

## Juvenile Justice Training Academy Regional Professional Development Training Request Form

[Community-Based Programs and Facilities]

TJJJ's Juvenile Justice Training Academy is offering a week-long regional training program designed to assist departments with providing employees with a unique training experience to enhance their professional development while attending training with peers from regional probation departments in the area. Each region has its own unique needs and this training would allow regional representatives the opportunity to select from a menu of training available. The primary mission continues to be to advance organizational performance and individual development.

**REGIONAL REPRESENTATIVE:** Ideally, a regional representative would coordinate with TJJJ and serve as a liaison with the region. This individual would be responsible for all direct communication with TJJJ regarding the training outside of general inquiries.

**HOW TO CHOOSE YOUR TRAINING:** A regional representative should communicate with members from the entire region to best determine an adequate needs assessment of what training is desired and necessary to accomplish the mission of this program. Once selected, the regional representative should forward the selections to the Juvenile Justice Training Academy and we will make our best attempt to fit the desired training into a week-long format.

**PREFERRED SCHEDULE FORMAT:**

Monday 1:00 p.m. to 5:00 p.m.

Tuesday – Thursday 8:30 a.m. to 5:00 p.m.

Friday 8:30 a.m. to 12:00 p.m.

This is the preferred format, however, it can be modified as agreed upon by the TJJJ trainer and regional representative.

**FLEXIBILITY IN ATTENDANCE:** Participants are not required to attend the entire week of training. Participants have the option to attend a single presentation or the entire week, depending on their needs and schedule. Flexibility and ownership of the topics is what TJJJ offers and desires.

**MINIMUM CLASS SIZE:** So resources can be adequately utilized, TJJJ requires a minimum class size of 20.

**TRAINING HOST:** As a regional training, TJJJ needs a host department/site that can accommodate the regional training with regard to space and equipment necessary to successfully complete the training over the agreed upon dates.

**COST:** There will be a nominal fee charged to each registered participant. Once a regional training is scheduled, final logistical details, including registration fee, will be made available by TJJJ online. It is estimated that each participant will pay a registration fee of approximately \$20-\$25.

**PREFERRED TRAINING OPTIONS:**

Please selected the training most desired by the region. The Juvenile Justice Training Academy will incorporate as many of the selected topics as possible in the allotted time. See detailed course descriptions beginning on page 3 for additional information.

- Abuse, Neglect and Exploitation Basics [4 Hours]
- Acknowledging and Responding to LGBT Youth in Corrections [3 Hours]
- And You Are? Conflict in the Workplace [2 Hours]
- Art of Presentation [20 Hours]
- Case Management: Roadmap to Re-Entry [2 Hours]
- Cultural Competency [3 Hours]
- Ethics [2 Hours]
- Exemplary Leadership [2 Hours]
- Exercise Your Mind, Body and Soul [2 Hours]
- Family Engagement [6 Hours]
- FISH! [4 Hours]
- Gender Responsiveness Training [3 Hours]
- Generational Differences [2 Hours]
- Group Facilitation Basics [8 Hours]
- Here Today, Gone Tomorrow [2 Hours]
- Human Trafficking [2 Hours]
- Imagineering [3 Hours]
- Juvenile Health [2 Hours]
- Legal Liabilities [2 Hours]
- MAYSI-2 [2 Hours]
- Meyers-Briggs Type Indicator for Staff [3 Hours]
- Mental Health 101 [8 Hours]
- Organizational Culture [3 Hours]
- PREA: Preventing Sexual Misconduct [1.5 Hours]
- Question, Persuade, Refer – Ask a Question, Save a Life [4 Hours]
- Relationships: Making the Supervision Connection [2 Hours]
- Risk and Needs Assessment (RANA) [3 Hours]
- Suicide Prevention [2 Hours]
- Survival Signals [2 Hours]
- Teamwork by Design [3 Hours]
- Think Trauma: A Training for Staff in Juvenile Justice Settings [8 Hours]
- Understanding and Implementing Evidence Based Practices [2 Hours]

REGIONAL REPRESENTATIVE:

Name: \_\_\_\_\_

Title: \_\_\_\_\_ County: \_\_\_\_\_

Contact Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Region Representing: \_\_\_\_\_

HOST:

Department or Site: \_\_\_\_\_

Physical Address: \_\_\_\_\_

Contact Person: \_\_\_\_\_

Contact Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Maximum Number of Participants: \_\_\_\_\_

Equipment That Can Be Provided: \_\_\_\_\_

INSTRUCTIONS FOR SUBMISSION:

We request that you submit this form at least 45 days in advance of services needed. Please submit your completed form to [juvenilejusticetrainingacademy@tjtd.texas.gov](mailto:juvenilejusticetrainingacademy@tjtd.texas.gov) and include "Regional Training Request" in the email subject line. The Juvenile Justice Training Academy will review your request and contact you within five business days upon receipt.

Texas Juvenile Justice Department

JUVENILE JUSTICE TRAINING ACADEMY

P.O. Box 12757  
Austin, Texas 78711

P 512.490.7913

E [juvenilejusticetrainingacademy@tjtd.texas.gov](mailto:juvenilejusticetrainingacademy@tjtd.texas.gov)

Questions or Need Additional Information?

John Kinsey, Training Specialist (Probation).....	512.490.7697 .....	<a href="mailto:John.Kinsey@tjtd.texas.gov">John.Kinsey@tjtd.texas.gov</a>
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Texas Juvenile Justice Department  
JUVENILE JUSTICE TRAINING ACADEMY  
**SEED: SKILL ENHANCEMENT,  
EDUCATION AND DEVELOPMENT COURSES**

**MAY 2015**



Continuing

# A Key to Your SucCEss!

Education

## Welcome!

The Texas Juvenile Justice Training Academy is pleased to offer a range of training opportunities to juvenile justice professionals. These courses are designed to provide Skill Enhancement, Education and Development (SEED) in current and vital topics of interest, in addition to core subjects necessary for new professionals entering the field of juvenile justice. TJJD will provide continuing education credit for each of the courses identified in this catalog. The number of certification hours will be provided upon confirmation of the training. This information will be updated as new courses are developed and new courses are added to the menu options for regional training. If you have suggestions for critical topical areas, please email your ideas to [juvenilejusticetrainingacademy@tjjd.texas.gov](mailto:juvenilejusticetrainingacademy@tjjd.texas.gov). We look forward to seeing you!

## Abuse, Neglect and Exploitation Basics

Length: 4 Hours

This course is designed to familiarize front line staff and front line supervisors with basic reporting requirements and basic recognition of allegations of abuse, neglect and exploitation. During the presentation, examples of different types of allegations are discussed.

## Acknowledging and Responding to LGBT Youth in Corrections

Length: 3 Hours

This course provides an awareness to LGBT issues in juvenile justice settings and acknowledges the overrepresentation of LGBT youth in the system and the underlying causes, along with the unique needs that these youth encounter. This course also examines the legal remedies intended to protect these youth, policy recommendations, and specialized treatment options.

## And You Are? Conflict in the Workplace

Length: 2 Hours

Conflict in the workplace is not uncommon. How we deal with conflict will determine levels of productivity and the value of relationships in the workplace. Build an emotional bank account and learn how to make deposits in case a withdrawal is ever necessary. Understanding the other person's needs is the key to a rich bank account. This session will explore sources of conflict, prevention of conflict, and techniques to produce win-win situations.

## The Art of Presentation

Length: 20 Hours

Are you ever asked to conduct presentations? Does the thought of presenting create anxiety? You are in the majority as public speaking is the number one fear. This 2 ½ day training is a "best practice" approach focusing on three major components: Preparation, Design, and Delivery. Learn how to create and deliver a more effective presentation and deliver an encouraging experience. You are invited to attend this dynamic presentation designed to develop or enhance public speaking skills.

## Case Management: Roadmap to Re-Entry

Length: 2 Hours

This presentation is designed for the participant that is starting a new position as a juvenile justice professional with the responsibility of case planning. The participant will learn about the research behind the Risk-Needs-Responsivity Model as well as how to create and effectively use S.M.A.R.T. (specific, measurable, achievable, realistic, and timely) goals to drive a reentry plan.

## Cultural Competency

Length: 3 Hours

This course provides participants an understanding of the key concepts of culture, diversity, and ethnicity and examines stereotypes and biases. Participants learn about becoming culturally competent and how to apply that to their everyday interactions with the youth, families and community they serve. This course examines four cultures that progress through the history of Texas.

## Ethics

Length: 2 Hours

This course assists staff to develop analytical skills necessary in making sound decisions when faced with critical ethical dilemmas in the field of juvenile justice.

## Exemplary Leadership

Length: 2 Hours

Are you in a position of leadership? Regardless of title, the act of leadership is a relationship between people, those who aspire to lead and those who choose to follow. This workshop will explore principles of leadership to enhance your skills in “professional social” relationships. Learn effective techniques that will elevate your skills in being an admirable model for others.

## Exercise Your Mind, Body, and Soul

Length: 2 Hours

Is your job getting the best of you? Does your job come home with you? This presentation will explore the dynamics of wellness and how you can reduce the stress that leads to job burnout. Learn how to leave work at work and enjoy your "other" life! This in turn will increase your motivation on the job, lead to a more successful career and result in a well-balanced life. Join this interactive presentation so you can begin to regain control of your life.

## Family Engagement

Length: 6 Hours

This training explores the important role of family in achieving optimal outcomes for our youth. The signs of high and low family engagement and the challenges and barriers that families face when their child is involved with the juvenile justice system are examined. Practical tips and strategies for engaging families of youth in the juvenile justice system are offered.

## FISH!

Length: 4 Hours

Inspired by the Pike Place Fish Market in Seattle, FISH! is an engaging and interactive course that teaches leaders how to develop more supportive relationships by living four principles: Play, Be There, Make Their Day, and Choose Your Attitude. Participants explore their role in modeling behaviors and promoting the FISH! philosophy in the workplace.

## Gender Responsiveness Training

Length: 3 Hours

This training articulates core gender-responsive concepts and practices including: basic knowledge of best-practice strategies; importance of girls' relationships and interactions; skills to use in daily work with girls; perspectives about girls; and provision of programming to girls.

## Generational Differences

Length: 2 Hours

Which generation do you come from? Traditionalists, Baby Boomers, Generation X, or Millennials? This presentation visits the issue of generational differences and the causes of those differences. Failing to understand generational differences may lead to misunderstandings, miscommunications, and mixed signals. We will discover how historical events have shaped our lives and examine ways to complement each of the generations that create a diversified work environment.

## Group Facilitation Basics

Length: 8 Hours

This course is designed to facilitate learning of basic group facilitation processes, practices, techniques and strategies through involvement as a member of a learning group. Participants practice application of skills in the class.

## Here Today, Gone Tomorrow

Length: 2 Hours

Have you ever thought about becoming a newspaper headline? We sometimes judge ourselves by our best intentions, our most noble acts and our most virtuous habits. Unfortunately, others judge us by our last worst act. This interactive workshop will explore the dynamics of ethical principles. Commitment to ethical professional conduct is imperative by all professionals. Let's not become tomorrow morning's headline!

## Human Trafficking

Length: 2 Hours

This course provides an overview of human trafficking, incorporating key elements specific to the laws regarding human trafficking, common underlying offenses, victim identification, approaches for staff to interact with identified victims of human trafficking and ways staff can report suspected victims of human trafficking.

## Imagineering

Length: 3 Hours

Are you ever asked to conduct presentations? Does the thought of presenting create anxiety? You are in the majority as public speaking is the number one fear. This is a condensed version of the *Art of Presentation* and is a “best practice” approach focusing on three major components: Preparation, Design, and Delivery. Learn how to create and deliver a more effective presentation and deliver an encouraging experience. You are invited to attend this dynamic presentation designed to develop or enhance public speaking skills.

## Juvenile Health

Length: 2 Hours

This course is an introduction to adolescent development as it relates to the juvenile justice youth population. This course examines normal adolescent development and contrasts it with the impact of traumatic events. Topics covered include: Neurological, physical and psychological development, social effects of early and late maturation, and impact of traumatic events on cognitive and affective states.

## Legal Liabilities

Length: 2 Hours

This course provides participants with an overview to the legal liabilities related to their work with youth. Participants will examine common “slippery slopes” leading to liability for juvenile justice staff and strategies to limit that liability.

## MAYSI-2

Length: 2 Hours

This training will provide participants with the necessary tools for effective use and implementation of the MAYSI-2 mental health screening instrument. Training will include TAC updates regarding the administration of the MAYSI-2 and the Second Screening Instrument.

## Mental Health 101

Length: 8 Hours

This course, designed by the Mental Health/Juvenile Justice Action Network, is an introductory review of mental health issues facing youth involved in the juvenile justice system, and includes strategies for working effectively with the youth and their families.

## Meyers-Briggs Type Indicator for Staff

Length: 3 Hours

This course administers the MBTI personality inventory as a means to identify a basic awareness of how an individual perceived things, people, happenings, or ideas. When you understand your type preferences, you can approach your own work in a manner that best suits your style, including: how you manage your time, problem solving, best approaches for decision making, and dealing with stress. Knowledge of type can help you better understand the culture of the place you work, develop new skills, understand your participation in teams, and cope with change in the workplace.

## Organizational Culture

Length: 3 Hours

This course is intended to guide the participant through activities to recognize the key elements of culture within an organization and then to apply these to their own workplace.

## PREA: Preventing Sexual Misconduct

Length: 1.5 Hours

This course examines the impact of a sexualized work environment, identifying and addressing sexual abuse within a facility, the impact of sexual victimization, as well as challenges faced by vulnerable youth populations. In addition, the role of staff in preventing sexual misconduct is explored. Staff will apply their knowledge through completion of scenarios, group activities, and class discussion.

## Question, Persuade, Refer – Ask a Question, Save a Life

Length: 4 Hours

Learn myths and facts about youth suicide and get experience in life-saving skills including: Question a person (warning signs) about suicide; Persuade the person to get help, and Refer the person to appropriate resources. QPR stands for Question, Persuade, and Refer -- 3 simple steps that anyone can learn to help save a life from suicide.

## Risk and Needs Assessment (RANA)

Length: 3 Hours

This course provides an overview of TJJD’s risk and needs assessment instrument and how to administer the instrument. Participants will be able to learn how to identify juveniles who are at risk of becoming chronic offenders, factors that target juveniles for more intensive or specialized services and when to complete the assessment.

## Relationships: Making the Supervision Connection

Length: 2 Hours

The participant will learn the value of creating and maintaining a positive working relationship with the staff that they supervise. The participant will learn skills to establish and maintain these relationships based on the teachings of John Maxwell from his book “Be a People Person: Effective Leadership through Effective Relationships.” The participants will come to understand how they react to and establish trust that will impact how staff will follow them as a supervisor.

## Suicide Prevention

Length: 2 Hours

This course equips participants with the knowledge to recognize potential for attempted suicide and strategies for immediate intervention. Participants will discuss a multitude of issues and factors associated with suicide and the information needed about youth in facilities and the greater likelihood of suicidal behaviors and threats. The overall objectives include identifying terminology associated with suicide, when and how a youth is assessed for being at risk for suicide, and how to observe a youth for suicidal tendencies.

## **Survival Signals**

Length: 2 Hours

Are you a “Sheep or a Wolf?” This session will explore the hidden messages of engagement and the informal process of victim profiling. Learn to minimize your chances of becoming a victim by being mentally and physically prepared for combat. Understand how verbal communication and non-verbal actions/reactions may influence your chances of being victimized. We will explore easy to use techniques on the “Force Continuum” to decrease the probability of victimization in your professional and personal life.

## **Teamwork by Design**

Length: 3 Hours

This training is intended for anyone on a team or shift within a juvenile justice agency. The training discusses the five dysfunctions of teams and how to overcome these based on the work of Patrick Lencioni.

## **Think Trauma: A Training for Staff in Juvenile Justice Settings**

Length: 8 Hours

This course, designed by the National Child Traumatic Stress Network, is an intensive look at the prevalence and impact of childhood trauma on the juvenile justice population. The course is divided into four modules: Trauma and Delinquency; Trauma’s Impact on Development; Coping Strategies and Organizational Stress; and Vicarious Trauma and Self-Care.

*NOTE: Completion of this course meets training requirements for SB 1356.*

## **Understanding and Implementing Evidence Based Practices**

Length: 2 Hours

Developed by the Justice Research and Statistics Association and endorsed by the National Institute of Corrections, this course provides the participant with an understanding of the history and continued development of evidence based practices. The course also provides a broad overview on how to effectively implement an evidence based practice with a list of resources for the participant to be able to utilize should they embark on a search for an effective program.



# About Our *Trainers*

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## **JOHN KINSEY**

John Kinsey serves as a Training Specialist for the Texas Juvenile Justice Department. John received his bachelor's degree from Texas State University in Criminal Justice and started his career with the Travis County Sheriff's Office. He quickly moved to the field of juvenile justice and worked as a shift supervisor with Travis County Juvenile Services and then later with Loudoun County Juvenile Detention Center in Leesburg, Virginia where he became the facility's training coordinator. In 2007, he moved back to Texas to work as a training specialist with the Texas Youth Commission and then transitioned to a training specialist with the Texas Juvenile Probation Commission. John left the agency in 2013 to become a shift leader with Brazoria County Juvenile Services, before returning to TJJD. John brings over twenty years of experience in juvenile justice and over ten years in training probation personnel.

## **ANTHONY D. WELEBOB**

Anthony Welebob serves as a Training Specialist for the Texas Juvenile Justice Department. Anthony is a graduate of Texas State University and has over 28 years of experience in community corrections, in both adult and juvenile probation. For ten years, he served as a parole officer specializing in the supervision of sex offenders. Formerly with the Community Justice Assistance Division as a trainer, he completed a Federal Bureau of Investigations course in Crisis Negotiations and is a certified Defensive Tactics Instructor in Pressure Point Control Tactics (PPCT). He is also a nationally certified Officer Safety Trainer with the National Institute of Corrections. Anthony specializes in the area of management training, officer safety, development of trainers, supervision of sex offenders, and suicide identification and prevention.

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A Publication and Resource By:  
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