



**CORNERSTONE PROGRAMS
CORPORATION
RESPONSE TO TJJJ RFP
SOLICITATION #644-3-12112**

**CORNERSTONE PROGRAMS
CORPORATION
RESPONSE TO TJJJ RFP
SOLICITATION #644-3-12112**

Table of Contents

Tab 1. Respondent Data Form

Tab 2. Assurances and Certification Form

Tab 3. Rate and Financial Information

Tab 4. HUB Information and HUB Subcontracting Plan

**Tab 5. Respondent History, Experience, Credentials and
Requirements**

Tab 6. Site and Facility Specifications

**Tab 7. Program Implementation and Commencement of
Services**

Tab 8. Program Components and Narratives

**Tab 9. Quality Control Plan/Measures of Performance and
Quality of Services**

Tab 10. Compliance

Tab 1 Respondent Data Form

Table of Contents

- A. Respondent Data Form**

**EXHIBIT A
RESPONDENT DATA FORM**

1. Full Legal Name of Respondent: Cornerstone Programs Corporation
Federal Employer's ID: 84 1474975
or Texas Vendor ID: _____
2. Legal Status: (Please check only one)
Public Agency
Private, nonprofit corporation
State of _____
Charter Number: _____
Partnership (Attach a copy of partnership agreement and a list of the names, addresses, and social security numbers of all partners.)
 Private, for profit corporation
State of Colorado
Charter Number: 19981176667
Governmental entity (please specify) _____
Sole Proprietorship
3. Address of Respondent

<u>9085 East Mineral Circle, Suite 235</u>	<u>Centennial</u>	<u>Colorado</u>	<u>80112-3400</u>
Street Address	City	State	Zip

<u>9085 East Mineral Circle, Suite 235</u>	<u>Centennial</u>	<u>Colorado</u>	<u>80112-3400</u>
Mailing Address	City	State	Zip
4. Executive Director/Chief Executive Officer/Owner
Name Joseph P. Newman
Title President/Owner
Phone 720.895.1000 Ext. 122
FAX 720.895.8000
Email joe.newman@cornerstoneprograms.com
5. Contact Person (person who can answer questions and take calls regarding this proposal)
Name Tyrene Green
Title Program Manager Garza County Regional Center
Phone 806.495.0266
FAX 806.495.3494
Email tyrene.green@cornerstoneprograms.com
-

Tab 2 Assurances and Certification Form

Table of Contents

- A. Assurances and Certification Form**

TJJD RFP# 644-3-12112
Exhibit B
Assurances and Certification Form

Legal Name of Respondent: Cornerstone Programs Corporation

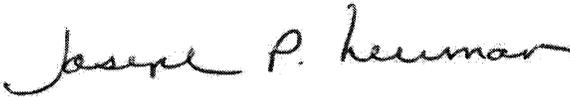
ASSURANCES: (If any of the assurances are marked "No", the Respondent will not be considered.)

Yes No

- | | | | |
|---|--------------------------|----|--|
| X | <input type="checkbox"/> | 1. | Respondent has no outstanding debts that would result in a lien(s) or levy(ies) to be placed on payments made to the Respondent by TJJD. |
| X | <input type="checkbox"/> | 2. | Respondent agrees to accept training, technical assistance, and monitoring from TJJD or its monitoring contractor throughout the contract period. |
| X | <input type="checkbox"/> | 3. | Respondent certifies that no one connected with the potential provider has participated in the development of specific criteria for this proposal. |
| X | <input type="checkbox"/> | 4. | Respondent agrees to provide TJJD with information necessary to substantiate claims made in this application, including but not limited to on-site observation, appearance before the Proposals Evaluation Committee, third-party interviews, and inspection of records. |
| X | <input type="checkbox"/> | 5. | If Respondent uses subcontractors in the provision of services under this contract, subcontractors will adhere to and comply with the main contract. |
| X | <input type="checkbox"/> | 6. | Respondent has sufficient resources to operate for at least two months while waiting for initial reimbursement from TJJD. |
| X | <input type="checkbox"/> | 7. | Respondent agrees to fully cooperate with TJJD in the design, implementation and evaluation of the effectiveness of services rendered. |
| X | <input type="checkbox"/> | 8. | Respondent certifies that contracting with TJJD does not in any way constitute a conflict of interest. |
| X | <input type="checkbox"/> | 9. | Respondent certifies that a State or Federal agency has not terminated any contract with the Respondent in the previous 12 months for deficiencies in performance. |

CERTIFICATION:

I certify that the information reported in this proposal in response to TJJD RFP # 644-3-12112 is, to the best of my knowledge, complete and accurate.



January 21, 2013

Signature of Authorized Representative/Respondent

Date

Joseph P. Newman

Name of Authorized Representative/Respondent (Typed or Printed)

President/Owner

Title of Authorized Representative/Respondent

Tab 5 Respondent History, Experience, Credentials and Requirements

Table of Contents

- A.** History, Experience and Qualifications
- B.** Proposed Program Overview
- C.** Experience in Providing Services to Male and Female Juveniles
- D.** Experience in Providing Services for 10-14 year olds
- E.** Types of Treatment Provided to this Population
- F.** Staff Organizational Chart, Licensing and Certifications
- G.** Relationship of Parent Organization to Respondent
- H.** List of References
- I.** List of Contracts Terminated Within the Past 36 Months
- J.** Affirmative Action Policy or Plan
- K.** List of Members of Governing Body and/or Advisory Group
- L.** Litigation Involvement Within the Past 5 Years

A. History, experience and qualifications, include experience with state and federal contracts.

History

Cornerstone Programs Corporation is a Colorado-based woman-owned company. It was formed in May 1998 by Jane O'Shaughnessy with the goal of developing innovative programs for delinquent youth. We currently operate programs in four states. Each Cornerstone program is licensed by its home state. Youth are referred from a variety of social service and correctional agencies for a range of programs including detention, secure residential, and non-residential services.

Cornerstone Programs maintains a diverse work force to better identify and respond to the cultural and gender specific issues presented by the diverse populations served. Our programs embrace male and female youth of all cultures and races through culturally appropriate activities. Staff are trained to recognize and understand cultural/gender nuances and tailor their interactions and treatment in an appropriate and responsive manner.

Qualifications & Experience

Cornerstone Programs' headquarters (Denver Service Center or DSC) are in Centennial, Colorado, where staff provides program oversight, human resource and benefit management, financial management and reporting, quality assurance and marketing. Cornerstone Programs serves unique groups of at-risk youth with programming designed for the specific population served. The leadership of Cornerstone Programs has over 60 years of combined juvenile justice experience in both the public and private sectors. Dan Maldonado, Chief Executive Officer most recently was the Director of Utah's Division of Juvenile Justice Services. Cornerstone Programs Chief Operating Officer, Gaby Anderson, has experience in operating juvenile residential and community based programs.

Cornerstone Programs is proud of the quality and diversity of programming we provide as well as our responsiveness to the customers and communities we serve. By deploying our resources toward targeted geographical areas, we can provide more comprehensive supervision of our programs. Cornerstone Programs' **Vision** is to create futures for kids by helping them build solid foundations. This vision is directly served by **our Mission**, to operate safe programs

that change the values, decision making and behaviors of at-risk youth. Our mission is achieved by:

- Developing and operating exemplary programs for youth.
- Providing a safe learning environment for youth.
- Providing a challenging and safe environment for our employees.
- Being accountable to our customers and community.
- Offering cost-effective programs.
- Providing our employees the opportunity for personal development.

Under Cornerstone Programs oversight, qualified and fully trained personnel will directly supervise the start-up and operation of the proposed project. Cornerstone Programs' underlying operating philosophy is the same for all population groups and our basic standards of care are uniform throughout all programs. Youth are continuously under the supervision of staff based on the philosophy of **Cornerstone Programs Core Values:**

- **Integrity, Honesty, High Ethical Standards**

Telling the truth; taking ownership for what you say & do; keeping promises; doing what's right at all times; and doing what you say you're going to do. In essence, "We do what we say."

- **Continually Striving for Excellence**

We are never satisfied with where we are; always looking to do and be better; having program measures; and being proud of what we do. It also means employee involvement, dedication to program evaluation and customer driven practices.

- **Accountability in Everything We Do**

Impartial assessments of performance and/or behavior lead to fair treatment for both positive and negative behavior and performance. It generally means being responsible.

- **Decisions based on the Best Interest of Youth**

We make decisions based on the needs/interests of the youth we serve, and this is our priority.

- **Open Communications**

We are committed to being able to openly discuss and address positive and or negative

issues without threat of discipline; our communications retain a productive and constructive focus. Ask yourself, “Is this helpful, or is it damaging?”

- **Safety is paramount in all we do.**

Both the DSC and the program sites equally share in the responsibility to ensure that our staff and the youth in our care are safe. As is expressed in our Mission Statement, “We operate safe programs that change the values, decision making and behaviors of at risk youth.” Building “solid foundations” requires programs that are conducive (safe) for positive risk taking by youth and active engagement by staff. It is only in such an environment that meaningful change will occur and our vision will be realized.

Experience

We currently operate six programs nationwide; each serving a unique group of at-risk youth with programming designed for the specific population served. Cornerstone Program has active contracts with four (4) states and more than 70 local jurisdictions plus the federal government.

Cornerstone’s Philadelphia Aftercare/Reintegration Program

Cornerstone Programs Philadelphia reintegration program is located in Philadelphia, Pennsylvania. It provides daily re-entry services for 40 adjudicated male sex offenders, ages 12-20. Our program is successful by re-integrating youth back to their communities through the Balanced and Restorative Justice Approach. Cornerstone Programs reentry emphasizes community involvement, positive peer relations, accountability and management of risk for re-offending, case management, and competency development for the offender in life skills, education, and employment. The courts, juvenile probation, and Cornerstone Programs staff work together in developing the foundation for the youth’s re-entry into society. This unique approach enables us to begin building a bridge toward a fully functional and seamless system. Program Services include: Comprehensive youth and family assessments; Face to Face contacts and Intensive Case Management to monitor compliance with case plans with a trained Case Manager; daily curfew monitoring and random drug screens; coordination of services for youth and family consistent with a wraparound approach, including collateral

contacts and referrals to community resources; 24 hour coverage; small caseloads; timely and accurate reporting to jurisdictions; school assistance and tutoring; job placement assistance and One Stop Workforce coordination; community service projects; individual, group and family counseling/support.

Salt Lake Valley Detention Center (SLVDC)

The Salt Lake Valley Detention Center, located in Salt Lake City, UT, provides secure care and custody for adolescent males and females ages 10 to 18. Clients are awaiting disposition with The Third District Juvenile Court; being transferred to another jurisdiction or agency; or are committed to a juvenile detention center. Staff and volunteers provide a variety of special programs, which focus on life skills, accountability, self-esteem, social roles and behaviors, problem solving and crisis intervention. The facility has 160 beds in eight male and two female living centers. Services help prepare clients to return to their local communities and include: Life skills and Crisis intervention; Educational services provided through the local school district (Granite); and individual and group counseling. Volunteers educate clients on substance abuse, sexuality, family planning, spirituality and career opportunities. Special programs include foster grandparents, mentoring programs and nondenominational religious volunteers.

Southeast Wyoming Juvenile Center (SWJC)

Southeast Wyoming Juvenile Center (SWJC) is a nationally and state accredited 92-bed Acute Care Stabilization and Behavioral Health Program that offers residents a highly structured and secure environment designed to meet the individual and group needs of youth with complex individual, psychosocial, and environmental issues.

SWJC Substance Abuse Treatment and Psychiatric Residential Treatment (PRTF) programs uses a multi-disciplinary treatment approach that focuses on teaching youth responsibility and accountability for their behaviors, addresses their clinical needs, and builds on appropriate behaviors and interactions with others. The multi-disciplinary treatment team is comprised of a physician administrator, medical director, psychiatric social worker, a psychologist, licensed masters level clinician, case manager, life skills specialist, education staff, administrative staff,

and therapeutic direct care workers to ensure best practice and a safe recovery environment is offered to all residents of the program.

SWJC holistic and specialized services span a wide-range of mental health, psychiatric, substance abuse/ addiction, behavioral, medical, and education services to the resident and support to the family. Due to SWJC's secure residential environment, the program is utilized by patient placement officials to provide stabilizing services for challenging youth that other programs and facilities have had difficulty with successfully treating the patient. There is a high staff to youth ratio influencing close supervision with a focused emphasis on relationships, role modeling, responsible attitudes and behaviors, meaningful interactions, and commitment to the treatment services to foster and support desired behavioral and cognitive changes in the residents.

SWJC treatment program uses a comprehensive therapeutic milieu to coordinate and integrate residential living and the delivery of treatment services with other program components such as security, medical, psychiatric, social services, nutrition, education and recreation. Each youth assessed and treated is expected to actively participate in their treatment plan and work hard towards their recovery.

Natrona County Regional Juvenile Detention Center (RJDC)

Centrally located in Casper, WY, the RJDC provides secure detention services for pre and post adjudicated juveniles from throughout north central Wyoming. Male and female adolescents receive comprehensive assessment services. Additional services such as psychological testing, crisis intervention, medical care, counseling and drug and alcohol intervention/education are available as indicated on an individual basis.

Though a cooperative agreement with the Natrona County School District, youth receive educational services daily and year-round. RJDC can accommodate up to 27 youth. Students attend life skills development groups daily to help become productive members of society upon release and thereby decrease recidivism.

Farmington Bay Youth Center (Farmington Bay, Utah)

Farmington Bay houses a 42-bed Detention Unit and an 18-bed Observation &

Assessment Unit that serves youth (both male and female) ages 10-21. The program also adheres to the philosophy of the Balanced and Restorative Justice Model, incorporating the principles of accountability, competency development and community safety. Program emphasis is placed on the development of individual self-esteem, positive work habits, decision-making skills, and participants becoming goal-oriented and learning to accept responsibility for their own lives.

Detention components of the program are designed to meet the juveniles' immediate or emergent needs: secure custody, initial suicide assessment, education, short-term counseling, communication with the family, adequate physical and emotional care and constructive individual and group activities. All youth in Detention receive crisis intervention and/or psychiatric services as needed on an individual basis.

Services for the intensive 45-day Observation and Assessment program include psychological, behavioral, and developmental assessments of the youth with the expectation that the services offered shall reasonably improve the youth's condition, identify further treatment needs, and appropriate community placement based on clinical measures and observation processes.

Garza County Regional Juvenile Center (Post, Texas)

This 96 bed, secure juvenile treatment center offers detention services, sex offender specific programming, and long term, treatment programming for male and female adolescents from throughout the State of Texas. Since 2003, the Garza Facility has successfully served TJJD (formerly TYC) and its youth. Cornerstone and Garza County also have a contract currently in place with the Federal Bureau of Prisons which enables it to serve juveniles from throughout the Country.

The certified treatment staff at the facility works as a team with a holistic approach, addressing every aspect of the youth's life, including physical, mental, emotional, spiritual and family needs. Cultural diversity concepts are also integrated into the programming.

Academic classes are individualized and self-paced under direct supervision. The educational component is administered by John H. Wood Charter Schools which is accredited by the Texas

Education Agency. Courses include Math, Science, Social Studies and Language Arts. GED classes and testing are also available to students who are deemed unable to return to high school based on age and functional ability.

Youth requiring chemical dependency counseling are afforded therapy by a licensed Chemical Dependency Counselor in a group setting, offering peer support. Individual sessions are also utilized and address each youth's unique issues. At Cornerstone Programs, we believe family involvement is an important element in the rehabilitation of youth. Families are encouraged to participate in the development of the individualized treatment and success plans of their child. Families are contacted shortly after admission and offered the opportunity to participate in this planning. Family counseling sessions are offered to each family, and ongoing family contact is highly promoted.

Religious and/or spiritual worship and guidance is provided throughout the week by dedicated community volunteers from various religious/cultural denominations/beliefs. All volunteers go through the same clearance processes as staff members.

Staff facilitate groups that train youth in the basic life skills they need to succeed in society. These skills cover such areas as: Pro-social skills, interpersonal and family development, positive self- imaging, and personal responsibility.

Secure indoor and outdoor recreational therapy is provided for each youth. Recreational therapy is an integrated part of the individualized treatment plan. At Cornerstone, we believe healthy recreational habits can help sustain both mental and physical health.

The Sexual Offenders programming is designed to help adolescents identify the root causes for their sexual offenses. The youth learn to understand and identify personal risk factors that underlie the acting out/ offense cycle. Components of the program include; victim impact and victim empathy, cognitive distortions and deviant thinking counseling, and relapse prevention.

Most recently, the Facility has delivered three consecutive comprehensive program audits (by the Federal Bureau of Prisons and TJJJ) with zero major deficiencies! Additionally, the program receives frequent unannounced visits from representatives of the Texas State Office of the Independent Ombudsman, which have consistently resulted in positive reports.

B. Program Overview

The proposed program is within the existing Garza County Regional Juvenile Center, located at 800 North Avenue F in Post, Texas. Garza County Regional Juvenile Center currently is in good standing and in contract with TJJD to provide secure residential service to its youth. GCRJC is operated by Cornerstone Programs, which is based out of Centennial, Colorado, and operates 6 youth services programs nationally. The objective of the proposed program is to achieve positive outcomes for its residents by providing evidence based treatment services in a secure setting to male offenders from the age of 10-19 years old. The program focuses on the delivery of integrated services that address the needs of youth who may have a history of sexual offending, drug abuse, or violent and aggressive behaviors.

Program treatment services are delivered by fully licensed treatment staff and are evidenced based and focused on successful reintegration into their home communities. Upon admission a full mental health assessment is conducted with the youth by the program psychologist.

Depending on the youth's treatment needs as they are prescribed in the clinical assessment or by TJJD assessment, an individualized treatment plan is developed. Treatment plans focus on addressing the individual treatment needs such as family counseling, drug and alcohol, sex offender, anger management, and general offender issues.

In Addition to the therapeutic services offered to the program youth, they are also provided with ancillary services that are culturally relevant, and age and gender specific. These services include, a Texas Education Agency accredited education program, life skills, structured recreation programming, GED prep, and vocational training. The program addresses cultural diversity and relevancy through, psycho-educational core groups, and cultural awareness

curriculum. The program also employs a compliment of culturally diverse and bilingual staff to include its educators and therapist.

C. Experience in providing services to male and female juveniles.

Cornerstone currently provides the type of services in the type of secured program environment this RFP calls for. Cornerstone's history and current operations demonstrate competency in the areas (program type) that TJJD describes.

1. CURRENT

➤ Salt Lake Valley Detention Center (SLVDC)

The Salt Lake Valley Detention Center, located in Salt Lake City, UT, provides secure care and custody for adolescent males and females ages 10 to 18. The facility has 6 living centers for males and 2 female living centers. The center currently has an operational capacity of 128 beds. Cornerstone has operated this program for 5 years.

➤ Southeastern Wyoming Juvenile Center (SWJC)

SWJC is set on a 40 acre site located in Cheyenne, WY. and is designed to provide secure residential treatment, (and previously, detention services) for male and females females in 4 distinct living units. SWJC provides substance abuse treatment, young women's gender-specific treatment, criminal justice treatment, 45 day observation and assessment programs, psychiatric residential treatment (PRTF) care, and educational services for male and females ages 12 – 18 from, primarily, the State of Wyoming. Cornerstone has operated this facility since 2008.

➤ **Regional Juvenile Detention Center (RJDC)**

Located in Casper, WY, the RJDC provides secure detention services for pre and post adjudicated males and females from throughout north central Wyoming. This recently opened facility serves male and female offenders aged 10-18 in 4 living centers. Again, services include crisis intervention, psychological services, medical services, and drug and alcohol intervention. Education is provided by the local school district.

➤ **Farmington Bay Youth Facility (Farmington Bay, Utah)**

Farmington Bay houses a 42-bed Detention Unit and a 18-bed Observation & Assessment Unit. This 60 bed facility serves two populations, short term detention and 45 day assessment. The target populations for both are male and female 10-18 year olds. Cornerstone has operated this facility for over 10 years.

➤ **Garza County Regional Juvenile Center (Post, Texas)**

This 96 bed, secure juvenile treatment center offers detention services, sex offender specific programming, and long term, treatment programming for male and female adolescents from throughout the State of Texas. Cornerstone has enjoyed an excellent working relationship with the State, numerous counties, and the BOP.

D. Experience in providing programs for 10 – 19 year olds.

Cornerstone Programs has a long history with providing evidence based and culturally relevant treatment services to youth from a vast range of social demographic groups. These groups also cross a various range of gender and age; exemplified by all of the above named programs and facilities offering services to male and female juveniles aged 10-19.

E. Types of treatment provided to this population, including assessment tools used:

Cornerstone's Garza County facility presently provides treatment for TJJD youth and will continue to offer the following types of treatment with corresponding assessment tools.

Upon intake – within the first 24 hours - each youth is given two (2) assessments to determine if they are a risk to themselves or others: Massachusetts Youth Screening Instrument (MAYSI) and Imminent Risk Assessment under the supervision of Security Supervisor and Director of Treatment.

Within 7-14 days of admission each youth receives a full mental health assessment conducted with the youth by the contracted licensed psychologist. Depending on the youth' treatment needs as they are prescribed in the assessment, an individualized treatment plan is developed. The treatment plan addresses the individual treatment needs such as alcohol and other drug (AOD) counseling, anger management, sex offender therapy, family counseling, and/or other general offender issues.

This initial assessment is conducted by the contracted licensed psychologist: Julie Bates, Ph.D., LSSP. Assessment tools used in these evaluations include:

- Kaufman Brief Intelligence Test –II (KBIT-II)
- Millon Adolescent Clinical Inventory
- Multi-score depression inventory for children (MDI-C)
- Multi- score anxiety symptom check list (MASC)
- Adolescent Sentence Completion
- House-Tree- Person Drawings

Youth, in need of psychotropic medications, are under the care and supervision of a contracted licensed psychiatrist, Dr. Avrim Fishkind, M.D.

Cornerstone provides specialized treatment in the following areas:

Alcohol and Other Drug (AOD) Treatment

The AOD Treatment Program consists of weekly Individual and Group Therapy Sessions with contracted licensed therapists, as well as Group Education Sessions. The AOD treatment program uses an evidenced-based curriculum: "Overcome Your Alcohol or Drug Problem: Effective Recovery Strategies" by Daley and Morlatt, Oxford University Press, (2nd Edition) – Therapist Guide and Workbook. When warranted by the special needs of the juvenile, "Adolescent Co-Occurring Disorders Series" by Nuckols, Ph.D. and Nuckols, M.A., L.M.F.T.; Hazelden Foundation is available for use as a supplement.

Primary therapy is provided by contracted licensed therapist, David Boyles, MEd, LPC. In addition to the assessments conducted by the contracted psychologist, the therapist has access to these additional assessment tools: "Screening and Assessment – Integrated Services for Substance Abuse and Mental Health Problems" developed by the faculty from the Dartmouth Medical School, which includes assessments for Alcohol and other Drugs (SSI-AOD); Depression; Dysthymia; Suicidality; Bipolar Disorder; Social Phobia; Anxiety Disorders; and Post Traumatic Stress Disorder.

Aggression Replacement Training

Aggression Replacement Training (ART) consists of weekly Group Sessions with a certified ART specialist. The ART program is a multimodal evidenced-based intervention system designed to alter the behavior of chronically aggressive youth. ART helps the youth to identifying triggers (i.e., those external events and internal self-statements that provoke an anger response); recognize cues (i.e., those individual physical events, such as tightened muscles, flushed faces, and clenched fists, which let the young person know that the emotion he or she is experiencing is anger); use coping reminders (i.e., self-statements, such as "stay calm", "chill out", and "cool down", or non-hostile explanations of others' behavior); and anger-management reducers (i.e., a series of techniques that, like the use of reminders, is designed expressly to lower the individual's level of anger, such as deep breathing, counting backward, imagining a peaceful scene, or imagining the long-term consequences of one's behavior).

Sex Offender (SO) Treatment

Sex Offender Treatment consists of weekly Individual and Group Sessions with a contracted licensed psychotherapist (PhD). This treatment is offered to individuals who have been administered psychological testing and assessment and have been identified as needing this service or have been adjudicated for a sex offense.

The SO Program is an evidence-based treatment program based on known research findings indicating the most effective treatment program components for juvenile sex offenders. The program focuses on the emotional, sexual, social, family and relationship issues that contribute to sexual deviancy. The eleven overall program modules include: Initial Assessment; Psychosexual history/verification/commitment to treatment; Compulsive behaviors/needed personal changes; Risks/dangers for recidivism/Assault Cycle; Scripting behavioral changes; Thought patterns; Victim awareness; Power and control issues; Goals of abuse; Healthy relationships; Relapse prevention/release issues.

The primary therapists for the SO treatment are Beth Shapiro, Ph.D., LMFT, LSOTP. Director of Gateways Counseling PC, Lubbock Texas; Director of Sex Offender Treatment Program at Garza County Regional Detention Center; Contract Provider for Texas Department of Family and Protective Services: Children's Protective Services; Contract Provider for Sex Offender Pre-Trial and Post-Adjudicate Services for U.S. Probation and Pretrial Services; and Brett Hendricks, Ed.D., LPC, Provisional Sex Offender Treatment Provider; Staff Therapist, Gateways Counseling PC.; Assistant Professor, Counselor Education Program, Department of Educational Psychology and Leadership, Texas Tech University.

Dr. Shapiro and Dr. Hendricks use these assessment tools:

- Psycho-Sexual Life History Questionnaire
- J-SOAP Recidivism Measure
- Minnesota Multi-phasic Personal Inventory
- Millon Adolescent Clinical Inventory
- Jessness assessment
- Shipley Assessment

- Multi-phasic Sex Inventory
- Sexual Adjustment Inventory
- Clarke Sexual History

Core Treatment Program

The Core Treatment Program offers supplemental therapy with contracted licensed therapists, as needed, to address mental health issues that have been identified through the youth's mental health assessment. This intensive process occurs through additional individual and group sessions as determined by the Multi-Disciplinary Treatment team, which would include the contracted Psychologist, TJJD case manager, Director of Treatment, Security Supervisor, Facility Nurse, and Teacher.

Independent Living Preparation, (Life Skills)

The Life Skills curriculum: "Tackling the Tough Skills – A Curriculum Building Skill for Work and Life" is an evidence-based guide to designed for use among "hard-to-reach" adults or teens by Rosilee Trotta of the University of Missouri-St. Louis. Topics include:

- Employment
- Housing
- Food and Nutrition
- Money
- Transportation
- Education
- Health and Recreation
- Relationships
- Legal

These sessions are conducted twice weekly under the supervision of the Security Supervisor, Director of Treatment, and TJJD Case Manager.

Guided Interaction Therapy (GIT)

GIT is a Cognitive Behavioral Therapy (CBT), emphasizing a positive reinforcement-driven behavior modification system that tracks the youth's behavior goals throughout the course of the day in a group setting with staff and peers participating. These group meetings are conducted every day, seven (7) days a week.

Residents are given a "plus" for going above and beyond expectations (e.g., work detail, positive feedback to other peers, or helping another peer) or a 'minus' for falling below baseline expectations (e.g., use of improper language, display of improper dress code, or other minor rule violations).

Residents are given the opportunity to attend Weekly GIT parties (2 hours), if the resident does not receive more than two (2) "minuses" in one day or four (4) "minuses" in a week. If residents attend the weekly GIT party for four (4) consecutive weeks, they qualify to attend the Monthly GIT party (2 hours).

Education and Vocational Training

Educational services are provided by the John H. Wood, Jr. Public Charter District (JHW), a fully accredited charter school with its central office in San Antonio, Texas. JHW has operated inside of both residential treatment centers and juvenile detention centers for the past nine years and specializes in serving children with severe emotional and behavioral disorders. The school component offers a year-round full-day instructional program (8:00 – 4:00) and also offers extended day instructional services.

The John H. Wood, Jr. (JHW) Public Charter District only employs fully qualified/certified teachers who are capable of providing extensive services targeted for at-risk youth including dynamic instruction, recreational activities that exceed state requirements, advanced technologies (including individualized, computer assisted assessments and remedial programs), and age-appropriate activities and materials.

JHW Charter schools employs bilingual teachers and support staff. The program offers ESL courses to youth who are deficient with the English language; this which allows them to overcome educational obstacles that may be presented due to lack of language comprehension.

The educational program has been designed specifically for youth in a residential treatment environment. The mission of the education program is to facilitate each youth's personal growth and development toward their personal career goals, be it the workforce or further education. This includes skill acquisition, increasing functional performance, and experiencing a broad range of individual and collaborative learning experiences. The academic program will provide each youth with a range of educational opportunities: K-12, GED, and post-graduate classes, as well as strong vocational programming that emphasize and reinforce academic skill development. Other program activities and events will consciously address academic skill development and reinforcement. Each youth will have an Individualized Education Plan based on an assessment of their strengths, interests, and development areas.

Students/residents, who already have their GED or high school diploma, will work on vocation training, college or military prep, during school hours.

Vocational training courses include: Life College Independent Living Training Modules. Prep exams include: ASVAB (the Military prep entrance exam) and THEA (the college prep entrance exam).

Assessment tools used by the Education staff:

- Texas Assessment of Knowledge and Skills
- Language Proficiency Assessment
- Woodcock Munoz Language Survey (WMLS)
- Woodcock Johnson III (WJ-III)
- Woodcock Johnson III Test of Achievement
- Behavior Assessment Scales for Children II
- Childhood Depression Inventory
- Revised Children Manifest Scale

Religious Services

Residents are given the opportunity to attend religious services once a week, according to their spiritual convictions. The services are conducted by Christian (non-denominational); Catholic; Native-American groups, which have been pre-approved by the Program Manager (Superintendent) in accordance with TJJD Policies and Procedures.

Community Reintegration and Family Reunification

During the process of establishing the youth's initial treatment plan a discharge direction is determined and the youth with his/her treatment team and family, develop and implement strategies to achieve successful community reintegration. The youth participate in the following reintegration strategies and networking prior to discharge:

- Development of Transition Plan before discharge
- Final Relapse Prevention Plan
- Identification of mental health, financial, educational, and legal services within the youth's home community prior to discharge
- Program-assisted transition visits per Discharge Plan
- Discharge Plan implementation

F. Staff Organizational Chart, Licensing, and Certifications

The proposed Garza County Regional Juvenile Center is certified by the Texas Juvenile Justice Department and the Garza County Juvenile Board as an 80 bed Pre and Post adjudicated secure facility. Garza County Judge Lee Norman serves as the Juvenile Board Chair.

1. ACA accreditation - The proposed facility is not currently accredited. Cornerstone has both history and experience in obtaining ACA accreditation and is willing to become accredited should TJJD request such accreditation.

Please See Attachments 5.1 and 5.2 in this section (Organizational Chart, Staff Personnel Documents, and Facility Licenses).

G. Relationship of parent organization to Respondent

The Cornerstone Programs corporate entity serves as the parent organization for the proposed program. The corporate organization provides to the program all administrative functions described in Tab 3; Section D of this proposal. In addition, the corporate organization provides quality and safety assurance oversight for all Cornerstone programs including GCRJC. The corporate organization also provides its programs with direction in regards to strategic planning. The following is a list and function of the Garza County Regional Juvenile Center's parent organization structure. Subsequently, the following list also serves as the programs/company's governing board.

Jane O'Shaughnessy, Chair of the Board

9085 E. Mineral Circle. Suite 235

Centennial, CO 80112

720-895-1000

Joseph P. Newman, President

9085 E. Mineral Circle. Suite 235

Centennial, CO 80112

720-895-1000

Richard Bourquard, C.F.O.

9085 E. Mineral Circle. Suite 235

Centennial, CO 80112

720-895-1000

Kara Plender, Secretary

9085 E. Mineral Circle. Suite 235
Centennial, CO 80112
720-895-1000

Dan Maldonado, CEO
9085 E. Mineral Circle. Suite 235
Centennial, CO 80112
720-895-1000

H. List of References

Ken Greaves
Chief Juvenile Probation Officer
Andrews County Courthouse
215 North West 1st, Room 127A
Andrews, Texas 79714

432.524.1415

kgreaves@co.andrews.tx.us

Lee Norman
Garza County Judge
300 West Main Street
Post, Texas 79356
806.495.4405
lee.norman@co.garza.tx.us

Karina Stults

Chief Juvenile Probation Officer

Terry County Courthouse

500 West Main, Room 301E

Brownfield, Texas 79316

806.637.6941

karina.stults@co.terry.tx.us

I. List of Contracts Terminated Within the Past 36 Months

Cornerstone Programs Corporation has not had any contracts terminated within the past 36 months.

J. Affirmative Action Policy

Please See Attachment 5.3 in this section.

K. List of Members of Governing Body and/or Advisory Group

Please See Attachment 5.4 in this section. (Corporate Organization Chart)

Jane O'Shaughnessy, Chair of the Board

9085 E. Mineral Circle. Suite 235

Centennial, CO 80112

720-895-1000

Joseph P. Newman, President

9085 E. Mineral Circle. Suite 235

Centennial, CO 80112

720-895-1000

Richard Bourquard, C.F.O.

9085 E. Mineral Circle. Suite 235

Centennial, CO 80112

720-895-1000

Kara Plender, Secretary

9085 E. Mineral Circle. Suite 235

Centennial, CO 80112

720-895-1000

Dan Maldonado, CEO

9085 E. Mineral Circle. Suite 235

Centennial, CO 80112

720-895-1000

L. Litigation Involvement within the Past 5 Years

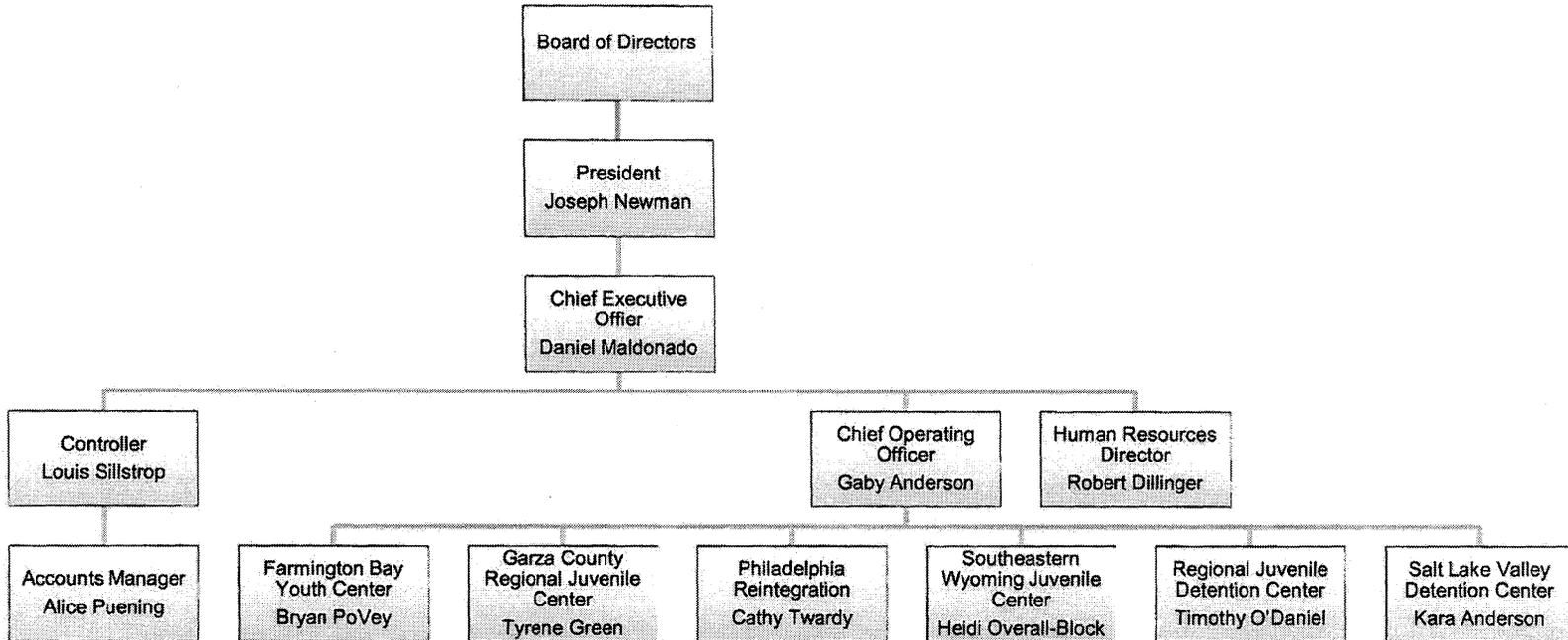
Cornerstone Programs Corporation has not been involved in any litigation within the past 5 years.

Attachment 5.1

Organizational Chart and Supporting Documentation

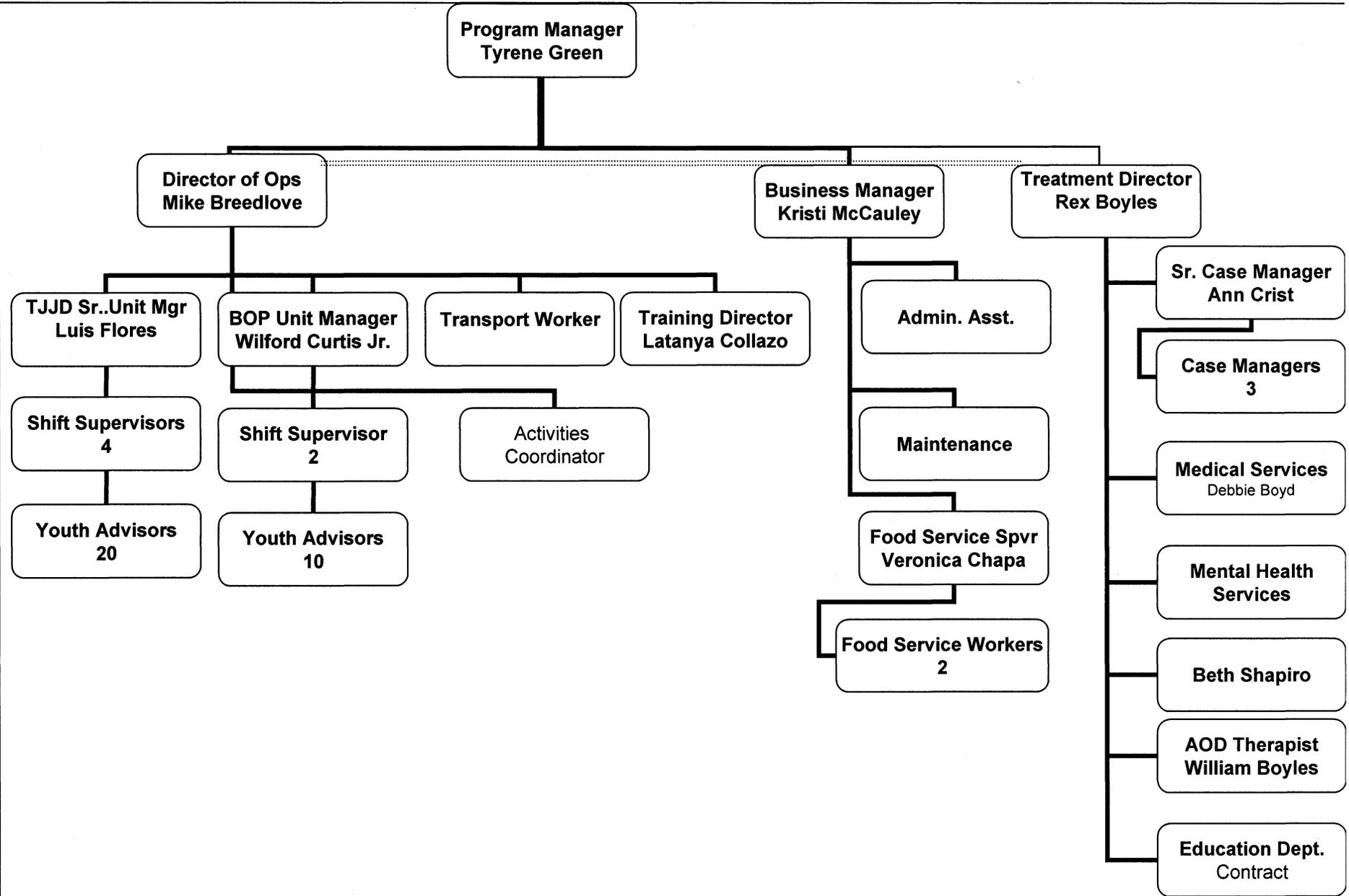
Cornerstone Programs Corporation

As of: 01/01/2013



Approved: *Joseph P. Newman*
President, Cornerstone Programs Corporation

Garza County Juvenile Center



Key Corporate Personnel

Joseph Patrick Newman
2154 Briarhurst Drive
Littleton, Colorado 80126
(303) 808-6328

Professional Experience:

President-
Cornerstone Programs Corporation June 2011-Present

Chief Executive Officer-
Cornerstone Programs Corporation 1994- June 2011

Responsible for the planning, management, and administration of a privately owned, for profit company that provides treatment and detention services for at risk youth. The company has 250 employees, and revenues of \$18 million. Services are provided in Utah, Texas, Wyoming, and Pennsylvania. Served as the Director of Operations and Chief Operations Officer before assuming the responsibilities of CEO.

Deputy Secretary- Maryland
Department of Juvenile Services 1992- November 1994

Responsible for the administration and operation of this cabinet level Department of 1,500 employees with an annual budget of \$110 million. The Department provides a continuum of services and programs for those youth under the age of eighteen who are in need of pre or post adjudicatory services. Responsible for the administration of intake, probation, and aftercare services, and a full range of non-residential and residential services which are provided by a combination of public and private vendors.

Chief of Special Operations-
Baltimore Police Department 1969- April 1992

Responsible for three sections whose objectives are to provide a combination of enforcement, support services and administrative functions. The Tactical, Traffic and Services Sections of this Division plans, coordinates and deploys resources for numerous special events and activities in order to supply the necessary crowd control and traffic safety with minimal impact on the vital role of the Patrol Division to handle calls for police service to the community. Served as a Police Officer, Detective Sergeant, Lieutenant, Captain, and Major before assuming the responsibilities of Chief.

Criminal Justice Teaching Experience:

Essex Community College Essex, Maryland	1989- 1994
Community College of Baltimore Baltimore, Maryland	1989-1991
Pikes Peak Community College Colorado Springs, Colorado	1997- 1998

Education:

Master of Science Degree, Criminal Justice
University of Baltimore, 1987

Bachelor of Arts Degree, Accounting
University of Maryland, 1968

Specialized Education:

Bureau of Narcotics and Dangerous Drugs Academy. Graduate course in Drug Enforcement Unit management provided by the United States Government, Spring 1973.

Federal Bureau of Investigation National Academy, 121st Session. Internationally recognized institution providing intensive specialized training and education for select law enforcement professionals. Accredited by the University of Virginia, Spring 1980.

United States Secret Service Dignitary Protection Academy, February 1991.

References:

Furnished upon request.

Dan Maldonado
1949 Wyoming Street
Salt Lake City Utah
801 652 6081

EXPERIENCE

Chief Executive Officer

Cornerstone Programs 6/11 to Present. Chief Executive of privately held corporation providing youth correctional services in Utah, Wyoming, Texas, and Pennsylvania, with an administrative staff in Colorado. Administrative authority over five facilities and outpatient office offering detention, observation, residential treatment, and sex offender reintegration services through partnerships with state and county governments, and the Federal Bureau of Prisons. Develops and leads strategic plan for staff of 300+ employees and 17 plus million in programs. Develops and implements annual corporate budget, and agency policy.

Director

Division of Juvenile Justice Services 5/05 to 5/11. Director of the State of Utah's youth correctional agency. Administrative authority of statewide agency, (26 facilities), providing a range of services including prevention, early intervention, observation and assessment, case management, detention, long term secure confinement, and parole services. Day to day administrator of staff of 1000 FTE's and contracts exceeding 25 million with 60 providers. Was Division's representative to the Utah State Legislature, and participated in the development of statute, and other public policy matters, and developed, presented, and defended annual budget. Member of the Governor's Cabinet Council, Commission on Criminal and Juvenile Justice, and Sentencing Commission. Member of the Dept. of Human Services Executive Council.

Deputy Director

Division of Juvenile Justice Services 7/93 to 4/05. Assist the JJS Director in day to day management of the statewide youth correctional agency. Participate in the development of policy and procedure, legislation, and administrative rule for the Division. As Deputy, (formerly Assistant Director), directly supervised facilities and rural programs, quality assurance, auditing, internal investigations, and prevention services. Chaired or participated in multi agency task forces on areas of concern, (eg. substance abuse, localized crime). Trained staff and public on agency, including public information officer duties.

Project Manager

Utah State Courts 12/86 to 6/93 Designed, developed, and then supervised privatized probation services unit. Developed and administered policies for probation. Monitored contract compliance. analyzed and assessed impact data. Developed RFP's for mental health contracts for State Juvenile Courts. Established and monitored contract standards and compliance. Identified grant and research opportunities for Courts. Assist administrator with special projects.

Director

Institute of Human Resource Development 9/78 to 11/86 Overall management responsibility of a public, non-profit agency, including program management of 7 programs. Supervision of 25 full and part time staff. Day to day management of group homes, proctor family placements and substance abuse services for delinquent youth and their families. Other duties included research and grant writing, public relations and public speaking and reporting duties to various governmental units.

Education Graduate work in Educational Psychology. Bachelors of Science degree in Psychology.

Related Skills/Activities Numerous appointments to governmental public policy task forces and commissions. Written and oral testimony to local, state and federal commissions. Public and university presentations on a variety of topics regarding delinquency and its causes. Adjunct faculty University of Utah. Recipient, Meritorious Service Award.

Gabrielle (Gaby) Anderson
1465 Laird Avenue, SLC UT 84105
(H) 801 583-8946 (C) 801 243-4089

Employment History:

Chief Operating Officer

Cornerstone Programs (January 2012 to present)

Plans, oversees and coordinates the operations of Cornerstone's programs toward the achievement of operating objectives. Collaborates in planning and formulation of organization policies and practices. Provides supervision, guidance and direction to Cornerstone Programs managers operating youth facilities and programs in four states. Participates in planning, development, implementation and evaluation of strategic business and performance goals. Participates in program expansion and development activities. Develops and maintains the Cornerstone Program Operations Policy and Procedure Manual. Directs the formulation of new or revised procedures to effect improvements to juvenile treatment on an organization-wide bases ensuring compliance with governmental regulations, contractual and licensing regulation and other applicable standards. Works with stakeholders, agency representatives, and local and state authorities.

Deputy Director

Juvenile Justice Services (January 2006 to December 30, 2011)

Assist the Division Director in oversight and direction of the Division of Juvenile Justice Services that includes a budget of nearly \$90,000,000 and over 900 employees. Develops and coordinates agency mission, goals, vision, plans and resources. Plans and allocates resources to ensure agency policies and state statutes are fully implemented. Coordinates and oversees special projects as assigned. Participates in budget preparation meetings and has input into fiscal recommendations. Summarizes and/or reviews data. Supervise subordinate personnel, including hiring, distribution of workload and delegating assignments. Assist in program development and provide guidance and direction to program functions, as well as program specialists. Participate in agency legislative preparation and review proposed legislation. Assist in the development of agencies policies and procedures and interpret to employees and public. Coordinate with DHRM on employee disciplinary actions, reassignments and RIFs. Work closely with allied agency personnel, internal and external to state government.

Program Director

JJS/Office of Early Intervention Services (May 2002 to January 2006)

Provided oversight and direction to early intervention programs across the Wasatch Front. The programs included diversion services, home detention, state supervision, receiving centers, Youth Services, Genesis Youth Services and Strawberry Work Camp. Managed a budget of over 12 million dollars and responsible for over 140 employees. Developed, and assisted in the development, of policies and procedures, and operational manuals. Negotiated contracts and provided oversight to service providers, as well as, building lease agreements and vendor services. Worked with all agency and bureau personnel within DHS, in addition to those associated with allied agencies. Assisted in the development of policies and procedures. Actively involved in personnel actions of OEIS employees.

Assistant Program Director

JJS Salt Lake Case Management (October 1993 to May 2002)

Responsible for the administration and oversight of Division case management services for youths whose parents resided in Salt Lake, Tooele or Summit counties. These services included supervision, treatment planning and placement of each youth in the Division's custody. Provided direction, guidance, training and support to the employees in the areas mentioned as well as, in preparation for appearances before court and the Youth Parole Authority. Responsible to ensure all

case managers met the mandatory training requirements set forth by the Division as well as participated in training sessions to enhance their skills and broaden their knowledge. Provided direction for Medicaid Enhancement and Targeted Case Management (federal funding) projects. Worked closely with the private provider system to ensure contract compliance, problem solving, compliance to federal programs and that there was a broad and varied complement of community based programs. Actively involved in the expansion of private provider system. Participated in the development of request for proposals, the review of new proposals, contract negotiations and on site reviews. Coordinated and collaborated with allied agency representatives (internal and external to DHS), as well as with court employees, judges and out of state providers. Developed policies and procedures relative to case management and the private provider system. Assisted in budget planning and monitored all purchases and expenditures.

Director

JJS/Decker Lake Youth Center (June 1985 to October 1993)

Responsible for the day-to-day operation of a long term secure facility for chronic and serious juvenile offenders. Annually reviewed and modified facility policies and procedures. Developed facility procedures to ensure accepted standards of care were provided to all youth. Provided oversight to the development of a comprehensive treatment and supervision program for the resident population. Coordinated all support services within the building that included food; building and grounds; medical and dental services; educational services; office operations; and building and grounds. Directly responsible for the recruitment, hiring, training and evaluation of facility supervisors. Provided oversight for the recruitment, hiring, training and evaluation of all other staff. Planned and monitored the facility budget. Anticipated capital needs and developed a plan to make necessary purchases. Authorized all expenditures.

Supervisor

Decker Lake Youth Center (April 1983 to June 1985)

Supervisor

Salt Lake County Detention Center (December 1979 to April 1993)

Protective Services Worker

DCFS (September 1977 to December 1979)

Education:

Master of Social Work (June 1977)

University of Utah

Bachelor of Science (June 1975)

University of Utah

Key Program Personnel

Tyrene Green
5016 Hanover
Lubbock, TX 79416
Cell: (806) 787-2507

Objective: **A position that allows effective use of acquired knowledge, skills, and abilities in a social services setting.**

Experience:
1/2007-Present

Program Manager, Cornerstone Programs Corporation Garza County Regional Juvenile Center, Post TX

- Served as Director of a 96 bed secure co-ed residential treatment program
- Provided supervision for over 70 program staff and Administration
- Responsible for developing and implementing marketing strategies and new business development for the program
- Implemented operation policies and procedures for the program to ensure compliance with state and federal regulations
- Maintained total financial and budgetary obligations of the program including basic forecasting of revenue
- Implemented and maintained safety and security techniques for facility daily operations
- Facilitated youth and staff disciplinary boards to investigate and address youth and staff rules/policy violations
- Upheld the integrity of the programs human resources policies including staff evaluations and corrective actions
- Responsible for monitoring and reducing staff to youth use of force
- Responsible for developing Behavioral Management Modification incentives for the program
- Served on local county juvenile board

1/2006-2/2007

Program Director II, Cornell Companies Alexander Youth Service Center Alexander, AR

- Managed the daily operations of a 140 bed co-ed residential treatment program
- Provided supervision for approximately 220 program staff
- Implemented operation policies and procedures for the program to ensure compliance with state and federal regulations
- Assisted in maintaining total financial and budgetary obligations of the program including basic forecasting of revenue
- Implemented and maintained safety and security techniques for facility daily operations
- Facilitated youth and staff disciplinary boards to investigate and address youth and staff rules/policy violations
- Upheld the integrity of the programs human resources policies including staff evaluations and corrective actions

- Responsible for monitoring and reducing staff to youth use of force
- Responsible for developing Behavioral Management Modification incentives for the program

4/2005-1/2006

Chief Administration III, Vision Quest Sevenstones Elfrida, AZ

- Managed the daily operations of a 120 bed co ed residential treatment program.
- Provided supervision for approximately 90 program staff
- Responsible for new business development
- Integral part in establishing new or previously served referral sources
- Implemented operation policies and procedures for the program to ensure compliance with state and federal regulations
- Maintained total financial and budgetary obligations of the program including basic forecasting of revenue
- Implemented and maintained safety and security techniques for facility daily operations
- Facilitated youth and staff disciplinary boards to investigate and address youth and staff rules and policy violations
- Upheld the integrity of the programs human resources policies including staff evaluations and corrective actions
- Responsible for monitoring and reducing staff to youth use of force
- Responsible for developing Behavioral Management Modification incentives for the program

6/2002-4/2005

Chief Administrator, Vision Quest Madalyn Program

- Managed the daily operations of a 75 bed female residential treatment program
- Provided supervision for 50 program staff and volunteer pool
- Implemented operation policies and procedures for the program to ensure compliance with state and federal regulations
- Maintained financial and budgetary obligations of the program including basic forecasting of revenue
- Implemented and maintained safety and security techniques for facility daily operations
- Facilitated youth and staff disciplinary boards to investigate and address youth and staff rules and policy violations
- Upheld the integrity of the programs human resources policies including staff evaluations and corrective actions
- Responsible for monitoring and reducing staff to youth use of force
- Responsible for developing Behavioral Management Modification incentives for the program

11/2001-6/2002

Program Director, Vision Quest, Chambersburg, Pa.

- Provided supervision for a unit of 30 at risk juveniles and 13 staff
- Provided direction to administration support staff
- Provided orientation training and technical assistance

- Responsible for communication amongst the unit team and implementation of new policies
- Evaluated and completed staff performance evaluations
- Maintained financial and budgetary obligations of the unit
- Developed staff and units operational schedule
- Maintained general safety and daily operations of the unit

1/2001-Present

Safe Crisis Management Trainer

- Certified to train facility staff in JKM approved verbal and physical de-escalation techniques

10/2000-11/2001

Operational Team Leader, Vision Quest, Chambersburg PA

- Maintained daily structure of 3 units within a 75 bed residential treatment facility
- Ensured the daily operations schedule was upheld
- Redirected and disciplined at-risk youth that were proven to be a disruption to the daily routine

8/1999-12/2000

Therapeutic Staff Support (TSS), Lodge Quest Inc, Chambersburg, PA

- Provided intensive case management and community based therapeutic services to children, ages 5-18 years, with mental illness diagnoses, and their families
- Acted as an advocate for and liaison between children, their families, mental health agencies, and support systems such as the school system, DHS, and the juvenile justice system
- Provided mental health and community resources and referrals for children and their families
- Constructed child and family focused service plans and completed strength assessments

6/1999-10/2000

Treatment Family Advocate, Vision Quest, Chambersburg, PA

- Provided case management for children ages 12-18 years in a wilderness intensive alternative incarceration program
- Constructed and implemented individual treatment plans
- Conducted individual, family and group counseling sessions
- Supervised and provided training for direct care staff

1/1997-6/1999

Speech Teacher, El Paso Independent School District, El Paso TX

- Instructed students on basic concepts of public speaking
- Maintained general order of the classroom setting
- Developed curriculum of study

3/1997-6/1999

Alternative Education Teacher, El Paso Independent School District, El Paso TX

- Instructed 5-20 at risk students in all general core courses
- Maintained general structure and order in the classroom setting
- Maintained the integrity of the disciplinary concepts within the alternative ed program as it pertained to the students in the program
- Developed Curriculum of study

Education:

**Bachelors of Arts, Criminal Justice May 1999
University of Texas El Paso, El Paso Texas**

PROGRAM MANAGER

REPORTS TO: Chief Operating Officer

QUALIFICATIONS AND JOB REQUIREMENTS

Bachelor's degree in a behavioral science, education or related field from an accredited college or university and five years of verified experience in the human services field with youth. A Master's degree is preferred. Three years experience in supervisory and/or administrative position. Demonstrated leadership, team building, written and verbal communication skills are required. Problem solving, planning and supervisory skills and ability to work on a team at the local and corporate levels are required.

PRIMARY DUTIES OF THE JOB

1. Plan, direct and supervise a comprehensive treatment program in a residential setting and is responsible for personnel administration and management of all personnel assigned to the facility.
2. Responsible for the supervision of all youth, staff, consultants, contractors, and visitors to the facility.
3. Responsible for the development, implementation, and oversight of the program, educational programs, including case management/transition services, group counseling, life skills programs, recreation activities and other scheduled programming determined appropriate to meet the needs of the youth admitted to the program.
4. Responsible for:
 - ◆ Supervision of the development and implementation of the Facility's model.
 - ◆ Safety and security of all youth, staff and visitors.
 - ◆ Formulating goals for the facility and translating goals into measurable objectives.
 - ◆ Implement and ensure compliance with company's policies and procedures.
5. Responsible for responding to Critical Incidents according to Company policy and procedures.

SECONDARY DUTIES OF THE JOB

1. Assist in the development of an annual budget.
2. Act as a liaison with placing agencies, local business, government, and community representatives.
3. Responsible to annual review of staff and space requirements.
4. Perform other duties similar to the above as the need may arise.

MICHAEL BREEDLOVE

PROFESSIONAL GOAL

To obtain a management position in a criminal justice setting, where diligence, commitment and professionalism enhance career opportunities. Additionally obtain a position that allows for the positive impact on at risk youth.

PROFESSIONAL EXPERIENCE

Cornerstone Programs

GARZA COUNTY REGIONAL JUVENILE CENTER

Post, Texas

Director of Operations **December 2007 to Present**

Serve as the Director of Operations, in charge of developing and implementing a security operations plan for GCRJC. Responsible for operations in the secure juvenile correctional setting. Additionally responsible as the facility's Assistant Superintendent, which encompasses the duties of implementing an effective management strategy to bring all departments together in a synergistic and effective manner to meet core principles and accomplish strategic goals.

Cornerstone Programs

GARZA COUNTY REGIONAL JUVENILE CENTER

Post, Texas

Chief of Security **December 2004 to December 2007**

Serve as the Chief of Security, in charge of developing and implementing a security operations plan for GCRJC. Responsible for operations in the secure juvenile correctional setting.

Management and Training Corporation

WEST TEXAS INTERMEDIATE SANCTION FACILITY

Brownfield, Texas

Senior Correctional Officer October 2004 to December 2004

Served as senior correctional officer for MTC. Duties include assisting the shift supervisor in running the shift and daily duties.

(Returned to Texas so that my spouse could complete her Bachelor's Degree at Texas Tech University.)

Corrections Corporation of America

KIT CARSON CORRECTIONAL CENTER (768 Male Beds)

Burlington, Colorado

Chief of Security August 2002 to August 2004

Served as the Chief of Security overseeing all security/safety standards. At this time, KCCC managed medium custody male inmates for the States of Colorado and Wyoming. The training department was added to my areas of supervision, in addition to security operations.

Corrections Corporation of America

FLORENCE CORRECTIONAL CENTER (1600 Male/Female Beds)

Florence, Arizona

Assistant Chief of Security September 2001 to August 2002

(Transferred to position as a result of not renewing contract at Brownfield ISF)

Assist the Chief of Security in overseeing that all safety and security standards are maintained internally and externally and that policy and procedures are adhered to. While assigned at the Florence Correctional Center, I had the opportunity to work with multi-contracts including, Hawaii DOC, Alaska DOC, INS (male and female), and the USMS (male and female). Assisted the Florence Correctional Center in attaining its initial ACA accreditation.

Corrections Corporation of America

BROWNFIELD INTERMEDIATE SANCTION FACILITY (200 Male Beds)

Brownfield, Texas

Chief of Security July 2001 to September 2001

Directly oversees that all safety and security standards are maintained internally and externally and that policy and procedures are adhered to.

for staff, inmates and visitors. Provided staffing/scheduling patterns to ensure proper security without the accrual of overtime. During this time, I provided tactical and chemical agent/munitions training to the S.O.R.T. of CCA Wilkinson County Correctional Center in Woodville, Mississippi.

Corrections Corporation of America

BROWNFIELD INTERMEDIATE SANCTION FACILITY

Shift Supervisor _____ **June 1997 to Oct. 1997**

Directly oversaw security of the day shift and ensured the proper training of the staff assigned to my shift. Additional responsibilities included: Gang Intelligence Officer, providing documentation on any security threat groups to the C.O.S. and administrative officers. Transport Coordinator, coordinating staffing patterns to ensure security of inmates going to and from the facility. Armory Control Officer, ensure and document the inventory of the armory on a monthly basis, as well as ordering and disposal of chemical ordinance. I was also the administrative supervisor, directly working with the Chief of Security on internal audits of all security documentation. Obtained certification through CCA/MSI as an instructor of Tactical/Chemical Agents and Basic O.C.

Corrections Corporation of America

BROWNFIELD INTERMEDIATE SANCTION FACILITY

Assistant Shift Supervisor _____ **Feb. 1997 to June 1997**

Worked directly under the shift supervisor, overseeing the security and safety of a shift. During this time, I was the S.O.R.T. leader and certified instructor and provided intensive training and leadership of the facility Special Operations Response Team. Assisted in the pre-service and in-service training of staff.

Corrections Corporation of America

BROWNFIELD INTERMEDIATE SANCTION FACILITY

Correctional Officer _____ **Oct. 1995 to Feb. 1997**

I was the Intake officer for a period of one year at the B.I.S.F., responsible for the processing in and out of the facility as well as the safety/security of the institution by preventing the introduction of weapons or contraband. During this time, I was sent to CCA Davis Correctional Center in Oklahoma, where I obtained my certification as an instructor of S.O.R.T. Tactical Training and S.O.R.T. leader. I also served as a transportation officer for the facility.

DIRECTOR OF OPERATIONS

REPORTS TO: Program Manager

PURPOSE: Provide direct oversight for the safety and security of the Garza County Juvenile Center. Ensure that policies and procedures are adhered to by all staff by daily direct observation and through validation of initial and periodic staff training. Provide expertise and knowledge to staff when dealing with residents.

ESSENTIAL DUTIES AND RESPONSIBILITIES

1. Assist and advise the Program Manager in areas concerning program operation, transportation, training, and case management/unit management on a daily basis.
2. Supervise and evaluate Youth Counselor Supervisors and provide oversight of the duties and responsibilities of all other operational staff to ensure policies and procedures are adhered to on a daily basis.
3. Monitor compliance with daily schedules to ensure all operational requirements and resident programming are met.
4. Schedule admissions with placing agencies and evaluate placements to ensure compliance with established admission standards.
5. Conduct initial and in-service staff training to evaluate staff knowledge and understanding of facility, Cornerstone, state and federal regulatory requirements.
6. Conduct periodic inspections and evaluations to ensure the safety and security of the staff and residents.

OTHER DUTIES AND RESPONSIBILITIES

1. Act as a liaison with the courts, Parole Board, and the Texas Youth Commission.
2. Fill in for the Program Manager in his/her absence.
3. Conduct all inspections and drills as Facility Fire Marshall.
4. Conduct monthly mentoring sessions and provide performance evaluations for Youth Counselor Supervisors.
5. Follows all prescribed facility safety procedures.
6. Perform other duties as assigned.

JOB QUALIFICATIONS: Bachelor's degree in a behavioral science, education or related field is required. A minimum of two years supervision experience in a secure juvenile offender program is recommended. Knowledge of the Juvenile Justice System, educational programs and clinical issues is necessary. Demonstrated leadership, team building, written and verbal communication skills are necessary. A valid Texas driver's license is required.

Employee Signature: _____

Date: _____

Employee Name: _____

CLINICAL DIRECTOR**REPORTS TO:** Facility Administrator**PURPOSE:** Develop and provide clinical oversight and direct supervision of all clinical treatment modalities for female juvenile residents.**PRIMARY DUTIES OF THE JOB**

1. Supervise the Program's assessment process to include review of youth referral packets, follow-up phone contacts, recommendations to the Facility Administrator, and development and implementation of the assessment process (diagnostic and evaluative tests).
2. Develop and supervise treatment programs for female special offenders – i.e., sex offenders, drug and alcohol abuse, providing written program information for referral agencies and auditors.
3. Monitor youth treatment through regular assessment of individual and group counseling, the unit "culture" and other programming.
4. Co-chair the facility case staffings with the Educational Coordinator for the development of the Individual Education and Treatment Plans on each youth.
5. Ensure that all required client progress evaluation/reports are completed by the case manager to provide the structure for case analysis and program planning and to provide documentation of program participation.
6. Directly supervise all Therapists, Case Managers and staff nurses and complete monthly employee monitoring reports and annual performance evaluations.

SECONDARY DUTIES OF THE JOB

1. Act as the facility liaison with mental health and social service providers outside the organization.
2. Evaluate and present treatment based training to case managers, shift leaders and youth workers.
3. Participate, as a part of the management team, in management meetings providing input on specific treatment requirements of clients.
4. Follow all facility safety procedures.
5. Perform other duties similar to the above as the need may arise.

QUALIFICATIONS AND JOB REQUIREMENTS

A Master's Degree in psychology, sociology, social work, or a related field, and at least five years experience in the field of adolescent counseling services. Experience with female juveniles preferred. Must possess a current LCDC license. Must demonstrate excellent written and verbal communication skills. Proficiency in Microsoft word is required.

Printed Name: _____ Date: _____

Signature: _____

Rex Owen Boyles, LBSW, LPC-S

4308 93rd Street,
Lubbock, TX 79423
806.543.4253
rex@rexboyles.com

"... always energetic, organized, and grounded in scholarship, respectful of diversity and diverse perspectives ... well received by my graduate students."

Aretha Marbley, PhD.
Associate Professor
Director of
Community Counseling
Texas Tech University

"...I have found him to be compassionate toward each individual, accepting of their viewpoint, and always willing to listen. He helps the person to assess the situation realistically and examine the options available to reach their goal."

Betsy King, MEd.
LPC Supervisor
New Hope Christian Counseling
Lubbock, Texas

Professional Profile

Effective communicator – speaking and writing. Extensive public relations experience. Over 35 years of public speaking, management, and counseling experience – stateside and overseas. Experience in fund-raising and grant-writing.

- Masters Degree in Professional Counseling.
- Licensed Professional Counselor (LPC).
- Board-Approved LPC Supervisor (LPC-S).
- Bachelors Degree in Social Work.
- Licensed Bachelor of Social Work (LBSW).
- Experienced in public speaking – guest lecturer at Texas Tech, West Texas A&M, Wayland Baptist and Lubbock Christian University.
- Experienced in counseling at-risk populations and families.
- Extensive business, religious, medical, and education contacts.

Education, Honors, and Licensures

Master of Arts in Professional Counseling

Amridge University, Montgomery, AL - 2007
Graduated – Summa Cum Laude

Bachelor of Social Work

Lubbock Christian University, Lubbock, TX - 2004
Graduated – Magna Cum Laude

Professional Licenses:

NCE Counseling Licensure; LPC-S #64921
TX Licensed Bachelor of Social Work – LBSW #40842

Honors:

Phi Alpha Honor Society Member, Epsilon Epsilon Chapter (LCU)
Medical Social Worker of the Year – 2009 (NASW Lubbock Branch)

Computer Skills

- **Software:** Microsoft Windows, Microsoft Word, Quicken, Microsoft Office: Outlook, PowerPoint, and Excel
- Working knowledge of "Wordpress" Blog sites (contributor).

"... highly recommend Rex Boyles as a teacher and communicator. I have listened to him many times and have been impressed with his skill and effectiveness."

Ken L. Jones PhD.
Chancellor
Lubbock Christian University

"...the ability to engage the audience in the teaching/ learning experience in a unique way. The students enjoy his presentations and walk away with a good grasp of the material. In my opinion Rex Boyles is an excellent teacher and would be an asset to any institution that employed him."

Cara Speer, LMSW
Social Work Instructor
West Texas A&M University

Employment

Director of Treatment – Garza County Regional Juvenile Center

- **February 2011 – Present**
- **Counseling:** Conducting individual and group sessions for juvenile offenders, addressing such issues as: anger management, substance abuse, cognitive distortions, etc.
- **Supervision:** Oversight of Case Management, Medical, Therapeutic, and Education services.
- **Training:** Providing in-service training to new and existing employees regarding Juvenile Mental Health Issues; Suicide Intervention and Prevention; and Anger Regression Therapy.

Marketing Director – Transitions Industries, Inc.

- **March 2007 – January 2011**
- **Research:** Collaborating with medical professionals and care providers, regarding physical and emotional challenges for aged.
- **In-Service Presenter:** Medical Social Workers; West Texas Parkinson's Society; and Protective Services Agencies.

Director – TEAM Lubbock (Workforce of the South Plains)

- **March 2005 – March 2007** (Until grant expired.)
- **Mentor – Trainer:** for "at-risk" teens and community mentors.
- **Recruiter – Facilitator:** for local business and political leaders.
- **Supervisor and Case Manager:** for TEAM Lubbock teens.
- **Grant-Writer:** for TEAM Lubbock teens – leadership training.
- **Workshop presenter:** Workforce State Conference.

Self-Employed – Non-Profit Teacher and Counselor

- **July 2000 - Present**
- **President of The OPEN Ministries**
- **Volunteer:** Family Counseling Services; Lubbock Police Department Crisis Team; Community in Schools; and OPEN Ministries (providing physical, emotional, and spiritual resources), collaborating with State and community agencies.
- **Counselor:** Job-Interview skills; Life Skills; Parenting; Anger Management; Conflict resolution; Self-Esteem development, etc.
- **Fund-raiser:** Essential services; Support and Health services.
- **Workshop presenter:** Family Conferences ('06-'09); Leadership Development Conferences ('03-'10); Diversity in Counseling (TTU '05-'12); City Bank Employee Team-Building ('06 - '07).

Professional Affiliations

- American Counseling Association
- Texas Counseling Association (and local chapter)
- National Association of Social Workers (and local chapter)
- Lubbock Police Department Crisis Team

REFERENCES:

L. Ken Jones, *Chancellor*
Lubbock Christian University
5601 19th Street
Lubbock, TX 79407
Phone: 806.720.7125
Email: chancellor@lcu.edu

Betsy King, *MEd, LPC Supervisor*
New Hope Christian Counseling
4314 54th Street
Lubbock, TX 79413
Phone: 806.543.4135
Email: baking42@aol.com

Aretha Marbley, *PhD, Associate Professor and Director of Community Counseling*
Texas Tech University – Education Dean Office
MS1071
Lubbock, TX 79409
Phone: 806.742.1997
Email: aretha.marbley@ttu.edu

Cara Speer, *LMSW, Instructor of Social Work*
West Texas A&M – Department of Psychology, Sociology and Social Work
3606 97th Street
Lubbock, TX 79423
Phone: 806.795.4110
Email: ccspeer@gmail.com

Attachment 5.2

Facility Licenses and Certification