hayley Garrison
“Dogma of Remedial Principles”/R. Peters

Goodbye, Catie!

On Friday June 17th, staff, friends and collaborators gathered in honor and celebration of (now retired) Drug Court Administrator, Catie Holzer. Judge Doris Fransein referred to Catie as a legend and expressed the immense value of what she has taught during 26 years of service. The impact she has had on the lives of those she served is tremendous. Justin Jones explained that he didn’t remember anyone who was as devoted and compassionate about their work. Others were happy to present Catie’s many attributes and to express their gratitude. She has touched the lives of many who will be forever grateful. Catie will most definitely be missed but as she noted, she will continue to work with many of the same people in her new position as a domestic violence counselor at Villa Springs.

Continuing to work after retiring should not come as a surprise since she doesn’t consider her work a career. To Catie it is a calling. Thank you once again, Catie, and we will see you around.

Left to right with Catie: Keith White, Susan Jenkins and Kathy Anson

Submitted by Kathy Anson, Secretary III

Congratulations to Rebecca!

County Commissioner Karen Keith, Juvenile Bureau Director Justin Jones and Supervisor Development Program Graduate Rebecca Peters attend a reception at the County Court House. There were five graduates of this program conducted by the Tulsa County HR Department and the Bureau is very proud that Rebecca volunteered and successfully completed this rigorous program. Rebecca is a Probation Counselor for the Bureau.
News from...
the Juvenile Detention Home

Congratulations to our recent EMPLOYEE OF THE MONTH recipients!

MARCH 2016
Admissions Counselor Frances Burns
(March EOM was shared by Frances & Administrative Assistant Sylvia Grundy—no photo is available of Sylvia)

APRIL 2016
Lead Detention Counselor John Carter

MAY 2016
Unit Secretary Nicole Penney

JUNE 2016
Detention Counselor Dionne Ball

Detention Employees of the Month receive a personalized plaque, which is presented at the monthly All Staff Meeting, and a designated parking space for the month in the Juvenile Bureau parking lot!
“My Experience at Phoenix Rising”

I graduated in the Class of 2016 from Phoenix Rising. I never thought this was going to happen...

Around three years ago, I went to McClain High School. I was always getting in trouble and getting suspended. I roamed the halls and sometimes would skip class, but the only person I was hurting was me. At the time, I was on probation and my Probation Counselor referred me to Phoenix Rising. I remember thinking that it may not be a bad idea since I was being distracted by so many people and so many things at McClain anyway. My counselor told me it was smaller, had smaller classes, and would help me learn. I was nervous, but I knew I could not keep going on the path I was going. So I went to Phoenix.

When I started at Phoenix, I did not know what to expect when I did something wrong. I knew I would make mistakes. But instead of getting suspended for some of the things I did, the staff worked with me to understand my mistakes and my bad habits.

They helped me understand why what I did was wrong and did not send me home all the time. At the beginning, they did have to send me home a few times, but I would always come back the next day ready to make things right with the staff and whoever I hurt by my actions.

While at Phoenix, I was able to successfully get off probation and experience a work study program through the Oklahoma Department of Rehabilitative Services called Gatesway. I was able to work out in the community and earn elective credits during the school day. They also helped me with job skills and other things that will help me with my future.

Not only during my time at Phoenix was I able to attend my first prom, but this year I finally graduated high school and will have my diploma on June 23rd — a goal that I finally accomplished. I am going to continue to work with the Oklahoma Department of Rehabilitative Services who will now help me with a training and job placement program. I made my family proud! I made myself proud!

Phillip C.
2016 Graduate of Phoenix Rising

Editor’s Note:
Phoenix Rising continues...

**LGBTQ Lobby Day in Oklahoma City**

Have you ever been bullied or been out casted for just being you? I am currently seventeen years old and in DHS custody because of my sexual orientation. Throughout my life, I have been bullied, ridiculed, isolated, singled out, and discriminated against by not only my peers, but my own family. School was a huge issue and fear of mine when I was younger. I never wanted to go and always pretended to be sick. For being gay, I received constant physical and emotional abuse when I went to school.

I have known that I was gay since I was seven years old, but 6th grade is when everything truly started. The feelings I didn’t understand. The separation I felt from my schoolmates. I was not a very social person at all back then. Most people only paid attention to me when they wanted to ridicule me. Later in middle school, the bullying became worse—almost unbearable. I was called a “faggot”, “fruit”, and many other horrific slurs. This made me feel as though my feelings, and being gay, were not okay. When I was twelve or thirteen, I came out to my sister, who handled it surprisingly well. However, my father could not; nor did he want a gay son. At age fifteen, I was entered into DHS custody. A majority of the group homes and shelters were hostile and extremely homophobic, as well as the schools I went to at that time.

However, I persevered. I came to Phoenix Rising and joined the GSA (Gay/Straight Alliance.) I am out and not scared anymore. Everyone at school accepts me and loves me for who I am.

Recently, Phoenix Rising connected me with Youth Services of Tulsa and the Equality Center. They asked me to join them for LGBTQ Lobby Day in Oklahoma City. Lobby Day is the only day that us (LGBTQ+) citizens can go directly into the capital to speak our minds to all of the senators and representatives. Although there were several senators and representatives that attempted to convince us of our “wrongness” in our lifestyle choices, we refused to debate the issue. Some people may want to try to hurt us and throw their hate around, but we just want to make a difference peacefully. We all just want to love who we love, safely and without argument. We all want to feel calm within our state of minds and move forward in our lives without having to deal with discrimination, hate, and people trying to take away our rights. No matter the situation and what people said, I was extremely happy, learned a great deal, and felt comfortable with everyone I met in Oklahoma City. Hopefully, we brought attention to our senators and representatives about our rights, our feelings, and our love. I definitely plan to go to Lobby Day next year. With some hard work, increased hope and better understanding, all of the LGBTQ+ citizens, living not only in the State of Oklahoma but the world, can live with less hardship than what I have experienced. I am proud of who I am and want others younger than me to feel the same.

-CC
Junior at Phoenix Rising
CREATING A PATH TO SUCCESS

PHOENIX RISING ALTERNATIVE

DONATE ONLINE AT WWW.TULSACF.ORG
SELECT “GIVE NOW” CHOOSE “PHOENIX RISING FUND”

Phoenix Rising Alternative School Foundation operates within the Tulsa Community Foundation. All donations are eligible for tax deductions.
July 1, 2016 marked the 1 year anniversary of TACIC being in the fold of the Juvenile Bureau operations. As you might guess, being a new department has brought about strategizing opportunities regarding current and future operations. Fine tuning of processes for operations will continue into the next fiscal year.

Due to funding shortfalls within the State of Oklahoma, the Office of Juvenile Affairs has eliminated all funding for CIC. This equates to a departmental shortfall of nearly $196,000.00 for fiscal year 2017.

Despite funding woes, TACIC continues to offer a quality service to the many enforcement divisions in Tulsa County and some outside the County. As of this newsletter, we were at 1273 service contacts with detained youth. It looks as if we are on schedule to meet or exceed last year’s numbers of 1325. Approximately 70% of the youth served are male and 30% female. As stated in a previous newsletter, approximately 73% of the offenses are misdemeanors, while another 26% are felonies. TACIC has a diverse population, but of note continues to be the fact that we service some 45% African American youth, as opposed to Caucasian counterparts at approximately 32%. Hispanic contact continues to grow at 14% presently.

TACIC has partnered with the Family Empowerment Center to further address issues of Disproportionate Minority Contact (DMC), an effort of federal focus from the Office of Juvenile Justice and Delinquency Prevention (OJJDP), state, and local levels. See:

www.ok.gov/okyouth/documents/DMC%20101.pdf

Through the leadership and coordination of Michael Singleton – Tulsa County DMC Coordinator and Laura Broyles – Oklahoma State DMC Coordinator, a joint office committee convenes to discuss problematic issues regarding DMC and promote change as needed throughout the district by addressing policy and procedure and intervention measures. The group meets once monthly at the Langston University Tulsa Campus. Points of discussion have been the Relative Rate Index (RRI) and departmental policies of the D.A.’s Office, arresting agencies, and Juvenile Bureau intakes and adjudications. TACIC is looking forward to learning more about how each agency/department can affect equal and fair youth offender contact, if a discrepancy truly exists.

Submitted by Cortez Tunley
Program Administrator
Review of Tulsa County Intake: Juvenile Bureau and Community Intervention Center
by Jaime Burns, Ph.D. and Elizabeth Maier, Ph.D.

The purpose of this research was to gather baseline data from the Intake Division of the Tulsa County Juvenile Bureau (TCJB) and the Tulsa Area Community Intervention Center (CIC). Intake procedures were observed at the TCJB and the Tulsa Area CIC on March 28, April 18, April 21, April 29, and May 9, 2016. During the observation periods at both locations, the researchers not only observed Intake, but also observed how the intake process impacts police, courts, and the Office of Juvenile Affairs. Additionally, employees at both locations were interviewed regarding the intake process, training, strengths of the organization, and suggested improvements. The research sheds light on the intake process, technologies used, training provided, and agency policies and procedures for both the TCJB and CIC.

The research outlined similarities and differences between the agencies, as well as provided suggestions for future research and recommendations. Similarities between the TCJB and CIC included: providing useful information to the public and their employees, youth specialists and Intake Counselors are receiving on-the-job training, conducting intakes with juveniles, youth being offered an assessment, and the bulk of employees at both locations using pen and paper to complete their daily tasks. Differences between the two included: use of different intake and assessment forms, assessment at the CIC is completely voluntary while a Judge can force an assessment at the TCJB, and the CIC uses a formal checklist for each juvenile intake whereas the TCJB does not utilize a formal checklist for processing. The initial recommendations ranged from additional research to better information sharing between the two agencies.

A key recommendation was to bring the Tulsa Area Community Intervention Center and the Tulsa County Juvenile Bureau together in one location. With the amount of information that each agency has, it would be beneficial for police, Intake staff, Coordinators, administrators, court personnel, and families to have one stop to make. Additionally, the CIC and Detention Center could more easily share information with one another. For example, if Detention had completed an intake assessment on a juvenile that the CIC did not have it would not be as problematic to receive that information. Throughout the research, it seemed that workers from CIC were not clear on the extended duties of workers at the Juvenile Bureau and vice versa. If they could be under one roof, it would help fill the information gaps. Likewise, it would benefit law enforcement so they would not have to make two different trips thus extending the time until they could return to their regular duties in the community. Finally, an all-in-one location would benefit families in that there would be one place for them to go.

The authors would like to thank Director Justin Jones, Program Administrator Cortez Tunley, Julia Giordano, Bill Anderson, and Aleksey Alekseev for their assistance in scheduling visits, interviews, and observations. The authors also thank all of the men and women who work at the Tulsa Area Community Intervention Center and Tulsa County Juvenile Bureau for their assistance with this research.
**KEITH WHITE**
Longtime Bureau Employee
Retires with 30+ Years of Service!

Keith White began employment as a Homebound Detention Counselor on December 10, 1984 and was later promoted to the Special Services Department as a Unit Coordinator in June of 1992. In October of 2015, he was appointed as the Assistant Family Drug Court Administrator before retiring July 29, 2016 after almost 32 years of service.

Keith will always be remembered for his ready smile, willingness to listen and who can forget his whistling abilities? Staff sent him off with a low key “wish you well” gathering as he requested with the hopes of many happy, healthy years ahead.

Submitted by Sherry Beree
Special Services Coordinator

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**The Bureau Welcomes Hayley!**

Hayley Garrison is our new Statistical Analyst at the Tulsa County Juvenile Bureau. Hayley grew up in Tulsa and attended the University of Oklahoma where she received a Bachelor’s degree in Criminology. For the past 13 years, Hayley has worked for Big Brothers Big Sisters of Oklahoma in a variety of roles. She spent the majority of her time with the mentoring organization focused on programs for children of incarcerated parents. As the Vice President of Programs for BBBSOK, Hayley trained staff and outside organizations on child safety and sexual abuse prevention. She has served on a variety of national committee’s and task forces dedicated to best practices in mentoring and child safety.

In her spare time, Hayley enjoys spending time with her family. She and her husband have a two year old daughter and a six year old son that keep them busy. Hayley also enjoys sports and staying active.
Dogma of Remedial Principles
By Rebecca Peters

Experiences received from twelve years in this justice field has motivated a surfeit of philosophies for transformation in culture and organized policy, either in one’s self or in others; however it is perceived, there is no denying the certainty of – change -. Can it be readily predictable? Will it be beneficial? This writer deduces it can and it will. Practicing compliance to good policy is not difficult if the organization’s codes are directed by a just leader, and they are remedial, innocuous, and implicitly understood by all.

James J. Fyfe’s (1993) article, “Good Policing”, attempts to elaborate on a government agency’s policy protocols. He alluded that previous policing mandates have been unclear (Stojokovic, Kalinich & Klofas, 2010:139). A criminal, family justice or other government organization’s order should not be abstract or vague. The efforts of this writing will portray an outline and illustrations on remedial and modern principles. James J. Fyfe (1993) displays an abundance of literature describing examples of branching policing practices. They are defined quite literally, as he offers an elaboration on Wilson’s policing and the community-oriented policing (pg.138-139).

The Fyfe article compels a focus which offers differing avenues to methods of remedial policing in law enforcement departments and other justice systems. Interested participants who seek employment opportunities within court systems or law enforcement agencies consent to a progression of experiments in addition to the required academic curriculum in much the same manner as university and other students in higher education. These requirements followed by the steadfastness of the applicants correlates with the importance of their impending roles and identified organization mission. It would be irrational to not have a strappingly pronounced policy which is to be written, known and understood by the people in these organizations.

Remedial principles in policing can be expounded based upon evidence in best practices. For instance, law enforcement and other officers of the court can be measured as good or great officers if they can establish the ability to effectively administer justice and distribute “positive therapeutic intervention” toward others. Positive therapeutic intervention (Jacks, 1984; Stojokovic, Kalinich & Klofas, 2012: 116) was officially introduced into the policing paradigm in the 1980’s, and it represents the capability to communicate in a sympathetic and clear fashion as well as reflect immediate understanding of others’ short- and long-term needs. This type of interaction may confidently be known by other terminology in modern society. Nonetheless, this method tends to open the veins of relationship and the procurement of valuable data for future success in communication and civility; thereby it is measurable, setting a stage for validation, reliability, and review by peers. With this in mind, justice organizations can give clarity to their directives and derive good outcomes with remedial policing principles.
Public Safety

Fyfe (1993) began his article comparing good policing to impairments of officer corruption as viewed throughout history because no clear policy existed, or if it did, it conflicted with other written codes. Fyfe stated that social workers have previously preferred to not be involved in domestic disputes with police protection; however, utilizing these tactics which are prescribed by licensed social workers is viewed as an amenity because it spares the public from future fatalities and other public safety risks (Stojkovic, Klofas, & Kalinich, 2010: 133). Alan Greenspan (2005) delivered effects of the second responder program which employs licensed social workers in team form parallel with police officers when dispatched to domestic disputes. It is essential for public safety and overall individual health. It also demands appropriate rendering of services. A teamwork approach may throttle complacency in people; the prolific buddy-system is a ubiquitous practice. Officers and counselors’ commitments for teamwork may release stress from these burdens and raise value of physical and professional support.

Funding for a second responder program in Oklahoma is compulsory. Police officers are undoubtedly and cohesively working to reduce domestic violence and incidence of fatalities. A snapshot of an item they utilize, the Lethality Assessment Protocol (LAP), is comprised of about 15 key questions for alleged victims in domestic assault and battery situations. One such question asks “has he or she ever tried to choke you?” Current research indicates occurrences of those who have choked their victims have eventually killed them (cbsnew.com, Oct.31, 2014). It would be of paramount importance to implement remedial policy which prepared public servants and other court officers for the prevention of disastrous outcomes.

Purposely, team cohesiveness reigns. There is a trifling chance for those who prefer to stand alone in the workforce to have promotion in life, in societal norms, and in the law enforcement circles (Traulsen, Hauert, De Silva, Nowak, & Sigmund, 2009). Tying the relationships between a casual, popular group in the workplace and lonesome employees who comprise the 3.33% might rely on models such as Likert’s linking pins, which states that a member of one unit is the leader of another unit (Likert, 1961, Stojkovic, et al., 2012: 112).

Perhaps, organizations benefit from having an understandable, communicative, and open leader who builds upon the direction of good remedial policing formulas. I.e. emergency management and treatment servicers value the efforts of their team with the fire departments. Secondly, fire departments and police departments respond together to many of similar dispatch calls. Unity in public service requires initiative, openness, communication and confidentiality. The decision to encourage the bands of professional solidity has shown benefits in organizational cohesion because there is evidence of positive outcomes from their collective and mutual efforts.

Sundry Conclusions

Employees who have consideration for their creed as well as the support of their superiors create an unwavering loyalty within their agencies. Incidentally, there are important living lessons derived from professional oversight in agencies designed to implement clear and remedial policing. The mission of the Department of Justice in the United States Attorney’s Office in the Northern District of Mississippi demonstrates a quite literal elaboration of their values.
To promote and establish justice and the appearance of justice by vigorously and fairly representing the United States and its citizens in all matters, civil or criminal, within our jurisdiction (http://www.justice.gov, 2014).

They assert the success of their employees and the promise to this nation to ensure justice and safety for all. Visible support and empathy play a major role in inspiring the capabilities of employees, and it compels others to survey good policy structures. Additionally, motivation factors of these individuals in their respective organizations has propensity to result in evidence of rewards.

In essence, law enforcement officers and other public servants should have righteously exerted their own confidence in their job tasks. Remedial policing may include the ability of justice and government organizations to tend to their employees needs and keep them secure in the obscurities and difficulties of their job (Stojkovic, et al., 2012: 135). In the end, if leaders and other ambitious individuals take these structures and values, and command them in remembrance of these lessons, then adopting the brims of good policy transformation is not an impenetrable project.

References


