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PUBLISHED FOR EMPLOYEES OF THE
SOUTH CAROLINA DEPARTMENT OF
YOUTH SERVICES

BULLETIN NO. 25

NOVEMBER 16, 1972

NEWS FROM THE S. C. STATE EMPLOYEES' ASSOCIATION

For quite some time the State Employees' Association has wanted to provide a reduced membership fee for new employees entering State service late in the Association's Membership Year. Effective January 1, 1972, all new State employees will be eligible to join the State Employees' Association for the remaining six months at a reduction of 50% of the annual dues.

This means a person entering State employment January 1, 1973, or after can join the Association for 50% of the regular fee. The regular membership dues schedule and reduced schedule are listed below for the employee's convenience.

If you have any questions or would like further information or membership materials, please contact the State Employees' Association, P. O. Box 5206, Columbia, South Carolina 29250.

	<u>Regular Annual Dues Schedule</u>	<u>Reduced Dues Schedule for New Employees</u>
Salaries to \$2,000.00	\$2.00	\$1.00
\$2,001.00 to \$3,000.00	3.00	1.50
\$3,001.00 to \$5,000.00	4.00	2.00
\$5,001.00 to \$7,000.00	5.00	2.50
\$7,001.00 to \$10,000.00	6.00	3.00
\$10,000.00 and over	10.00	5.00

The South Carolina Employees' Association played a major role in several areas for the State Employees: a comprehensive medical plan; cost of living salary increases; they are presently working on standard work hours for all State Employees.

BEHAVIOR MODIFICATION. . . PROFESSIONAL ARTICLE BY DAN LAWTHER, PSYCHOLOGIST, BEHAVIOR MODIFICATION CENTER

In 1898, a psychologist by the name of Thorndike discovered that if he rewarded a pigeon for making a response, he increased the probability that the response would occur again. He called this phenomenon the Law of Effect.

Later, in 1938, a psychologist by the name of B.F. Skinner became intrigued by Thorndike's approach and elaborated on it. The learning approach which developed became known as operant conditioning. Skinner partially summarized his findings with the following statement:

"What an organism learns depends on the stimulus it encounters, the response it makes, and the rewards it receives."

Operant conditioning as applied to human behavior is known as behavior modification.

The Intensive Behavior Modification Program of the South Carolina Department of Youth Services uses behavior modification procedures and techniques for affecting behavioral change in the juvenile recidivist. Based on a token economy system, the program attempts to create a learning environment in which each student has the opportunity to develop those behavioral competencies which are prerequisite to optimal functioning in a "real world" social system.

Each student in the program has an opportunity to earn quasi-money for appropriate workshop, school, dormitory, and social behaviors. In addition, each student is required to pay for his room, his meals, and for his recreational activities. A canteen is provided in which the student can purchase books, wearing apparel, toiletries, and recreational items in addition to cigarettes, candy, pop, etc.

Each student's standard of living is dependent on his earnings and on his ability to plan and control his expenditures. The student is taught basic budgeting and banking procedures and how to maintain a checkbook. Loans can be obtained either through the student finance company or through the student bank. In the event that a student cannot meet his basic financial obligations, he is placed in an open dormitory area and provided an uninteresting meal. His ability to purchase is restricted until his debts are paid and he is again able to meet his basic financial responsibilities.

Misbehavior has real penalties in the forms of fines, restricted privileges, and incarceration for abbreviated periods of time.

As much as possible, the programs attempt to replicate the existing "real world" economic and social system. The student learns that each choice brings certain consequences and thus becomes increasingly cognizant of the possible effects of his own behavior.

NEWS FROM THE S. C. SCHOOL FOR BOYS

Chaplain James M. Pilgrim, Jr. and Dr. Henry Aldredge, Unit Coordinator, of the South Carolina School for Boys, had the privilege of being guests on the Bob Henley Show on Channel 13, Florence, S.C., on October 23, 1972. The Treatment Program of the School was discussed.

This invitation came as a result of the work of the Volunteer Services Committee Chairman on Administrative Activities.

Calvary Baptist Church Youth Choir performed for the boys at the S. C. School for Boys, October 29, 1972.

A Halloween Party was planned and supervised in the recreation room by Mr. Simon Lee and Miss Julia Barr. The boys enjoyed the music, planned dancing, singing, games, candy and candied apples. The boys also enjoyed decorating the recreation room. This party began about 6:00 p.m. and was over at 6:30 p.m.

The First Presbyterian Cottage Adoption Group has a volunteer combo group that performed for the Marion Cottage Boys, November 5.

Reverend C. D. (Red) Williams, guest speaker in the revival at Dawsey Methodist Church, spoke to most of the boys at the S. C. School for Boys, November 2.

A Christian Rock Band and singing group performed for the boys at Florence, November 12.

NEWS FROM JOHN G. RICHARDS SCHOOL FOR BOYS

We wish to welcome Mr. William E. Chandler to John G. Richards Food Service Staff. Already he has been extremely helpful to the program.

The John G. Richards drill team was organized by Lee Ulysses Walker and Lance W. Ligon. The drill team was honored to be asked to perform at Pine Island for the Department of Youth Services annual meeting.

After this performance, they were invited to tour Fort Jackson, and also were asked and had lunch at the post.

The second performance was at the University of South Carolina for a volunteer group who was concerned with the prevention of Juvenile Delinquency. They thought that by having the John G. Richards drill team at this seminar, it would indicate to the public the capacity of constructive learning.

They were also asked and did present The Colors at the dedication of the William J. Goldsmith Reception and Evaluation Center, with Governor West as guest speaker.

Future plans will be for performance at the University of South Carolina junior varsity games and also performances for ROTC units at local high schools.

NEWS FROM WILLOW LANE SCHOOL

Mrs. Douglas has left our Food Service Department after several years of dedicated work. Our new Food Service Supervisor is Mrs. Ricks. Thank you, Mrs. Douglas, for your dedication, and welcome to Mrs. Ricks.

Three of our Youth Counselors have completed the up-grading program at P.S.C. Congratulations Mrs. Rose, Mrs. Miller, and Mrs. Ford! We expect others to complete the course soon.

Willow Lane has several new faces. We now have sixteen boys from Florence on our campus and are expecting a total of 20. We are sure everyone will be smiling for awhile and even happier than they were before.

NEWS FROM EDUCATION

Several new staff have joined the Education Staff this year. They include:

- Ellen Hickman - Special Education
- Ralph Levine - Senior English
- Frank Fitzpatrick - Senior Science
- Meda Clamp - Guidance Counselor
- Ella Blanton - Music
- Ormond Hendry - Pickens Cottage Instructor
- Bruce Vaught - Welding

NEWS FROM THE CENTRAL OFFICE

Welcome Mr. Edward C. Thomas! Mr. Thomas joined the S. C. Department of Youth Services on October 6, 1972, as Deputy Director for Institutional Services.

Mr. Thomas received an A.B. Degree in the Division of Social Sciences at Furman University in 1949. He entered Graduate Study in Psychology and Sociology at Furman University and in Social Casework at Tulane University in 1953.

Mr. Thomas participated in fourteen (14) institutes in eleven (11) years, 1953-1964 covering subject matter as Delinquent, Dependent and Neglected Youth, Disadvantaged and Emotionally Disturbed Youth.

During the past twenty years, Mr. Thomas has gained experience in various agencies:

Three and one-half years in studying and surveying sub-standard housing conditions and sub-standard social conditions.

Twelve (12) years as Chief Probation Counselor, Childrens Court, Spartanburg, S. C., 1953-1964.

Two (2) years with Manpower Program (MDT) as Counselor, Director and Area Supervisor, 1965-1966.

One (1) year as Counselor in the S. C. Department of Corrections, Project First Chance.