



## Change Team Meeting Minutes: May 23, 2013

**Location: Snohomish County Main Campus, Administration Bldg A (East), Hrg Rooms 1&2.**

### Agenda:

3:00-3:10 **Storyteller's:** Natalie Video

3:10-3:30 **Presentation:** PAIR(Promising Artists in Recovery) Program: Data review by Mike Irons, Probation Supervisor, Juvenile Court

3:30-4:40 **Committee Work Time:** Work time according to where your Committee left off last month. Check-in with each other, goals met? If not, why not? Does your Committee need to flesh out more, create a Vision for how you'll do business? Set more specific goals/due dates/accountability? If you've accomplished any of your goals, now what will you work on?

4:40-4:55 **Committee Reports** to change team at large

4:55p Reading/quote and closing.

5:00p Meeting adjourned

Change Team met on the Main County campus this month. The Teams were greeted with the now familiar set up of "Committee Work Group" tables. Kathy started the meeting with an introduction of the third and final (to date) video in the Reclaiming Futures Storyteller's series: Natalie.

**Storyteller video:** As Kathy explained, Natalie is another youth who has benefited from the artistic talents and mentorship of Henri and others through the PAIR program as she worked her way through juvenile court and substance abuse related issues.

**Presentation by Mike Irons, Probation Supers:** Following the presentation of Natalie's video and the story of her success, Kathy introduced Change Team member, and newly appointed **Juvenile Justice Fellow Mike Irons**. Mike will join the Fellows effective June 1<sup>st</sup>.

While completing his Masters Degree at the University of Washington, Mike conducted a program evaluation of the PAIR program to assess its value in terms of positive outcomes in the recovery process of alcohol and drug affected youth. He presented a brief recap of the highlights of his evaluation, offering to share the "nerdy details" (i.e. quantitative data) with anyone who would like to discuss the topic in further details.

Essentially, some of the key findings show that kids who participate in PAIR:

- Increases youth interest & involvement in pro-social activities and positive adults
- PAIR attendance strongly correlated to youth connection to community & interest in pro-social activities.
- PAIR impacts youth motivation to abstain from drug/alcohol use.

## **Announcements:**

**Henri Wilson:** Shack Art Center is displaying Detention youth's art. It is exciting to see the community support. People are encouraged to stop and check it out.

**Kathy Haggerty:** 1) Interchange , a major day event is in the works for October, to led by Michele Rastovich. This will be a cross-systems gathering/training with speakers and breakout sessions, resource tables. More info to come.

2) January is also National Mentoring Month. Kathy and Steve Strickler will be working on an event for this.

3) Kathy announced that we hope the Herald will soon be doing a story about Snohomish County Reclaiming Futures and highlight the work being done. She gave a brief recap of Judge Weiss' meeting this morning with treatment providers. Among the items discussed were the need for stabilization, assessment, treatment and connection with support beyond treatment. Also discussed was the need and desire to share data to avoid being repetitive.

**Amy Stoose:** May 18<sup>th</sup> DJJC received a donation of used books from Mill Creek Library for the Detention Library. The kids in detention were happy to receive the new selection!

**Michele Rastovich:** Exciting "Cultural Competency" training being offered in Snohomish County June 19 & 20 by Department of Commerce.

Michele also encouraged Change Team members to have their voices heard before June 9<sup>th</sup> regarding I502 and the implementation/enforcement of the states' new marijuana legalization guidelines.

**Shane Nybo:** A new gender-responsive program called "Journey" being offered to female youth by Snohomish County Drug Court and Detention Alternatives. Jamie Reed and Jennifer Crossen are the Facilitators. In addition Shane announced that the University of Washington is seeking a partnership to do research on this population. He will provide more information as it becomes available.

**Judge Weiss:** June 2<sup>nd</sup> Judge Weiss has been invited to speak about Reclaiming Futures by Steve Strickler (our Mentoring Fellow) through Youth for Christ.

**Susan Hunt:** June 4<sup>th</sup> DJJC will be hosting a Diversion Appreciation banquet. Along with showing appreciation to the many volunteers, DJJC is hoping to gain interest in spreading the word about Snohomish County Reclaiming Futures (RF) and potential volunteers for the RF mentoring program. Judge Weiss and Kathy Haggerty will be guest speakers at the event.

At the close of announcements Kathy sent the Teams off to work.

### **Committee Work Time:**

The committee's picked up where they had left off. The pattern of digging in and staying focused on our vision has taken hold. Each team worked on their prospective assignments...recap of progress below.

**Committee Check-ins:** At 4:40 pm each Committee reported in to the group. Here are some highlights, but see each committee's minutes for full details:

#### **1) Mentoring/Pro-social:**

- a. Mark made contact with companies regarding potential mentoring opportunities.
- b. Rory and Mike are working on a survey. (pre & post)
- c. The group will create a mentoring brochure...Dave Cudworth to lead and have draft by next Change Team.
- d. The group is also looking at what models of mentoring training are currently available as they seek to develop a training for our program.

#### **2.) Juvenile Justice:**

- a. Use of the Youth Interest Form is in progress.
- b. Discussion occurring regarding the introduction of **GAINss as the primary screening tool** in Detention for chemical dependency / mental health.
- c. Brainstorming ideas for youth access to information regarding community resources upon release.
- e. The group is close to completing a **community transition plan/tool** to be introduced in Probation. This will include a treatment resources list of who their providers have been.
- f. The team is also looking at a Motivational Interviewing/Aggression Replacement Therapy model for Detention that could be partnered with what is being done in Probation.

#### **3.) Treatment:**

- a. The team has accomplished the goal of having a meeting with treatment providers (through Judge Weiss' May 23<sup>rd</sup> meeting).
- b. They are working on a contact list of area resources.
- c. They are working on a menu of services and a glossary of terminology for parents and staff.

#### **4.) Education/Employment:**

- a. The team has completed their goal of creating an education contact list.
- b. An employment navigation list is in the works.
- c. Development of a training model to help youth develop goals for the future.

**Readings and quotes for the day:** Kathy read a quote from Dr. Ron Heifetz.

The meeting adjourned at 5 pm.

**NEXT CHANGE TEAM MEETING: THURSDAY, JUNE 27, 2013 3-5PM. Same location as the May Meeting!!!! Our JUNE MEETING TO BE HELD AT THE MAIN COUNTY CAMPUS, ADMINISTRATION BUILDING EAST, HEARING ROOM 1&2 (EAST PARTITION).**

**Following are the Committee notes:**

**Mentoring Committee (and Pro-Social Activities):** Members present: Henri Wilson, Mark Lee, Mike Irons, David Cudworth, Rory Schilling, Judge Weiss, and Kathy H. (partially)

Judge Weiss sat in on our group and Kathy Haggerty visited with us part of the time, encouraging us to take on assignable, definable tasks and set deadlines for them to happen.

Also in attendance: acting facilitator Mike Irons, Mark Lee, Henri Wilson and new members Rory Schilling and David Cudworth.

**1) Mark Lee shared that he has uncovered three (of his goal of five) places some mentoring might happen in North County:**

- \* Center for Wooden Boats is receptive and involved with Detention Alternatives and may be a possible alliance for RF as well.
- \* Glasair Aviation is open to mentoring with us.
- \* Blackjack Squadron is a group of people who build or fly planes and are interested in maybe working with us.

**2) We are working with YFC to have donations toward mentoring programs flow through their organization.** Judge Weiss pointed out the necessity of having a funding silo so contributions to mentoring can be made and distributed (outside of the court). Donations can be program/project specific or non-designated toward mentoring in general.

Mentors will be trained under this umbrella and programs will be assessed and developed under a consistent set of guidelines and intent. All will be separate programs but all will be under Steve Strickler, RF Community Fellow and mentoring committee chair.

**3) New change team member, Functional Family Therapist David Cudworth,** has started his own non-profit, Dave will

**(ACTION ITEM:)** investigate whether that organization would be able to pay for instructors in programs such as PAIR or possibly some paid TA positions (youth mentors) that offer valid work experience to youth.

**4) The need for a mentoring descriptive brochure was discussed.** We heard the mentoring definition Steve developed from input at last meeting and Kathy Haggerty read a story-style version (created by Colleen) of that definition playing out in the life of "Our Kid."

Kathy suggested looking at barriers to attending in formal mentoring programs like PAIR and Music Futures and considering whether one to one mentors might help with issues like transportation and encouragement in new processes.

**ACTION ITEM:** David will also develop a draft of the mentoring descriptive brochure using the above definitions by the June Change Team Meeting.

**Pre/post surveys:** We were reminded of the necessity of all mentoring programs having pre/post surveys to collect data so we can demonstrate effectiveness. (A side benefit of establishing and measuring the dynamic risk and protective factors is that it keeps the goals in front of those working in the programs, helping presenters develop and keep a focus.)

Who will be responsible for data collection and assessing impact?

**ACTION ITEM;** Mike Irons will develop pre/post survey by next meeting.

**Mentor training:** We need to define ideal mentor skill set and develop training for our mentor programs.

**ACTION ITEM:** Rory Schilling (Children's Services), new to Change team today, will investigate a program he is aware of that trains mentors very specifically using assets in their programming. He will report next meeting.

**David Cudworth** reported that Compass also does training for mentoring high-risk kids.

**ACTION ITEM:** Henri will type and distribute notes from meeting and continue to apply what she is learning to PAIR programming. :)

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**Education/Employment Committee:** Members present: Michele Rastovich, Wendi Thomas, Amy Perusse, and Jeb Bolton).

- Michele reviewed goals from last meeting and updated Jeb on the group purpose.
- **Goals check in:**
  1. **Education contact list:** Amy & Gary created a list of their contacts and distributed it to members. Note that these contacts are **solely for the purpose of re-connecting youth from detention to their school or program**. These are contacts who have been identified as staff that will communicate with the school transition person within detention (Amy or Gary), review the plan that student has developed with the transition person, and then agree to meet with the student upon arrival to their school. Identified staff then follows up with the transition person to verify when the student returns to school. This student can then be considered as a “positive outcome” for the transition person.
  2. **Employment Navigator List:** Has not been completed. We will re-visit this at the next meeting. Michele has agreed to tackle this goal.
  3. **Investigate the “Disconnect” in the communication within the detention building:** Different departments have different protocol and goals (Detention/Probation/School). How can we streamline the communication and create a “wrap-around” approach across the lines? One suggestion is to schedule training with a presentation by Amy, explaining her approach and transition services offered by the detention school. Another suggestion was to have more resources available to staff and detainees (perhaps in the housing units). Amy agreed to put something together.
- **Goals for next meeting:**
  1. Create educational program resource notebooks for each unit within detention (Amy will work on this).
  2. Employment Navigator List (Michele will work on this).
  3. Set up a meeting with folks from all three departments to discuss solutions for communication issue (Michele).

4. Schedule training for education resources with school/detention (could be combined with goal #3).
- **Other:** Discussion took place around concern regarding the HUGE transition in school program. Questions arose around whether there is a plan for new staff to come in while current staff is still here. We would like to have dates/processes/introductions happen as soon as possible to help alleviate the stress with the change. This seems to be a concern for JCO (detention) staff as well as school staff. We would like to address a plan for how to communicate the change with detainees/students to ease their anxiety, too.

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**Justice Committee:** Members present: Damon Scott, Amy Stoose, Annie Rosentrater, Susan Hunt, Peter Camp, Shane Nybo, Margie Holloway, Allen Hilderbrand, Jim Cory, and Matt Kolacz.

Group started their meeting at 2:30 to discuss progress on moving the GAIN-SS to Detention Intake.

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**Treatment Committee:** Tara Barnard, Judi Bixby, Angela Fraser-Powell, Bob Wicks, and Steve Londino. The team reviewed the three goals set at the last meeting and what has been accomplished for each.

1. Create a “menu” of services/modalities/theoretical perspectives used by each agency/provider. We said we could complete this for the May Change Team. I (Tara) said that I would gather all of the information so if everyone can send their information to me, I will compile and take out any duplications.

Tara Barnard had pulled together information sent to her by Judi Bixby (for Lakeside) and Bob Wicks from several other agency websites. We need to get more clarification from the agencies from which we just have web-site information.

We also learned that VOA has some kind of menu of services similar to what we have been working on. It was also determined that the list should list how services are accessed.

We also learned that another team has identified this as a need. We will need to collaborate to ensure that efforts are not duplicated.

2. Convene agency leaders to discuss collaboration and more treatment. Judge Weiss will be setting a date for this but it should be in May.

This objective has been met through the efforts of Judge Weiss. A meeting was held the morning of the 25<sup>th</sup> with key leaders of all appropriate agencies to begin working toward more integrated collaboration and “More Treatment” in Snohomish County. Specifically: 1) Recovery House 2) Triage Center (possibly utilizing space at Denney) and 3) Inpatient.

3. Create a list of definitions/glossary of terms used in substance abuse treatment and mental health. This information will also be compiled by me so if you can send me the information that would be great. Our goal date for this is the June Change Team.

This goal has been started. Tara shared a rough list of definitions. It was determined that this list is too clinical to be as useful as wanted for parents. Judi Bixby has a similar list of terms that they provide to families. Team members will review the list and begin thinking about how to refine the definitions. It was also suggested that to separate definitions based on the point of treatment: e.g. Assessment; Treatment; Transition, etc.