



Rehabilitation Programs Division Quarterly Newsletter

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Mission Statement

A team of professionals skilled in developing and providing rehabilitation and reentry programs that facilitate positive change in the lives of offenders.



Success Corner

The following article was written in response to an interview with a successful Gang Renouncement and Disassociation (GRAD) alumni. "John Doe" was in one of the first groups that graduated from the GRAD process, and is an example of true positive change. He credits the GRAD staff, the GRAD process, and his own hard work for the success he has attained that he could never thought was possible.

"John Doe" - A "GRAD"uated Success" by Rhonda Slater

"John Doe" is an industrious man who took time out of his busy work schedule to allow me to interview him by telephone. He is very passionate in his solid support behind the GRAD Process. He explained that when he went through Phase II, he was given a number of assessments that helped him see different sides of his personality that he didn't know existed. He also mentioned that the most difficult part of the process was opening up in Anger Management. He credits Milton Peterson, Senior Counselor of the GRAD Process, and former GRAD staff member Ms. Rayburn with helping him see that he was an alcoholic. His main desire to change stemmed from wanting to be paroled, but before he could be released, he had to release his hatred of "people and everything" that cost him "everything and everyone."

John joined a gang in prison; however, he wanted to change his life for the better, which meant giving up this way of life. Going into GRAD meant allowing other offenders to "be stupid" towards him without his reacting. He knew that if he did, they would use it as an opportunity to get him removed from the GRAD process. But he wanted to be released more than anything, so he remained focused on his goals. He stated that he learned the "use the tools [you] already have" to

succeed, which taught him "how to live life" and "accept responsibility."

John raved about the support that Mr. Peterson and former GRAD staff members Ms. Gant, Lieutenant Geiss, and Captain Torres provided to him. Talking about his experiences makes him realize how far he has come. He still uses the tools he learned, such as the Franklin Reality Model method, which has helped him learn to communicate more positively and effectively. The anger that at one time in his life would have been quick to explode is now more controlled and has a longer fuse. He is now a happily married man, and feels that the people around him are a "great support group." He has a hard work ethic, a virtue instilled in him by his parents. Though he does give glory to God, he credits his hard work for where he is in his life. He stated he never thought he would be successful, and he always felt like a "black sheep."

Mr. Peterson started working in the GRAD Process in 2005, and met John within one of the first groups he counseled. Mr. Peterson personally feels that the driving force behind the success of the process is that the offender participation is voluntary. The most successful offenders were the ones that remained teachable, which is a qua-

Success Corner, cont'd.

lity that Mr. Peterson found in offenders like John. They are offered the opportunity to learn tools to become re-socialized in each phase, where they attend Cognitive Intervention, Anger Management, and Substance Abuse Education. The coursework and group involvement offers the offenders the ability to learn to control their anger and frustration, according to Mr. Peterson. They are given the choice to participate or to remove themselves from the process. Mr. Peterson stated that he has offenders approach him after their sessions to thank him for helping them change. Hearing the gratitude in John's voice during our telephone conversation is testimony to the success of GRAD. He said it best, "GRAD gives you the tools to be successful."

The GRAD Process began in 2000, and is on two (2) units with a capacity of 372 (Ramsey, 192, Ellis, 180), offering services for 16 offenders per group. The process is nine (9) months long, and has three (3) phases. Phase I consists of attending Substance abuse classes, Alcoholics Anonymous, and watching Chaplaincy videos; Phase II requires offenders to attend Cognitive Intervention, anger

management/substance abuse, and criminal addictive behavior; and Phase III allows offenders a half-day work schedule in laundry, fields, or food service, and to attend unit programs for a half-day. In order to qualify, an offender must meet the following criteria: no offender assaults for a period of at least two (2) years; no staff assaults for two (2) years; no major disciplinary cases of any kind for at least one (1) year; no extortion cases for a period of at least two (2) years; no weapon possession cases for a period of at least two (2) years; no aggressive sexual assault misconduct cases for at least two (2) years; must be level one status for a minimum of one (1) year; must have renounced membership in a Security Threat Group; documentation evidencing disassociation must be completed at the Unit and Regional levels; must sign a release form requesting participation; must sign the GRAD Renouncement Form; must not have been involved in any Security Threat Group act for a minimum of two (2) years; and no security precaution designator of: (ES) Escape, (SA) Staff Assault, or (HS) Hostage Situation. For more information, please click the following link: http://tdcj.state.tx.us/cid/cid_security_threat_group_GRAD.htm.

Program Spotlight

GRAD: The Hardest Job We Ever Loved by: Pat Peterson, GRAD Senior Counselor, Ellis Unit

At its most basic level, life is about choices. The very act of living forces a person to choose between "this," "that," and "the other" on a nearly continuous basis. These choices, in turn, produce the lives that people find themselves living. This being the case, the ability to make good choices is essential if one is to have any hope of living a happy life. In contrast, the inability to choose wisely and/or the inability to recognize all available choices frequently results in an unhappy life for those people who lack the ability to wisely make the choices that life forces them to make.

What's wonderful about the Gang Renouncement and Disassociation (GRAD) is that it's not a one-size-fits-all concept. We're never teaching a group of twenty offenders; we're actually teaching twenty individuals. Each one of those people has different wants, needs, and abilities. With a little work the process can be tailored to fit each participant's individual needs. Where one person in the group may struggle with a substance abuse problem, another may need more help with appropriately expressing his anger, and yet another needs to focus on making responsible choices. Our curriculum is broad enough to address all of these needs.

Although Phase II of our process is called, "Anger Management," we have found that it should be called "Emotional Management." Many of our clients have spent so much time in Administrative Segregation that their ability to express or even to recognize their own emotions has atrophied. Remember the old saying, "If the only tool you have is a hammer, every problem starts to look like a nail?" The only strong emotion that many of our clients have allowed themselves to express has been anger, so they have responded to

every situation with either anger or indifference. They have realized that this often leads to inappropriate behavior with undesirable consequences, and they wish to give themselves more options than anger or indifference. Therefore, they must learn to recognize, accept, and manage all of their emotions.

We believe that the GRAD process is also about making choices. More specifically, it is about learning a new and better way to make choices, one that will ultimately allow our participants to create the lives that they wish to live. While this may sound simple enough, (i.e., "Don't play with fire, and you won't get burned") it turns out that it is anything but simple.

Human beings are born with very little in the way of pre-programmed knowledge. In point of fact, almost all of what we "know" from the point that we become conscious of ourselves to the time that we die is learned "knowledge." Unfortunately for many of us, what we are taught and therefore "know" oftentimes turns out to be false - It is merely misinformed belief rather than fact. The problem arises when we act on our misinformed beliefs in the mistaken certainty that they are indisputable facts.

Not surprisingly, GRAD participants frequently have a long history with regard to making choices that create serious unhappiness in the lives of their loved ones and themselves. While they seem to understand that it is the choices that they make that cause them to endure unhappiness in their lives, they have continued to make these self-destructive choices in spite of their expressed desire for a better life. Uncovering the reasons for their behavior is the key that allows us to successfully assist them with their recovery.

Program Spotlight, cont'd.

Doing the same thing over and over again and expecting different results is frequently referred to as insanity, but appearances can be deceiving. Our clients do not behave as they do because they are insane. In fact, they seem to make their choices in much the same way that free people frequently do - they don't even think about what they are doing, they quite simply let their 'autopilots' run their lives, which is to say that they act reflexively (doing as they have learned to do) without giving any conscious thought to the matter at hand prior to taking action or to the potential consequences of the action that they take. One could even say that they seldom seem to make well-informed, conscious choices.

While autopilots are wonderful devices that have the capacity to make our lives so much easier, they also have the potential to destroy us. Our internal autopilots are only as good as their programming. For all practical purposes, the approximately ninety-nine percent of Americans who are not currently incarcerated seem to have well functioning autopilots, in as much as the choices that they make without much if any conscious thought do not land them in

trouble with the law. As for the approximately one (1) percent of Americans who are currently in prison, much of the fault seems to lie with their autopilot. They have been "programmed" with bad information and they have acted on this bad information as if it were proven truth. Certainly this seems to be the case with respect to many GRAD participants.

The hardest job you will ever love is without doubt is assisting someone with the task of examining their autopilot, removing all the faulty programming therein, and replacing the existing faulty programming with programming that will meet their needs over time. Much of the difficulty arises from the almost universal human resistance to change. Couple this with our natural inclination to assume that our belief in something somehow makes it SO and then add to that our aversion to any admission that we are wrong and you should have some idea with regard to the difficulty involved in accomplishing the task at hand. As for the love part, how can anyone not love assisting a person in accomplishing such a monumental task? What in this world could possibly offer greater rewards?

InnerChange Freedom Initiative Celebrates Graduation by: Fred Buchanan, IFI Participant



The graduates are gathered for the ceremony.

Representatives of several state agencies, the staff of the InnerChange Freedom Initiative (IFI), and members currently in the program gathered in the Carol Vance Chapel on October 30, 2010 to celebrate the graduation of 35 former participants of the IFI program. The 35 men returned to the Carol Vance Unit approximately six (6) months after their release from prison to celebrate their successful completion of the program.

To graduate, the members must not only stay out of prison for at least six (6) months, but also meet several other criteria. They must stay in contact with the reentry staff, attend substance abuse meetings, and meet all parole requirements.

The returning graduates are treated much like

the Biblical "Prodigal Son" when he returned home. Program Director Tommie Dorsett presented the men with a new robe (a t-shirt), a ring (a diploma), and an all-you-can-eat buffet at a local restaurant.

Marlon Smith, the Reentry Manager for IFI, then selected seven (7) of the graduates to share their testimony with the community. The men spoke of how they overcame many obstacles, and challenges after release from prison. The common thread that connected their stories was the difficulties that each faced after release. Family support was unavailable, so they had to find a place to live. Some talked about the various temptations they faced shortly after release.

The graduates spent ten (10) minutes min-

gling and sharing stories of the "free world" with their brothers still in white, encouraging them to keep striving forward to success. Members close to entering the reentry phase of the program took the words they shared to heart. It is the goal of almost all members to be able to return to graduate, and they know that it will not be an easy task to accomplish.

Senior Warden Kenneth Negbenebor, who attended the celebration, said that the graduation is a good thing for the members to witness. "I am all for programs that work. If just one (1) person comes back as a success and graduates, then none of our efforts and expenses is in vain. The person is an inspiration for the people that it can be done, that they can succeed."

Feature Story

Transformational Dorms: A New Faith-Based Perspective by: Rhonda Slater

On February 25, 2011, I visited with Richard Lopez, Program Director of Chaplaincy Support to discuss the Transformational Ministries (TM) Dorm. This is a pilot faith-based pre-release program at the Torres Unit in Hondo, Texas (west of San Antonio). Prison Fellowship Ministries, with the support of the Texas Department of Criminal Justice (TDCJ), has opened the TM Dorm for offenders who are within 12-20 months of release and who are returning to the San Antonio, Houston, Dallas/Fort Worth, or El Paso areas. As I reflect upon the success of former offender Carlton Lee, Christian metal sculptor and Faith-Based Dorm (FBD) alumni, I am impressed by the innovative approach that the TDCJ has taken to provide more opportunities to offenders before their release.

Transformation is defined as a change in character or condition, according to the Merriam-Webster Dictionary. Offenders will be transforming their characters into well-balanced, success-oriented members of society. The 56-bed dorm will house male offenders who meet the following criteria:

- Releasing to the San Antonio, Houston, Dallas/Fort Worth, or El Paso areas;
- May not have a conviction for a Major Disciplinary within the past year;
- No active detainers;
- Minimum G2 status;
- May be of any faith preference or no faith;
- Within 12-20 months of release; and
- Have requested the program and have been approved by the Placement Coordinator.

The TM Dorm provides program classes such as Biblical Overview, Values/Life Skills, Personal Responsibility and Accountability, Successful ReEntry, Criminal Thinking, Anger Management, Addictions, Discipleship, Victim Impact, and Worldviews. The TM Dorm will be

located in one (1) dorm at the Torres Unit, and offenders will not be parole-voted to complete the program. Eligible offenders in Region IV units (Briscoe Unit, Connally Unit, Cotulla Transfer, Dominguez State Jail, Fort Stockton Transfer, Garza East Transfer, Garza West Transfer, Lopez State Jail, Lynaugh Unit, McConnell Unit, Ney State Jail, Sanchez State Jail, Segovia Transfer, Stevenson Unit, Torres Unit, and Willacy County State Jail) who are approved by the RPD Chaplaincy Department and Prison Fellowship Ministries can be transferred to the Torres Unit, as space is available.

As I visited with Mr. Lopez, he stated that the TM Dorm is similar to the FBD and IFI Program in that offenders in the TM Dorm may be of any faith preference or none at all. Offenders at the TM Dorm are there for pre-release preparation, and the classes that they attend will provide them with skills and tools for a successful reentry. Approved volunteers coordinated through Prison Fellowship Ministries will be conducting the program courses. Programming at the TM Dorm will be conducted in the day room for six (6) hours weekly, generally two (2) hours per day for three (3) days per week. Prison Fellowship volunteers provide local community resource information to the offenders; churches will be available to assist releasing offenders, and mentors may help them prepare for reentry and assist in their post-release adjustment.

Offenders within the TDCJ now have three (3) types of faith-based pre-release programs for their spiritual education and to create a solid reentry plan through the Rehabilitation Programs Division Chaplaincy Department. The Unit Chaplains are an excellent source to help offenders determine program eligibility, so they are encouraged to visit with their chaplains for further assistance. While some offenders may not be eligible for the TM Dorm, their Unit Chaplains can provide spiritual assistance with a variety of other programs offered on the unit.

Youthful Offenders Program Reduces Violence at Max By Michelle Alexandre, Adult Counselor, Maximum Security, RIDOC Published: 01/24/2011

The following article is another state's viewpoint of young adult offenders. Rhode Island Department of Corrections (RIDOC) defines youthful offenders differently: their Youthful Offender Program is provided to offenders 18 to 25 years old, and they are housed in their Maximum Security Facility. According to Michelle Alexandre, author and Adult Counselor at the RIDOC Maximum Security Facility, offenders younger than 18 years old are housed at the Training School for Youth, part of the Rhode Island Department of Children, Youth and Families Juvenile Corrections Division. Depending upon the offender's sentence, a juvenile offender at the Training School may be transferred to RIDOC after he turns 18. RIDOC's Youthful Offender Program began in February 2010, so it will be interesting to check on the program's future success rate.

Rhode Island has one of the oldest operating men's prisons in the nation. The Maximum Security prison opened in 1878 with a capacity of 252 inmates. Today, more than 400 men are housed at Maximum Security. Over the past 100 plus-years of operation many different issues have arisen ranging from flooding and power outages to facility riots. The culture, backgrounds, and crimes of the men incarcerated have changed drastically over the years as well. Today an influx of young men, the majority of whom are serving sentences for gang-related crimes ranging from illegal handgun possession to murder, has created a new set of challenges for prison staff.

In early 2008, a distinct change in the climate of the inmate populat-

Youthful Offenders Program Reduces Violence at Max, cont'd.

ion was noticed. Over half of the bookings in the previous year were of a violent nature and being perpetrated or incited by inmates under the age of 25. This subgroup of the inmate population (termed Youthful Offenders) was attacking staff and each other with increasing frequency, ganging up on each other with multiple attackers, and increasingly using homemade weapons in these attacks. Most had serious histories of disobedience, fighting, and gang affiliation.

Fights involving the youthful offenders were increasing in frequency and causing general unrest among the overall inmate population. Once an inmate fight is controlled by Correctional Officers, a facility lock down is imposed until an investigation can be completed. This causes inmates to remain in their cells unable to receive visits, enjoy recreational time, participate in programs, or go to work to earn their monthly wages. Due to the increased violence of the youthful offenders, lock downs were going up in frequency and causing discontent within the prison's general inmate population.

The escalation in fights and lock downs was noticed by many staff members at Maximum Security. One Lieutenant, Carl Burt, took the initiative to run reports focused on violent disciplinary actions. By comparing types and numbers of disciplinary actions from recent months with disciplinary actions from a year ago, he noticed the trend of youthful offenders being the perpetrators of numerous acts of violence against inmates and staff. This issue was brought to the Warden's attention who determined a new type of intervention needed to occur to stop the escalation in violence. Simply giving segregation time for bad behavior wasn't working to change the behavior of the youthful offenders. Once out of the Segregation Unit they continued to cause fights.

A multi-disciplinary board was set up to determine a resolution to the problem of increased violence incited by the younger inmates at Maximum Security. Members of the board included the Assistant Director of Rehabilitative Services, the Warden, and Deputy Warden of Maximum Security, the Clinical Director of Mental Health Services, Mental Health Clinicians, and the Adult Counselors of Maximum Security.

Two goals were established:

1. Decrease violent incidents (short term); and
2. Increase the individual coping skills of the youthful offenders so they wouldn't resort to violence to resolve problems (long term).

To accomplish these goals it was necessary to determine what made these inmates different from their counterparts. Those individuals most involved in the fighting were studied, and it was learned that the majority were under 25 years old, had spent most of their adolescent years in the Training School, had ties to gangs, lacked family support, were not involved in programs or educational opportunities, and spent almost all of their time in Segregation.

The Youthful Offenders Program (YOP) was created to target these individuals. This program consists of three separate classes: Self Change, Nonviolence, and Anger Management/Cognitive Restructuring. The classes are each 12 weeks long and cover material on nonviolent solutions, conflict resolution, impulse control, cognitive change, and building positive social networks. The entire program lasts between nine and ten months. The selection and enrollment of inmates is handled by the Lieutenants and Adult Counselors at Maximum Security.

One of the challenges in creating this program was recruiting and organizing three separate entities to provide the classes. Following up on their interest in working inside the prisons with young gang members, The Institute for the Study and Practice of Nonviolence was approached by members of the multi-disciplinary board and asked to provide expertise in addressing issues of violence at Maximum Security. They offered to facilitate a 12-week program focused on conflict resolution skills. They also provided a facilitator who had previously served time at Maximum Security. Having a former inmate return to prison to help incarcerated individuals is not a normal practice at the RIDOC and is a revolutionary step for the facility. This facilitator has been able to establish helpful connections with group participants, giving them a positive role model and living proof that if they work the program, a brighter future is possible for them.

Anger Management was already being provided by AdCare Criminal Justice Services, Inc. to all inmates at Maximum Security. This group is run twice a week for 12 weeks. They were able to select individuals to participate in upcoming groups and integrate their program into the Youthful Offender Program. Self Change is provided by the RIDOC's counseling staff and meets once a week for 12 weeks. All the group facilitators and program providers meet once a month to discuss the progress of inmates participating in the program and overall progress of the program. The entire program lasts between nine and ten months. The interviewing of potential candidates for the program, following up with them if they are struggling, and one-on-one counseling is provided by the Adult Counselors at Maximum Security.

The most important difference in the YOP program from other programs at Maximum Security is the participation of inmates confined to the Segregation Unit. The targeted inmates were spending a huge percentage of their sentences in segregation for disruptive behavior. How could they help them if they couldn't leave their cells to attend group? This dilemma was the catalyst for an unprecedented venture at Maximum Security - inmates housed in the Segregation Unit involved in the YOP program were and are allowed to leave their cells, cuffed and shackled, to attend group once a week.

The inmates who were targeted for this program had the reputation for being undisciplined, unruly, and difficult to manage. When ap-

Youthful Offenders Program Reduces Violence at Max, cont'd.

proached and offered the opportunity to change by signing up for the YOP program, all 36 said yes. These young inmates all wanted change and most importantly, to be given a chance to change. The fact that they wouldn't be dropped out of the program if they misbehaved impressed them. This may have been the first time in their lives that someone had told them that they wouldn't be forgotten if they made a mistake; instead they would continue to receive help, rehabilitative services, and be able to attend the YOP groups.

The individual programs consist of 12 inmates each for a total of 36 inmates enrolled at a time. The inmates are selected based on their age and disciplinary history. Inmates under the age of 25 with multiple inmate/staff assaults are the target population for these groups/classes. One of the groups takes place in Max's Visiting Room so the participating inmates from the Segregation Unit can attend. Inmates participating in this group are shackled and multiple C.O.'s help to supervise the group (and even participate in the running of the group) when needed.

The implementation of the YOP program has illuminated a lot of important information about the thoughts and struggles of this younger generation of inmates. Some powerful insights into their state of mind and thinking patterns can be seen when reading answers from a simple assignment:

What Do You Believe?

-“I believe that life will never be easy.”; “I believe I've totally screwed up my life by all of my crimes of dealing drugs and I may never rebound.”; “I believe every time I do something good in prison the bad always outweighs it.”

A focal point of this program is impressing upon the participants that change is possible, support is available, and that their future can be different from their past. While they are enrolled in YOP, they participate in a meeting with the Education Department Social Worker who helps with goal setting, class enrollment, and applying for scholarships. When they are approaching release, a Discharge Planner meets with them and helps to create a comprehensive discharge plan.

These young inmates have been falling through the cracks all their lives. The RIDOC is making every effort to establish a solid foundation of coping skills, cognitive change, and support networks for them. These efforts have already produced positive results; overall disciplines are down and violence against staff and inmates is 10 times lower than prior to the advent of the YOP program.

For more information about RIDOC's Youthful Offender Program, please contact Michelle.Alexandre@doc.ri.gov.

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Employee Spotlight by: Pam Carey



Stacy Rhodes
Rehabilitation Programs Division
Program Supervisor III
Youthful Offenders Program
Clemens Unit - C.O.U.R.A.G.E.

Stacy R. Rhodes was born in Jersey City, New Jersey. He moved with his grandmother to Texas during his freshman year and attended Huntsville High School. Stacy began his career with the Texas Department of Criminal Justice on August 1, 1989

at the Goree Unit as a Correctional Officer. He worked for three years in that position on various shifts to juggle his schedule to complete his degree plan. In August 1991, Stacy graduated from Sam Houston State University with his Bachelor of Science degree in Criminal Justice and minor in Sociology. In addition, in the same year, he promoted to Sergeant of Correctional Officers at the French Robertson Unit in Abilene, Texas. After two years, he later took a Sergeant's position at the O.B. Ellis Unit on Death Row. In 1994, he served as a Classification Case Manager on Ellis Unit and later promoted to a Workforce Development Specialist with Windham School District on the Estelle Unit. Stacy also worked for the Gulf Coast Trade Center part-time for 6 1/2 yrs as a youth supervisor in New, Waverly, TX. He later promoted to Residential Supervisor, where he trained staff, monitored groups, and off-campus activities.

Stacy joined the Rehabilitation Programs Division (RPD) in May 2007 as a Transitional Case Manager III at the Serious and Violent Offender Reentry Initiative Program (S.V.O.R.I.) Program at the Estelle Unit (High Security). He taught the Changes curriculum, Life-Skills, and Cognitive Intervention to Administrative Segregation offenders, utilizing a computer-based learning management system. In January 2009, he advanced in his career within RPD (SVORI) as Program Specialist I. He supervised three case managers and was in charge of parole plans, reporting instructions, and offender related issues.

In November 2009, Stacy promoted to Program Director of the Challenge, Opportunity, Understanding, Respect, Acceptance, Growth, and Education (C.O.U.R.A.G.E.) Youthful Offenders Program (YOP) at the Clemens Unit in Brazoria, Texas. Since accepting this role of leadership, he has he-

Employee Spotlight, cont'd.

Iped with revising the program policy manual; incorporating a new core curriculum and life skills class, modified the program schedule to maximize programming to ensure all youthful offenders participate in school, as well as treatment. Stacy has taken on several new projects to help enhance the programmatic efforts. These include but are not limited to: incorporating specialized groups into the program proc-

ess, initiating the usage of a new assessment tool, incorporating the Level of Participation process, and most recently, beginning the implementation phase of the COURAGE Transitional Program, which is a 90-day program, administered in three stages to offenders meeting the eligibility criteria that reach the age of 18 prior to completing the COURAGE Youthful Offender core services.

In November 2010, he represented RPD at the Trust-Based Relational Intervention Professional Training at Texas Christian University. He has brought back many tools and activities from this training that are currently being utilized in the program's group and individual sessions. The RPD Administration is proud to have Stacy as a valued member of the leadership team.

Announcements

Rehabilitation Programs Division would like to welcome the following staff to our team:

New:

Jacquelyn Shair, Case Manager, SORP—Goree Unit
Joshua Loflin, Substance Abuse Counselor I—SATP at LeBlanc Unit
Jose Rodriguez, Case Manager III—Youthful Offender Program at Clemens Unit
Detrah Lacy, Program Supervisor I—Rehabilitation Tier Program

Promotions:

Casey Celum career path promoted to Chaplain II at Stevenson Unit

Lorraine Quinn promoted to Substance Abuse Counselor III—Addiction Severity Index Tester at Gurney Unit



Staff Development by: Rhonda Slater

In previous issues, we provided ways to access the RPD Training Schedule. However, please note that there are many avenues within the TDCJ to receive the type of training needed for job-specific professional development skills. The Human Resources Division Training Course Catalog provides descriptions of the courses provided by the Human Resources Division. To participate in a course, please contact your Human Resources representative. For a list of course descriptions, please click the link below: <http://tdcj.state.tx.us/vacancy/hr-home/hrsdcat.pdf>. Please note that when a course becomes available, an email from your Human Resources representative will be disseminated, providing a notice for the class that is being offered. If you wish to enroll in an available course, please check with your supervisor before asking your Human Resources representative to enroll you.

Some of the courses that may be of interest:

- Diversity
- Mastering Telephone Skills
- PD-71 Manager's Training (For supervisors conducting job interviews)
- Race and Respect in the Workplace

The Rehabilitation Programs Division Newsletter is published quarterly.

Readers are encouraged to submit articles, events or other newsworthy items for publication consideration.

All submissions should be forwarded to:
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rsi7755

Please Note: Texas law requires that readers not employed by TDCJ to notify us annually, in writing, that they wish to continue to receive the Rehabilitation Programs Division Quarterly Newsletter.

We would like to express our heartwarming gratitude to those employees are leaving us as of April 15, 2011.
Your hard work, dedication, and friendly faces will be sorely missed!!
Though this is a sad time, we wish you well in your future endeavors!!
Our hearts are with you wherever your future paths take you!!



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- Baby and Mother Bonding Initiative (BAMBI)
- GO KIDS (Giving Offenders' Kids Incentive and Direction to Succeed)
- RPD Manuals
- RPD Policies
- Special Projects

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- Deoxyribonucleic Acid (DNA)
- Special Programs and Projects
- Chaplaincy
- Volunteer Services
- Serious Violent Offenders Reentry Initiative (SVORI)
- Gang Renunciation and Disassociation (GRAD)

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- Analyze incoming program proposals
- Oversee facilitation of special programs and projects with community-based organizations
- Track volunteer-facilitated programs

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- Faith-based Dorms
- InnerChange Freedom Initiative (IFI)

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- Volunteer Services

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- Serious and Violent Offender Reentry Initiative (SVORI)