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A STAFF INFORMATION BULLETIN



PUBLISHED FOR EMPLOYEES OF THE
SOUTH CAROLINA DEPARTMENT OF
YOUTH SERVICES

AN EQUAL OPPORTUNITY EMPLOYER

BULLETIN NO. 80

OCTOBER, 1976

AGENCY STAFF CHANGES

The S. C. Department of Youth Services has made a series of administrative alignments designed to strengthen its treatment program.

Director Grady A. Decell said Deputy Director J. P. Neal, Jr., former Deputy Director for Administrative Services, has become Deputy Director for Professional Services. Roland D. Bollacker, Jr., former Unit Coordinator of the Reception and Evaluation Center, has become executive assistant to Decell. Richard J. McCants, Unit Coordinator of the S. C. School for Boys in Florence, has assumed Bollacker's former post.

Deputy Director for Fiscal Affairs Jack Shivers and Deputy Director for Institutional Services Edward C. Thomas remain in their positions, Decell said. The changes were effective September 13.

Neal is in charge of all professional services, including education, psychology, recreation, religious programs, psychiatry, medicine and public information. He was formerly in charge of the general administrative services of the agency.

Shivers assumes responsibility for maintenance, farm operations, accounting, purchasing, food and laundry and personnel. He previously was in charge of accounting, purchasing and grant management.

"The idea is to meet the needs of children assigned to our care," said Decell. "The unit coordinators are to act like parents. The purpose of the system is to change children for the better."

In the new concept, the Social Services division will focus its treatment services on each individual child. The unit coordinator---the person in charge of each campus---will ensure that the services are meeting the needs of each child.

Social Services Director Eleanor S. McKinney, 1976 co-employee of the year for the agency, becomes an assistant under Thomas. The former Assistant Unit Coordinator of S. C. School for Boys, Richard Campbell, becomes Supervisor of Institutional Services.

Neal, a native of Kershaw, is former Director for Public Relations and Development at Benedict College. He has a B.S. in Botany-Zoology and an MAT in Science Education from Howard University. He has been deputy director since 1970.

Shivers, a Furman University graduate, has been associated with the agency since 1954. He has been superintendent of the John G. Richards School; and director prior to becoming Deputy Director for Fiscal Affairs. He was named Male Employee of the Year for the agency in 1975.

Bollacker, an employee since 1971, has a B.A. degree from the University of New Hampshire. McCants was Supervisor of Social Services at Willow Lane School. A graduate of The Citadel, he became a unit coordinator in 1973.

Did 'ya hear about the lady who was so fussy she yelled to her daughter, who was playing on the beach, "Laura, stop that! You're tracking sand into the ocean!"

---Nuggets

AGENCY CLOSES OUT FLORENCE; PREPARES FOR OPENING OF NEW CAMPUS

The agency has completed the transfer of students from the S. C. School for Boys in Florence, and is now awaiting the opening of the \$5 million "New Campus" at 5000 Broad River Road.

All treatment and educational programs will be centered in the complex created by Willow Lane, R&E and the New Campus, Decell said. The John G. Richards campus will house the Reception and Evaluation Center and students now on the John G. Richards campus will move to the R&E campus.

"We believe that we will have a more efficient administration in that all treatment programs will be located in a central area," Decell said.

Agency Personnel Director A. Frank Lever III said 19 staff members from Florence had indicated they would move to Columbia. "The agency guaranteed all 104 employees in Florence a job in Columbia. The move has created some personal hardship, as we knew it would, We're trying to solve those problems as best we can."

When we're down and out, something always turns up---usually it's the noses of our friends.

----Orson Welles

AN EDITORIAL ON THE PLANNED MOVE TO R&E BY ANNE WEEB, SOCIAL WORKER AT JOHN G. RICHARDS

In anticipation of the much talked about move this fall, the staff at John G. Richards is caught up in planning, in discussions and in implementing some of the new treatment programs. Over the years we've occasionally felt we were on the short end of the stick in that we had to cope with an outdated facility and with a staff that was always too few.

Social Services and Cottage Life are developing a unified treatment program within each of the dorms on the open campus. It's hoped that each dorm---or unit--- will be autonomous and will draw from the training, talents and abilities of each staff member working as a team in the unit. There is a new position as Cottage Supervisor or manager, and an assistant manager.

Hopefully, the line of authority will be specific and unified. The social worker and the youth counselor will become equally involved in the individual treatment plans of each student and will share in the paper work, headaches and problems. Details will be worked out as we become involved in the programs. All plans must be directed towards what is best for the student.

My coat and I live comfortably together. It has assumed all my wrinkles, doesn't hurt me anywhere, has molded itself on my deformities, and is complacent to all my movements, and I only feel its presence because it keeps me warm. Old coats and old friends are the same thing.

---Victor Hugo

ADDRESS/TELEPHONE CHANGES

The satellite office for Saluda, Edgefield and McCormick Counties has been opened with Robert Galloway, Social Worker, in charge. Galloway can be reached at P114 Park Plaza, Park Avenue, Greenwood, S. C. 29646. The telephone number is 229-6472.

The Anderson Satellite office is now 122 West Whitner St., Anderson, S.C. The telephone number is 224-7904.

The Beaufort Youth Bureau office is opened with Social Worker Shirley Stoner and Secretary Connie Murray as the staff members. The address is 902 North Street, 29902, telephone number is 542-0443.

The address for the Summerville Group Home is 123 East Luke Avenue, 29843, telephone number is 871-1535.

The Oconee Youth Bureau, with Social Worker Amy Robins and Ladonia Gaines, Secretary, is open at 102 South College St., Walhalla, 29691, telephone 638-9166.

"Good morning, ladies and gentlemen," said the traffic judge to the assembled court, "welcome to 'What's My Fine?'"

---Reader's Digest

NEWS (ABOUT KIDS AND PEOPLE) FROM ALL OVER

The Dorchester County Council funded a group home, sponsored by the county Alcohol and Drug Abuse Commission, for \$13,000 but not without a fight. A number of residents of the Shepherd's Park Subdivision (outskirts of Summerville) protested the location of the home. The home is for status offenders---children who have runaway because of problems at home..... The agency's Summerville Group Home, on the other hand, has received an enthusiastic response from residents. Says Kit Laub, "the people are just fantastic." Furniture and help was donated after a story about the opening of the home circulated from the Summerville Scene.... Lexington County Family Court Director David Brown gets irate when people complain that juveniles receive lenient treatment. In an article in West Columbia-Cayce Journal, Brown said most people who bring complaints against kids are more interested in revenge than rehabilitation. "They see probation as a slap on the hand," he notes.... Director Grady A. Decell spoke at the Parents Without Partners Columbia chapter in August. His topic: "Coping Problems of Single Parents."..... State newspaper Reporter Margaret O'Shea toured the New Campus in early September in preparation for a feature on the move....

Daffynition: Know what to call a lady who's a doorman? A Doorbelle.

---Reader's Digest

THE FUTURE OF JUVENILE JUSTICE....

...It appears that the approach by judges will be tougher. The U. S. News and World Reports indicates there is a widespread failure of earlier benign and well guided efforts to cure criminality at its outset, or at least before development of hardened older offenders.

The federal Juvenile Justice Standards Commission suggests that the punishment fit the crime---fully prosecute older, tough offenders while decriminalizing status crimes. The Commission also recommends:

- * Processing worst juvenile crimes the same as adult ones.
- * Removing indeterminate sentences. Make them definite.
- * Change from a quasi-civil, secret, non-adversary proceeding to a regular adversary, public trial complete with lawyers.

ALSTON WILKES, AGENCY, WORK ON JOINT PROJECT

The Alston Wilkes Society, better known for its work with adult offenders, has started a project with the Department of Youth Services. The joint program is aimed at helping youngsters under 17 who are status offenders.

Staff members will monitor local jails to help identify status offenders and

find energy shelter for them. The program director is Sheila Dorton, formerly with the S. C. Department of Juvenile Placement and Aftercare.'

Children identified as status offenders will be staffed through the agency's Youth Bureau Division.

A businessman complained about the consequences of giving his daughter a summer job. "This is the first time I've ever had an employee go over my head to her mother," he relates sadly.

---Reader's Digest

AROUND THE AGENCY..... The John G. Richards Scouting program began with 100 students and 15 volunteers, reports Assistant Cottage Life Director and super Scouter, Alex Korda, and registered an additional 20 before July ended. In the Court of Honor, 58 received Tenderfoot awards, 22 Second Class Rank, two First Class Rank, one made Star Scout Rank, 65 merit badges were awarded, and 49 received skill awards. Good show there, Alex... Outstanding employees will be recognized with a certificate, says Chief of Chaplains Horace B. Youngblood. The certificate will be used for outstanding and conspicuous service above and beyond the routine. There's a procedure to be followed, but supervisors who'd like to recognize their employees should contact Rev. Youngblood for details... The Spartanburg Youth Bureau has begun a boys' therapy group led by Social Worker Gerald Richardson and Y.C. Jim Dankovich. The group will deal with the taking of responsibility and with making decisions... The S. C. State Employees Credit Union is now at 800 Huger Street (252-8740)... Social Worker Rick Ayers of the Spartanburg Youth Bureau has formed a Big-Brother-Big Sister program with University of South Carolina-Union branch students. Volunteers are working with status offenders in recreational activities...

Know what you get when you cross a monster with a drip-dry suit? A wash and were wolf...

---Dayton News

TWELVE RULES FOR RAISING CHILDREN

From the desk of Dr. Thomas F. Johnson comes these maxims, designed to reinforce the concept that children are people. They're from his booklet, "Guidelines for Discipline," published by the youth Service Bureau, San Diego (Cal.) Probation Department:

1. Don't disapprove of what a child is. Disapprove of what he does.
2. Give attention and praise for good behavior, not bad behavior.

3. Encourage and allow discussion. It's the parents who make the final decision, though.
4. Punishment should be swift, reasonable, related to the offense and absolutely certain to occur. It doesn't have to be severe.
5. Throw out all the rules you're unwilling to enforce. Be willing to change rules that are unreasonable.
6. Don't lecture and don't warn. Youngsters remember what they think it's important to remember.
7. Don't feel you have to justify the rules, though you should try to explain them.
8. As your children grow older, many rules may be flexible and subject to discussion and compromise. If you feel really strongly about something, enforce it, no matter what rules other parents have.
9. Allow your children to assume responsibility for their decisions as they show the ability to do so.
10. Don't expect children to show more self-control than you do as a parent.
11. Be honest with yourself. Hypocrisy shows.
12. The most important factor in your child's self-image is what he thinks you think of him. His self-image is a major factor in how he acts and in what he does.

WANT ADS:

10 Speed men's bicycle. Schwinn LeTour - 27" wheels, 21" frame, yellow, in good condition with luggage rack and matching security chain. \$110.

Bell Star Motorcycle helmet, orange, size 7 1/4. \$30.

Contact Elin Call. 758-6731 or 777-4864

*

Frigidaire Refrigerator - Freezer, 17 cubic feet, harvest gold, one (1) year old. Has hook-up for automatic ice maker.

Contact Bonnie Gunter 758-6441

*

Female roommate wanted at Lodge West Apartments. Call 758-6767 or 798-0020.

SCHEDULE OF PAY RANGES

| <u>GRADE</u> | <u>ANNUAL MINIMUM</u> | <u>ANNUAL MAXIMUM</u> | <u>GRADE</u> | <u>ANNUAL MINIMUM</u> | <u>ANNUAL MAXIMUM</u> |
|--------------|---------------------------|---------------------------|--------------|---------------------------|---------------------------|
| 01 | \$ 4,784 | \$ 6,162 | 21 | \$ 9,604 | \$13,260 |
| 02 | 4,824 | 6,251 | 22 | 10,145 | 14,017 |
| 03 | 4,911 | 6,403 | 23 | 10,708 | 14,882 |
| 04 | 4,997 | 6,554 | 24 | 11,292 | 15,705 |
| 05 | 5,084 | 6,750 | 25 | 11,919 | 16,592 |
| 06 | 5,192 | 6,944 | 26 | 12,655 | 17,586 |
| 07 | 5,300 | 7,139 | 27 | 13,368 | 18,734 |
| 08 | 5,430 | 7,333 | 28 | 14,191 | 20,182 |
| 09 | 5,560 | 7,549 | 29 | 15,034 | 21,372 |
| 10 | 5,711 | 7,766 | 30 | 15,943 | 22,670 |
| 11 | 5,883 | 7,983 | 31 | 17,154 | 24,380 |
| 12 | 6,079 | 8,242 | 32 | 18,431 | 26,197 |
| 13 | 6,360 | 8,696 | 33 | 19,815 | 28,338 |
| 14 | 6,684 | 9,150 | 34 | 21,308 | 30,501 |
| 15 | 7,009 | 9,604 | 35 | 22,886 | 33,032 |
| 16 | 7,355 | 10,081 | 36 | 25,158 | 36,298 |
| 17 | 7,766 | 10,730 | 37 | 27,689 | 39,068 |
| 18 | 8,198 | 11,335 | 38 | 30,457 | 42,052 |
| 19 | 8,631 | 11,898 | 39 | 33,508 | 45,211 |
| 20 | 9,107 | 12,568 | 40 | 36,643 | 48,586 |

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