



IMAGINE

JTDC Quarterly
Newsletter

December
2015

IN THIS ISSUE

New Beginnings Celebration

by Evelyn J. Coker

In celebration of the end of our federal oversight, Superintendent Leonard Dixon and Deputy Superintendent Diane McGhee hosted the JTDC's New Beginnings Celebration Events on October 29th. The day started at 5 a.m. with Superintendent Dixon, the Chief of Staff, and Deputy Executive Directors serving breakfast to staff. Staff members noted that it was great to see the Executive Team take the time to offer a token of their appreciation in this way. The same gesture was made for the remaining shifts with lunch and dinner served in the staff cafeteria.

The main event of the day was the New Beginnings Ceremony. The program included inspirational performances and presentations of awards. A resident opened in prayer, a pod recited affirmations, residents and staff performed a liturgical/mime dance, and the program closed out with selections from the JTDC Choir.

At the ceremony, Superintendent Dixon and Deputy Superintendent McGhee honored individuals who have been instrumental in bringing the JTDC into compliance during the transition period. The honorees were presented with plaques thanking them for

their commitment and service to the staff and youth of the JTDC. Honorees were Chief Judge Timothy C. Evans, Cook County Board President Toni Preckwinkle, Presiding Judge Michael Toomin of the Juvenile Justice Division of the Circuit Courts, Dr. Beverly Butler of the Office of the Chief Judge, Sharon Grant-JTDC Consultant, Juvenile Probation and Court Services, the Chicago Police Department, Cook County Facilities Management, and the Undersheriff of Cook County. Members of the Cook County JTDC Transition Committee were also honored. These included Committee Co-Chairs Dr. Paula Wolff and James D. Montgomery, and Samuel V. Jones.

Employees who received the Bod Rader Award were also recognized for their outstanding service in the juvenile detention field. Ayisha Bridges, Michael Fowlin, Tracey Perry, and Deron Savage were among those who received the distinguished award.

During his remarks, Chief Judge Evans spoke about Superintendent Dixon and the impact he has made on the JTDC since arriving in February. Chief Judge Evans continues to be confident that selecting Superintendent Dixon was the best decision for the facility and youth of Cook County.

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IMAGINE is a quarterly publication of JTDC Project Directors/Managers dedicated to building positive synergy from effective reform efforts and creative, caring staff. If you have a story to tell, would like to give someone kudos, or have any contributions for IMAGINE, please contact your Project Director/Manager.

Isaac Ray Staff Obtain Certifications

by Dr. Brian Conant

The Isaac Ray Center is proud to announce that three IRC staff recently earned professional certification in the field of correctional health care. Joan Hakimi, PsyD, Allison Mason, PsyD, and Kay Hall, LCSW are now Certified Correctional Health Professionals (CCHP) with the National Commission on Correctional Health Care (NCCHC). To become CCHPs, Dr. Hakimi, Dr. Mason, and Ms. Hall demonstrated mastery of national standards and the knowledge expected of leaders working in this field. They join over 3000 correctional health care professionals nationwide who have earned this distinction.

CCHP is highly regarded as a symbol of accomplishment and self-improvement, and provides immeasurable benefits. It promotes correctional health care professionals' knowledge, understanding, and application of standards and guidelines essential to the delivery of appropriate health care in the correctional environment. It also promotes their role in delivering that care, the basic legal principles underlying their practice,



and their ethical obligations. Some institutions make certification a condition of employment or a prerequisite for pay raises and bonuses, and for all CCHPs, the credential enhances their professional standing in the community.

The JTDC and Isaac Ray Center congratulates Dr. Hakimi, Dr. Mason, and Ms. Hall for having achieved this important distinction.



Film & Music Showcase

by Team Leader Cassandra Clark-Bell

On Saturday, October 24, 2015, Assistant Team Leader Bell and the Legacy Center hosted a Film and Music Conference here in the JTDC's Chapel area. The event was designed to be a day of education for JTDC residents and an inspirational forum which included young artists in their pursuit of music and film. There was a powerful and meaningful presence of young artists, producers, as well as filmmakers. Some guests included Marcus Carothers (Vulture City), Richard Gallion (Transformers), Mark P. Hood (The Voice), Mary Datcher (Defender), and DJ Slugo of Power 92.

Throughout the conference, residents were captivated by the guests' stories and their roads to success. Many guests and residents were able to share their stories and relayed

hopes and dreams of becoming artists within the entertainment industry.

Once the conference concluded and residents returned to their living pods, it was stated that residents expressed appreciation and gratitude for the opportunity to be a part of such an encouraging and inspirational forum.



Staff and residents actively participating in a panel discussion with filmmakers and music artists.

NCCHC Re-Accreditation Survey

by Josie Mabalay

On November 5th and 6th, the National Commission on Correctional Health Care (NCCHC) performed a rigorous survey of the medical, dental and mental health services at the Cook County Juvenile Temporary Detention Center (JTDC). This is in adherence with the three-year NCCHC survey cycle. JTDC was initially awarded significant compliance status last December 2012.

- **Who is the National Commission on Correctional Health Care (NCCHC)?** NCCHC is an independent organization focused on improving health care in correctional facilities including jails, prisons and juvenile detention and confinement facilities.
- **What does “getting re-accredited” mean to the taxpayers?** It means health services at the facility continues to meet the nationally recognized *Standards for Health Services*.
- **What does “getting re-accredited” mean to the JTDC residents and their family members?** It means youth detained at the facility are receiving adequate and appropriate health services in accordance with acceptable community standards of care and regulatory requirements.
- **What does “getting re-accredited” mean to the employees of JTDC?** It means the health delivery system at the facility they are working at offers quality health care to the residents thus giving the employees pride that they are part of an elite list of prestigious accredited organizations.

Two surveyors and one observer from NCCHC performed an evaluation of the health operations at the Cook County Juvenile Temporary Detention Center using *NCCHC’s 2011 Standards for Health Services in Juvenile Detention and Confinement Facilities*. Medical services including chronic disease and family planning services were evaluated.

Initial remarks from the NCCHC Team were encouraging. They have never seen so much interest and enthusiasm from staff. There was an overwhelming attendance at the entrance meeting not only from medical, dental and mental health but also from security and administration. In addition, they have not seen so much structure and orderliness in the presentation of proof of compliance for the 66 standards that apply to the JTDC facility. They gathered prevailing positive feedback from facility staff regarding effective health delivery system. There was a short list of recommendations regarding space, procedure in contacting mental health staff, more efficient ways of managing par stocks and streamlining processes. Overall, their statements and comments were positive.

At the exit meeting, they made a recommendation for the Accreditation team to present at the next NCCHC conference to share our expertise in preparing for a survey. They highly recommend including our “Access to Care at JTDC” video which they find to be a very innovative way of explaining health care services to new admissions.

We anticipate to hear the final survey findings by January 2016. Data and other information collected during the survey will be submitted to the NCCHC accreditation committee in December.

Thank you to the entire Cermak Health Services at JTDC, Isaac Ray Center and JTDC staff. Everyone did their part to demonstrate compliance. From floor care to patient care, from the Superintendent to the transportation staff, there was strong evidence of collaboration and teamwork.

Consider the BCBS Fitness Program in 2016

by Christine Clarahan

The New Year often brings many resolutions regarding health and fitness. In 2016, if you haven’t already, take advantage of the BlueCross BlueShield Fitness Program! For only \$25 per month, you can have access to over 200 gyms within 50 miles of the JTDC (and over 9,000 across the US!).

The BCBS Fitness Program is available to whomever is covered by JTDC BCBS health insurance as well as their covered dependents ages 18 and over. Also included with your fitness program membership is access to discounts through a nationwide Complementary and Alternative Medicine (CAM) network of 40,000 health and well-

being providers such as massage therapists, personal trainers and nutrition counselors.

Another bonus of joining and actively participating in the Fitness Program is the ‘Blue Points’ you earn. Blue Points are part of an incentive program from BlueCross BlueShield’s Well onTarget® program. With your Blue Points you are able to purchase items from an online shopping mall (think almost as many items as Amazon!). Each Blue Point is worth 0.6 cents. So if you sign-up (2,500 Blue Points) for the fitness program, and go at least 3 times per week in 2016 (100 points for first visit, 200 for third visit in a week), you would have earned

18,100 points – that’s a lot of points to go shopping with!!!

For more information visit bcbsil.com, call 1-888-762-2583 Monday through Friday from 8am – 9pm, or stop by Christine Clarahan’s office in the concourse area.



KUDOS CORNER

EMPLOYEE FEATURES

In November 2015, The National Commission on Correctional Health Care (NCCHC) was present at CCJTDC to conduct an audit of compliance. Christine Clarahan played an instrumental role in ensuring that we passed the audit with flying colors! Ms. Clarahan created a dynamic informational booklet for NCCHC auditors as well as offered her support to guarantee the auditors were in receipt of all pertinent information related to the standards and procedures of CCJTDC. Ms. Clarahan collaborated with other divisions and departments in an effort to ensure all the critical information was included in the booklet.

Kudos to you Ms. Clarahan!!! You Rock!

The JTDC administration would like to thank the Food Services Team, including Director Vanessa Mason, and Supervisors Henry-Johnson and Woods, for providing delicious meals during the New Beginnings Ceremony and the All-day Holiday breakfast that took place on December 15, 2015. During the New Beginnings Ceremony, our guests, including Chief Judge Evans and Presiding Judge Toomin, commented on how good the food was. We also received many comments of appreciation from staff regarding the All-day Holiday Breakfast.

The JTDC video system has been operating successfully since October 2014. According to Special Assistant to the Superintendent, Mr. Robert Dugan, the effort of "onboarding and operationalizing the JTDC video system" could not have been done without the "efforts, skills, knowledge and commitment" of Supervisor in Charge (SIC) Terry Wilson. This was done when SIC Wilson took on the task of learning the JTDC video system including configuring the system with naming conventions and mapping. He was also very instrumental in serving as the video analyst during initial months of operation, and he

piloted the video capture and archiving process (Dugan, 2015).

As the "first" video analyst, SIC Wilson was and continues to be the sole trainer of those who have filled the Video Analysts positions. As a direct result of his leadership and skill set, he has trained three personnel to date. SIC Wilson's approach and distinguished comprehensive knowledge of JTDC has allowed the three Video Analyst to excel and perform job duties most proficiently.

SIC Wilson continues to be instrumental and "directly involved in the development of video capture practices that have supported investigations, hearings involving violence, staff performance reviews of safety and security checks and review of staff success performance events. His "demeanor, supportive and instructive communication style has allowed for all of these video capture processes to contribute to improvement in JTDC operations (Dugan, 2015)."

Thank you SIC Wilson for your hard work and dedication at Cook County JTDC.

POLICY REVIEW

by Tenae Gilyard

Zero Tolerance –Mandatory Termination of Employment V2C03P23

To protect residents from harm and maintain a safe and secure facility environment, the JTDC has an established policy of a zero tolerance standard which requires mandatory termination of JTDC employees and permanent removal, in the case of contractual employees, volunteers or interns who physically or sexually abuse residents or whose actions or acts of omission endanger residents.

Karma Garden Unveiling

by Anna Buckingham

The Karma Garden Mural Project was a collaborative effort between the Houston, Justice and WINGS Centers. Residents were selected to be a part of this program based on their behavior on the pods and in school. It was not a requirement for Residents to consider themselves artistically inclined or to excel in art.

With the help of JTDC staff and art therapist, Eric Spruth, residents designed the images for the mural and painted these images on the middle yard wall. This was a long term project that required great

dedication and commitment from the Residents.

The mural really adds color and life to the middle yard! The participating Residents should be very proud of their accomplishment! The mural will be enjoyed for years to come.



Technological Advancements at the JTDC

by Bob Dugan

The New Year will bring some exciting technology enhancements to JTDC. As many of you are aware, JTDC is replacing the DSI system with a new Resident and Management Information System (RMIS). The RMIS is divided into three six-month phases, with Phase 1 scheduled to Go Live on Monday, February 1, 2016.

Prior to Go Live, DSI data will be migrated into the RMIS on all active and inactive residents younger than 21. At the start of Go Live, DSI will no longer be available. The Phase 1 RMIS modules will consist of Admissions, Property, Orientation, Room Assignments, Visitation, Temporary Releases, and Release. An RMIS enhancement will be the use of e-signature pads, so Visitation Logs and other signature documentation will be captured electronically.

In preparation of Go Live, new computer hardware has been deployed to staff that will be most impacted by Phase 1. This has been a little complicated since DSI requires Windows XP to print and RMIS requires Windows 7 and Internet 11. The challenge has been to assure staff was able to continue to use DSI, while also having the required hardware in place for the Go Live.

During November, Subject Matter Experts had been testing the RMIS, following test scripts to assure that the application was working in the manner it has been designed. When application errors were discovered the development team corrected the errors and then retesting occurred. Testing is one of the tougher phases of application development, but the JTDC Team did a great job. Train the Trainers occurred the first week of December, followed by test training with a new group of users the second week of December.

In preparation for RMIS training, twenty-five training laptops were purchased. The South Chapel has been wired to provide a computer-training lab with wireless access point. Divisional instructor led training will start on Tuesday, January 5. We have over three hundred staff that will receive training during January. Training will address how to

navigate the new system, as well as selected RMIS modules dependent upon staff work assignments and security levels. Training schedules will be announced soon.

In addition to RMIS, in January we will also be rolling out the JTDC Learning Management System (LMS). The LMS will allow for all training records to be documented within the LMS, providing staff with online views of their training records.

To supplement these major technology enhancements JTDC will onboard an additional product called Epilogue that will provide performance support for staff adoption of the new software applications. Epilogue provides prerecorded simulations of how to work in the various modules of the RMIS. For Phase 1, there will be over fifty Epilogue simulations that can be accessed while in the RMIS or accessed through the LMS.

Continued thanks and recognition to all of the staff that have been engaged in the development of the RMIS, LMS and Epilogue. Although it has been an aggressive schedule, we believe we can successfully train and transition with staff in implementing the RMIS in the New Year.

REMINDER:

Employees have a new resource to manage their employee payroll and benefits information online, through the Employee Self-Service Portal.

Employee Self-Service functions available to employees:

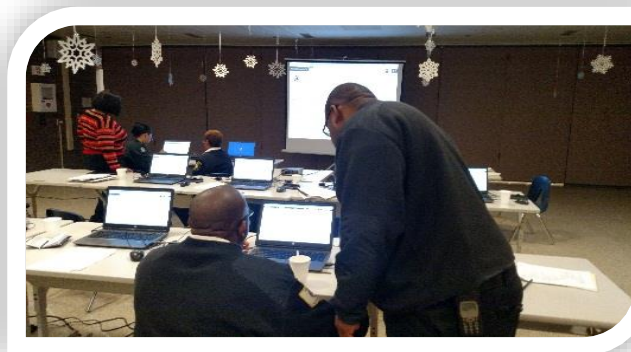
- **View and reprint paystubs** – Employees can view current pay rate, earnings and deductions. Additionally, bi-weekly paystubs from September 1, 2014, to present are accessible for view/reprint. **This is where you will obtain your paystubs**
- **View auto deposit instructions**
- **View personal information** - Including mailing address, telephone number and emergency contact(s)
- **View and reprint W-2 tax forms**
- **View benefits information** – Employees will be redirected to the County's Risk Management website which provides information regarding current medical elections and benefit enrollment change forms
- **View accrual balance information for sick, vacation, personal and float times.**

Employee Self-Service User Activation Site:

<https://e1pss.cookcountyil.gov/public/ActivateUser>

Employee Self-Service Login:

<https://e1ess.cookcountyil.gov>



RMIS Training

Supervisors In Charge Cornell, Manney & West along with QA McCoy and RT1 Schaaf participating in RMIS Training

2015 JTDC Dignitary Visitors

Commissioners and Staff pictured with Superintendent Dixon Row 1: (left to right) (1) Commissioner Stanley Moore, (2) Commissioner Timothy Schneider, and (3) Commissioner Robert Boykin

Row 2: (left to right) (1) Commissioner John P. Daley, (2) Commissioner Jesus G. Garcia, (3) Commissioner Robert Steele , & (4) Deborah Simms



Circuit Court Judges and Staff pictured with Superintendent Dixon Picture 1: (left to right) (1) Presiding Judge Michael Toomin (seated third from left); (2) Allison Stanek, Judge Kristal Royce Rivers, and Judge Lisa Marino



Pictured with Superintendent Dixon: (left to right) (1) ArchBishop Blasé J. Cupic, Father Kelly, and Assistant of the ArchBishop; (2) Victor Woods; (3) Elizabeth Clark, Debbie Frances Pippard, and UK Kanako Ishid



**Other Dignitary Visitor(s) not pictured: Commissioner John Fritchey*