

CORRECTIONS

INSIGHT

**Wisconsin
Correctional Association**



The week of May 1-7, 2016 is recognized as Correctional Employees Week. As I approach 30 years working for the Department of Corrections and this my second to last newsletter article as the President of WCA, I will take a few minutes to reflect on what only each of us working in the field of Corrections understands about the job we are charged to do each day and the affect it has both positively and negatively in our lives.

I started my career as a Correctional Officer, at the young age of 23. Fresh out of college and having very little personal life experiences to match the ominous job of supervising some of this state's most notoriously dangerous, predatory, sophisticated and mental ill offenders, I turned toward more seasoned staff to learn the ropes and cut my new path among the ranks. Looking back to those early years, I realize much of what I learned or stumbled through then has served me well throughout these 30 years. As I tried to determine what course I would take in my career I continued to learn and grow from those early lessons.

As a young employee, I remember a bit of advice freely given to me by someone who had walked many miles in my shoes. He said, "You have to give respect to get respect." At the time it reminded me of something a parent might say to their child. It was something that I would need to both give and earn with my coworkers, as well as the inmates/offenders I supervised. This is a truth that has never gotten old is still valid. This has also become the best piece of advice I have shared to our newest staff over the past three decades.

Another early lesson for me was that no one position is either more or less important than all the others. Every single position (every single person), whether in our correctional institutions or in the community have a job to do. We each hold a piece to this puzzle. Without all of the pieces, it is not complete. In other words, each one of us must support the people we work with daily – regardless of pay range or seniority.

Aside from the circle of people we work among, very few people understand what it is truly like to work in this profession. Family and friends are always curious, usually professing they could never do the job we do – sometimes they even say, “You couldn’t pay me enough.” But to us, it is our job and no different than the chosen profession of others. In reality, we all know this is not entirely true. This is evident very early on, as we become *the life of the party*. People are drawn to our stories, and ask us things like “how big is your gun, aren’t you afraid, have you ever gotten beat up...” We see the shock and horror on their face when we talk about inmates throwing urine and feces at us, about inserting objects into their bodies, or the threats we have endured for years, just for doing our jobs. To us, this has all become the normal course of coming to work, but to the outside world, as I like to call it – most people cannot imagine facing this day-in and day-out. I clearly remember being told sometime during my first week of state service, that the job I was so proud to have, would most certainly kill me by age 55, or within two years after retirement, whichever came first. I would also be divorced, face indirect physical and psychological issues, and the suicide rate was far higher than any other profession I could have chosen. Was someone really welcoming me as a new employee to the Department of Corrections? Today I know these are real. Each one of us has known of or worked with a man or woman whom has fallen prey to one or more of these identified stressors.

I have been very fortunate thus far. I attribute much of this to having developed a strong support system; friends and family I rely on to help get me through those tough days. I like to refer to these very distinctly different groups of people as my work friends or my home friends. There are equally important to my wellbeing. At times only someone I work with could possibly understand, but there have been many more times that the people I welcome into my home have become the sanest part of my day. Make a place in your life for both. Interestingly my wife has also worked in corrections for 30 years. We made a decision early in our life together to take those first few minutes after getting home to vent, validate, or share something positive about our day, and then we move on to the rest of life’s activities. Make this job what you do, not who you are.

To all those Correctional Employees who have dedicated their lives to keeping our communities safe and to those who are just starting out in our business, remember that what you do each day matters to the citizens of our state, the inmates and offenders you work with and to the rest of us that work in Corrections. Have a great week, month, year and hopefully a long career.

Thanks for everything you do.

Todd Timm, President

Wisconsin Correctional Association

TABLE OF CONTENTS

Features In This Issue ...

A R T I C L E	P a g e
Letter By Todd Timm..... <i>Todd Timm , President</i>	1,2
Table of Contents	3
WCA Board Members List	4
Embracing Change - WI New FTO Program . 5 <i>Rory Thelen, President-Elect</i>	
WCA 2016 Annual Conference	6
Reentry Simulation	7
<i>Trina Kroening-Skime</i>	
Copper Lake & Lincoln Hills	8-10
<i>Valorie Manninen-Nelson</i>	
Choices	11
<i>Kathy Murawski</i>	
What's Resilience?	12
<i>Sandy Huff</i>	
5 Hours	13
<i>Dean Bryan</i>	
2016 WCA Scholarship Award Program.....	14
Awards Description.....	15
Awards Nomination Form	16
Spring Back to Basics	17
WCA Liaison	18

Corrections Insight



MAILING

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Statements of fact and opinion within Corrections Insight are the responsibility of the authors and do not imply any opinion of the officers or members of WCA or ACA. We welcome your comments and contributions.

WCA invites you to share information through our newsletter. Please send articles on upcoming events such as: conferences, workshops, job openings, self-help, and other items that may be of interest to the membership. Please include your name, phone number and where this information came from in order to credit the author. This is your newsletter, please help us make the next one a success. The articles will be reviewed by the newsletter advisor and executive editor prior to printing in the next newsletter.

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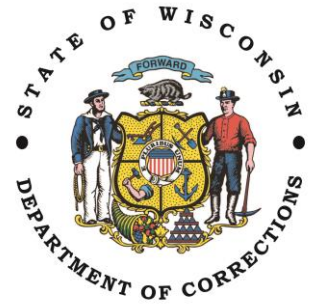
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EMBRACING CHANGE - WISCONSIN'S NEW FTO PROGRAM



When faced or confronted with change, most of us as individuals tend to cringe at the thought of getting outside of our “norm”. I have been thinking about all of the changes that our department has been faced with over the past 5 or 6 years. While I can understand the thought process of apprehension, I don’t necessarily have to approach it in that manner. I decided to embrace the thought that “Change does not have to be a negative process”. I believe it can be very positive if you are open to allowing it to be. The Wisconsin Department of Corrections has been blessed with a great number of very good employees. Employees who when presented with change have acclimated to it, to include sometimes doing more with less. This is a credit to them and the pride they carry when doing their jobs every day. Like these individuals, I choose to be positive and embrace the change as an opportunity to make tomorrow better than today. If that sounds like a pipe dream to you, please allow me to elaborate.



I was given the opportunity two years ago to become a member on the Field Training Officer Committee. This committee was tasked with developing a policy that would move all institutions to become consistent in their training programs. The program is designed to provide top of the line training to new officers coming directly out of the training academy along with maintaining continuity statewide. Instead of thinking, “oh great more change”, we as a collective group decided to embrace this assignment as an opportunity to confront this change and create something that would enhance the safety and security of every state employee working in a correctional facility.

I have been very fortunate to have been involved with many projects and task assignments during my 30 years with the department to include being a POSC Instructor for 26 of those years, of which I am very proud. I would like to share that I have never been more proud than I am today with what we have been able to accomplish with the development of this FTO Program. Originally our committee was comprised of supervisory level members. It became evident within the first few meetings that even though most of us came up through the ranks, we needed individuals on this committee with the current knowledge and experiences in dealing with current policy today. It was unanimous; we needed to bring officers and sergeants onto the committee with the training and experiences to get this done right. The Co-chairs of our committee didn’t hesitate and 6 new members were brought on board to help us out. It has been a lengthy two year process to get where we are today. The most gratifying thing for me has been watching how the Officers and Sergeants on the committee took ownership in the development of the policy and the program. How they took pride in the development and the creating of the core modules. How they embraced more change put forth by the department Secretary and made this program one that will only become better in the upcoming years.

What was even more gratifying to our committee was when the time came to begin the training of the over 300 state field training officers. We, the committee, presented the program and turned in over to the FTO’s and empowered them with making it their program. They took it and ran with it because it was a program for them, created by them and now implemented by them as well. I have an overwhelming sense of pride in the current and original DOC FTO’s. It is because of all of them and their unwavering commitment and dedication that this program is and will remain successful for many years to come. I would like to sincerely thank all of them for all of their hard work and dedication.

As President Elect of the Wisconsin Correctional Association, I believe that the FTO Program will directly affect the safety and security of our staff and institutions throughout the state of Wisconsin. I am hopeful that as this new format is implemented, all of the institutional staff will equally embrace the process and become a part of its continued success.

WCA 2016 ANNUAL CONFERENCE

By Holly Rick & Ashley Melanson
2016 Conference Co-Chairs

This year marks 35 years of WCA annual conferences. The Board and Conference Planning Committee are excited to announce this year's conference theme and dates!

We are at a new location this year in Oshkosh at the Best Western Premier Waterfront Hotel & Convention Center on Monday and Tuesday September 26-27th, 2016. Let's hope for beautiful fall weather as the hotel and convention center overlook the Fox River.

"Pathways to Resiliency: Promoting Personal & Professional Growth"

Resiliency. The Merriam Webster dictionary defines it as an ability to recover from or adjust easily to change. It is kind of like that slinky you used to play with when you were a child. In the realm of corrections, we are ever adjusting to change as we learn and integrate new evidence based practices in our daily duties. We are continuously bouncing back from obstacles that we face in our everyday lives.

Pathways. Not the Wizard of Oz yellow brick road or the green arrow on the Fidelity Investments commercials. Pathways that lead us to be better people both at home and at work. This year's conference presenters will give you tools and tips on how you can help strengthen your personal and professional pathways and continue to be resilient.

The planning committee has been hard at work planning this year's conference and are thrilled to bring in speakers on a multitude of topics.

And we hope you have been practicing your poker and craps skills! If not, you've got a few months to brush up. We'll have a Casino & DJ Night for entertainment Monday night. You can also press your luck with our raffle drawings. There will be some great items again this year!

We hope you join us at this year's conference. It is a great learning and networking opportunity that you do not want to miss. See you in September!

REENTRY SIMULATION

Reentry Simulation Sponsored by WCA presented at Oxford Federal Bureau of Prisons for DOC staff



The Wisconsin Correctional Association, the Department of Corrections, the Oxford Federal Bureau of Prisons, and the United States Attorney's Office recently teamed up on a Reentry Simulation during National Reentry Week. The workshop offered has previously been provided by the Oxford Reentry Coordinator and Unit Management for DOC staff and other stake holders. The response was positive and immediate in the request for more.

The program simulates the first month (4 weeks) in the life of an inmate after release from prison. Each participant receives a life card describing their situation, crime, rules, required meetings and life activities to be completed weekly. Each week is simulated by 15 minutes. During the 15 minutes the participant moves through 13 various tables representing courts, P&P offices, Employment, Social Services, Transportation, Education and Vocational options, and more to accomplish the required activities for the week. The simulation is set to show the various difficulties an inmate encounters and helps with release planning and goal setting. The simulation for staff is also an experience that helps them with understanding the difficulties inmates will face and the obstacles inmates need to plan for. Inmates and staff alike have given positive feedback about their participation noting it makes you think, plan, set goals and consider different options.

Federal Reentry Coordinator Amy Kangas and Program Director at WSPF (Immediate Past President WCA) Trina Kroening-Skime have teamed up to make this Simulation available to other DOC staff and sites. Amy has worked with her agency to release the simulation to DOC and has also worked with Trina training her to present the simulation for others. The simulation has now been presented at PDCI for PDCI staff and inmates as well as WSPF staff. The simulation has also been offered at Oxford on two occasions for various DOC staff and stakeholders.

At this time the simulation has been released to Trina Kroening-Skime for further presentations to DOC facilities. Trina and Amy will be teaming up to offer the simulation one day at any facility interested. The simulation would be conducted in the AM for a staff training opportunity to include DCC staff in the area and in the afternoon for inmates within 12 months of release. Upon completion of the day's simulation the electronic file can be given to the institution's Reentry Coordinator for recreation and on-going use.

Those interested in scheduling a simulation and getting more information can contact Trina Kroening-Skime at trina.kroeningskime@wi.gov or at WSPF 608-375-5656 EXT 3101.



COPPER LAKE AND LINCOLN HILLS



Copper Lake and Lincoln Hills Educational is Top Priority
By Valorie Manninen-Nelson

With so many things going on in the Department of Corrections it's always a challenge to pick a topic of interest for our newsletter. Over the past 20 plus years one question remains the same, "How does the institution work effectively with youth who have a history of underperforming, have been labeled "at-risk", or have simply not attended school on a regular basis prior to their placement there?" The answer may surprise you. Our educational staff can report success in all of our educational programs. Our primary objective at Lincoln Hills and Copper Lake is to maintain a student's path to a regular high school diploma whenever possible. We accomplish this through rigorous course offerings in all core academic areas as well as multiple elective offerings within these areas for youth that have already met their core obligations. Our classrooms are highly differentiated in order to best meet the needs of each individual student. In addition to this we also offer course electives in the form of independent study opportunities.

For youth who prefer an alternate route to graduation we offer a high school equivalency degree or HSED. This program is similar to its counterpart the GED in many ways, but has additional requirements that make it an acceptable diploma for our states technical colleges. Our HSED program has enjoyed tremendous success and ranks well above the national average in both passing GED test scores as well as program completion leading to a HSED Diploma.

The dedication of teachers here at Lincoln Hills/Copper Lake School is second to none when providing services to youth who have very little evidence of success in their past academic history. Many youth come to the Institution with severe academic skill deficits in key areas such as math and reading. These deficits are typically identified as being the main contributor to their lack of prior academic success. Our teachers are tasked with identifying skill gaps where they exist and developing a personalized plan to fill in these gaps using targeted interventions while maintaining grade level academic coursework.

The process begins during the reception period where each student participates in a series of skill assessments. This data is factored in with other pertinent student information such academic status and age to determine the most effective educational programing track for each individual student.

Over 60% of the youth served at Lincoln Hills/Copper Lake are identified as "special needs" students. Our highly qualified special education staff show great pride in meeting the needs of these youth. We are in compliance with all "Individuals with Disabilities Act" (IDEA) and "No Child Left Behind" (NCLB) regulations. Once special education records are received from the youth's previous school our staff schedules an Individual Education Plan (IEP) meeting with the guardians/families of the student and begin the process of constructing an IEP to guide the youth's education during their stay. All previous accommodations are considered and often new ones are added in an effort to provide every opportunity for success for that individual student.

In addition to academic services Lincoln Hills and Copper Lake Schools also have strong Positive Behavioral Intervention and Supports (PBIS) programs. These programs are designed to incentivize positive behaviors through the use of a rewards-based system paired with a restorative approach to discipline that is intended to develop empathy and understanding of the consequences of negative behavior. PBIS is an evidence based program that is accepted and used by the vast majority of schools in the State of Wisconsin.

Creating a clear path for education is a top priority of Lincoln Hills and Copper Lake Schools!

TEST TAKERS

Test Taker Summary

04/06/2016



[Click Here for Support](#)
[Click Here for FAQ's](#)

STUDENT AGE All	GENDER All	WORK STATUS All	DATE FILTER Jan 1 2015 - Dec 31 ...
LAST YEAR INCOME All	ATTENDED TEST PREP CENTER All	HIGHEST GRADE COMPLETED All	
POSTAL CODE All	INMATE All	RACE / ETHNICITY All	

Test Center Selector

MY STATE
WI

TEST CENTER NAME
DOC WI Lincoln Hill...

TEST CENTER ID
All

47
GED.com Accts

56
Test Takers

19
1st Time Completers

19
Passers

No data

40
First Time Test Takers

16
Repeat Test Takers

Pass Rates:
with applied filters

100%
Jurisdiction Pass Rate

82%
Nat'l Pass Rate

Nat'l Pass Rates:
not subject to filters

82%
12 Months

80%
2014 Series

79%
Last Calendar Year

The Test Taker counts of subject area passers, non-passers, and not taken are based on all students who have taken at least one subject area of the GED® Test. This data is not subject to the date filter above, and will reflect all test takers of the given subject areas that have tested since Jan 1, 2014.



4,593
Passed Math

844
Not Passed Math

4,776
Not Taken Math



7,686
Passed RLA

689
Not Passed RLA

1,838
Not Taken RLA



6,049
Passed Science

486
Not Passed Science

3,678
Not Taken Science



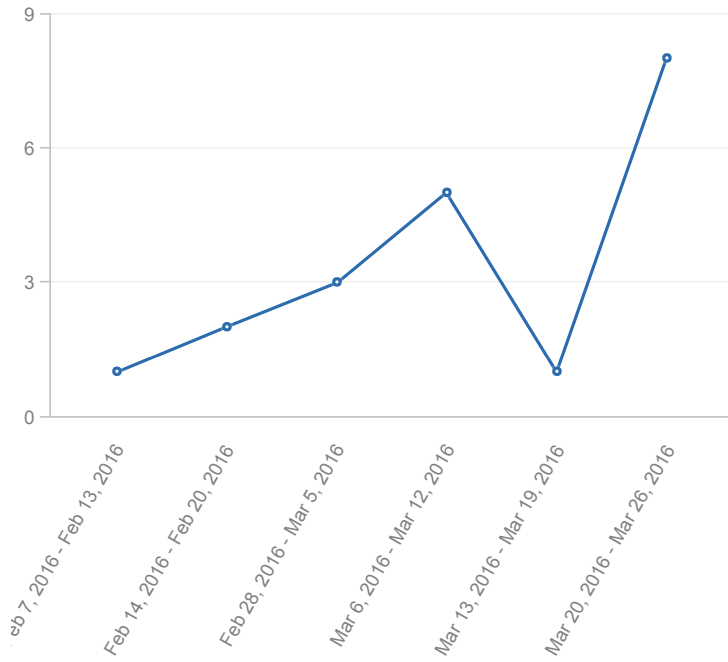
6,467
Passed Social Studies

687
Not Passed Social Studies

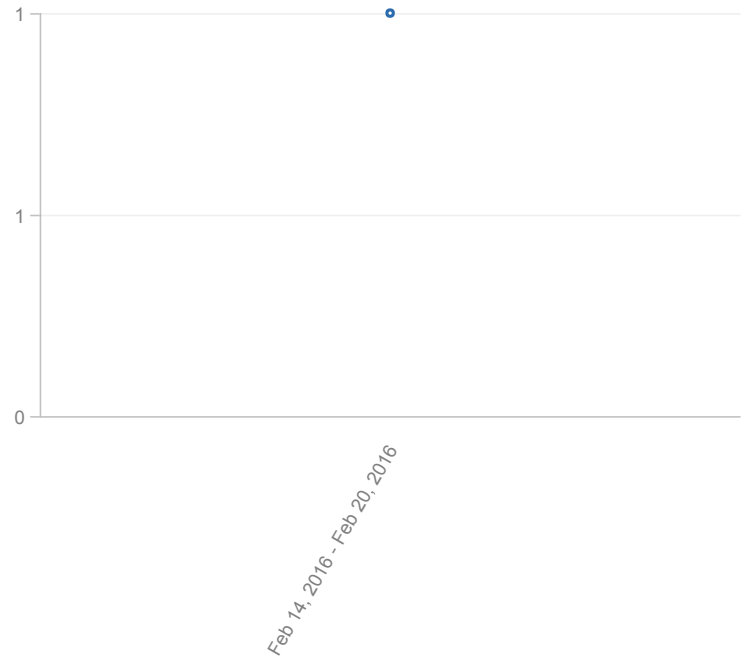
3,059
Not Taken Social Studies

TEST TAKERS (CONTINUED)

Weekly GED® Test Taker Trend



Weekly Completer Trend



Test Takers, Completers and Passers by Test Taker Postal Code

Test Taker Zip	# Test Takers	# Completers	# Passers
53209	1		
53704	1		
54442	52	19	19
54911	1		
54956	1		

Please note that GED Analytics results are updated nightly. Individual test taker results may lag up to four business days for tests that included extended response scoring.

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CHOICES



It's time again to start to focus on our upcoming community service project for the fall conference. Here are a few agencies we are thinking about and a little information about some of them.

Christine Ann, Domestic Abuse Services Inc.

Launched in 1984 the agency has been serving individuals and families in Wnnebago and Green Counties who are struggling with devastating effects of domestic abuse. The agency also educates the community on the dynamics of abuse and how it can help in the fight against domestic violence. It is the only agency providing comprehensive domestic violence programs and services to communities in both counties. Their mission statement is: empower individuals and families through education, safety and support, and lead our community to reduce the incidents and the effects of domestic abuse and dating violence. Their vision: to end the cycle of domestic abuse and dating violence.

Oshkosh Area Community Pantry. With the help of dedicated individuals and many community organizations they have been able to make a huge progress on their mission to establish a collaborative food pantry that addresses the food and nutritional needs of their customers, identify and evaluates their customers broader

needs and provides access to other community resources that foster independence. Their 10,000 square foot store has been open in the St. Vincent De Paul center at 2551 Jackson Drive since April 24th 2009. Customer's response to the "shopping format" continues to be overwhelmingly positive and they have witnessed the true dignity of being able to select grocery items of one's choosing. They rely on volunteers to inspect, sort, shelve and distribute donated food. The volunteer spirit is alive and well in their community. They have over 250 volunteers offering their time and talents to support their mission. Stepping up and stepping into the lives of others can make a difference that may literally save a life. For every \$1 donated they can provide 5 lbs. Of food to a family in need.

Omro community food pantry. The pantry has been helping people in this community for many years. They have been able to help over 250 families that come each month for food assistance because of the donations of non-perishable food items, as well as monetary donations which are made by area churches, businesses and individuals. The goal of the food pantry is to serve those in need in the omro school district, they also do not believe in turning anyone away. Tom Faust manager of the food pantry states "we're here to help anyone who needs it, whether it be for a month, a year, or even longer

Day by day warming shelter. The shelter seeks to provide temporary emergency shelter for adult men and women who have no other options in Oshkosh. All services are offered in the context of the furtherance of human dignity with the primary goal of harm reduction during the coldest weather months of the year.

Other possible agencies include the Salvation Army, St. Vincent de Paul and Living Healthy Community Clinic. I'm sure there are many other agencies that would truly appreciate our support.

We are open for suggestions so please let us know if there is an agency you would like us to support. You can either contact me or Scott Weber.

Hope to see many of you June 10th for our second annual golf outing.

WHAT'S RESILIENCE?

WCA ARTICLE from 4-2016

By Sandy Huff



Resilience has been defined as “the process of adapting well in the face of adversity, trauma, tragedy, threats or even significant sources of threat”; performing after a highly hostile event; the process to connect with resources to sustain well-being; enhanced the capacity to reduce the stress response; and to move forward in an cohesive positive manner as a result of an hostile experience.

Another definition of resilience means to rebound, recoil, or spring/bounce back. Resilience usually refers to pathways or processes leading to positive development shown in the situation of hostile experiences.

It is important to know what to do when faced with life’s inevitable difficulties. We can approach life’s challenges in a positive, optimistic way by demonstrating self-control, stamina and good character with your choices and actions.

People with high levels of determination are strong self-believers; they believe that they will be able to tackle most things, which gives them positive feelings.

Developing and maintaining trusted, valued relationships and friendships that are personally fulfilling along with good communication including an exchange of ideas, views and experiences.

Exercise is important element to resilience. We should add psychical activities such as aerobic fitness, endurance, strength, healthy body composition and flexibility derived through exercise, nutrition and training.

Resilience can assist an individual to live a happy and fulfilled life.

The annual WCA conference theme this year focuses on resilience. Join us to learn more about resilience and other interesting topics.

Be sure to renew your membership. Challenge others to become members too. It is going to be a great conference!

References

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5 HOURS

At least 40 hours a week are spent working to bring home a paycheck. There are 80 hours spent not working during the work week. Part of that should include 40 hours of sleep. This leaves the average person 40 hours during the work week in which you can work on having better health. Let's say you take 1 hour during the work day and dedicate this to working out. If you do this you would still have 32 hours to not work out.

When I say working out that does not mean you have to hire a trainer and spend money. Either do it on your own or find a person to workout with. The first thing you have to do though is "commit" to doing this. After you do this a few times it becomes easier and easier. Then at some point you will say to yourself "why did I put this off for so long". I was in those same shoes and frame of mind two years ago. That's when a trip to the doctor changed my tune. ENOUGH SAID 😊

I was an All American track athlete in college and I hated running long distance. I was a sprinter and anything over a lap around the track was considered a long distance nightmare. So I started slow. At first it was walking. Then it turned into running four blocks then walking four blocks up until the point where I could run a mile without stopping.

So with that said I ask that everyone reading this article start dedicating 5 hours of their work week to working out. I will continue to write about working out and share a few stories in upcoming newsletters. Here is how I started my work out routine over two years ago.

1. Commit to working out and improving overall health
2. Come up with a plan
 - a. Monday Walk 1 Mile
 - b. Tuesday Walk 3 Miles or Lift for 30 min or bike for 1 hour
 - c. Wednesday Run 4 Blocks-Walk 4 Blocks (Repeat to distance of 1 Mile)
 - d. Thursday Walk 2 Miles or Lift for 30 min or bike for 1 hour
 - e. Friday Run 8 blocks-Walk 8 Blocks (Repeat to distance of 1 Mile)
3. Stick to your plan and look forward to it everyday
4. Tips-Search the internet for work out plans
5. Stay focused and start small

WCA SCHOLARSHIP AWARD PROGRAM

One of the biggest benefits of having a membership in the WCA is eligibility for a student scholarship for you, your spouse, and/or child. Two scholarships for \$1000 each are available for those individuals who are pursuing a career in **or** related to the field of Criminal Justice. One \$500 scholarship is available for those pursuing any field of study.

The profits from the raffle held at the annual WCA Conference go directly to support these scholarships. Awards are made during the Fall Conference. This year's WCA Conference will be held September 25-27th, 2016 at the Best Western Premier Hotel in Oshkosh. We have been fortunate due to the generosity of the members at the past raffles, and have been able to increase the two scholarships to \$1000 for the past 5 years!

I would strongly encourage all eligible individuals to apply for this scholarship. The application does not require much time to complete and the rewards can be very beneficial!

The WCA Scholarship Committee reviews applications and determines who will receive the scholarships, with the approval of the WCA Executive Board of Directors.

The selection is based on academic record, community activities, employment, and the perceived level of interest and commitment to their chosen field of study. A **complete** and timely application is essential to be considered for a scholarship. A short telephone interview will also be required of all applicants. The Scholarship application form can be found in the following pages of this publication or on our website at www.wcatoday.com

AWARDS DESCRIPTION



The Awards committee of the Wisconsin Correctional Association is seeking nominations for the below listed four awards to be presented at the 2016 Fall Training Conference being held at Best Western Premier Hotel in Oshkosh, WI on September 25-27, 2016. These awards are presented to persons who have achieved great success in their respective fields. WCA believes it is essential for members to participate in the nomination process in order to acknowledge the achievements of their peers. The awards are as follows:

- **The Boyd Spikerman Memorial Correctional Officer Award**

This award recognizes a correctional officer, adult or juvenile, for his or her dedications to the mission, goals and programs of corrections. In addition to performing his or her job each day with a high level of professionalism, this person brings credit and honor to the profession. Examples include displaying leadership among peers, involvement in facility or community activities and/or willingness to perform special assignments. The recipient could be a county, state, or federal employee.

- **The Sanger B. Powers Award for Excellence**

This award, established in 1984, recognizes an individual for his or her contribution to the field of criminal justice. The recipient could be from a private or public agency.

- **The Dr. Juliette Martin-Thomas Award for Excellence in the Field of Human Services**

This award recognizes an individual in the public or private sector who has made significant contributions to the field of human services. The recipient may be a social worker, psychologist, health care provider, clergy, volunteer, probation/parole agent, child care worker, treatment provider, etc. Further, through genuine interaction, communication and commitment, this individual has made a valuable contribution to multiculturalism.

- **Wisconsin Council on Community Corrections Service Award**

This award recognizes a person in the Private Sector who demonstrates a high level of commitment and professionalism to community-based corrections; who has been instrumental in either improving existing services to offenders in community-based corrections or in piloting new services; who reflects the WCCC mission to promote the development and understanding of humane, effective and responsible treatment and services for community-based corrections; and who works to promote and develop alternative community-based corrections programs for offenders with legislative representatives, the Department of Corrections leaders, the community, etc.

Please take this opportunity to get involved and recognize your peers with these prestigious awards. The deadline for nominations is July 12, 2016.

If you have any questions, concerns, need any additional information and/or nominations forms, please contact:

Amanda Derks, WCA Awards Committee Chairperson
E-mail: Amanda.Derks@wi.gov

AWARDS NOMINATION FORM



Award Nomination Form

Nomination Submitted by:

Name: _____ Title: _____
Telephone: _____

1. Nomination for (check the applicable award - can nominate for more than one).

- The Boyd Spikerman Award**
- The Sanger B. Powers Award**
- The Dr. Juliette Martin-Thomas Award**
- Wisconsin Council on Community Corrections Service Award**

2. Nominee:

Name and
Title: _____

Address: _____

Telephone (w) _____ (h) _____

Email: _____

Direct
Supervisor: _____

Supervisor (w) _____ (h) _____
Telephone: _____

Supervisor
Email: _____

SPRING BACK TO BASICS



Spring is finally here! For me, that means the closets need to be cleaned out, the dust wiped off the book shelf and old papers sifted through. While going through piles of articles I meant to read “when I had time,” I found something that caught my eye and I thought it important to share. The article was titled, “How Can I Make It Out Alive?” Why did I set this article aside as a “when I had time” thing to read?

Perhaps we go through the routine day to day operations in our correctional careers and forget where we work, even become complacent. The article was a good reminder of the need to stay vigilant and aware of our surroundings. At any time we could be held against our will. So how should you respond when or if this happens??

Here are some basic hostage survival skills in this type of incident:

1. Accept the situation and prepare to wait
2. The first 45 minutes are the most dangerous – do what you’re told
3. Speak only when necessary and when spoken to, do not argue
4. Get comfortable without turning your back on the hostage taker
5. Don’t try to escape unless you are 100% sure you’ll succeed
6. Be observant and memorize names and/or identifying marks

Our work in corrections is complex; the world is even more complex. It’s good to remember the basics in career and life. For me, I continue to plan for the worst and hope for the best. Stay safe.

WCA LIAISONS

Wisconsin Correctional Association



Wisconsin Correctional Association ♦ P.O. Box 8671 ♦ Madison, WI 53708-8671

WCA Membership Liaison Contact

Division of Adult Institutions

Chippewa Valley Correctional TX Fac:
Cindy Puetz

Columbia Correctional: Christina Karnitz
Dodge Correctional: Duwane Marwitz

Fox Lake Correctional: Don Cupery III,
Jeff Devries,

Green Bay Correctional: Cynthia Schumerth

Jackson Correctional: Tammy Maassen

Kettle Moraine Correctional: Shane Hendrix
and Brian Lemke

Milw. Secure Detention: Judy Beeschke /
Ron Malone

New Lisbon Correctional: Terry Schultz

Oakhill Correctional: Michelle Priegel

Oregon Correctional: _____

Oshkosh Correctional: Tracy Burdick;
Shannon Tilleman

Prairie du Chien Correctional:
Monica Horner, Richard Skime

Racine Correctional: Michael Durkin

Racine Youthful Offender: Chris Doss

Redgranite Correctional: Jeffrey Johnson ?

Stanley Correctional: Reed Stuve

Sturtevant Transitional Fac: _____

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Wis. Correctional Center System:
Ann M. Krueger

Wis. Sec. Program Fac.: Cathie Broadbent

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