



Rehabilitation Programs Division Quarterly Newsletter

Executive Director
Brad Livingston

Deputy Executive Director
Bryan Collier

Director
Madeline Ortiz

June / July / August 2010

Inside this issue:

Success Corner	1
Winning Attitudes	2
Program Spotlight	3
Health Corner	4
Current Issues	6
Windham School District	7
Announcements	9
Staff Development	10
Employee Spotlight	11
Staff Information	12

In August 2009, the Rehabilitation and Reentry Programs Division was re-named the Rehabilitation Programs Division (RPD), and RPD continues its mission to provide current, evidence-based rehabilitation programs to offenders. A new division, Reentry and Integration Division (RID), was created to reintegrate offenders into society and reduce recidivism. In future issues, RID will be providing developments occurring in their division.

Success Corner

The following article was written in response to an e-mail from Donna Gilbert, former GRAD Program Director, who received an e-mail update from a successful SVORI alumni. As a new employee of the Rehabilitation Programs Division, I felt inspired after interviewing this ex-offender, as his story is one of transition from hopeless frustration to a positive reflection of the effect that TDCJ programs and its employees can have on one individual.

Frankie Torres

By: Rhonda Slater and Lauren May

Frankie Torres, an ex-ADSEG offender and SVORI graduate, recently took a break from his work as a Workforce Development Specialist for Workforce Solutions in the Austin area, and allowed me to interview him over the phone. He enthusiastically and quickly summarized his success in three simple words: "God, 110 percent." When he was captured by the FBI fugitive task force, one of the FBI officers who helped catch him started Frankie on his path towards becoming the man he is today. "He told me, 'God loves you.'" Frankie, who spent approximately thirteen years incarcerated for murder with a deadly weapon, was placed in the Serious and Violent Offender Reentry Initiative (SVORI) program at Estelle High Security, where he started using what he learned to turn his life around. He stated, "People that work there (in SVORI) moved me, and opened me to possibilities." When he was released in 2004, he returned to his home in Aus-

tin, Texas, where he further applied what he learned in SVORI and from the FBI officer, who later became a close friend to him. "I couldn't get a job for the first nine months, so I baby-sat, detailed cars, mowed lawns. I gained a new respect for mothers." He also dreamed of being a mentor, but his parole officer encouraged him to mentor himself first. Although disappointed, Frankie knew he had to remain patient, and continue to have faith in himself and in God.

Frankie recently finished his parole sentence, but he still attends parole meetings and graduation ceremonies, now as a volunteer speaker. He recently received an invitation from Travis County Judge Biscoe to speak to employers about hiring paroled offenders. He mentioned, with pride, the certificate he has from Judge Biscoe about this event. He stated to me that when he was released from prison, "I wanted to be happy." What makes him happy is being a good father to his children and a good husband to his wife.



Mission Statement

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



Frankie Torres, cont'd.

"Everyday, I wake up at 4:30 AM and I give thanks to God. I want my children to have a good role model." He speaks at schools in Austin ISD and surrounding school districts about his experiences in order to keep today's youth from making the same mistakes he made. "I grew up in Austin, and when I was kid, I was involved in sports." For him, that changed when he got involved with the wrong crowd. He states that he wishes he had had a mentor to show him how hard life is in prison, because then he wouldn't have made the decisions that landed him there. Now, he happily works for the State of Texas, and periodically speaks with Donna Gilbert about his successes. Frankie Torres's new path is to be "a good guy." His story is a testimony to the power of faith in God, and to those employees in the SVORI Program who showed faith in Frankie.

Frankie now enjoys returning to SVORI to speak to the offenders enrolled in the program and he reflects on how the program helped change his life. He believes SVORI was the key to his success, teaching him to dispel discouragement and to stay motivated by being fully dedicated to his recovery and new life.

For additional information about and eligibility requirements for the SVORI program, please contact Leslie Woolley at the Estelle High Security Unit, Huntsville, Texas.

Leslie Woolley
Program Director – SVORI Program
Rehabilitation Programs Division
Estelle Unit High Security - TDCJ
936-291-4200 x 4069
936-294-9604



Winning Attitudes

Over the years I've noticed a number of traits and behaviors among correctional workers who manage to stay healthy and effective on and off the job.

Healthy staff:

- Live in line with positive spiritual values
- Have integrity and professional ethics
- Take responsibility for their actions
- Strive to make a positive difference at work even if in very small steps
- Aim to make the work experience easier on those around them by being helpful, caring, good listeners and mentors
- Are secure in who they are, even while they know that they are still a work in progress
- Do not enjoy tearing people down, but rather aim to build people up
- Notice and point out the good in others
- Avoid the trap of hating offenders, coworkers or "the system"
- Avoid taking the law into their own hands
- Avoid retaliating or taking revenge for actual or perceived offenses
- After addressing issues and processing through hurts, they let go of grudges and move on
- Are careful about what they allow into their mind—what they read, watch, do for entertainment, consider worth their time
- Are solution seekers
- Make sure they have a life outside of corrections, and work hard to protect it
- Seek effective help for themselves when they need it, and do not stop until they find it
- Are more givers than takers, having learned that "it is more blessed to give than to receive."

Program Spotlight



Babies are such a nice way to start people.
-- Don Herrold

TDCJ ANNOUNCES NEW PROGRAM WITH RIBBON CUTTING EVENT

By: Wanda Redding

The high temperature and a standing-room-only crowd could not sway the enthusiasm and excitement as TDCJ announced its newest program to the community. Tucked away in the Rehabilitation Programs Division is "BAMBI," the Baby and Mother Bonding Initiative, which was well-received by participants during the ribbon cutting held at the Santa Maria Hostel, Inc., in Houston on August 9th.

Honored speakers included Representative Jerry Madden (R, 67th District), author of the legislation which mandated TDCJ to develop an infant-mother bonding program, Senator John Whitmire (D, District 15), who sponsored House Bill 199 in the Senate, Kelly Coates, the Director of Support Services for the University of Texas Medical Branch, Dr. Lannette Linthicum, Director of TDCJ's Health Services, Santa Maria's Chief Executive Officer Kay Austin, and TDCJ's Executive Director Brad Livingston, as well as our own Director, Madeline Ortiz. Sprinkled in the audience were many TDCJ, UTMB, and Santa Maria employees and volunteers, mixed with individuals whose private foundation made BAMBI

possible, along with the seven mothers and eight babies that make the program successful! Representative Madden said his hope for the program was to break the cycle of incarceration and charged the mothers with making the most of the program, so that they do not return to TDCJ. Senator Whitmire emphasized that each infant was on an equal footing now with children whose parents had not been incarcerated, and he was eager to see both mother and baby thriving in the years to come. Kay Austin expressed great pride in Santa Maria's history of making a difference in the Houston community by empowering women to remain alcohol and drug-free. Looking at each client, she said, "Hopefully, one day, your child will say, 'What my mom did for me made a difference.'" Our Division Director, Madeline Ortiz, reminded the mothers, "In order to take care of your babies, you have to take care of yourselves," and then invited each one to the podium to share their experiences and expectations for the future. One look around the room let me know that these children and their mothers would have the support they needed for today and all of their tomorrows!

BAMBI is unlike any program within TDCJ, and as such, it could not operate without the cooperation of several other divisions and departments, including the Correctional Institutions Division (CID), the Health Services Division and the Business and Finance Division, as well as the University of Texas Medical Branch and Santa Maria Hostel, Inc. The RPD has created a technical team to review each confinee mother for medical (before and after delivery) and mental health, her institutional adjustment, and the health of the infant once born, prior to placing them in the program.

The selection of candidates is actually a process that continues to the birth of the infant. The first step involves screening the list of all pregnant offenders received from the Health Services Liaison to those who are state jail confinees, and whose current or past conviction(s) does not include arson, violence, or an offense that would require sex offender registration. The candidates must also have 30 or more days left on their sentence after the expected delivery date. This list, which is usually one or

Continued on Page 4

Program Spotlight, cont'd.

two names, is then forwarded to UTMB for review and if approved, I arrange to interview the confinee at the Carole Young Medical Facility. Once I have interviewed the confinee and she indicates a desire for the program, I then forward the name to the Technical Assistance Team. If the confinee is approved by the Technical Assistance Team, the next "step" is to sit back and wait for the baby to make its grand entrance, and then the confinee and her baby are reviewed for suitability for the program.

Once the confinee and her baby are transported to Santa Maria (TDCJ transports the mother; Santa Maria or the caregiver transports the infant), the mother participates in substance abuse education, 12 Step work, GED preparation, parenting, journey mapping, family strengthening activities, and other gender-appropriate curriculum until her release. She is with her infant for the better part of the day, separated only when necessary to complete a requirement. For those times, staff and volunteers come to care for the infant until the mother returns.

The first mothers to arrive on April 5th, 2010, were Birtie and Kortney. Birtie's husband brought Haven, their son, to Santa Maria all the way from Arkansas; Kortney's mother brought her grandson, Dylan, from Round Rock, Texas. Jacy arrived the next day, with her

baby girl Arabella, straight from John Sealy Hospital. Since then, Desiree and A'vanthae, Georgette and Mc'Kailah, Kristie and Heaven, Tracy and Evan, Caroline and Malachi, Lisa and Jamonica, Brandee and Grayce, and Stephanie with her twins, Kaiden and Kaisen have come and called Santa Maria home for awhile. As I am writing this, Audry and her baby girl, Arelyn have just arrived, and I await the delivery of Cristen's baby, Ryllynn.

While we work with these women and the issues that arise, I am hopeful that their time with BAMBI will have a huge impact on their lives. Santa Maria is so supportive of these clients, even after their time is up, and I trust that each one will in some way impact the next "generation" of BAMBI clients. Santa Maria has applied for a grant that will be applied towards developing a mentoring program between the BAMBI program graduates and the current clients.

From where I sit, the program can only get better from here. I can hardly wait to see what outcomes will be had by the mothers and the babies. I hope you will drop by the facility and have a look for yourself, but don't plan to leave too quickly—those little ones are adorable and will steal your heart right away! If you have any questions, please feel free to contact me either by phone (936 437-6407) or e-mail (wanda.redding@tdcj.state.tx.us).

Health Corner

Living Yoga, calming corrections By Sarah Eiler, News Reporter

Thirty women sit on mats across a recreation room at Oregon's Coffee Creek Correctional facility. Up front, a yoga instructor presses play on a stereo and calming music wafts through the air. The mood is set, and the women begin to mimic the instructor's stances, from positions like Downward Dog to leg stretches during the hour and a half session.

Taking deep breaths, the inmates try to center themselves and concentrate on their inner energy.

For the ladies of Coffee Creek, Living Yoga is a chance to find peace and quiet in the sometimes chaotic atmosphere of a dorm-style women's facility that houses 128 offenders.

"Yoga helps immensely with living in prison," says Kim McCauley, an inmate at Coffee Creek and participant in Living Yoga. "We get to have a few moments of silence which is something you just can't find in a prison. There is no place to be alone here. There is no place to cry or have emotions without twenty people coming up to you. These classes are a huge relief. You can center and focus on yourself."

Living Yoga is a non-profit outreach center established in 1998, and made up of volunteers that teach the mind and body discipline to men and women at substance abuse clinics, shelters, and prisons.

Volunteers began teaching at Coffee Creek's minimum and medium security facilities about three years ago and continue to receive positive feedback from offenders, who take two classes a week, typically on Tuesday and Thursday, in classes of thirty.

"Living Yoga is an invaluable tool for rehabilitation and recovery. It develops skills of emotional regulation and balance, and it improves decision making skills. It's changing the lives of these inmates. They just keep asking for more and more classes," says Kayci Cavenah, administrator of Living Yoga.

Some might chalk inmate yoga up to New Age nonsense, but proponents of the practice disagree.

"There is nothing New Age about yoga," says Jim Wanless, volunteer coordinator for Living Yoga. "Yoga has been practiced for thousands of years."

In fact, its roots date back to ancient Hinduism. Although there are many different types of yoga, most practices focus on stances that

Health Corner, cont'd.

keep the body fit, mantras and chanting that calm the mind, and elements of meditation that enhance self-awareness. For inmates, it often can make the difference between a temperamental reaction and a peaceful reaction.

"Yoga really helps you develop inner peace," says McCauley. "I can walk into a heated situation in the dorm, and I can diffuse from it and walk away rather than getting involved. Yoga has taught me not to let my surroundings affect me so much, which is a huge plus. It's made me calm. I sleep much better. This is an avenue for my spirituality, for my mind and my body to stay positive and well."

Since the program is run by volunteers, the only cost to the Oregon Department of Corrections was the mats. According to officials, the program offers a chance for inmates to reconnect with the community before release.

"These classes are booked. There is a huge inmate response to this program. It's quite popular," says Elizabeth Craig, Community Resources Manager for Coffee Creek. "For us, it's also important because we focus on re-entry in Oregon. This program gives inmates the chance to see that there are great people in the community that care about them and want to help them succeed. This is an example of community support; they are building bridges back into the community with this program."

Each class typically begins with meditation and silence. Once inmates feel relaxed, instructors move participants through a number of stances.

"The stances of yoga are largely based on who you have in class," explains Wanless. "It varies from class to class. If you are teaching people who have been in a yoga class for over a year, the stances and poses will be much more challenging. If you are dealing with beginners, you focus more on meditation."

Currently, Living Yoga has about 50 volunteers, all of whom went through a rigorous screening, orientation and training processes at the organization and the ORDOC.

"Volunteers have to pass drug screenings, security clearances, and background checks. They go through a four-day yoga training process with us. Once they have finished that, they have a DOC training, as well as training for the specific facility they will be working in," Wanless says. "It's very different to teach a yoga class after walking through six steel doors and a metal detector to teach a class, and we want them to be prepared for that."

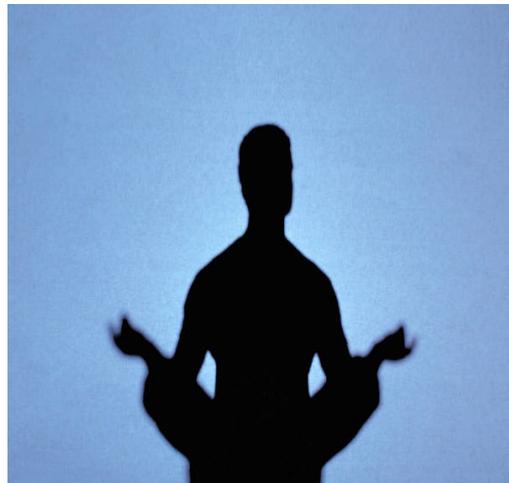
Inmates reap the benefits of the yoga's peaceful practices and administrators continue to tout the program as a chance to change

corrections.

"This program has cut back drastically on inmate idleness, and it gives our offender population a chance to learn something new," Craig says. "For inmates, it's a place to center and reflect on themselves and their behavior. They can get away from the stress of living in a correctional facility. And hopefully, it gives them a mindset they can take back to the community to make real change."

Bottom Line: Yoga gives inmates a chance to peacefully reflect on their behaviors and reactions. Administrators benefit from less inmate idle time and the community bonds that can benefit the re-entry process.

Eller, Sarah (2006). *Living yoga, calming corrections*. Retrieved from <http://www.corrections.com/news/article/13262>



Current Issues

Female Offenders and the Need for Gender-Specific Programming

By: GERALYN ENGMAN

Research shows that the most effective programs target those at high risk of reoffending and address their criminogenic needs (Latessa, 2008)(i.e., factors associated with recidivism that can be changed such as antisocial attitudes, poor self-control, and substance abuse). A cognitive-behavioral approach, length of time in the program, and strict adherence to the program model are also associated with effectiveness, as is the comprehensive integration of services. For female offenders, the programs shown to be most effective are comprehensive but include not only treatment intended to impact the primary objective (e.g., substance abuse), but also child care, children's involvement in treatment, mental health treatment, housing assistance, job training, and case management services (Silber-Ashley, Marsden, and Brady, 2003; Gillece, 2002). These services will not only aid in the recovery from the addiction directly, but improve the economic conditions and support children and family (Marcus-Mendoza and Wright, 2004; Browne, Miller, and Maguin, 1999; Baugh, Bull, and Cohen, 1998). These findings are not surprising for anyone that has worked with female offenders in our programs. Their needs are varied and often linked to interpersonal relationships, past or current.

Gender-specific treatment suggests that interventions are tailored specifically to the needs of women, their strengths and challenges. Effective use of relationships in treatment can lead to significant improvement in retention to the program as well as outcome. Issues often addressed with women in treatment include past trauma, depression, post-traumatic stress disorder, and parenting.

Stephanie Covington noted in an article published in 2008 that women's answers fell into four categories when asked questions about life changes during recovery and triggers for relapse. The four categories were self, relationships, sexuality, and spirituality (Covington, 2008). Gender-specific programming can assist female offenders to become more successful in these four major areas of their life, thereby decreasing the risk of recidivism. Areas identified within these four categories included self-esteem, cultural issues, gender discrimination, relationships with family members and significant others, attachments to unhealthy interpersonal relationships, interpersonal violence, parenting, grief, appearance and overall health and hygiene, isolation or lack of support systems, and life-plan development. All of these are considerations in individual treatment planning for female offenders. Gender-specific programs address these areas of need by providing interventions that enhance women's ability to manage these challenges. The Rehabilitation Programs Division, in cooperation with volunteer organizations, strives to develop programs within TDCJ that target the criminogenic needs which are specific to female offenders. Gender-specific interventions improve program effectiveness and result in better outcomes for offenders.



Baugh, S., Bull, S., and Cohen, K. (1998). *Mental Health Issues, Treatment, and the Female Offender. Female Offenders: Critical Perspectives and Effective Interventions*. Gaithersburg, MD: Aspen Publication.

Browne, A., Miller, B., and Maguin, E. (1999). Prevalence and Severity of Lifetime Physical and Sexual Victimization Among Incarcerated Women. *International Journal of Law and Psychology*, 22(3-4), 301-322.

Covington, Stephanie (2008). *Helping Women Recover from Addiction: Organization, Content, Effective Practice, Part I. Women, Girls, & Criminal Justice*. Civic Research Institute, October / November 2008, 9 (83-84, 95).

Gillece, J. (2002). *Leaving Jail: Service Linkage and Community Reentry for Mothers with Co-occurring Disorders. The National GAINIS Center for People with Co-occurring Disorders in the Justice System*.

Latessa, Edward J. Presentation on Improving the Effectiveness of Correctional Programs through Research, Center for Criminal Justice Research, Division of Criminal Justice, University of Cincinnati.

Marcus-Mendoza, S., and Wright, E. (2004). *Decontextualizing Female Criminality: Treating Abused Women in Prison in the United States. Feminism and Psychology*, 14(2), 250-255.

Windham School District

Windham School District expanding Career and Technical Education, Offenders earning employment licenses appropriate to convictions

By: Bambi Kiser

Windham School District (WSD) is in the process of expanding the Career and Technical Education (CTE) program. In addition to increasing the number of classes offered in some trades, especially Truck Driving and Welding, the district is pursuing the possible addition of courses not currently offered.

Fourteen of the new classes will be added by the beginning of the 2010-2011 school year. The remaining classes, which will involve some amount of classroom renovation, will be added during the 2011-2012 school year.

WSD currently offers training in more than 30 occupational fields. CTE courses include:

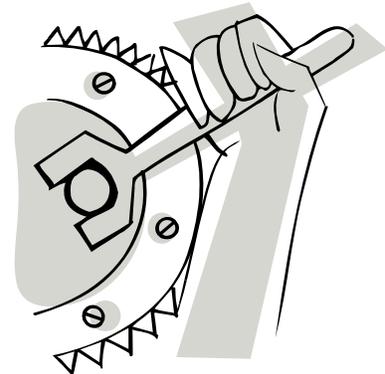
Automotive Collision Repair & Refinishing	DCP: Food Production, Management & Services
Automotive Specialization:	Electrical Trades
Air-Conditioning & Heating	Heating, Ventilation, Air Conditioning & Refrigeration
Brakes	Horticulture
Electronics	Introduction to Construction Careers
Engine Performance	Landscape Design, Construction & Maintenance
Transmission Repair	Major Appliance Service Technology
Bricklaying/Masonry	Mill and Cabinetmaking
Building Trades I	Painting and Decorating
Business Computer Information Systems I	Personal and Family Development
Business Computer Information Systems II	Piping Trades/Plumbing
Business Image Management and Multimedia	Plant Maintenance
Computer Maintenance Technician	Sheet Metal
Construction Carpentry	Small Engine Repair
Culinary Arts	Technical Introduction to Computer-Aided Drafting
Custodial Technician	Truck Driving
Diesel Mechanics	Welding
Diversified Career Preparation (DCP)	

These vocational courses are based upon:

- Labor market demand for high-skill, high-wage occupations;
- Ability of ex-offenders to secure certification, licensure and employment;
- An authentic, technological work-related environment;
- A rigorous curriculum based on industry standards (performance specifications dictated by industry that identify the knowledge, skills, and competencies an individual needs to succeed in the workplace); and
- Certified teachers who are also industry-certified and knowledgeable of current industry practices.

Students who successfully complete a WSD vocational course are awarded a certificate of completion. Students may also have an opportunity to earn an industry-recognized occupational certificate or license.

Continued on Page 8



Windham School District, cont'd.

Licensing/Employment Issues

As concerns arise related to the impact of previous felony convictions on employment, WSD considers the implications and takes timely and appropriate action. For example:

HB 705, passed by the 78th Legislature (2003), resulted in a statute that necessitates background checks on employees performing repair on plumbing, electrical or heating/cooling systems, or an appliance in a residence. Background checks are also required for employees who deliver and install, place, or assemble a product within a residence. In response to this legislation, WSD reviewed the trades that might be affected (e.g., Electrical Trades; Heating, Ventilation, Air Conditioning & Refrigeration; Major Appliance Repair; Painting & Decorating; Piping Trades/Plumbing) and reduced the number of classes offered in each trade. The district also began informing offenders of the regulations during career counseling activities. Viable employment opportunities still exist in commercial/industrial construction or new construction. As a result, the district continues to offer classes in these trades.

When questions arose with respect to whether offenders could obtain plumbing licenses, WSD researched the issue through the Texas State Board of Plumbing Examiners (TSBPE). Although the rules established by the TSBPE do not preclude ex-offenders from receiving plumbing licenses, the rules do present substantial barriers.

As a result, WSD reduced the number of classes offered in this trade and restructured the remaining program to pipefitting. Pipe fitters typically find employment opportunities at refineries or in commercial and industrial construction.

Offenders are able to receive private pesti-

cide applicator licenses; however, there are restrictions on commercial pesticide applicator licenses, as well as on licenses related to structural pest control services.

Due to parole restrictions related to the use of computers, WSD does not provide training in computer-related trades for sex offenders.

Many occupations are regulated by the Texas Department of Licensing and Regulation (TDLR). WSD monitors the regulations, particularly with respect to the Electrical Trades program. WSD administrators also met with TDLR officials and were reassured that decisions regarding licensure are made on a case-by-case basis. Also, initial denial of a license immediately after release from prison does not necessarily mean that an individual may never obtain a license.

In determining whether a criminal conviction should be grounds to deny a license, TDLR considers the following factors:

1. *the nature and seriousness of the crime;*
2. *the relationship of the crime to the purposes for requiring a license to engage in the occupation;*
3. *the extent to which a license might offer an opportunity to engage in further criminal activity of the same type as that in which the applicant previously had been involved; and*
4. *the relationship of the crime to the ability, capacity, or fitness required to perform the duties and discharge the responsibilities of the licensed occupation.*

In determining the fitness to perform the duties and discharge the responsibilities of the licensed occupation of a person who

has been convicted of a crime, TDLR will also consider the following:

1. *the extent and nature of the person's past criminal activity;*
2. *the age of the person when the crime was committed;*
3. *the amount of time that has elapsed since the person's last criminal activity;*
4. *the conduct and work activity of the person before and after the criminal activity;*
5. *evidence of the person's rehabilitation or rehabilitative effort while incarcerated or after release; and*
6. *other evidence of the person's fitness, including letters of recommendation from:*
 - (A) *prosecutors and law enforcement and correctional officers who prosecuted, arrested, or had custodial responsibility for the person;*
 - (B) *the sheriff or chief of police in the community in which the person resides; and*
 - (C) *any other person in contact with the convicted person.*

Other certification or licensing entities may consider similar factors.

Please keep in mind that licenses may be approved after offenders demonstrate successful reintegration into the community.



Announcements

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

New:

Casey Miner, Chaplain I — Johnston Unit

Russell Briley, Chaplain I — Connally Unit

Gary Raines , Chaplain I — Lynaugh Unit

Johnny Berry, Chaplain I — Crain Unit

Mark Rawlins, Chaplain I — Sanchez Unit

Alicia Salazar, Substance Abuse Counselor I — Hamilton Unit

Phyllis James, Substance Abuse Counselor III — LeBlanc Unit

Heather Taylor, Substance Abuse Counselor I — LeBlanc Unit

Steven Beams, Case Manager II — SORP at Hightower Unit

Udeme Udofia, Case Manager II — SORP at Hightower Unit



Transfers/Lateral:

John Nino, Chaplain — Tulia Unit

Thomas Taylor, Chaplain — Gurney Unit

Guillermo Avila, Chaplain — McConnell

Sandy Rains, Clerk III — Human Resources

Promotions:

Mma Bolden promoted to Associate Psychologist II — COURAGE Youthful Offender Program at Clemens Unit

Lisa Gaines promoted to Administrative Assistant III — Rehabilitation Tier Tracking & Placement

Donald Kopickny promoted to Associate Psychologist III — Hightower Unit

Ruth Hicks promoted to Program Supervisor II — Intensive Treatment Programs

Rhonda Slater promoted to Program Specialist II — Administration

Charlotte Knapp promoted to Chaplain I - Central Unit.

Walterio Rodriguez promoted to Chaplain II — Segovia Unit

Jennifer Deyne promoted to Associate Psychologist IV — SORP at Hightower Unit

Staff Development

By: GERALYN ENGMAN

New classes are being added to the Staff Development Schedule this year with Motivational Interviewing being one that has been well received. This two and a half day training provides counseling staff and unit staff with time effective strategies, tools, and techniques that will assist them in enhancing client motivation for change. Motivational Interviewing will allow counselors to identify those barriers in the early stages of treatment, making the treatment process more time efficient and productive. As you can see from the August schedule, we are providing a variety of classes for end users.



August 2010

Please reference the website at tdcj.state.tx.us for updates to the schedule, or to view upcoming classes in the next several months, as they become available.

<i>Course Title</i>	<i>CEUs</i>	<i>Begin Date</i>	<i>End Date</i>	<i>Time</i>	<i>Location</i>
<i>Pharmacology</i>	<i>6</i>	<i>8/10/2010</i>	<i>8/10/2010</i>	<i>9AM – 4PM</i>	<i>LeBlanc Unit</i>
<i>Clinical Supervision</i>	<i>5</i>	<i>8/11/2010</i>	<i>8/11/2010</i>	<i>9AM – 3PM</i>	<i>Hamilton Unit</i>
<i>Motivational Interviewing</i>	<i>20</i>	<i>8/17/2010</i>	<i>8/19/2010</i>	<i>8PM – 5PM</i>	<i>Hightower Unit</i>
<i>Correctional Awareness</i>	<i>6</i>	<i>8/25/2010</i>	<i>8/25/2010</i>	<i>9PM – 4PM</i>	<i>Hamilton Unit</i>
<i>Immersion Training</i>	<i>22</i>	<i>8/31/10</i>	<i>9/2/10</i>	<i>8PM – 5PM</i>	<i>Huntsville, Hamilton</i>

Employee Spotlight

By: Geralyn Engman

Benson Dike * Rehabilitation Programs Division * Clinical Specialist



Benson Dike, one of the longest tenured Rehabilitation Program Division employees, came to the United States in 1980 from Nigeria, first living in Texas then moving to Kansas to complete his Bachelor's Degree in Religion. Benson then traveled to Ohio to attend Seminary where he obtained a Master's Degree in Theological Study and Psychology from Ashland University and Theological Seminary. He also holds a license as a Chemical Dependency Counselor. He started his career with TDCJ in March 1991 as a Substance Abuse Counselor (SAC) at the Coffield Unit, but within three months of his start date, he had to resign because of an emergency trip overseas. During September of 1991, he

returned to TDCJ in the same position at the Michael Unit and was promoted in 1993 to the position of Supervising Senior Counselor at the Michael and Coffield Units. He had hoped to gain a position with the Chaplaincy Department, but soon found that opportunities awaited him within Substance Abuse Treatment. He began to really enjoy the job, finding it rewarding, and his career unfolded differently than he had originally planned.

In April of 1995, construction of the Hodge Unit was completed and Mr. Dike became the Supervising Senior Counselor for the Hodge and Skyview Units, supervising the Substance Abuse Treatment Program (SATP) Counselors with the Mentally Retarded Offender Program and working with an interdisciplinary team of psychiatrists, psychologists, case managers, and other substance abuse counselors. Later that year, at the newly opened LeBlanc PRSAP, Mr. Dike became the Quality Assurance Coordinator. Prior to publication of the Substance Abuse Treatment Operations Manual (SATOM), he assisted in the development of many Standard Operating Procedures for the SATP. Soon after, he was promoted to Program Administrator I – Treatment Coordinator and then promoted in 1998 to Program Administrator II – SATP Clinical Supervision Manager. His responsibilities included auditing and supervising treatment, providing coaching of the supervisors in the field, and coordination of the Substance Abuse

Clinical Training Institute activities that included the Parole Division. In September of 2006, he was promoted to Program Specialist IV – SATP Clinical Supervision Manager, coordinating the activities and clinical standards of the SATP. In May of 2008, Mr. Dike was promoted to Program Specialist V – Clinical Specialist. His job duties included overseeing activities of the staff within the Clinical Section of the Rehabilitation Programs Division, providing technical assistance to division programs, and supervising the RPD Staff Training and Development section. In 2010, as part of an agency-wide review, his position was reclassified to Program Supervisor III – Clinical Specialist, where he remains today. Mr. Dike's experience and knowledge are irreplaceable assets to the Rehabilitation Programs Division.



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:

Rhonda Slater

Program Specialist II—Information Coordinator

(936) 437-8764

rhonda.slater@tdcj.state.tx.us

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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.



Madeline Ortiz
 Division Director
 861B I-H 45 North, Rm. 134
 Huntsville, Texas 77320
 (936) 437-2180
 (936) 437-6299 (Fax)

www.tdcj.state.tx.us

Becky Price
 Deputy Director
 861B IH-45 North, Rm. 125
 Huntsville, Texas 77320
 (936) 437-2130
 (936) 437-6299 (Fax)

Rehabilitation Programs Division

Geralyn Engman
 Manager III Treatment
 861B IH-45 North
 Huntsville, Texas 77320
 (936) 437-6256
 (936) 437-6299 (Fax)

- Staff Development
- Sex Offender Program (Female)
- Youth Offender Program (Female)

Pam Carey
 Manager III Operations
 Two Financial Plaza, Ste. 370
 Huntsville, Texas 77340
 (936) 437-2850
 (936) 437-7077 (Fax)

- Substance Abuse Program
- State Jail Substance Abuse Program
- Youthful Offender Program
- Driving While Intoxicated

Marvin Dunbar
 Manager III Support Services
 861B IH-45 North, Rm. 128
 Huntsville, Texas 77320
 (936) 437-6267
 (936) 437-6299 (Fax)

- Serious Violent Offenders Reentry initiative (SVORI)
- Gang Renunciation and Disassociation (GRAD)
- Deoxyribonucleic Acid (DNA)

Rachel Alderete
 Program Supervisor V
 Rehabilitation Tier Tracking Placement
 Two Financial Plaza, Ste. 370
 Huntsville, Texas 77340
 (936) 437-7184
 (936) 437-7077 (Fax)

- Further Investigation- Rehabilitation (FIR)

Joseph Bon-Jorno
 Manager II
 Two Financial Plaza, Ste. 370
 Huntsville, Texas 77340
 (936) 437-2870
 (936) 437-7077 (Fax)

- Sex Offender Rehabilitation Program
- Civil Commitment
- Risk Assessment
- Orchiectomy

Wanda Redding
 Program Specialist V
 861B IH-45 North, Rm. 127E
 Huntsville, Texas 77320
 (936) 437-6407
 (936) 437-6299 (Fax)

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

Bill Pierce
 Director of Chaplaincy Operations
 1060 State Highway 190 East
 Huntsville, Texas 77340
 (936) 437-4965
 (936) 437-4988 (Fax)

- Chaplaincy

Richard Lopez
 Director of Chaplaincy Support
 1060 State Highway 190 East
 Huntsville, Texas 77340
 (936) 437-4973
 (936) 437-4988 (Fax)

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

Debbie VanDyke
 Director of Volunteer Services
 1060 State Highway 190 East
 Huntsville, Texas 77340
 (936) 437-4977
 (936) 436-0419 (Fax)

- Volunteer Services

Charlotte Trow
 Accountant V
 861B IH-45 North, Rm. 137A
 Huntsville, Texas 77320
 (936) 437-8603
 (936) 437-6299 (Fax)

- Budget
- Travel
- Placement

