“I come here to find myself; it is so easy to get lost in this world.”

—John Burroughs
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## STATISTICAL INFORMATION
ADMINISTRATIVE TEAM

Allen R. Jensen, Facility Administrator
Daniel L. Scarborough, Assistant Facility Administrator
Richard Wehland, Director of Education
Donald P. Belau, Psychologist
Mary Stofer, Administrative Assistant
Candace Davis, Senior Counselor
Cindy Betka, Chemical Dependency Supervisor
Francis Hurst, Maintenance Supervisor
Jan Myers, R.N.
Edward Price, Chaplain

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Rated Capacity: 78 treatment beds
Average Daily Population: 95
Average Length of Stay: 9 months
2002/03 Admissions: 132
Per Diem Costs: $135.21
On March 4, 1891 the Girls Industrial School was established on a 70-acre plot of land near Geneva, Nebraska. On March 14, 1892, a group of 57 girls was transferred from the Industrial School at Kearney to Geneva. In 1923, the official name, "Girls Industrial School" was changed to "Girls Training School." Again by legislative act in 1970, the name was changed to the "Youth Development Center - Geneva." With the passage of LB988 in 1994, the facility became the “Youth Rehabilitation & Treatment Center.”

On January 13, 1967, the facility became partially co-educational as 8-12 year old boys from the YRTC-Kearney were moved to the YRTC-Geneva. This program was terminated in 1973 due to a decreasing number of boys. YRTC-Geneva again became co-educational during 1980 by admitting all youth referred for evaluation. The YRTC-Geneva discontinued doing evaluations in 1999.

In 1994, the Office of Juvenile Services was created within the Department of Correctional Services. On January 1, 1997, OJS merged with other agencies to form the Health and Human Services System. The Office of Juvenile Services was mandated to adopt and promulgate rules and regulations for the promotion, parole, and final discharge of juveniles “such as shall be considered mutually beneficial for the institution and the juveniles.”

Presently, the YRTC-Geneva provides treatment programming for female youth under the age of 19 who have been adjudicated as delinquent by the various courts of Nebraska and committed to the YRTC for an indeterminate stay.
“I wish I could clone the YRTC-Geneva’s program and carry it to other facilities throughout the country.”

--Alissa Rumsey, OJJDP, Washington, D.C.
Comment made following a federal compliance audit in August, 2002

“We visit hundreds of juvenile facilities and consider the YRTC-Geneva a model for the treatment of delinquent girls, particularly because of the way staff approach treatment of the young ladies they are in charge of.”

-David Alexinas, American Correctional Association Auditor
Comment made during the ACA Exit Report in August, 2002

“The YRTC has a very rich treatment program.”

--Dr. Robert Ross. Performance-based Standards Consultant
Comment made following a PbS review in September, 2002

These comments made by representatives from national organizations represent the kind of programming offered at the YRTC for delinquent girls. The excellence of our program did not happen by chance. The hard work and team effort by all staff at the YRTC-Geneva has produced results that we are proud of. For the past year, we want to particularly recognize the following highlights and accomplishments:

- Construction was completed on LaFlesche Cottage. The Cottage will provide a new medical clinic, new clothing distribution/storage space, expand the number of treatment beds by 20, and provide expanded office and conferencing space.

- An ACA audit on August 2002 found us to be in 100% compliance with the 31 mandatory standards and 98.2% compliance with the 410 best practice standards. We received our reaccreditation award at the ACA Winter Conference in Charlotte, North Carolina on January 13, 2003.
We have introduced a new treatment program that emphasizes the strengths, talents, and interests of youth.

We have moved from the use of Pressure Point Control Tactics to Non-Violent Crisis Intervention. All staff have been trained in the new techniques which emphasize de-escalation of youth in crisis.

Several former apartments were renovated into a new training area. The area provides an expanded space for training activities, as well as an office for the Training Coordinator.

All six treatment groups attended the ropes/confidence course at the Timberlake Ranch near Polk, Nebraska. The activity again proved to be a confidence builder and helped build team unity among the treatment groups.

Volunteers started a youth choir at the YRTC. Approximately 12 facility youth have been involved with the choir since its beginning.

The classification process was refined to include strength-based approaches, as well as a more meaningful case planning process.

YRTC-Geneva staff completed 8,000 hours of training. This was the third consecutive year that all employees completed the mandatory training hours in accordance with ACA requirements.

Ryan Schroetlin, Recreation Specialist, was selected as the YRTC-Geneva Employee of the Year, and Vel Hasch, Youth Security Supervisor, was selected as YRTC-Geneva Supervisor of the Year, as well as an HHSS Supervisor of the Year.
MISSION STATEMENTS

HEALTH & HUMAN SERVICES SYSTEM

We help people live better lives through effective health and human services.

OFFICE OF JUVENILE SERVICES

To provide individualized supervision, care, accountability, and treatment in a manner consistent with public safety to those youth committed to a youth rehabilitation & treatment center.

YOUTH REHABILITATION & TREATMENT CENTER – GENEVA

The mission of the Youth Rehabilitation & Treatment Center - Geneva is to protect society by providing a safe, secure, and nurturing environment in which the young women who come to us may learn, develop a sense of self, and return to the community as productive and law-abiding citizens.

To accomplish this, the Youth Rehabilitation & Treatment Center - Geneva will provide diverse programming that responds to each individual’s unique needs.
2002/03 GOALS

- To protect public safety and to provide a safe environment for youth and staff, an essential condition for learning and treatment to be effective.

- To establish clear expectations of behavior and an accompanying system of accountability for youth and staff that promotes mutual respect, self-discipline, and order.

- To engage in management practices that promote the safety and well being of staff and youth.

- To provide meaningful opportunities and services for youth to improve their education and vocational competence, to effectively address underlying behavioral problems, and to prepare them for responsible lives in the community.

- To identify and effectively respond to youths’ health, mental health, and related behavioral problems throughout the course of confinement through the use of professionally appropriate diagnostic, treatment, and prevention protocols.

- To operate the facility in a manner consistent with principles of fairness and that provide the means of ensuring and protecting each youth’s and family’s legal rights.
Recreation and leisure time activities are an important part of the overall program at the Youth Rehabilitation & Treatment Center - Geneva. An active recreation/leisure time activities program facilitates youth health, development of creative talents, and constructive leisure time activities that can benefit youth during their stays at the facility, as well as upon their releases to the community. The recreation program is viewed as a necessary part of the rehabilitative process of youth and is important to each youth’s health and individual growth.

**STAFFING**

The Youth Rehabilitation & Treatment Center - Geneva employs one full-time Recreation Coordinator and one full-time Recreation Assistant. During the past year, a part-time Recreation Assistant also joined the staff.

Recreation staff members are responsible for preparing weekly recreation schedules, supervising activities, monitoring recreation needs and preferences of the youth, ensuring safe recreation areas, monitoring exercise and recreation equipment to ensure they are kept in good operating order, and organizing special recreational activities. Additionally, recreation staff are actively involved in the youths' treatment programs and serve as members of the various treatment teams. They may also be called upon to structure individual recreation programs for youth referred by the Classification Committee.
During the last year, recreation staff developed and began administering pre- and post-physical fitness exams on all youth as a part of the Performance-based Standards project.

**ACTIVITIES**

The Youth Rehabilitation & Treatment Center – Geneva’s recreation and leisure time activities program provides a wide variety of choices for youth including softball, basketball, volleyball, swimming in the Geneva community swimming pool, attending movies at the local theater, and attending local Arts Council presentations. Girls can also be involved in various craft activities, including making decorations for the Spring Festival, knitting and crocheting classes, and making favors for the dining tables for holiday meals.

Each cottage also provides recreational/leisure time opportunities such as table games, board games, music, and TV.

The Recreation Center located on the north side of the campus provides youth a place to relax and enjoy such things as exercise machines, movies, board games, and craft projects.
During the past year, the Girl Scout Troop was also involved in a wide variety of activities. Under the supervision of the Recreation Manager and one group leader, the members assisted in setting up the Tobacco House of Horrors. This was an educational event for all youth on campus, and the Shickley, Nebraska Girl Scout Troop also was invited to participate in the activity. The Girl Scouts have enjoyed barbecues, a fiesta, and earning merit badges throughout the year. They were also a part of the Honor Guard for the dedication of LaFlesche Cottage.

**SPECIAL ACTIVITIES**

One very special activity during the past year was the youth’s participation in the Timberlake Ropes course held in Polk, Nebraska. In May 2003, each of the six groups attended the course. The course is designed to build group cohesiveness and trust and includes rope climbing, tower climbing, the “leap of faith” and water activities.

During the school breaks, the Recreation Department, in cooperation with other staff, provide an expanded array of activities, often through the use of volunteers from the community. During the school breaks this past year, these special activities included the Improv program and a tobacco cessation program.
Holidays also provide opportunities for a variety of activities. To celebrate several holidays, youth made decorations for the dining room tables. For the 4th of July, staff and youth enjoyed a full day of activities, including a softball tournament, water balloons, and the use of the Slip-n-Slide.

During the past year, YRTC youth participated in several off-campus volunteer activities coordinated by the Recreation Department. These activities included assisting at a dinner at the Senior Center, planting flowers at the retirement home, recycling, working at a Christmas Carnival in Geneva, working at a local theater, Adopt-A-Highway, and working at a state trapshoot in Doniphan, Nebraska. They also visited residents at a local retirement home and decorated and prepared skits for the Spring festival which honored Youth Rehabilitation & Treatment Center - Geneva volunteers.
The Youth Rehabilitation & Treatment Center - Geneva recognizes the importance of community and volunteer involvement in the lives of the youth committed to our care. Through the efforts of our volunteers, youth are provided good role models, opportunities to experience new and different activities, as well as receive help in transitioning back into the community. Youth are also offered opportunities to participate in various volunteer activities, thereby giving something back to their communities.

**STAFFING**

The Recreation Coordinator at the Youth Rehabilitation & Treatment Center - Geneva serves as the Volunteer Coordinator, under the direct supervision of the Assistant Facility Administrator. The Volunteer Coordinator’s duties include recruiting and screening prospective volunteers, volunteer orientation, maintaining volunteer files, and monitoring volunteer operations.

The Assistant Facility Administrator acted as area lead for the Southeast Region as a part of the HHSS Volunteer Program Coordination Team. This team makes recommendation to the HHSS Policy Cabinet regarding volunteers. The Program Coordination Team was less active during the reporting period because of a decline in membership, in part due to travel restraints on program team participants.

“We feel it is a good experience for us and the girls. They learn from us and we learn from them. We feel good that we can help change a young girl’s life.”

--Sharon Jacobs, Visiting Volunteer
The YRTC-Geneva currently has 40 active volunteers. These volunteers serve in a number of areas on campus including the Community Advisory Board, the Chapel Board, Prison Fellowship, and “Visiting Volunteers.”

In all, volunteers donated 2,286 hours of service during the first 10 months of 2002-03 (July – April). If these were paid services, it is estimated that the costs would be approximately $34,290.

Also during this time frame, community organizations and individuals donated approximately $3,604 in goods to the facility.

**ACTIVITIES**

Volunteers are utilized to offer general and supplemental services for youth at the facility and work cooperatively with the administration in fulfilling the facility mission.

The Community Advisory Board meets on a regular basis to review programs, physical plant, and offer advice and guidance to the Administration.
The Chapel Board is in charge of maintaining the Chapel of Hope and offering advice and guidance on the religious programming at the facility. This group meets on an annual basis to review the Chapel of Hope physical plant, to review the past year’s religious programming, and to plan for any upcoming religious needs.

An integral part of the Volunteer Program is the “Visiting Volunteers.” These volunteers are assigned youth who have little or no contact with family members during their stays. These volunteers visit their assigned youth on campus and also provide youth opportunities to experience a wide variety of off-campus activities, including basketball games, picnics, movies, and church.

**SPECIAL ACTIVITIES**

On Saturday, April 26, 2003, the Youth Rehabilitation & Treatment Center - Geneva staff and youth joined together to celebrate the beginning of spring and to honor the facility volunteers for their many hours of service. Fifteen volunteers and their families, 22 employees and their families, and 91 youth were in attendance. Facility staff prepared the dinner and a disc jockey provided music. The event’s central theme was “The 50’s”, and facility youth performed skits and dressed in 50’s clothing. The youth, staff, and volunteers participated in a bubble gum blowing contest and a hula-hoop contest. Volunteer groups, as well as individual volunteers, were recognized during the evening.
One 18-year volunteer, Ruth Erb, was honored and presented with a recognition plaque for her years of service at the YRTC-Geneva.

**YOUTH VOLUNTEERISM**

The YRTC-Geneva believes that it is important that youth have an opportunity to give back to the community and therefore provide a number of volunteer activities for the youth to participate in. During the past year, youth participated in the following volunteer activities:

- Planted flowers at a local nursing home
- Worked with the elderly at a local retirement home
- Took tickets and ran the concession stand at a local theater
- Worked at the local recycling center
- Assisted with a senior citizen’s dinner
- Participated in the Adopt-A-Highway

Another activity that was continued in the past year was the youth’s involvement in working at the Doniphan Trapshoot. As a part of their participation, the youth are trained to “load the traps” and keep score. Organizers of the event again praised our youth for their work at the trapshoot.

“I like to volunteer because I meet new people. It is fun doing something when you aren’t expecting anything in return.”

--YRTC-G Youth

A YRTC youth crochets a lap quilt for the local retirement home

A YRTC youth keeps score at the Doniphan Trapshoot
Juvenile housing units, commonly called “cottages,” are the foundations of institutional living and promote the safety and well being of both youth and staff. Proper space, furnishing, toilet facilities, and heating and cooling systems are essential, as well as compliance with applicable building codes and adherence to fire/safety codes. Cottage programming reflects the diverse nature of the population on campus and includes elements such as life skills training and the completion of work details. Additionally, as youth are housed according to treatment groups, the cottage programming plays an integral part of the implementation of each youth’s individual treatment plan.

**STAFFING**

A Youth Security Supervisor oversees each living unit at the facility. Their duties include supervising living unit staff, overseeing the cottage operation, and ensuring that youth are being supervised and directed.

Each cottage also has Youth Security Specialist II’s whose duties include providing security in the cottages, enforcing rules and discipline, supervising detail work, as well as teaching youth a wide variety of living skills. On a rotating basis, cottage staff serve as members of the treatment teams that develop treatment for the youth. They then are responsible for implementing this treatment in the cottage setting.

Youth Security Specialist I’s are assigned to each cottage and work the 11:00 p.m. to 7:00 a.m. shift. They
are responsible for the cottage safety and security during their assigned shifts.

Cottage staff receive at least 40 hours of on-going training on an annual basis. This training includes classes on First Aid and CPR, treatment programming, safety and sanitation, signs and symptoms of mental illness, security and control, and on-the-job training.

**COTTAGE LIVING UNITS**

The Youth Rehabilitation & Treatment Center - Geneva has five living units, commonly referred to as “cottages,” on campus—John Burroughs Cottage, Marie Sandoz Cottage, Sacajawea Cottage, Paul Dunbar Cottage, and LaFlesche Cottage.

**JOHN BURROUGHS COTTAGE**

John Burroughs Cottage has a rated capacity of 19 youth and serves a wide variety of purposes on campus. It presently serves as the reception cottage. Each newly admitted youth is housed in John Burroughs Cottage where she undergoes a 2-week orientation program designed to familiarize her with all areas of facility programming.

This program includes instruction in facility rules, youth rights, medical services, religious programming, and recreational opportunities. Following the completion of the orientation period and classification, youth are moved to a permanent housing unit.

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“I like working with the kids and also the staff I work with. I like talking to the kids and helping them problem solve—helping them when they are having trouble.”

--Connie Ekeler, YSSII
John Burroughs Cottage also contains eight isolation rooms that are used to house youth placed in disciplinary segregation.

**PAUL DUNBAR COTTAGE**

Paul Dunbar Cottage, the oldest living unit on campus, was built in 1929 at a cost of $30,000. Throughout the years, Paul Dunbar Cottage has served a variety of populations, including young males and all orientation youth.

At the present time, Dunbar Cottage has a rated capacity of 24 youth. The average population at Paul Dunbar Cottage is 26 youth. The youth living in Paul Dunbar Cottage are divided into two treatment groups.

**SACAJAWEA COTTAGE**

Sacajawea Cottage was built in 1974 to house 25 youth. Built in the same style as Marie Sandoz and John Burroughs Cottages, it also contains a large living area, individual youth rooms, laundry facilities, staff offices, and a kitchenette.

**MARIE SANDOZ COTTAGE**

Marie Sandoz Cottage was built in 1959 and was expected to house 18 youth.

Marie Sandoz Cottage is currently home to youth who have been identified as needing additional drug/alcohol treatment services. Girls who are classified into one of the two groups in Marie Sandoz
Elmer Blackbird, Grandson of Susette LaFlesche Tibbles, spoke at the LaFlesche Cottage dedication and participate in the Strength-based group program and receive additional drug/alcohol treatment.

**LAFLESCHE COTTAGE**

The newest living unit on campus is LaFlesche Cottage. Sitting on the site of the former Fanny Crosby Cottage, the 14,000 square foot building was built following the recommendation of the 10-Year Master Plan, which was completed and presented to the Governor in 1999. Groundbreaking ceremonies for the cottage were held on July 6, 2001, with construction beginning immediately thereafter. The dedication ceremony for the new cottage was held on October 27, 2002.

In selecting the name for the cottage, staff members, volunteers, members of the local community, and the youth submitted names in accordance with established criteria. A committee selected the name of LaFlesche Cottage, in honor of Dr. Susan LaFlesche Picote and Susette LaFlesche Tibbles, two Native American sisters who were pioneers in the fields of Native American medical care, human rights, and education. Descendants of the sisters were a part of the dedication.

In January 2003, staff members were able to move into offices in the cottage, including the new medical offices, “Officer of the Day” offices, clothing and storage area, Senior Counselor, and the Psychologist. Monies have been identified to hire personnel to staff the youth side of the cottage, and the orientation and special management youth will be transitioned into the cottage beginning in the fall of 2003.
YRTC-Geneva recognizes the importance of education in each youth’s life and in her overall development. The education program strives to accommodate each youth’s learning style and to allow opportunities to progress in the educational program. It is our belief that the school should maintain a safe and secure environment that is conducive to learning.

**STAFFING**

The Geneva North School faculty is comprised of seven classroom teachers and one Title I/Chapter teacher. Also on staff is a Vocational Counselor who provides services and counseling in the vocational area. A certified teacher provides library services.

Providing support services for Geneva North School are a Cosmetologist and Secretary I.

Besides providing instruction to students in their assigned areas, teaching staff also serve on a variety of teams to assist in the students’ overall treatment programs. A school representative serves on the treatment team for each group on campus and attends the weekly meetings. Feedback to the rest of the staff is given at each weekly teachers’ meeting. A school staff member provides orientation to all new students concerning the programming and options available in the school area. This orientation is part of a two-week orientation program offered to all new students.
ACADEMIC PROGRAM

The State Board of Education has approved the continued operation of the Geneva North School as an approved school under the Special Purpose Agreement. The agreement has been updated as new regulations were approved by the State Board of Education and implemented by the Nebraska Department of Education.

A school program of full academic services for committed students was continued. Academic and vocational testing was completed on all students to measure their progress while in the academic program.

The average daily membership was 84.5 students. The average length of attendance was 9.4 months.

During this school year, 142 students were pre-tested using the Wide Range Achievement Test (WRAT). Of those students, 65 were given the WRAT post-test upon leaving the facility. There was a significant increase when comparing the pre-and post-percentile scores in the three areas of Math, Spelling, and Reading. The scores showed an increase of 8% in Math, 7% in spelling, and 6% in Reading.

A total of 130 students were provided school assignments while in locker, on room punishment, or sick in the cottage. An average of 48 students a week received help with individual subjects.

“The most gratifying part of my job is graduation. It is very rewarding to watch the faces of the students and perhaps their parents’ faces when they get their diplomas. It's also enjoyable to see the look on a youth’s face when she has been singled out for some academic award.”

--Richard Wehland
Principal

The Library/Study Hall at Geneva North High

The Family & Consumer Science classroom
Six seniors graduated in December 2002 and seven in May 2003. Five eighth-grade students were promoted at the end of the second semester. Honors/Graduation programs were held at the end of each semester and an Honors program was also held at the end of the summer session.

An eight-week summer school session was held. The sewing class of previous years was replaced by a series of selected topics presented by the Social Services staff.

**TITLE I PROGRAM**

A Title I program providing services for the students was funded by Federal and State monies. The Title I teacher provided support for the regular classroom instructors and provided individual instruction to selected students. The Title I services may be provided to students in their regular classrooms or in the Title I office. Students were assisted in Internet usage by the Title I teacher.

**VOCATIONAL PROGRAM**

The Valpar vocational assessment was given to 44 students during the 2002/03 school year. The interest inventory section of the test was given to an additional 23 ninth and tenth grade students.

Twenty-two students completed college applications. Nine of these students were seniors and 13 were GED students.

Twenty-eight students also filled out the financial aid
form (FAFSA). Seven of these students were GED students and 11 were seniors at Geneva North High.

Contact with the Job Corps was maintained and several students expressed interest in the program and sought admittance with the aid of their assigned Juvenile Services Officer and the Vocational Counselor.

**LIBRARY SERVICES**

The Youth Rehabilitation & Treatment Center employs a full-time Librarian. During the past year, the Librarian utilized the Library Commission's Inter-Library loan system to secure reference materials for the students and staff. An electronic catalog and circulation manager program for the library materials is in use to manage the usage of the library materials. Student volunteers have assisted in reading the shelves and carding the returned books.

Small satellite libraries are also maintained in each cottage living unit for the students’ use. A professional library is maintained in the training office.

**COSMETOLOGY**

A full-time Cosmetologist provided complete cosmetology services for all youth. Personal Development classes were taught throughout the year to orient the students to the cosmetology services available at the YRTC and to instruct them in basic procedures for personal care.

“I think school is important here because we help the girls graduate from high school. We also help them apply to college and assist them in applying for financial aid. I’m not sure this would always happen if they were here.”

--Cindy Hanquist.
Vocational Counselor
Treatment program activities are a critical component to the girls in that the youth are given an opportunity to address personal issues such as victimization, self-management, and self-destructive behaviors. Identifying strengths, enhancing social skills, and encouraging resiliency are critical processes that the treatment program attempts to integrate into each girl’s individual program. Family consultation, restorative justice, as well as specialized medical/psychiatric/psychological approaches are stressed in the treatment process. The YRTC-Geneva assigns girls to one of three treatment programs contingent upon the girl’s needs: a strength-based group counseling, residential drug/alcohol treatment, or the levels special management program.

**STAFFING**

The Social Services Department at the Youth Rehabilitation & Treatment Center - Geneva is composed of:

- 1 Youth Counselor Supervisor/LMHP
- 2 Licensed Mental Health Professionals
- 3 Youth Counselor I’s
- 2 Chemical Dependency Counselor II’s
- 1 Chemical Dependency Supervisor
- 1 Chemical Dependency Counselor I
- A Psychologist III provides supervision
- A contractual Psychiatrist and Clinical Psychologist

**PROGRAMMING**

The Youth Rehabilitation & Treatment Center - Geneva recognizes that each youth is an individual, with varying backgrounds, histories, and a wide variety of needs.
and abilities. While the primary treatment program is the Strength-based Group Counseling program, this modality is augmented with a wide variety of programming to help address the needs of our youth. Of growing importance in meeting the needs of our youth is the increasing awareness of gender specific issues experienced by girls. Program offerings include:

- Intensive residential drug/alcohol treatment
- Drug/alcohol assessment, education, counseling
- Cognitive skills for life
- Tobacco education and cessation
- Prenatal care and education for pregnant youth
- Parent orientation and family consultations
- Cognitive restructuring and inter-personal skills development
- Women’s issues programming
- Religious services, programming, and counseling
- Leisure time development/recreational activities
- On and off-campus work opportunities
- Community volunteer service
- Intensive structured individual Levels programming

STRENGTH-BASED GROUP COUNSELING

The core treatment program, Strength-based Group Counseling, is based on the premise of youth helping youth. Through the classification process, each youth’s behavior pattern, coping style, and “problems” are identified. Youth are assigned to a treatment group where they are guided into daily management of their behaviors. They meet in group meetings to work on their behavior patterns and assigned problems, as well as provide help to their fellow group members as they work through their issues. Strengths, interests, and talents are identified and enhanced through the course of treatment.

“My group leader has helped me make decisions regarding my mom. She has encouraged me to keep going and not give up. She realizes what is going on in the group.”

-- YRTC-G youth
CHEMICAL DEPENDENCY PROGRAM

The YRTC-Geneva provides a multi-dimensional chemical dependency program that offers services to youth based on their identified levels of chemical use/abuse. Counselors provide chemical dependency assessments, educational programming, orientation, and intensive programming for chemical dependency issues.

The past year saw the completion of the fourth year of an intensive drug/alcohol treatment program at the YRTC-Geneva. Based on the assessment/classification process, youth meeting established criteria are entered into one of the two intensive drug/alcohol treatment groups that are housed in Marie Sandoz living unit. Youth entering this program undergo traditional drug/alcohol group programming that has been coupled with the behavior management component of the Strength-based Group Counseling program. Family interventions are offered on a routine basis and emphasis is placed upon reintegration of the youth into an active outpatient treatment program following release.

Those youth who do not meet the criteria for placement in the intensive drug/alcohol group but show a need for further drug/alcohol services may have these needs met in a variety of ways, including education classes, individual counseling, or through the Strength-based Group Counseling sessions.

Tobacco education and cessation activities are offered to all youth. These programs were offered in light of the increasing prevalence of nicotine addiction in our population. Utilization of structured relapse prevention programming, the Nebraska Tobacco Quitline, and other Tobacco Free Nebraska resources emphasize the risks of

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“I really like working with the girls. It is exciting to watch them grow and change. The most frustrating part of my job at times is the paperwork because it takes away time from working with the girls.”

--Sue Gelster, LMHP

Youth examine an exhibit during the Tobacco Cessation Class
ORIENTATION PROGRAM

All newly admitted youth complete a 2-week orientation program. The program involves extensive orientation and teaching in all areas of facility programming including rules and discipline, youth rights, medical access, grievances, meals, communication, and treatment programming. As a part of the orientation program, Social Services staff teach a core curriculum of psycho-educational classes. These classes include anger management, victim awareness, and a healthy self-image.

SPECIAL MANAGEMENT PROGRAMMING

YRTC-Geneva often has youth who require special management programming to meet their unique needs. These youth may exhibit severe behavior disorders and associated mental health issues that require the development of intensive individualized behavioral and counseling interventions.

Youth identified as needing special management programs may be classified into the Level program, which is an incentive-based program with associated reinforcers for the youth as they demonstrate improved behavioral self-management.

Girls with increased risks of suicidal/self-harming behaviors receive close supervision and are reviewed daily by qualified social services staff. This suicide prevention program is known as the Greenline Suicide Prevention Program and has three levels of supervision that are designed to decrease the immediate risk of engaging in suicidal behavior.

“It helps me when my group checks me when I am showing problems. It gets me to take a look at my actions from somebody’s else’s point of view.”

--YRTC-Geneva Youth
The religious program provides youth an opportunity to both continue to practice their religious beliefs, but also to explore and expand their knowledge.

**STAFFING**

The religious program at the Youth Rehabilitation & Treatment Center – Geneva is supervised by a quarter-time Chaplain. Church services are conducted every Sunday by this Chaplain or one of several volunteer Chaplains.

In addition, YRTC-Geneva enjoys the services of many volunteers in the religious area, including Prison Fellowship volunteers, and community volunteers who come on campus to provide various religious services to the youth. General oversight of the Chapel of Hope is provided by the Chapel of Hope Board, which meets on an annual basis to review the religious program and physical plant needs.

**PROGRAMMING**

As a part of the religious program, the Chaplain meets with each new youth during the orientation program and gains information about her religious background, denomination, and interests. Should this information reflect any special religious needs, e.g. special religious dietary requirements, arrangements can be made to accommodate these needs.

The religious program on campus includes individual religious counseling, weekly on-campus religious services,
off-campus religious services, and contact with the youths’ own ministers, priests, or religious leaders.

On-campus Sunday services are held at the Chapel of Hope. The Chapel provides youth with a place to worship, as well as have special programs. Parents of the youth may also attend on-campus services with their child if they so desire. The average church attendance during the past year was approximately 30-35 youth, 3-6 visitors, and 4-5 staff members. When eligible, youth may also attend off-campus services at a church in Geneva.

During the past year, a choir was also organized through the efforts of several volunteers. Girls audition for the choir and practice on a regular basis. Plans for the choir include singing at on-campus services, as well as community performances.

**PRISON FELLOWSHIP**

The Prison Fellowship program continues to be a strong, supportive activity on campus. This group meets on Tuesday evenings, with an average attendance of 29 youth and 7 Prison Fellowship volunteers. The volunteers lead youth in singing and group Bible studies

The Prison Fellowship group also organizes several special activities for youth on campus. During the past year, several weekend seminars were held, as well as cookouts, softball, volleyball, skits, and an annual Christmas party.
SUPPORT SERVICES
Building maintenance, boiler operations, grounds maintenance, and preventive maintenance all fall under the responsibility of the Maintenance Department. In order to provide a clean, safe, and well-maintained campus, maintenance staff are charged with keeping the institution grounds, buildings, and equipment in good repair. Thus, the Maintenance Department is called upon to provide a variety of projects while completing their jobs.

**STAFFING**

Staff for the YRTC-Geneva maintenance department includes five Facility Maintenance Technician II’s and one Facility Maintenance Specialist. Supervision is provided by the Facility Maintenance Supervisor.

Work hours are scheduled as 8:00 a.m. through 4:30 p.m. for most of the staff; however, one individual is assigned to work 7:00 a.m. through 3:30 p.m. each. Everyone works a 40-hour week and by rotating days off between four members of the crew, coverage is provided 7 days a week.

During most of the past year, we have had an Adult Work Detail Inmate from the Department of Correctional Services assigned to work with the Maintenance Department. This inmate was assigned living quarters in one of the former staff housing apartments. He worked under the supervision of the Maintenance Supervisor and helped in all areas of maintenance with the regular staff.

The maintenance staff are currently under the supervision of the State Building Division; however,
beginning July 1, 2003, the employees will be transferred back to the supervision of Health & Human Services. As the facility buildings will remain under the control of the State Building Division, maintenance staff will be working with them to help maintain a clean, safe, and secure environment for youth, staff, and visitors.

**MAINTENANCE PROGRAM**

Maintenance staff are responsible for a wide variety of duties including routine maintenance, preventive maintenance, and assistance in contractual projects. In completing their various duties, they must adhere to rules and regulations as set forth by the State Fire Marshal, Department of Labor, Americans with Disabilities Act, HHSS Regulations and Licensure Division, American Correctional Association, Administrative Regulations, and Operational Memorandums.

**GENERAL MAINTENANCE**

During fiscal year 2002/03, day-to-day building maintenance carried out by staff played a very important role in keeping all areas of campus in good working order.

Maintenance staff generate in-house work orders through requests, needs, observations, and inspections. These are also assigned to and completed by all members of the maintenance staff. In addition, individual staff are assigned specific duties to carry out, such as inspections, testing, checking equipment, logging items, inventories, vehicle maintenance, etc.
One staff member makes “rounds” of all the buildings each day to check for maintenance needs. This person makes the necessary repairs at the time if they can, or reports the defect so that it may be scheduled to be repaired.

- Converted former apartments into a new staff training area and office for the Training Coordinator
- Replaced worn classroom chalkboards with Marlite Panels
- Rebuilt the engine for one of our lawn tractors
- Installed a new shop heater in the maintenance shop
- Completed all required item, material, supply, and tool inventories
- Staff attended all required in-service training

PREVENTIVE MAINTENANCE

The YRTC-Geneva Maintenance Department works with a preventive maintenance program set up through the State of Nebraska Computer Network. Through this program, preventive maintenance work orders are generated and assigned to maintenance staff members to be completed. These work orders are created with input from the facility and cover a wide range of duties in all areas of the building trades.

CONTRACTUAL PROJECTS

The Youth Rehabilitation & Treatment Center - Geneva was fortunate to be able to complete a number of large-scale projects during the past year through the use of contractors. These projects included:

Demolition begins on the main driveway

Maintenance staff made signs for the new YRTC-Geneva Walking Trail

Outside construction at LaFlesche Cottage
◆ Completion of the LaFlesche Cottage living unit.

◆ Completion of the HVAC System in Sacajawea Cottage.

◆ Installed a new heating system in the swimming pool.

◆ Installation of a new 6” water main to create a loop in our system and provide adequate fire protection to cottage fire sprinkler systems.

◆ Began work on a new parking area and paving a portion of the north driveway.

◆ Replaced main sewer line going to Burroughs Cottage.

◆ Repaired two main water line breaks.

◆ Replaced a section of sewer main from boiler room.

◆ Installed a new HVAC system for the Food Service Building.

◆ Began installing an emergency generator for the Food Service Building.

◆ Fiber optic cable has been buried or routed through the tunnels to all the housing units, food service building, and maintenance shop.
The medical goals of the Youth Rehabilitation & Treatment Center - Geneva are to promote good health through teaching and daily practice; to maintain the good health of each youth; to prevent disease, disabilities, and accidents; to provide a high standard of medical care; to provide for continuity of medical care; and to provide health rehabilitation, when needed.

STAFFING

Two Registered Nurse II’s coordinate the medical services at the YRTC-Geneva. There are also 2 contractual nurses who provide back-up services in the absence of the nursing staff.

The nurses are responsible for health screening, administering and recording of medication and treatments, the formulary, individual medical program for youth, youth travel in regard to health services, daily sick calls, scheduling weekly clinic visits, medical records, and health education of the youth and employees. The nurses are under the direction of a contractual physician, who provides regular medical care for the youth. A psychiatrist is on contract and sees referred youth for evaluation and treatment.

A contractual dentist, who holds regular dental clinics on campus, provides dental services. Optometry services are provided by a local vision center, also on a contractual basis. Pharmacy services are contracted through Secure Pharmacy.

The facility also maintains a contract with the local hospital for emergency medical services. YRTC-Geneva also has access to a wide variety of medical specialists to provide for any special needs that may occur with our youth.
MEDICAL PROGRAM

The medical clinic is open Monday through Friday, as well as alternating Saturday mornings; however, medical assistance is available 24 hours a day.

Each newly admitted youth receives a thorough medical, dental, and eye exam. They also receive orientation as to the availability and access to medical care and the procedures for requesting care. Historical information is sought from the parents/guardians to review any previous or current medical problems and immunization history.

During the past year, the following medical services were provided:

- The staff physician performed 565 brief clinical exams and 132 physical exams on students and 9 new employee physicals

- The Optometrist performed 67 eye exams and 60 pairs of glasses were ordered.

- The dentist examined 248 youth and performed dental work on 84 youth.

- Prenatal visits numbered 90, with 10 ultrasounds performed at the Family Medical Center. Three youth delivered viable infants.

- Special consults were conducted with a dermatologist, a surgeon, and a gynecologist/obstetrician.

- Youth made 4,943 visits to the dispensary
YRTC-Geneva recognizes the importance of providing staff the training necessary for them to obtain the required skills and knowledge to make positive contributions. Developing and maintaining these competencies helps ensure the safety and security of the youth, staff, and facility. To this end, a comprehensive training program has been developed that includes pre-service, classroom training, and on-the-job training.

**STAFFING**

YRTC-Geneva has an on-site Training Coordinator. This Coordinator is a part of the Finance and Support Division, and maintains an office at the YRTC-Geneva. The Coordinator is responsible for the development of class offerings, teaching classes, recordkeeping, and coordination of the overall program. Social services staff, Youth Security Supervisors, and nursing staff also provide training in their respective areas of expertise.

**PROGRAM OFFERINGS**

The YRTC-Geneva offers a variety of training in different formats that allows employees to learn new skills, sharpen and refresh already acquired skills, as well as keep abreast of changes in operational procedures.

During fiscal year 2002/03, YRTC-Geneva employees completed over 8,000 hour of training, including on-campus in-service, specialized training, off-campus programs, and new hire pre-service and on-the-job training.

All staff on campus attained the mandatory training hours specified by their position which put YRTC in 100% compliance with all ACA training standards. This was the third consecutive year that YRTC-G achieved at this level.
Prior to assuming their regular job duties, new employees receive 160 hours of pre-service, in-service training, and on-the-job training. This training includes familiarization with all facets of the YRTC-Geneva program. Besides core curriculum classes, new employees are given an opportunity to “shadow” staff to observe job specific duties.

In-service training includes a core curriculum of classroom training. Employees are required to complete a minimum number of training hours in core curriculum classes according to their job duties. New offerings in the past year included a three-part video series that dealt with strength-based programming. Another new training offering in the past year was a form of nonviolent crisis intervention titled CPI. During the year, 85 employees completed training in this new intervention method.

Specialized training provides employees an opportunity to receive advanced training, often from outside sources. Specialized training offered in the past year included: "Choosing to be Extraordinary/Humor in the Workplace," "Making Meetings Work," "Try Another Way Gender Specific Curriculum Training," "Unmasking Sexual Con Games," and HIPPA training.

Employees may also receive training through attendance at various off-campus offerings. During the past year, staff attended training at the Heartland Juvenile Services Institute Conference, as well as a seminar entitled “Ethics in the Workplace.”

On-the-job training forms have been in place for Youth Security Specialists and Dietary staff for two years. The supervisors work on the OJT forms with their assigned staff thirty days before the staff’s evaluation.

“The training program is particularly important for our newly hired staff. The training they receive gives them a good start on their new jobs and sets the tone for their employment. The training program is in tune with what we are trying to accomplish. In-service training also provides a good opportunity for staff from different areas to interact.”

--Deb Moravec, YSS
The Business Office provides support to all other activities and treatment on the campus of YRTC-Geneva. This office provides all personnel services—support in recruitment and hiring, payroll, employee benefits, worker’s compensation. All accounting support for the campus—budget, purchasing, supplies, and equipment, accounts receivable, accounts payable, financial reporting, and youth trust fund are handled here. The Business Manager is the direct supervisor of the food service, supply inventory, and youth clothing departments.

STAFFING

The Business Department is under the supervision of the Finance & Support Division of the Health & Human Services System. The Business Department personnel on campus include a Business Manager and an Accounting Clerk. Also under the supervision of the Business Manager are two Supply Workers, the Food Services Manager, and four Food Service Workers.

During the past year, the Accounting Clerk was promoted to the Business Manager position and a new Accounting Clerk was then hired. Additionally, a Human Resource Clerk from Grand Island who provided support in the areas of payroll and employee benefits to YRTC-Geneva employees resigned her position. All human resources activities, including the collection of timecards, and timekeeping are now processed by YRTC-G business office staff and then sent to the Hastings Regional Center for final processing.
PERSONNEL

YRTC-Geneva has a total of 82.55 authorized positions. Additionally, there are 10.0 positions at the YRTC-G who are under the supervision of other departments: 2 Business Office staff and one Training Coordinator who are under the supervision of the Finance and Support Division, and 7 maintenance staff members who are under the supervision of the DAS Building Division. However, supervision of the maintenance staff will be transferred back to the YRTC-G on July 1, 2003.

During the past year, there were 6 resignations, 2 promotions, and 7 transfers within the facility. Two new positions were approved: one Health Education Teacher and one part-time Psychiatrist; however, these positions remain unfilled. The rate of turnover for approved positions was 4%.

We currently have one ethnic minority on staff at this time. We screen all applicants for each position in a consistent manner. We continue to encourage people in minority categories to apply for positions at the Youth Rehabilitation & Treatment Center – Geneva.

ACTIVITIES

INSTITUTION BUDGET

The Business Office, in cooperation with the Budget Unit of Health & Human Services, annually prepares the facility budget for funds appropriated by the State Legislature. A budget for each of the operational areas of the facility is included.
The following is the budget allocated to the facility by HHSS for FY02/03:

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**YOUTH TRUST FUND ACCOUNTING**

An accounting of personal funds of each youth at the Youth Rehabilitation & Treatment Center - Geneva is kept in the business office. These funds are kept in a separate bank account that is reconciled at the end of each month. Youth may purchase items of clothing and for personal needs that are paid from these funds. The sources of these funds include: Funds brought by the youth upon admission, money brought in by the youth’s family, money earned by working at various job duties on the YRTC campus, money earned by off-campus work, and Social Security benefits.

**YOUTH WELFARE FUND**

The Youth Welfare Fund is a valuable asset for the youth on campus. This account has been used to supply youth with a variety of recreational supplies, equipment, and activities. Money for this fund comes from several sources, including interest earned from the Resident Trust Fund, earnings from a pop machine, and trust account checks that have not been cashed in 2 years, donations, and monies earned working at the Doniphan Trapshoot.

This fund was used to purchase items for activities on campus, including special T-shirts for Improv, decorations and programs for the Spring Banquet, a full day outing for each treatment group to Timberlake, a
swimming pool pass for the downtown Geneva pool, and supplies for the Girl Scout Troop.

CLOTHING SUPPLY

The clothing needs of the youth are provided under the direction of a Clothing Supply Clerk. This staff member is responsible for keeping an inventory of youth clothing on hand and outfitting each youth with the required amount of clothing. She is also responsible for storing all personal property of the youth that they are not allowed to have on campus.

FOOD SERVICE

The Food Service Department is responsible for providing meals for all youth and staff on campus. These meals must be nutritionally balanced, well planned and prepared, and served in a manner that meets established governmental health and safety codes.

The Food Service Department is under the general supervision of the Business Manager, with a Food Service Manager providing direct supervision to Food Service Worker III’s.

The food service staff prepares meals according to standard menus that are prepared by the Food Service Manager and approved by a Registered Dietician.

A food preference survey is conducted on an annual basis to determine the youth’s food preferences and adjustments are made to the menus in accordance with the survey and in keeping with nutritional guidelines. The food service staff also prepares meals to accommodate any special medical or religious needs.
## 2002/03 ADMISSIONS BY COUNTY

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AVERAGES 91 100 95

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## 2002/03 ADMISSIONS

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Youth Rehabilitation & Treatment Center - Geneva

2002/03 ADMISSIONS BY RACE

- Caucasian: 59%
- African American: 22%
- Hispanic: 13%
- Native American: 5%
- Asian: 1%