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DOCTalk March/April 2014 Employee Newsletter

Maine Department of Corrections

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DOCTalk

MARCH ~ APRIL 2014

EMPLOYEE NEWSLETTER



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DOCTalk

is the employee newsletter for the Maine Department of Corrections (MDOC).

DOCTalk is published 6 times a year: January/February, March/April, May/June, July/August, September/October, and the November/December Year In Review Issue.

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May/June 2014 Issue:

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July/August 2014 Issue:

Tuesday, September 9, 2014

September/October 2014 Issue:

Tuesday, November 4, 2014

Please send submissions and changes to the contributor list to Cheryl Miller in Central Office at Cheryl.Miller@maine.gov

Contributors

Our sincere thanks and appreciation to everyone who submitted articles and photos to DOCTalk. Their time and effort contribute significantly in producing a quality publication.

Susan Dumond

Bolduc Correctional Facility

Dyana White

Charleston Correctional Facility

Maggie Devericks

Downeast Correctional Facility

Anne Allen and Deb Barrows

Long Creek Youth Development Center

Brad Fogg

Maine Correctional Center

Martha Boynton

Maine State Prison

Priscilla McLellan

Mountain View Youth Development Center

Amanda Woolford

Women's Services

Carol Carlow

Region 1-Adult Community Corrections

Susan Gagnon

Region 2-Adult Community Corrections

Lisa Hall

Region 3-Adult Community Correction

John Coyne

Region 1-Juvenile Community Corrections

Galan Williamson

Region 2-Juvenile Community Corrections

John Bennoch

Region 3-Juvenile Community Corrections

Steve Hasson

OIT

Robert Walden

Prison Industries

Deborah McAllian

Victim Services

Cheryl Miller

Editor, Central Office

Joel Gilbert

Associate Editor, Central Office

Dean Darien

MCC Printing and Distribution

From the Commissioner



Commissioner Dr. Joe Fitzpatrick

Spring is officially here and summer is right around the corner as we begin a time of new leadership here in the Commissioner's Office. I am looking forward to working with all of you and I plan to sit down individually with all managers over the next few weeks. I am anxious to hear what's on your agenda and where our efforts should be directed in the upcoming months. I hope that all the members will feel free to stop by, introduce yourself if we haven't already met, and let me know your goals for our team going forward. I welcome the collaboration, communication, accountability, and professionalism that our Department consistently displays.

As I shared at a recent administrators meeting, the Department has made some great strides moving in a positive direction in the last three and a half years. With a change in leadership some things may change, but the goals of our Department in fostering a productive environment will not change. We will continue our efforts implementing new programs and performing as a leading model state in the area of Corrections.

In recent news, the Young Adult Offender Program (YAOP) opened for service on April 2nd and is going very well. Currently, there are 24 prisoners now utilizing this new program which entails a stay of nine months at a juvenile facility before being transferred to a minimum facility. This program is the first of its kind here in Maine and I want to thank the Mountain View Youth Development Center and Maine Correctional Center for their efforts in taking the lead on this.

In the Legislative spotlight, we received the fiscal year 2015 allotment of \$3.3 million to continue our efforts in the intensive mental health unit at the Maine State Prison. We were successful in getting the statutes changed so that the Maine Correctional Center mirrors the Maine State Prison except for the use of deadly force. We were also successful in getting the Bolduc Correctional Facility established as a minimum/community facility rather than just a farm of the Maine State Prison.

I want to take this opportunity to thank each and every one of you all for your dedicated service and commitment to the Department. You are the backbone of Corrections and to be congratulated on the service you provide to the citizens of the State of Maine.

ON THE FRONT & BACK COVERS Thanks to Jason Carey for sharing the photos and creating the design for the front and back pages for this issue of DOCTalk. Share one of your photos and it might appear in a future issue of DOCTalk. (Email your photos to Cheryl.Miller@maine.gov)



State of Maine

Office of Governor Paul LePage

Governor LePage Appoints Acting MDOC Commissioner Dr. Joseph Fitzpatrick

AUGUSTA — Governor Paul R. LePage appointed Maine Department of Corrections (MDOC) Associate Commissioner Dr. Joseph Fitzpatrick as Acting MDOC Commissioner. He is the MDOC Clinical Director and the Associate Commissioner for Juvenile Services.

MDOC Commissioner Joseph Ponte has accepted an appointment to serve as the Commissioner of the Department of Correction for New York City's jail system, starting in April 2014.

"Dr. Fitzpatrick's background and experience in the state's prison system makes him an excellent choice to lead the department," said Governor LePage. "He has demonstrated strong leadership skills during his tenure at MDOC, and I am confident he will continue his commitment to public service in his new role."

A clinical psychologist, Dr. Fitzpatrick is trained in both pediatric and adult mental health. Before moving to Maine in 1990, he was on staff at Boston Children's Hospital and Dana Farber Cancer Institute, and he was a member of the adjunct faculty of Harvard Medical School. Dr. Fitzpatrick has worked 20 years for the MDOC in several capacities.

He began as a staff psychologist at the Maine Correctional Center, then was involved in several departmental initiatives and statewide committees that concentrated on forensic mental health issues. As the MDOC Clinical Director for the past several years, Dr. Fitzpatrick has been involved with both the adult and juvenile divisions with a focus on the provision of high-quality assessment and treatment services.

"I appreciate the tremendous opportunity and responsibility Governor

LePage has entrusted to me," said Dr. Fitzpatrick. "Commissioner Ponte has made significant reforms in the MDOC statewide system, and I look forward to continuing this progression through a balance of treatment and security advances. The MDOC administrators, supervisors and line staff are a very talented team of professionals and I have no doubt that together we will continue to move the department in a positive direction."

Most recently, Dr. Fitzpatrick oversaw the development and opening of the Intensive Mental Health Unit (IMHU) at Maine State Prison. The IMHU services the MDOC, the county jails and Maine's Department of Health and Human Services by providing comprehensive mental health assessment and treatment to criminal justice populations.

Welcome New Service Center Team Members

The Department is pleased to welcome Sally Russillo to the Corrections Service Center team. Sally began her duties as Senior Staff Accountant at the Maine State Prison on May 27th. Sally specializes in the construction and furniture manufacturing sector with experience in management, business and cost accounting. She graduated with a B.A. from Roger Williams University, sits on the Board of Directors for Five Town Football and volunteers at the local animal shelter in Rockport.

Also joining the Service Center team is Shannon Breton. Shannon is our new Accounting Technician who will handle the Maine State Prison and Bolduc Correctional Facility accounts. Shannon graduated from Southern New Hampshire University with a Bachelor's degree in Accounting and is currently working on her Master's Degree at SNHU. She has worked for several years as an accountant and is a welcomed addition to our team.

Welcome to Corrections Sally and Shannon!

On the Front and Back Covers: 1 in 5

On April 13th at Thomas College, Waterville, this MDOC team joined nearly 500 people running or walking in solidarity against the harsh reality of the impact of sexual violence in our Maine communities. One hundred percent of the proceeds of benefit the Sexual Assault Crisis & Support Center and their services for survivors of sexual abuse. Participating on the Maine DOC Team were: (front row, left to right) friend, friend, Dawn Dickey, Tiara Nile, Sharelyn Parker, Jason Carey, Tessa Mosher; (second row, left to right) Dr. Clinton, friend, Laurie Hayden, Angie Newhouse; (third row, left to right) Georgette Chalou, Lauren Breton, Katie Killam; (fourth row, left to right) Venus Newby, Maryline Newby, Simone Thiry, Jody Breton, Kim Robbins, Dave Simpson; (fifth row, left to right) Dr. Newby, Cameron Newby, Stephanie Walsh, Kristi Allen, Mike Roy, Kelene Barrows, April Potvin, Martin Murphy; (hidden in very back row) Rick Smith.

Photo courtesy Jason Carey, Maine JJAG



Farewell Reception for Commissioner Ponte



Commissioner and Mrs. Ponte check out Prison Industries crafted gifts at their farewell reception. Ponte left the Maine Department of Corrections in April to head the New York City Department of Corrections.

Hicks Hired as Manager of Professional Review

Mike Hicks has recently been hired as the Manager of Professional Review working out of Central Office. He will manage the Professional Review Unit which will conduct employee misconduct investigations, in addition Mike will provide oversight to the Correctional Investigators. Mike retired from the Baltimore City Police Department after 21 years as a Detective Lieutenant in 2001. Some of his assignments included the Drug Enforcement Unit, Vice Unit, Administrative Lieutenant, Internal Investigation Division and the Criminal Investigations Division.



Recently hired
Manager of
Professional Review
Mike Hicks.

After coming to Maine Mike worked for the Kennebec County Sheriff's Office for 10 years until he again retired in 2013 as the Lieutenant who oversaw Court Security and prisoner transport.

LaPlante Returns as Director of Security



Gary LaPlante Director of Security.

Gary LaPlante has accepted the position of Director of Security. Gary started his career more than 25 years ago as a Guard at the Maine State Prison in Thomaston. He served as a Sergeant, Correctional Investigator, and Correctional Captain for the Maine State Prison (Thomaston and Warren), as well as the Bolduc Correctional Facility. He

became the Director of Security in 2003, for the Maine Correctional Center and in 2011, transferred to Central

Office as the Director of Security for the Department. He became the Senior Deputy in 2014, at the Maine Correctional Center and is now returning to Central Office as the Director of Security.

Gary holds an Associate's Degree in Criminal Justice from the University of Maine at Augusta. Gary has served on the Maine Criminal Justice Academy Board of Trustees for three years and is Chair of the Correctional Curriculum Committee, that recently completed a total revision of the Correctional Officer Curriculum. He has been instrumental with implementing the Inter Perimeter Security (IPS), K-9s, the overtime reporting, mapping, and the Special Operations Group.

Director of Adult Educational and Vocational Programming

Jim Howard has been selected to fill the position of Director of Adult Educational and Vocational Programming for the Maine Department of Corrections. Jim holds a Bachelors of Science degree in behavioral psychology and a Masters in Education from the University of Massachusetts, Amherst. Jim has over 30 years of experience in community corrections, facility management, and correctional program development. During his career in the MDOC he has worked as a social worker, teacher, Chief Advocate, Director of Classification, and Deputy Superintendent. His range of experience

brings valuable expertise to our department and will serve him well in this new assignment. Jim will be a key component to the Department's education initiative, working both in central office and with educators in our adult facilities throughout the state.



Jim Howard, Director of Adult Educational and Vocational Programming.

Take Our Daughters and Sons to Work Day

April 24th was *Take Our Daughters and Sons To Work Day* and staff from Central Office took time out of their busy schedules to show youth what it's like to work at DOC. In it's 21st year, the program encourages employees in collaboration with their employers to demonstrate to young people how what a parent/mentor does during the work day is important and help them to discover future possibilities. Participating youth enjoyed a pizza lunch, watched the movie *The Nut Job*, and received a certificate.



(Left to right) Evan, Robyn, Justice, Dora, and Paris take a pizza break from a grueling day at the office.

K9 Demos in the Community

By K9 Corporal Joseph Salisbury

My partner is a three-year-old Belgian Malinoise named Tyson. We are a Maine Department of Corrections K9 Team. My mother-in-law belongs to the Gorham Seniors Group and each month they invite guests speakers or performers come for a one to two hour performance or demonstration. Since my mother-in-law loves to show off Tyson, my partner and I gave a K9 demo for the group. I discussed what it takes to be a K9 Officer and what the role of a K9 team is in the facility.

Tyson and I also gave K9 Demos at the Westbrook Middle School for

the student's career day. All together we did three one-hour demos last month for the 8th graders.

On average Tyson and I conduct a K9 demo once a month. Coming up we'll be doing a demo for a large group of Boy Scouts working on their safety badges.

I (and Tyson) love giving demos because it provides an opportunity to teach the public what those of us in Corrections do and helps build better relationships with our surrounding communities.



(Right) Maine Correctional Center K9 Team-Corporal Joseph Salisbury and Tyson.

Following are comments from the Westbrook Middle School 8th grade students on Officer Salisbury's and Tyson's K9 demo:

I liked how friendly the dog was.

Way cool that he spoke Dutch to the dog.

He did a really good description of his job.

Amazing to see a dog do that.

I loved it! I thought the dog was adorable.

It was awesome, and I loved seeing what Tyson does.

It was the best one and really interesting.

I thought it was very cool to be able to have the dog with you especially when this interests me.

It was more of a hands-on presentation. The dogs made things interesting.

The dog was really cute.

It sounded like a fun job. I especially like the job of the dog.



(Above) Corporal Joseph Salisbury and Tyson (front, center) gave a K9 demo at the Gorham Seniors Group.

30 Years Restoring the Balance of Justice

National Crime Victims' Rights Week (NCVRW) - April 6-12, 2014

By Georgette L. Chalou, Office of Victim Services

MDOC Director of Victim Services attended the conference called “NOT HERE—a conference on human trafficking” held on April 10-11, 2014 at Pineland Farms in New Gloucester, Maine. Tessa Mosher had a vendor table set up for Victim Services providing information on the victim services offered at MDOC to victims of crimes. The presenters at this conference include some of the world's foremost experts on modern day slavery. These were educators, activists, authors, researchers, scholars, survivors and many more. Information was shared with participants and a raffle was held giving away two hats and two paracord bracelets made by the youth at Mountain View Youth Development Center (MVYDC) on behalf of crime victims' rights week.

On April 13, 2014 at Thomas College in Waterville, the 3rd Annual One in Five 5K because 1 in 5 people in Maine will experience sexual violence (see photos on front and back covers of this issue of *DOCTalk*). April is also Sexual Assault Awareness Month. The Sexual Assault Crisis & Support Center is sponsored this event with 100% of the proceeds to benefit the Center and their services for survivors of sexual abuse. A fully staffed and highly trained sexual assault support line is available 24 hours a day, as well as support groups, justice system advocacy, school-based prevention education and a Children's Advocacy Center are all provided free of charge to members of the Kennebec and Somerset

counties' communities in need. Hundreds of people every year utilize these important services. Over 40 Maine Department of Corrections family and friends participated in this event and comprised the team called “Supporters of Victim Services.” Tessa Mosher had a Victim Services table providing information about MDOC victim services.

The Office of Victim Services sent out informational packets to all counties and police departments across the State. The informational packets included MDOC victim services literature, a pamphlet regarding victims' rights along with request for notification of prisoner or juvenile release forms.

Finally, the Office of Victim Services, Maine Department of Corrections in conjunction with Mountain View made knitted caps and paracord survivor bracelets in the colors of [NCVRW](#)—cornflower blue and black. The caps and bracelets were made by the youth at MVYDC as part of NCVRW and we thank the youth for this restorative justice work and their kindness to giving back to the community! It was the consensus of the Victims' Advocacy Board of Directors that each year they will choose two shelters to send these knitted caps and paracord survivor bracelets. This year, the Board chose the [Preble Street](#) in Portland and [The Shaw House](#) in Bangor.

Industries Program Outreach

By Ken Lindsey, Industries Manager, Maine State Prison

On April 26th the Maine State Prison Industries Outreach Program took time to honor the volunteer class instructors and two individuals who made donations to the program.

The outreach program is part of a collaboration with the NHIFM (New Hampshire Institute of Furniture Making). Three instructors rotate coming into the

facility each Sunday to volunteer their time to teach and work with 11 prisoners building one of a kind pieces of wood furniture. Inmates use mostly hand tools, building the “old school way” using dovetails and other techniques taught by the instructors. Finished pieces are sold in the Art Gallery at Somes Sound in Bar Harbor.

Continued next page.

Industries continued

The process for an inmate to become a candidate for the program involves an interview and a commitment to give the time and effort to the program. Inmates must also possess a willingness to work with the outside instructors, be able to accept criticism for work that is not up to the class standards, and be open to new ideas of furniture making.

The volunteer instructors include Brian Reid who originally came up with the idea of the outreach program and has been instrumental in its success thus far. Instructors Dylan Fuller and Howard Hatch each bring years of woodworking knowledge to the program.

The class also has been fortunate and honored to have two gentlemen who donated supplies to the program. Stephen Gaal of Southern Maine donated a Robland X-31 combination machine that includes a table saw, joiner, shaper and horizontal mortise. Thomas Lie-Nielsen the owner of Lie-Nielsen Tool Works in Warren donated block planes, back saws, and many other quality hand tools.

The three volunteer instructors received wooden mugs with funny burnings on them and the two gentlemen who donated tools received handcrafted mirrors built by the class. Mr. Gaal and Mr. Lie-Nielsen stayed after the presentations to see the projects the class has been working on and to talk “woodworking” with the students.

It is community support from volunteer instructors and donations from the public that keep these programs running. We are very proud of everyone who have been



Maine State Prison Industries Outreach Program making furniture the “old school way.”

involved thus far and are looking forward to many more years of continued success in the class.

Reiff to Head Industries

Scott Reiff joins the Department as Director of Industries. Scott has 25 years in the construction trade with experience in millwork, architectural woodworking, energy auditor and estimator. Scott earned a BA from New England



Director of Industries Scott Reiff.

College in Henniker, NH and his BPI certification as a building analyst from Northeast Technical Institute.

Getting Certified as Drill Instructors and Field Training Officers

FTO Jared Coffin (MCC), FTO Anne Miller (MVYDC) and Captain Shane Blakely (Senior Cadre) attended a three-week training in Massachusetts to become Certified Drill Instructors and Certified Field Training Officers. This program provides a highly qualified correctional practitioners with the knowledge, skills and abilities to be a Drill Instructor in a recruit training environment. It developed the trainee's confidence, responsibility, leadership techniques, teaching methods, self-discipline, and personal and professional standards of excellence, while utilizing a balanced approach to training. The three-week course consisted of a blended combination of facilitated training sessions, independent study, classroom workshops and performance tasks. Congratulations to all!



(Left to right) FTO Jared Coffin (MCC), FTO Anne Miller (MVYDC) and Captain Shane Blakely (Senior Cadre).

Update from the Division of Quality Assurance & Professional Practices

By Troy Varney, Director

As we begin to wind down on the current fiscal year this always means one thing for the Division of Quality Assurance & Professional Practices (QA): gearing up for the next one. This is especially true when it comes to the contracts we oversee and the juvenile program budget we manage. With the fiscal year coming to a close we need to ensure our vendors are on track with regards to meeting their contractual obligations and meeting their established outcomes' thresholds, especially for those contracts that have a pay for performance funding structure. We need to be on top of all expenditures concerning fee for service contracts as it is essential we safeguard sufficient funding to support the youth through treatment completion once they have been enrolled. Concurrently, we need to be on the lookout for underutilized funds to make certain they get reallocated into contracts presenting shortfalls or other identified need areas. While managing the existing contracts we are in daily negotiations with vendors and

preparing contract drafts which need to be finalized and officially approved by July 1—the first day of our new fiscal year. The challenge with all of this work is managing the magnitude of information tied to the contracts and budget while ensuring all the balls remain afloat.

Other than contracts, QA is managing many projects. Here is a partial list of some of our current undertakings:

- Implementing Performance-based Standards (PbS) at the Charleston Correctional Facility and the Maine State Prison;
- Implementing the Effective Communication model at the Maine State Prison;
- Administering inmate and staff surveys at the Maine State Prison which included tallying the data, recre-

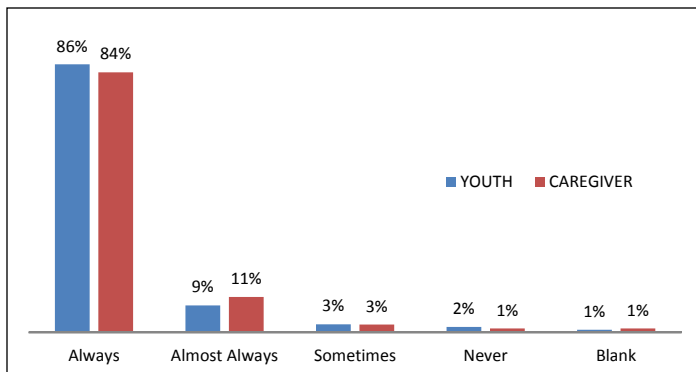
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Quality Assurance continued

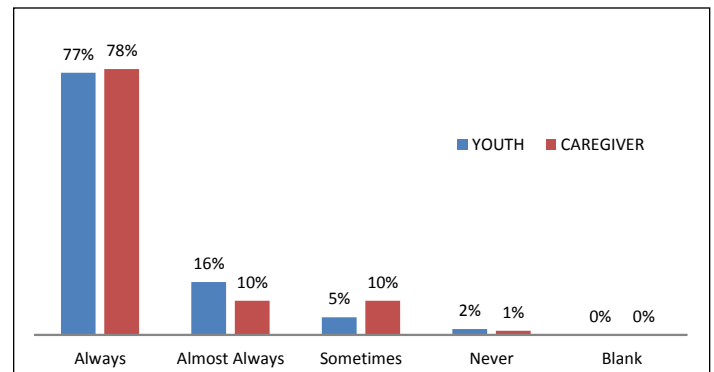
- ating reports, disseminating the results and working with facility staff on creating an improvement plan using the data from the results;
- Writing, issuing and overseeing the review and scoring processes for five Requests For Proposals (RFP's) this spring: a) Restorative Justice, b) Cognitive Behavioral Treatment, c) Alternative Education, d) Community Service and e) Home & Community Treatment Services;
 - Working with all adult facilities and Programming to create standardized program criteria, outcome measures, mechanisms for collecting and tracking data and required reporting processes for primary facility programming. To date the standardized programs are The Challenge Program, Inside Out Dads, Family Violence Program, Thinking for Change, Seeking Safety, Substance Abuse, Sex Offender programming and Education;
 - Working with OIT to create Program Enrollment in CORIS for Adult Services (Community and facility) which enable staff throughout the Department to access readily available reports on various programs, including recidivism checks; and
 - Working with Adult (Community) Services on creating outcome measures, mechanisms for collecting and tracking data and required reporting processes for Reasoning and Rehabilitation 2, a new trauma informed program they are implementing.

Finally, we'd like to share (below) some highlights of the outcomes report QA created as a result of the 2014 Division of Juvenile Services youth and caregiver survey. You may contact QA (corrections.qa@maine.gov) for the complete report.

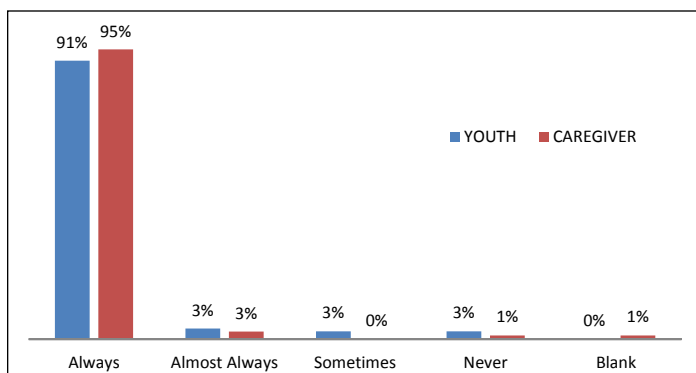
A sampling from the 2014 Division of Juvenile Services youth and caregiver survey report prepared by QA.



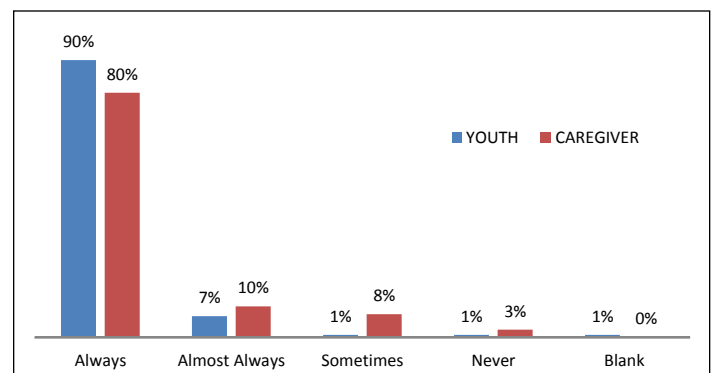
JCCO listens to and shows respect.



JCCO is helpful.



JCCO respects my ethnic, cultural, and racial background.



JCCO makes sure I understand the rules that must be followed when responding to my problems and situations.

Research Corner Update

By Michael Rocque, Director of Research

As we move into (hopefully) spring-like weather here in Maine, things are heating up in the research world. We are pleased to report that data collection for the LSI-R reliability study has been completed and the data have been entered. We are currently in the process we like to call “cleaning and coding” to work the data into analyzable format. We are very excited to share the results with everyone and hope to combine the report with the results of the YLS study into a publishable paper for wider dissemination.

The “rater day” was a success, with all randomly selected staff arriving in Augusta to hot coffee, doughnuts, and a nice lunch. A few bumps and curveballs were encountered along the way, but the raters successfully scored 10 videotaped interviews in one day. Troopers indeed! We would like to thank all staff who showed up and their supervisors—especially Cindy Brann, Associate Commissioner for Adult Services, Susan Gagnon, Region 2 RCA, and Sue Carr, Deputy Superintendent at Maine Correctional Center for their invaluable assistance and generosity with their time. That day would certainly not have gone as smoothly as it did without your help!

We are still in the process of trying to interview juvenile probationers, having completed 4 of the targeted 10. Thanks to all the regional leaders and Juvenile Community Corrections Officers for their continued help with this task. Hopefully we can complete the interviews and schedule the rater day soon and complete the study.

The research unit is also becoming more involved in grants and grant related activities within the process. At the beginning of April, we submitted a “Smart Supervision” grant for the Bureau of Justice Administration, focused on implementation and fidelity of the Maine Integrated Risk Reduction Model. We are trying to move toward a developmental and planning approach in which departmental needs are assessed on an on-going basis and grant opportunities are identified well in advance.

Finally, we have published our second issue of the “Research in Crime” newsletter (available on CorrNet: <http://inet.state.me.us/corrections/quality-assurance/Research.html>). All feedback is welcome.

Happy Spring!

Reed Receives Award of Excellence



Special Operations Group (SOG) Operator Ken Reed (second from left, standing, in green shirt) recently attended medic certification training.

Ken and his team members all received an award of excellence (shown left). In addition, Ken's performance was recognized with an invitation to return in the future as a trainer. Great job Ken!

MCC Work Crews Hard at Work

Some recent Maine Correctional Center (MCC) Work Crews projects include:

- Correctional Trades Instructor (CTI) John Lebeda's crew - installed a board walk at Two Lights State Park (below, left).
- CTI Brian Crockett's crew - fixed fencing around MCC (below, right).
- CTI Milton Vickerson's crew installed informational trail signs at the Windham Land Trust which Matt Theriault made in the industries wood shop (right).



Staff Updates at Maine Correctional Center

Congratulations

Jonathan Smith upon his promotion to the position of Correctional Sergeant; and Leigh Adams on her promotion to Assistant Classification Officer. We also congratulate Robert Paradis on his appointment to acting Food Service Manager.

Thank you to Greg Willey for thirty two years of service to the Maine Correctional Center. Greg retired on

Continued next page.

Adams Promoted to Assistant Classification Officer

Leigh Adams was promoted to Assistant Classification Officer at Maine Correctional Center. MDOC's Assistant Classification Officer does paraprofessional work involving the inmate classification system for a correctional institution. Work includes interviewing incoming inmates, developing computerized case histories and other special reports, and overseeing or taking and recording inmate identification data and calculating prisoner release dates.



MCC Staff continued

May 1. Greg came to MCC in July 1982, having previously worked for the South Portland Police Department. He has served as a Correctional Officer, Chief of Prison Security and Director of Recreation. Greg worked closely with the Administration and staff at MCC to develop a recreation program that has had a high level of prisoner participation and well respected by the prisoner population.

Thank you Ralph Colfer for almost 30 years with the Department of Corrections. Ralph started work with DOC in December 1984 and worked primarily at the Central Maine Pre-Release Center in Hallowell. Ralph Moved to MCC when CMPRC closed. Ralph has been a Correctional Officer and while at CMPRC promoted to Correctional Sergeant where he managed some of their community programs and oversaw the Officer Training Program.

Saying Moo-ooo at Bolduc Correctional Facility



BCF's seven-month old belted Galloway cows are learning to walk with a halter. The farm crew had just given them a bath and were showing off their shiny coats and how well they walk and socialize with staff and other prisoners.

Exemplary Response at Maine State Prison



The following individuals were recognized for their exemplary response to a critical incident at Maine State Prison (MSP). (Left to right) Correct Care Solutions Regional Vice President Dr. John Newby, Director of Mental Health Dr. Robyn Hodges, Regional Director of Nurses Brian Castonguay, Health Services Coordinator Kim Robbins, MSP Mental Health Services Erik Nickerson, Chief Psychologist Dr. Dan Bannish, and MSP Mental Health Services Wanda Thomas.

Awaiting Springtime at Southern Maine Re-entry Center

By Krista Okerholm, SMRC Culinary Arts Instructor

We started off 2014 with snow and more snow! It was tough to keep our spirits up so we got lost in our culinary creations and started to fill our calendar with fun projects for the spring. Catering events staggered in and we were happy to assist with delicious soups, fresh breads and delectable pastry to help make the winter doldrums a bit more bearable. During this time we also got a bit of a facelift within the kitchen with a new convection oven, an addition and a freezer/fridge unit, two new serving tables and a shiny new sink/dishwasher unit. It was a very exciting time for us and it really opened up the possibilities for our space. April started with a bang; my crew and I was delighted and honored when we were asked to cater Commissioner Ponte's farewell luncheon in Augusta. For this we tried our best to create an array of Maine-theme delights. We had a great time preparing, and then getting to showcase some of our talents for the fine folks in Central Office. That weekend the women were able to participate in a Fiber Fair at the York Harbor Inn and showcase some of the items they made out of various threads and yarns. I thought...how fun an event like that needs an arty little nosh so we crafted little edible robin's nests, they were oriental noodles enrobed in chocolate with peanut butter eggs enrobed in white chocolate, very sharp! We all but sold out. The following week we had two birthday bashes, a black tie birthday cake complete with maple ginger cake coated with a lightened lemon cream cheese frosting we finished the cake with a tuxedo effect and did small platters of sweets also with chocolate tuxedos. The following day we did a Lego cake and we are now gearing up for Easter. We were given a large order of birds nest for the holiday and this time we worked marshmallow into the mix and filled them with decorated peanut butter Easter Eggs. They are adorable! Our time flies and collectively we come up with such great things. We are looking very forward to next month's spring fling when we can dust off our grill and celebrate spring and Mother's Day.

Happy Cooking!



The ladies from the SMRC catered Commissioner Ponte's farewell reception.



Edible robin's nests made of oriental noodles enrobed in chocolate with peanut butter eggs enrobed in white chocolate.

Charleston Correctional Facility Says Good-bye to Winter Blues and Welcomes New Staff

By Dyana White



Winter turns (ever so slowly!) to spring at the Charleston Correctional Facility. The front of CCF administration building (left and center) in the middle of March and (right) in the beginning of May.

It was touch and go for a while but we all survived the winter, now things are looking up as we move into spring. It is very enjoyable to watch the facility wake up and stretch as the days get longer and warmer. The Charleston Correctional Facility (CCF) sidewalks and parking lots are getting swept of the piles of sand, the grass is a beautiful shade of bright green, windows are being open (a little) to let in fresh air,

and soon the trees will be blooming.

We've had some rather significant changes over the winter such as



Macramé plant holders designed and created by a CCF inmate.



opening and filling a new dorm with 50 additional prisoners. We've added more staff. Correctional Officer (CO) Robert Littlefield returned after being away for a couple of years. CO Wesley Smith has been with us for about two months now and is getting into the swing of things on nights. Gary Gray transferred from Mountain View Youth Development Center (MVYDC) to be our teacher. We haven't had anyone in that role for several months so it was especially great to have Gary here to provide some much needed educational programming to the population. Tom Kirlin also came over from MVYDC to fill the Community Programs Coordinator position and has really taken the reigns. More on that later....

One of the newer CCF inmates received during the expansion, has skills and creativity that we have been able to encourage. He makes absolutely beautiful plant hangers and other things with macramé.

Continued next page.

CCF continued

We've all seen them before but he does some really unique designs and patterns that make them stand apart from the plant hangers of summer camps gone by. Many of these are on display in the lobby at MVYDC.

Back to the work Tom Kirlin is doing for many of the prisoners at CCF. Our Work Release Program has

recently taken a giant leap forward. He has been working tirelessly with the employers we currently partner with to ensure their needs are being met and filling the positions they have available. The area farms are getting ready for the planting season, so work crews are getting ready. Tom has also facilitated employment for prisoners at Ciambro, Central Maine

Disposal in Fairfield, Northeast Agriculture in Detroit, Old Town Public Works and Pleasant River Lumber in Dover-Foxcroft. He is also working with other employers to include American Concrete, Haley's Construction and many others. His biggest fear is running out of workers before he can fill the demand; guess that's not a bad position to be in!

Staff Updates at Maine State Prison

Family and friends came out to joined staff in congratulating Maine State Prison employees for their recent promotions.



Anthony Petrino with Deputy Warden Ross.



Kevin Court with Deputy Warden Ross.



Deputy Warden Ross Scott Harvey (center), Assistant Director Worcester.



Commander Clevette, Michael Burns (center, receiving his blood stripes), Captain Vigue.



John Merrifield with Deputy Warden Ross.



Dean Leonard with Deputy Warden Ross.

Blakely Awarded Special Recognition



Shane Blakely prior to moving on to Cadre of Training was awarded special recognition for his work performance while working at the Maine State Prison. (Left to right: Deputy Warden Troy Ross, Cadre Captain Shane Blakely, and Warden Rodney Bouffard.

More MSP Staff Updates

Promotions, Retirements, and Transfers

- Shane Blakely was promoted to Cadre Captain
- Michael C. Reynolds transferred to Bureau Motor Vehicle
- Travis Neal transferred to Veterans Department of Defense
- Nathan McLaughlin transferred to DHHS
- Paul Heron retired
- David Boynton retired
- Gloria Seekins retired



Maine State Prison welcomes the following recently graduated class members to its team: (left to right) Rodney Royer, Francis Pinto, Brian Castonguay, Cory Peaslee, Jason Quainton, and Steven Payne.

Appreciation for Jobs Well Done at Maine State Prison



Grilling sun or snow—Maine State Prison thanks its employees for their hard work performed during a facility-wide shakedown.



The Winners...

Congratulations to the following Maine State Prison staff who won prizes donated by Industries for Correctional Employees Week: Martha Boynton (acorn birdhouse), Paul Dube (bookcase), Joshua Dugal (wood stool), Ryan Fries (MSP history book), Michael Garan (country store organizer), Alyssa Green (chopping board), Lyndon Gresham (beehive birdhouse), Robert Hibbard (MSP history book), Jeannine Jensen (chopping board), Michael Kelley (acorn birdhouse), and Joshua Lamoreau (hallway hunt table).



State Advisory Group is there for Maine's Youth

Maine JJAG visits the Hall of Flags, in Augusta, to stand against childhood abuse and neglect

Article and photos by Jason Carey, Maine JJAG

April is Child Abuse/Neglect Prevention Month and the Maine JJAG was there to help kick it off. The Maine JJAG was present on April 1st in Augusta to demonstrate concern for the Maine Children's Alliance's 2012 findings of more than 4,000 substantiated cases of child abuse – which was up from the previous year. Several members of the JJAG felt compelled to be present.

Barry Stoodley, JJAG Chair, served as a public interface in the Hall of Flags drawing on his years of operational experience in the Maine Department of Corrections. Legislators, public officials, and community stakeholders



Sheriff Randall Liberty (center), Maine JJAG member, greets House Minority Leader Kenneth Fredette (right) and Representative Thomas Tyler (left) in the Hall Of Flags.

like Candice Carpenter took advantage of the situation by engaging in meaningful conversation.

Sheriff Randall Liberty was able to spend some time meeting and greeting the public. Sheriff Liberty is on a number of boards relating to the Maine Department of Corrections and is currently a proud member of the Maine Juvenile Justice Advisory Group.

Studies have found abused and neglected children to be at least 25 percent more likely to experience problems such as delinquency, teen pregnancy, and low academic

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Bartlett Stoodley, Maine JJAG Chair, converses with Candice Carpenter, Child Abuse Council Coordinator at Midcoast Maine Community Action program.

State Advisory Group continued

achievement (Kelley et al. 1997). Similarly, a longitudinal Study found that physically abused children were at greater risk of being arrested as juveniles. This same study also found that abused youth were less likely to have graduated... from high school and more likely to have been a teen parent (Langsford et al., 2007). A National Institute of Justice study indicated that being abused or neglected as a child increased the likelihood of arrest as a juvenile by 59 percent. Abuse and neglect also increased the likelihood of adult criminal behavior by 28 percent and violent crime by 30 percent (Widom & Maxfield, 2001).

Patrick Walsh participated as both a Child Abuse and Neglect Council Coordinator and a member of the JJAG. He delivered some powerful words outlining the need for childhood abuse/neglect prevention. Patrick also took some time toward the end of 2013 to speak about the “Period of Purple Crying” in a video clip that may be viewed on the JJAG’s Official facebook page.

[facebook.com/MaineJJAG](https://www.facebook.com/MaineJJAG)



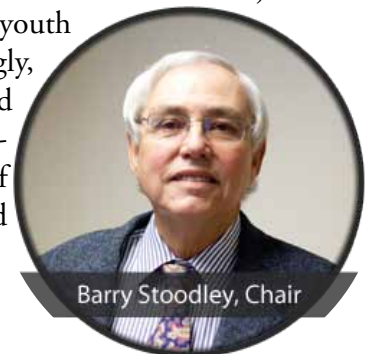
Patrick Walsh, Maine JJAG member speaks on behalf of the Maine Child Abuse and Neglect Prevention Councils at a rally in the Hall Of Flags at the Maine State House on April 1, 2014.



Same History, New Workflows, New Leadership

The Maine Division of Juvenile Corrections has been a state and national leader for over a decade. This has been the result of the hard work of many, including members of the JJAG. The JJAG’s focus on best practice and prudent use of federal funding to support DOC efforts has resulted in measurable improvements including alternatives to detention, primary and secondary prevention, community and individual asset building, restorative justice, quality assurance, juvenile justice system improvement and ensuring compliance with the Core Requirements of the Juvenile Justice & Delinquency Prevention Act, to name a few.

This collaboration is long standing and incorporates the wisdom of all the JJAG members, State Departments and the Juvenile Division. Most importantly, it has resulted in measurable improvements for youth and families in Maine. Even with reductions in federal funds, the JJAG is committed to sustaining progress and assertive advocacy on behalf of the juvenile justice system and the youth it serves. Accordingly, the JJAG has initiated a substantial reorganization with the goal of enhancing input and maximizing results.



Barry Stoodley, Chair

Barry Stoodley, the former Associate Commissioner of Juvenile Services for the Maine Department of Corrections, is a pioneer who continues to transform the way Maine’s juvenile justice system operates.

Visit the JJAG on the web!



The View From Downeast Correctional Facility

By Maggie Devericks

Facility Visits

Downeast Correctional Facility (DCF) has had the pleasure of hosting a couple of facility visits. Washington County Representative Katherine Cassidy visited the facility on 2/28/14 and State of Maine Board of Corrections member Carlton Barnes visited the facility on 3/6/14. It is nice to have folks come here to tour the facility and meet with staff and prisoners to gather a better sense of the atmosphere, as well as see first-hand the programs that we offer and how those programs benefit the prisoners and the community. We look forward to future facility visits to showcase the physical plant, staff, and programs benefitting prisoners.

Firefighter Training

DCF hosted the annual firefighter training facilitated by Ranger Ryan

Maker, Ranger Jasmine Hammond, and Mr. Alfred Wood from the Jonesboro Division of the Maine Forest Service on April 2nd and 11th. 17 prisoners passed the training according to Assistant Director David Daniels. This training serves as initial training for those prisoners who have not taken it before as well as retraining for those prisoners who have. The classroom training was on S-130 and S-190 Wildfire Fire Behavior, Suppression and Safety. The hands-on portion of the training was on the use of pumps, tools, hose lines, and dump tanks. Mr. Wood was on hand to assist with the Tank Truck/Equipment demonstration. We appreciate the time and efforts Ranger Maker, Ranger Hammond, and Mr. Wood took to provide the necessary preparation to the prisoners for another wildfire season.

Farewell

DCF says a fond farewell to Classification Officer Cheryl Rackliff. I had the pleasure of becoming acquainted with Cheryl from our MCJA attendance together. With her thousand-watt smile and upbeat positive personality, I have come to call her "Sunshine". We wish her the best in her new position with DHHS and with all her future endeavors, spreading her sunshine across the state.



(Above) Staff demonstrate equipment during a firefighter training at the Downeast Correctional facility: (left) Mr. Wood, (center) Ranger Jasmine Hammond, (right) Rangers Hammond and Ryan Maker. (bottom, right) A DCF inmate practices his fire hose technique.

Unraveling the Mystery of Building 300 at Downeast Correctional Facility

Article and photos by Maggie Devericks

After hearing conflicting rumors, I finally had the opportunity to visit the locally infamous “Building 300” at Downeast Correctional Facility (DCF). Prior to being formally introduced to this legendary building, I visualized a thatched moss-covered structure with wood smoke billowing from its stone chimney cradled in a soft blanket of fog perched atop a hill at the end of a meandering path accessible only by foot; something out of a Lord of the Rings movie. Well, I soon realized how highly inaccurate my image of this far off place was. However,



Unraveling the Mystery of Building 300 at Downeast Correctional Facility. The workspace inside Building 300. (Below) The workspace inside Building 300.

the wood work performed by our resident wood working wizard, the Building 300 Spartan Jeff Mason (DCF's Correctional Maintenance Mechanic) and his prisoner crew is indeed works from an old-world realm.

Jeff informed me that most prisoners who come to work in the wood shop have little to no experience. He said that some of the skills prisoners learn are furniture building, repair, refinishing, and cabinet building. When

Continued next page.



Refinished desks for a customer in Boston. The desk on the far left was actually in pieces in a box. (Right) Chest of drawers found in pretty rough shape in inmate dorm and put on the burn pile.



CTW Jeff and his crew saved it from the burn pile and refinished it. This piece of furniture is for sale.

Building 300 continued

a position opens, a notice is posted in the dorms for interested prisoners to submit their request to the Unit Management team for review. If Jeff knows someone who is interested, he will submit a recommendation to the Unit Management team for consideration.

In addition to providing skills to prisoners, the wood shop provides

services to staff, community agencies, and the public such as refinishing and refurbishing furniture, creating pieces from the ground up using reclaimed wood, and refurbishing wood pieces that were pulled from the burn pile. Jeff works by word of mouth and not only has repeat customers, but new ones as well. He said the wood shop has customers

from St. Stephen's, Canada all the way down to Virginia. He was very proud to show me around his shop which is quite impressive indeed. Be sure if you are in our neck of the woods to make that special trek up the meandering path to pay DCF's Building 300 Spartan Jeff a visit!



Recovered from a burn pile and restored rocking chair found in the old base house (back when DCF used to be an Air Force base). Fortunately the Building 300 crew saw the chair's potential.



The dry sink with towel rack, refinished for a Machias customer, is said to be from the late 1800 to early 1900's.



In March 2014, T.A. King & Sons, a small lumber yard in Jonesport, donated approximately \$3,000 worth of product plus the cabinets in the photo to Building 300.

DCF Instructor Craig Smith Saving Taxpayers Thousands of Dollars

Article and photo by Scott K Fish, Director of Special Projects MDOC

Craig Smith is Downeast Correctional Facility's (DCF) Vocational Trades Instructor. Mr. Smith runs DCF's welding shop. He teaches some of the prisoners at this minimum security prison in Machiasport how to weld. They design and/or build a number of projects for Maine non-profit organizations, government agencies,

and municipalities, saving taxpayers many thousands of dollars.

My first experience with Craig Smith and his welders was months ago. Someone at DCF emailed me photos

Continued next page.

Craig Smith continued

of Maine Forest Service mechanics standing on an aluminum platform enabling them to move about while working on seaplane engines. The platforms, designed by Craig Smith, were made from recycled Maine State Prison bleachers.

Later I wrote a press release about a tanker truck DCF welders built for the Town of Whiting Fire Department - the latest of many tanker trucks built for Washington County local fire departments. And later still, I heard how a Blue Hill fire tower was taken down, and moved to DCF, where Craig Smith recycled it into one welding project or another.

If Craig Smith is not Maine's poster child for efficiency in government - he is very, very close.

I first meet Craig Smith on a warm, sunny November 25, 2013. DCF Director Scott Jones is taking me on a facility tour.

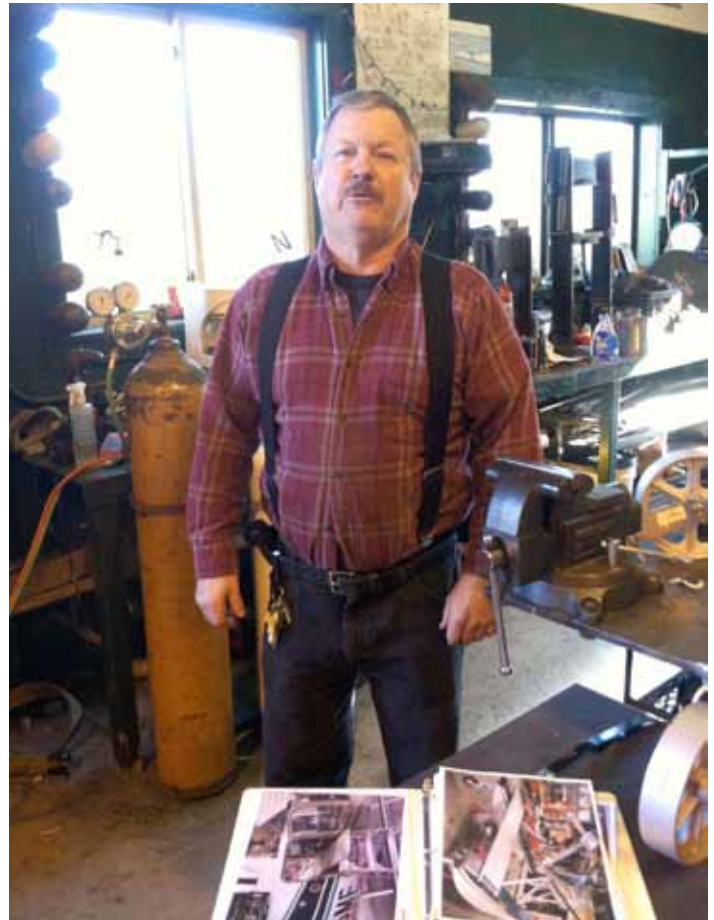
On our walk to the welding shop from Director Jones's office, Jones says of the welding program, "We do not want to compete with the civilian population. Craig Smith gets requests every year from, like, scallop draggers that want to bring their drag up because there are links broken. What better work for a student to practice on than a scallop drag? You don't care what it looks like. It's going 50-feet down in the water.

"But we turn those projects away because there are two guys that weld for a living right on this road. We're not going to take away from these guys. They're trying to make a living. They've got families. They're paying taxes," says Director Jones. Then we enter the DCF welding shop. Surrounded by hissing welding torches and metal hammers banging against metal bed frames, Craig Smith is inside the welding shop overseeing about a half-dozen prisoners busy on a project. Director Jones introduces me to Craig Smith, and asks if he will tell me about the welding shop.

Smith agrees. Turning to the welding crew, he tells them to "take a break." The hissing and banging stop. Most of the prisoners sit silent. A couple talk quietly to each

other. Smith says to other prisoners, "Yeah, go ahead, guys, and have a smoke." They sprint to the nearest designated smoking area.

"Right now we're building 40 bunk beds for Aroostook County Jail," says Craig Smith, explaining the hissing and banging. "The other project we're doing is a prototype for a Maine Forest Service fire truck. We're building an aluminum tank truck for them. And we've got to do a



Downeast Correctional Facility Vocational Trades Instructor Craig Smith.

bunch of barbecue grills for the parks. For the last four years aluminum is pretty much all we've been doing," Smith says. Dropped metal clanging on the concrete floor punctuates his sentence.

"I run this program basically off material we get from the projects," Smith tells me. "Last year Downeast Correc-

Continued next page.

Craig Smith continued

tional Facility spent \$4,000 on the welding program. That includes all the maintenance welding for the facility. Everything else is paid for by project owners. They supply all the materials. They buy all the welding materials, all the welding rods, all the grinding wheels. We're getting training materials. That's how I look at it. The only thing we supply is electricity," Smith says.

"That's how we've been running the program for years," Smith continues. "It's very cost effective. We don't have the money to just have prisoners sit and practice welding. They learn welding while doing projects. Most of the guys don't like staying hours in the welding booth. They like to get out and do something."

I ask Craig Smith about the fire truck parked at the welding shop. It is a tanker truck, used to carry water for firefighters into areas where there is no water source.

"This is a tank truck we built up. These trucks come from surplus. We refurbish them," he explains. "We've built fire trucks for about 36 towns in Washington County."

I ask Mr. Smith what he means when he says "we've built" fire trucks. Using the tanker truck in the welding shop yard, he explains how, using design and lighter material (aluminum), DCF welders recreate tanker trucks able to haul more water than originally designed.

"We take one of those and we'll plumb it. We're doing prototypes. It's a weight issue. We take the steel bodies off and build aluminum bodies. That gains the tanker trucks 2,000 pounds of capacity. Then we build aluminum tanks - which gives us more capacity. What rolls out of here is \$120,000-\$130,000 working tanker for about \$22,000," Smith says.

The sound of prisoners hammering metal tells us the Aroostook jail bunk bed building is resuming.

The DCF welders have also "done a whole mess of Humvees," for the Maine Forest Service. "They had soft tops. Being in the woods with forest fires you've got to have a hard top. We welded on aluminum hard tops, put on aluminum tanks, plumbed them, and put eight of those throughout the State for Forestry. Every Ranger in the State now, pretty much, has either an aluminum tank or a pump unit that we put together here for them."

Craig Smith isn't teaching prisoners to be certified welders.



Fire truck after pumping mechanisms were fabricated and installed by VTI Smith's crew.

"Certification is not the answer to most of these guys," he explains. "They could be great maintenance welders. The really, really good guys? I push them really, really hard and send them on to vocational college. I usually get one or two guys a year who will go to Calais or Bangor and take the welding program."

I shake Craig Smith's hand and thank him for his insight into Downeast Correctional Facility's welding program. On my way out of the welding yard Craig Smith adds, "I think a lot of people forget all this stuff is manufactured by students. These guys have been learning welding six months and building stuff."

"We teach them that skill."

Thompson's Circuit Training Fitness Program at Southern Maine Re-entry Center

By Wendy Kellman

Southern Maine Re-Entry Center (SMRC) is a women's correctional facility that acts as a buffer between incarceration and freedom. The center offers many programs that promote recovery, education, reentry and now physical fitness. Thompson's Circuit Training Fitness Program (or TCT), is in its infant stage with eighteen of the current sixty-eight resident signed up. With the first week completed the atmosphere throughout the entire facility has taken a change for the positive.

Originally TCT was simply a class where women could come and work out. It developed into a 60-day challenge that demands commitment and promotes unity and follow through. It starts when the women sign a contract saying they can only miss two days. If a resident misses more than two days then the contract was not fulfilled and they will not get the certificate. After understanding and agreeing to the programs expectations each participant was given a healthy eating packet, workout diagrams, weight tracker and exercise log sheet. This gives the participants the resources to make healthy eating choices and keeps them involved with their own physical progression.

The physical benefits that the women have felt from exercising merely scratch the surface of the positive aspects derived from the program.

As I said before commitment and follow through promote confidence and perseverance. The program teaches the participants that good things take time and hard work, shying away from instant gratification. Unity and teamwork are a pleasant surprise that the program has provided for our population. Participants that have had conflict with each other have been encouraging one another and acting as a team without contest.

In correctional settings things that wouldn't normally stress a person can cause anxiety. TCT provides an escape while giving structure. TCT exemplifies the goals of programming

and has plans to introduce an advanced 90-day challenge in the future.

As resident J.K. states: "Its more than just a fitness program its commitment, building self-confidence, and a boost in self-esteem."

**Commitment
Motivation
Rehabilitation**



Corrections Officer Rob Thompson (standing far left and above seated center) set up equipment and training for the residents at SMRC.



Region 2-Adult Probation and Parole Staff Receive Awards of Excellence

Sixteen staffers from the Maine Department of Corrections Region 2-Adult Probation and Parole each received an "Award of Excellence" on April 1, 2014 by MDOC Commis-

sioner Joseph Ponte for their recent work, above-and-beyond the call of duty, in assisting in the apprehension of several clients.

Regional Correctional Administrator Susan Gagnon said of her staff, "Their dedication and hard work resulted in fugitives taken into custody safely and quickly. In each case a command center was set up at the local probation office. Staff participated in searching for a missing Supervised Community Confinement client, a probationer involved in a shooting, and a third client who had escaped from a

correctional facility. The staff investigative skills and their contacts within the law enforcement community are the reasons these incidents were so successful," said Ms. Gagnon.

Region 2-A Probation Officers receiving an "Award of Excellence" are: Michelle Dubay, Mark Fortin, Ashley Gaboury, Mark Gozdecki, Jodie Johnson, Craig Ladd, Robert Lamarre, Robert Omiecinski, Mike Simoneau, Tiffany Simoneau, Don White. Other "Award of Excellence" recipients are Clerk Typist

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Robert Omiecinski, Probation Officer



Susan Gagnon, Regional Correctional Administrator



Tiffany Simoneau, Probation Officer



Michael Simoneau, Probation Officer



Ashley Gaboury, Probation Officer



Robert LaPlante, Regional Correctional Manager



Michelle Dubay, Probation Officer

Awards of Excellence continued

Dawn Casey, Regional Correctional Managers Robert LaPlante, John Lorenzen, Adam Silberman, and RCA Susan Gagnon.

"A special thanks to Regional Correctional Manager, John Lorenzen who worked on all three cases," continued

Ms. Gagnon. "Since my transfer to the Adult Division, I have been impressed with the staff's sense of teamwork and dedication on high profile cases and everyday cases as well. I am very proud of the work they do," she said.

MDOC's Region 2 Probation and Parole has offices in Lewiston, Augusta, Rockland, Skowhegan, Waterville, and Wiscasset.



Craig Ladd , Probation Officer



Mark Fortin , Probation Officer



Dawn Casey , Office Associate



Mark Gozdecki , Probation Officer



Robert Lamarre , Probation Officer



Don White , Probation Officer



Jodie Johnson , Probation Officer



John Lorenzen , Regional Correctional Manager



Adam Silberman , Regional Correctional Manager

Department Welcomes New Adult Community Corrections Officers



On May 9th five individuals were sworn in at the Maine Department of Corrections Central Office as Adult Community Corrections Officers. The five officers (left to right in photo) Lori Lamma (Belfast), Roxanne Austin (Ellsworth), Alicia Cummings (Portland), Nicole M. Lenda (Lewiston), and Marshall

J. McCamish (Lewiston) will serve statewide. They took and subscribed the oaths prescribed by the Maine Constitution to discharge the duties of their position. The oath was administered by MDOC Secretary Specialist Debbie Marceau.

Region 1 • Adult Community Corrections

Submitted by Carol Carlow

It's all good...

April 2, 2014 is a day that will be long remembered by POA Johanna Rozzi for the rest of her life. Because that's the day she welcomed her baby daughter into the world and her life changed forever. From that day forward, Johanna and hubby are now becoming very well acquainted with bottles, diapers, and midnight feedings interspersed with the wonder and excitement of this wonderful blessing that has come

into their lives. Latest reports indicate that Mom, Dad and daughter are all doing fine. Congratulations to all from the Region one staff.

PPO Danielle Pekins is transferring back to Region one from Region Two Effective May 12th. She will be based out of the Portland Office and will once again pick up full supervision of her former caseload of Brunswick, Harpswell, and surrounding area.

Welcome back Danielle and by the way we unanimously voted you chairperson of the staff Christmas luncheon this year.

Regional Correctional Manager Matt Nee and POA Alicia Cummings will be at the range the week of May 5th for firearms training. We promised them we'd all think happy thoughts for no rain all week.

Region 2 • Adult Community Corrections

Submitted by Donna Davis

LSI-R Reliability Study

Five Probation Officers from Region 2-Adult participated in the LSI-R Validation Research Project being conducted by Michael Rocque, PhD, Director of the Research Unit with the Maine Department of Corrections. On April 14th, Officers spent the day at Central Office scoring scenarios to evaluate consistency with the use of the instrument.

Training

Probation Officer Joyce Williams

recently attended training to become a group facilitator in the Reasoning and Rehabilitation 2 program. She and her co-facilitator, a therapist from Health Reach, will be running groups, targeting needs areas on the Level of Service Inventory (LSI) such as peers and attitudes. The groups will also teach effective listening, have between 6-8 males participants, and run for 14 weeks.

Probation Officers Don White, Jason Taylor, Jodie Johnson and Regional

Correctional Manager Robert LaPlante have attended Methods of Instruction at the Maine Criminal Justice Academy. This is a two-week class for staff to become certified instructors for the Department.

Best Wishes

Probation Officer Danielle Pekins is transferring back to Region 1. We have enjoyed working with Danielle and wish her well.

Region 3 • Adult Community Corrections

Submitted by Lisa Hall

Staff Updates

Donn Stauffer retired on April 30th after 17 years of service. Region 3 staff gathered on April 25th to wish him well on his journey.



Retiring Probation Officer Donn Stauffer (left) receives a plaque from Regional Correctional Administrator Bill Goodwin. There was a cake, of course, to celebrate!

Matt Magnusson was promoted to the position of Regional Correctional Manager and is assigned to the Regional Office in Bangor.

Region 3 welcomed PO Roxann Austin and POA Shanna Pease in February. Roxann will be working in the Ellsworth Office where she previously worked as a Juvenile

Probation Officer. Shanna will take over for Lori Lamma as the POA in Knox and Waldo County as Lori has accepted the position as PO for Waldo County via Knox County. Shanna most recently worked at the DA's Office in Lincoln County and has past experience with the Lincoln County Sheriff's Office, and Volunteers of America.



MIRRM Training

MIRRM (Maine Integrated Risk Reduction Model) training has begun, trainers Matt Magnusson and Amy Burnham have been busy at the Maine Criminal Justice Academy providing this training to Field and institution staff. Those that have participated are providing very positive feedback.

Day of Caring Project at Long Creek

By Stephanie Netto

The United Way's annual Day of Caring was on Thursday, May 15th from 9-3. Eleven volunteers from the New England Regional Council

of Carpenters Local 1996, Gorham Savings Bank, and Commercial Construction Company (CCB, Inc.) worked with Long Creek teachers,

staff, and residents to construct a greenhouse as well as prepare and plant our garden. It was cool and cloudy, but the rain held off. The residents had the opportunity to work alongside skilled volunteers who were able to teach them about carpentry, construction, following directions, and gardening.



Long Creek Welcomes Spring with Field Day

By Stephanie Netto

On May 6th from 9-2, Long Creek held a field day to kick off spring. Nearly 200 residents, teachers, staff and volunteers played volleyball, pickleball, chess, tug of war, basketball, ran relay races and even lined up for a chance to dunk their favorite staff, including Superintendent Merrill, in a dunk tank! While playing, folks were able to enjoy popcorn and sno-cones. Lunch was a barbeque with hamburgers, hotdogs, pasta salad, chips and watermelon. There was lots of laughter and cheering each other on and lots of friendly competition.

Feedback after the event was positive, as illustrated by the following comments:

“For those of you who hung out with the kids by partici-

pating in activities or engaging them in any positive conversation, whether you know it or not, you have opened up lines of establishing trust, good relationships and rapport with the kids. This goes a long way as we move forward in helping kids through their program.”

“Thank you so much! It was clearly the most fun, positive, and well planned event I've been to since working here at Long Creek. The kids had so much fun, and the staff was fabulous. I couldn't have had a more enjoyable day, with lots of opportunities for positive relationship building with the kids. I hope we can do similar things in the future!”



Kimberly Deering.



Melanie Cardus.



Stephen Gabriel, Mike Murphy, Chuck Grenier, and Scott Dewitt.

Continued next page.

LCYDC Field Day continued



(Top, left) Superintendent Jeff Merrill (right) Francois Bouchard.

(Bottom, left to right) Stephanie Netto, Mark Labacz, Kevin Drain and Ashley Geissler.



Continued next page.

LCYDC Field Day continued



(Above) Superintendent Merrill; (below) Eric Baker.

(Right, top) Rachel Elmore.

(Right, below) Steven Gabriel and Jarad Eaton.





Dialogue with the JJAG at Long Creek

Photos and article By Jason Carey, Maine JJAG

Entering the juvenile facility, the first thing you notice is the “clink” as the first heavy door closes behind you. Kathryn McGloin had arranged a meeting with the front line staff at Long Creek—one of two forward-thinking youth development centers in Maine.



Kathryn McGloin, Maine's Juvenile Justice Specialist, talks shop with the front line at one of Maine's youth development centers.

Staff met with Kathryn to discuss whether or not they thought DMC (Disproportionate Minority Contact) was an issue within the facility. After a few minutes of warming up, the twenty or so LCYDC staffers started to engage. It was clear this wasn't an easy topic for discussion but all involved continued to share their own perspectives without hindrance. Many will remain hopeful and engaged in this open and ongoing discussion.

“If we're going to continue with the evolution of Maine's Juvenile Justice System, we have to keep asking ourselves the difficult questions,” Kathryn noted.

Maintaining a sober tone and using humor when needed, Long Creek staff work as a team providing equitable

treatment to residents. All staff members offered valuable on-the-ground input.

Kathryn is one of fifty Juvenile Justice Specialists across the United States. Her personal mission coincides with her professional mission of advocating for the care, safety, well-being, and personal development of Maine youth.

Continued next page.



Jeff Merrill, II Superintendent of Long Creek Youth Development Center.

Dialogue continued

Near the closing of her visit with Long Creek, Superintendent Jeff Merrill, II took some time for discussion with Kathryn. They continue to work on maintaining options for education and training within the facility. This sustained effort is targeted for both staff and youth.

The federal Office of Juvenile Justice and Delinquency Prevention (OJJDP) recognized Maine as a national leader - for its dedication and significant contributions to the field of juvenile justice.

Maine's JJAG has also been noted by OJJDP with their funding of evidence-based programs. d a meeting with the front line staff at Long Creek – one of two forward-thinking youth development centers in Maine.

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"If we're going to continue with the evolution of Maine's Juvenile Justice System, we have to keep asking ourselves the difficult questions," Kathryn noted.

Continued next page.

Special Recognition for Lemery



Barry Lemery, JFOS received special recognition for his action at Long Creek Youth Development Center.

(Below, left to right) Long Creek Youth Development Center staff: JPM Willie Stewart, JPW Mark Donnelly, JPW Coleman Findlay, JPW Joseph Jardine, JPS Aaron Beaulieu, and Superintendent Jeff Merrill, II.



Dialogue continued

Maintaining a sober tone and using humor when needed, Long Creek staff work as a team to paddle upstream. All staff members offered valuable on-the-ground input.

Kathryn is one of fifty Juvenile Justice Specialists across the United States. Her personal mission coincides with her professional mission of advocating for the care, safety, well-being, and personal development of Maine youth. Near the closing of her visit with Long Creek, Superintendent Jeff Merrill, II took some time for discussion with Kathryn. They continue to work on maintaining

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Interview with Superintendent Jeff Morin, Mountain View Youth Development Center on the New Young Adult Offender Program

By Scott K Fish, Director of Special Projects MDOC

A program that “represents a dramatic but common-sense shift in the way Maine handles its jails. It is...an approach based on brain development research that shows...that young people do not automatically become mature at 18. Brains...are still developing into a person's mid-20s.” That's how the *Bangor Daily News* (4/18/14) described Mountain View Youth Development Center's new Young Adult Offender program. I recently interviewed MVDYDC Superintendent Jeff Morin to learn more about the Young Adult Offender Program.

Q. Are you the genesis of the YAO program?

A. It was a concept that was brainstormed for several months throughout the facility before it snowballed. People had great ideas about how we could make this work, what we had to offer. Everybody played a role. The clerical staff, line staff, treatment staff, teachers - they all had input into what this program looks like.

We started building the Central Office and Mountain View working groups nearly two years ago. In January

2013, Linda Hussey, Unit Manager for the adult side, dedicated her full time to working on this program. She's done an amazing job. If it hadn't been for Linda, we wouldn't be here today. She and some of her staff put in a lot of time and energy.

We've been working to identify this population of prisoners for about 3 months. We wanted first time offenders who don't have that institutionalized mindset. They haven't been in-and-out of Maine State Prison or Maine Correctional Center (MCC) two or three times. They may have done time in county jails or the juvenile system. But they're new to our adult prison system.

As they came into the system we identified them as meeting the criteria. We started going to MCC to meet them, conduct assessments, and begin programming. We sent caseworkers, educators and substance abuse counselors on a weekly basis and they were able to begin building those therapeutic relationships.

Continued next page.

Superintendent Morin continued

When we brought the first 24 young adult prisoners to MVYDC in one day, things went pretty smooth because everybody kind of already knew each other. We had already started to build relationships.

The key to the YAO program is our focusing on treatment. The prisoners' sole purpose is programming and services. Education, vocational training, Thinking for a Change, and substance abuse are the four major pieces.

We're talking about skills they need when they leave here. If they come in without a high school equivalency diploma - we'll work on that. If they have their high school diploma or GED - they can work on vocational training.

They can get their Safe Serve certification. If anybody goes into any food service job, that's a certification they have to get.

The National Center for Construction Education and Research (NCCER) is a nationwide construction certification. If I walk through the door carrying NCCER certification, it puts me at the top of the list compared to other applicants who don't have that certification. We asked CIANBRO what they wanted in guys coming out of our correctional facilities in order to hire them. CIANBRO said NCCER certification is key.

We have staff on site certified to deliver Work Ready which is another nationally recognized curriculum for resume writing, basic job skills, interviewing techniques, practicing job interviews.

Then there are cognitive skill classes that look at problem-solving skills, anger management, decision-making, and that whole process.

Other treatment programs offered are parenting - for young adult prisoners with kids. We have individual and group treatment with mental health clinicians. We have family therapy and family violence education.

For men who want to work on their college education we have the capacity for online classes, we are currently researching potential funding sources to help pay for these classes.



*Mountain View Youth Development Center
Superintendent Jeff Morin*

So prisoners have a ton of responsibility while they're here. The vast majority are happy to be here, this can be their second chance. A lot of them are viewing this as an opportunity. We have MCC prisoners requesting to get into this program. That was something I hadn't anticipated. I truly thought we were going to have to drag them up here kicking and screaming.

Q. Are you using selection criteria other than prisoners fresh in the system?

A. We're focused on ages 18 to 25. That's based on the latest

research related to brain development which tells us the brain is developing for a lot of people until age 25, 26, 27. We use to think 18 was this magic age where somebody all of a sudden had all the skills and abilities of a good, problem-solving adult who made good decisions. Obviously that's not the case. We now have research to prove that. Instead of jumping from adolescence into adulthood, there is a new stage called Emerging Adulthood.

Research tells us what we are working on in our juvenile system with 17-year olds is not much different than what we would work on with a 23-year old in the adult system. So we are really able to utilize the resources we have at Mountain View. It is a relatively simple transition

Superintendent Morin continued

from working strictly with juveniles to working with this young adult population.

We have 140 beds. When we opened MVYDC 12 years ago we had 120 kids. But over time we've seen our juvenile population decline. Our average daily population was around 50.

So we brought this idea to then-Commissioner Ponte. All these pieces were coming into play at once: the new brain research, our declining population, our available resources. We have staff hungry to work with offenders. We were proposing this program because this age range has the highest recidivism rate, and the vast majority of the disciplinary incidences, on the adult side. We asked for the opportunity to impact this age range the same way we've impacted juveniles.

Commissioner Joseph Ponte, and then-Associate Commissioner Joseph Fitzpatrick agreed it would work. The Legislature amended the law to allow young adults in the same building as juveniles, as long as they remained out of sight and sound of each other. We spent one year

on program development, getting staff trained to facilitate those groups.

Our juvenile program is successful because our staff are trained to build relationships and work with these kids, to brainstorm with them different strategies for solving problems. That's the same skill set we need to work with this young adult population. The goal is to bring our juvenile treatment culture into this young adult population.

We did a lot of research when building the YAO program. We were looking for a model, but it didn't exist. This is a very different mindset. It's the first time we've really blended the juvenile and adult systems.

It's a new challenge. We're always looking for something different to kind of take it to the next level. Mountain View was one of the first facilities in the country to get into Performance Based Standards. Then Collaborative Problem Solving. We've always enjoyed taking the lead on some of these projects.

Young Adult Offender Program at Mountain View

Mountain View Youth Development Center (MVYDC) has now successfully opened its Young Adult Offender Program (YAOP). On April 2, 2014, twenty-four young adult prisoners were transferred from the Maine Correctional Center to MVYDC by the SOG (Special Operation Group) team. Both SOG and MVYDC staff did a fantastic job getting these young men booked, fed (twice), medically cleared, and their property inventoried all before 1800 hours; all within 4-1/2 hours from their arrival.

Superintendent Morin has this to say about YAOP:

The first month of the program has gone extremely well; the inmates and staff have settled into their routines. All inmates have a rigorous treatment plan that may involve work towards their high school equivalency, diploma, college classes, vocational training, work ready, NCCER (National Center for Construction Education and Research) certification, Aggression Replacement Training, Thinking for a Change, parenting and family violence intervention.

The significant challenges associated with keeping the adults and juveniles separated have been mitigated thanks to the increased communication by all staff via radio. All staff are very cognizant of the expectations and have done a wonderful job managing the facility movement.

I am very proud of the staff and their response to the significant changes and new challenges here at Mountain View. Everyone played an important role in the program design, planning, and implementation.

Mountain View Youth Paint Valley Grange Dining Hall: Energy, Commitment, a Great Job

By Walter Boomsma

The following appeared in the March Valley Grange newsletter. Mountain View would like to thank Walter Boomsma for writing such a wonderful article about the Mountain View Helping Hands Program.

Guilford—The Valley Grange, long known for collaborating with other organizations, recently experienced some first-hand benefits from teaming up with the Mountain View Youth Development Program in Charleston. A crew of youth and supervisors joined members to give the Valley Grange dining hall several coats of fresh paint from top to bottom.

The Youth Development outreach program is called “Helping Hands,” with a goal of developing pro-social skills and competencies by allowing committed youth



A Mountain View Youth Development Center resident paints the floor of the Valley Grange dining hall.

to earn the privilege of completing community service projects and develop work skills in the process.

“Truthfully, we never expected such energy and commitment—and a great job!” admitted Jim Annis, Master of the Valley Grange in Guilford. “The kids brought an abundance of energy and some large appetites, but one thing the Grange is famous for is providing food.”

Lunch was part of the program as the crew came for two full days—the second day at their request so they not only could finish the job as planned, but also paint the entire 1200 square foot floor. The kids’ energy inspired members to join in and work alongside them.

Grange Program Director Walter Boomsma coordinated the project and says he was not only happy to see the hall looking so much better; he enjoyed watching Grangers “join hands with Helping Hands.” He says he’s particularly impressed with how the program works.

“Instead of requiring community service as an almost punishment, the Helping Hands Program seems to have

Continued next page.

Mountain View Staff Updates

Welcome New Hires

- Christie Whitten, Substance Abuse Counselor for Day One
- Sarah Poulin, Mental Health Professional for Correct Care Solutions (CCS)

Promotions

Congratulations to Tom Kirlin, J.P.S., A/C Juvenile Fac. Supervisor on his promotion to the team at Charleston Correctional Facility as Community Programs Coordinator. Tom has many hats he has worn at Mountain View and is a skilled professional.

Congratulations

Caroline Cox's beautiful, healthy, baby boy was born on April 30, 2014.

Valley Grange continued

made it a reward and that's apparent from how hard the kids work and their attitudes while working," he said. "I think they thanked us as much as we thanked them."

Inspired by the help they were getting, Grange members and friends expanded the scope of the project to include a number of additional upgrades that included painting the huge wood-fired kitchen range, adding some hand-made tie-backs to the curtains, and a thorough spring cleaning.



Community Service chairperson Mary Annis notes that the timing was perfect. "We have our big community night coming up on May 16th when we present our Community Citizen of the Year Award. This year we're going to really look our best!"

Mr. Boomsma said that he hopes the kids feel like they are part of the Grange and community as a result of their involvement. "We tried to explain that their work helps us and the community in so many ways. We could never maintain this building and do the work we do without people like these kids and their supervisors who give so much of themselves." "These kids deserve our friendship and support as they strive to get their lives back on track. It may seem that we are getting the benefit, but if you came and watched, you might understand that in this program there are no losers. We win with a freshly painted dining hall... they win a sense of accomplishment and contribution."

For additional information about Valley Grange visit <http://valleygrange.com>.

Valley Grange Member Roger Ricker enjoys an impromptu game of cribbage with a youth during a short lunch break. (Photo courtesy Valley Grange)

Mountain View's Biggest Loser Contest Results

By Anne Miller, J.P.W./ Receptionist

With thirty staff initially participating, twenty-five staff completed the Mountain View Weight Loss Competition over a 12-week period. The goal was to lose at least 500 pounds collectively. The final results were totaled with a loss of 625 pounds with a total of 8.54% loss of body weight.

Congratulations to our top winner, JPW/Corrections Reentry Specialist Amy Gilbert, with a total loss of 79.6 pounds and 30.38% loss; and to our second place winner, Juvenile Program Specialist Jeff Macomber with a total

loss of 79.2 pounds and 29.7% loss. The competition was a huge success and several staff plan on continuing their commitment to staying healthy and to support one another. Thanks to everyone who participated.

Mountain View would like to thank JPW Miller for organizing and maintaining this competition and Secretary Michelle Lawson for assisting Anne.

Region 1 • Juvenile Community Services

Submitted by John Coyne, RCM

Biddeford Community Forum on Restorative Justice

On April 30th, over 70 members of the Biddeford-Saco community met in the library of Biddeford HS for a forum on Restorative Justice (RJ).

A Restorative Justice approach to resolving offenses aims to repair the harm done to the victim(s) while balancing the needs of the victim, the community, and the offender. A Restorative Justice approach has been used increasingly by Maine schools to reduce suspensions and expulsions. JCCOs use RJ programs like the Maine Youth Court and Seeds of Independence to divert youth from court or detention. Courts use RJ programs and resources to ensure victims' voices are heard and offenders realize the impact of their actions on victims, the community, and their own families.

The Biddeford forum was organized and facilitated by School Superintendent Jeremy Ray and Director of Special Education Heidi O'Leary and brought together presenters who are leaders in RJ efforts in southern Maine. Old Orchard Beach Patrol Commander Tim Deluca spoke about that town's work with schools and juveniles through the Juvenile Community Review Board (JCRB). Youth who are having problems in school or in the community are referred to the JCRB and a restorative justice circle meets with the youth, family, community members, and persons impacted by the behaviors to resolve the issue.

Tom and Willo Wright spoke about their program [Seeds of Independence](#) (SOI) in Brunswick which brings services like substance abuse treatment, case management and parenting classes under one roof to create "one stop shopping" for youth and families in need. SOI has partnered with a local food pantry to help teach teens and young parents about nutrition and give them some skills in preparing healthy meals. Youth under DOC supervision can meet with JCCO Dave Clock at his office space at SOI and with a short walk to another office can be referred to counseling or cognitive skills program.

Former Prosecutor Fred Van Liew talked about his experiences in working with schools and the Mid Coast Maine community in developing and maintaining their very successful RJ initiative. Holly Parker of the [Compass Project](#) spoke about how their boat building program has helped to give youth employable skills, a sense of accomplishment and helped them set personal goals.

Several times during the presentations it was noted that JCCO involvement was an important element in growing a successful RJ initiative. JCCOs make referrals to programs, participate in RJ circles and educate the general public on the principles of Restorative Justice. The forum was attended by JCCOs Jen Chon, Sean O'Keefe, and Joe Hansen who have been working hard to support RJ efforts in the Biddeford-Saco area. Commissioner Dr. Joseph Fitzpatrick and Colin O'Neill were both present at the forum and are very supportive of RJ efforts in the State.

SEALS Fit

The Portland Police Department and the [Maine Leadership Institute](#) (MLI) recently started up the fourth session of the SEALS Fit program. SEALS Fit is a seven-week, 21-session program for high school youth focusing on developing leadership skills, personal goal setting and addressing issues like bullying. The curriculum, developed by MLI's Walter Corey, consists of physical training with group leadership and communication exercises.

The program is overseen by Lt. Janine Roberts of Portland PD who recruits adult mentors from various local and state law enforcement agencies who volunteer to participate as mentors in the program which, at times, can be physically challenging. The two-hour sessions—held on Mondays and Fridays—are led by retired Navy SEAL Hans Ruediger and based on the actual physical training regimen used in SEALS which includes crunches, burpees, four-mile runs, log lifting and plenty of pushups. Wednesday sessions are cross-cultural interactive seminars which explore personal values, practicing active listening, exchanging points-of-view, leadership

Continued next page.

Region 1 • J continued

styles, stress management, collaborative problem solving and mediation skills.

The twenty or so youth in the group is very diverse and come from several schools in the Greater Portland area. Some have aspirations of careers in law enforcement or the military. Some are student athletes, some are members of Chess Club but all of them have expressed a desire to take on the challenges presented by the program. Thanks to JCCO Beth Fawcett's recruiting efforts for the first time since the program began the group includes youth under DOC supervision.

This might sound like a "boot camp" program but SEALS Fit is completely voluntary. Participants sign an oath to uphold the basic principles of the group and agree to commit themselves to completing the program. The program supplies a T-shirt, shorts, running shoes, and other equipment. Boot camps, which have been shown to be ineffective in reducing delinquent behavior, emphasize punishment and humiliation. SEALS Fit emphasizes teamwork, personal growth and leadership. There are many differences between the two approaches but the main difference is in the attitude taken toward youth. Meeting challenges builds character. Overcoming obstacles as a group builds teams. Youth who complete the program report that they wish it lasted longer and several have come back as peer mentors to do crunches alongside the new recruits.

DOC has been supportive of the program since its inception, allowing several Region 1 JCCOs and Long

Creek Youth Development Center staff to participate as mentors in past three sessions. This year newly minted JCCO Beth Fawcett and moderately "dinged up" RCM Mike Mack have both volunteered to be mentors for Session 4. Hoo-yah!

More information on the SEALS Fit program can be found at the Maine Leadership Institute website: <http://www.maineleit.org/>

NOBLE HS RoundTable

Spring time in the York County JCCO office is always buzzing with the anticipated invite to Noble High School's Round Table. Their culinary arts students prepare all year to present and show off their cooking talents. This year Joe Hansen, Sean O'Keefe, Melanie St. Pierre, Jen Chon, Scott McDonald, Stephonne Young and Carol Large attended. The food was wonderful. Each meal consists of an appetizer, main dish and dessert. As always, someone in the group orders the banana fosters just for the pure entertainment of watching the floor show presentation—thankfully no one was hurt again this year!

Fond Farewell

Region 1-Juvenile bid a fond farewell to Matt Nee who was recently promoted to the position of Regional Correctional Manager in the Region 1-Adult office. Matt has worked for the Department for nearly 25 years in a variety of roles at the Maine Youth Center, Long Creek Youth Development Center and in Community Corrections. Our loss is their gain. Good luck and best wishes Matt!

Region 3 • Juvenile Community Services

Submitted by John Bennoch

A Lesson Taught

Juvenile Community Corrections Officer Dan Delahanty and Regional Correctional Manager Roy Curtis spoke to a Juvenile Justice class at Thomas College on April 14th. Professor Tracey Horton, invited Dan and Roy to discuss the role of a Juvenile Community Corrections Officer within the Maine Juvenile Justice System and how the

system flows from start to finish when a juvenile is charged with an offense.

25 Years of Service

Congratulations to Mark Sellinger for 25 years of state service. It may be time to start thinking about retirement, Mark.



Associate Commissioner Jody L. Breton speaking to MDOC Administrators at an Augusta central office meeting.

Employees' Services Anniversaries

Facility Key:

CC-Community Corrections

CO-Central Office

CCF-Charleston Correctional Facility

DCF-Downeast Correctional Facility

LCYDC-Long Creek Youth Development Center

MCC-Maine Correctional Center

MSP-Maine State Prison

MVYDC-Mountain View Youth Development Center

SMRC-Southern Maine Re-Entry Center

This list represents an employee's anniversary date with the State of Maine hired in the months of March and April.

5 Years

Eric M CrabtreeMSP

10 Years

Kelene E Barrows CO

Michael D Boyce..... MCC

Paul A CabralCC

Kevin F Drain LCYDC

Jennifer M EscotoCC

Rene A Fecteau..... LCYDC

Christopher L RaymondCC

Dennis C Shipman Jr MCC

Tiffany L Simoneau.....CC

Heather M Sprague LCYDC

Vincent P Will BCF

15 Years

Pauline Ayers.....CC

James C Dolan DCF

Neil A MacLennan.....CC

Rosalie A MorinMVYDC/CCF

Nathan M RandallCC

John A SimmonsMVYDC/CCF

Cynthia R Shuman.....MSP/BCF

Jeffery T VanceMVYDC

20 Years

Clinton L Lanphier BCF

25 Years

Thomas J HanrahanMCC

Brian A MacDougall CC

Kevin R Mayo..... MVYDC/CCF

Susan G McAllasterLCYDC

Kent W Moshier MSP

Kenneth J SawyerMCC

Mark R Sellinger CC

Sonia I SmithLCYDC

More than 25 Years

Gail B Allen (1982).....MSP

Guy E Barter (1987) BCF

Sharon L Boynton (1969) BCF

Francis R Cyr (1987).....CC

Donna L Davis (1982)CC

Maura S Douglass (1987).....CC

David J Edwards (1986).....CC

Robyn L Egan (1982)..... MCC

Brent W Elwell (1987) BCF

Lawrence S Fisher (1985) LCYDC

Ernest C Harrington (1966).....MSP

Kenneth J Lindsey (1988)MSP

Bradley Miller (1975).....MSP

Lisa K Nash (1983)CC

Timothy P Nichols (1988) .MVYDC/CCF

Steven J Onacki (1985)CC

Thomas A Sands (1982)CCF

Ronald E Secord (1983)MSP

Paryse Thibodeau (1985)..... MCC

Phat B Tran (1986)..... CO

Stephen J Wood (1975).....MSP

Douglas E Woodman (1987)..... BCF

Mae E Worcester (1976)..... BCF

