

TJJD RFP 644-14-122313

V. RESPONDENT HISTORY, EXPERIENCE, CREDENTIALS AND REQUIREMENTS

A. Pegasus Schools, Inc. opened and began providing services to boys (ages 10 to 17) in November of 1990. Pegasus Schools, Inc. is licensed to serve males 10 to 17 years of age with a total licensed capacity of 175 beds by the Texas Department of Family and Protective Services. Pegasus' staff reflects in our make up the cultural diversity of the State of Texas. Many of the Pegasus Administration, Case Managers, Therapists, and Direct Care Staff speak and are competent in the Spanish language. Cultural diversity training is completed with all staff for a total of 8 hours annually. Pegasus Schools, Inc. meets all DFPS Licensing Minimum Standards and has received 100% compliance with the Youth for Tomorrow program and treatment components for 14 straight years.

B. Pegasus Schools, Inc. has been involved in the treatment of youth with sexualized behaviors and general emotional and behavioral problems since November of 1990. Our total time frame for providing these services has spanned the past 23 years and five months.

C. Please see attached Organizational Chart

D. Please see attached copy of DFPS Licensure as an RTC. Also, Pegasus Schools, Inc. is Title IV-E certified.

E. Pegasus Schools, Inc. is willing to pursue A.C.A. accreditation.

F. Pegasus Schools, Inc. is fully licensed to provide treatment services.

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G. N/A

H. Please see the attached references from Lubbock County Chief Juvenile Probation Officer William Carter, 198th Judicial Chief Juvenile Probation Officer Teri Trull, and Caldwell County Sheriff Daniel Law.

I. No contracts have been terminated. Please see the attachments for the litigation cases Pegasus was involved in.

J. Pegasus Schools, Inc. Policy and Procedure states that we do not discriminate against any employee or person seeking employment because of race, religion, sex, color, national origin, or non-job related injury.

K. Please see the attached list of the Board of Directors for Pegasus Schools, Inc.

L. N/A

M. Please see attachment concerning HUB

N. N/A

Current Juvenile Departments (by county) within the State of Texas with whom Pegasus Schools, Inc. currently contracts:

1st Judicial District
20th/82nd Judicial District
220th Judicial District
33rd Judicial District and Gillespie County
36th Judicial District
90th Judicial District
100th Judicial District
198th Judicial District
258th and 411th Judicial District
Angelina
Andrews
Austin
Bell
Bexar
Bowie
Brazoria
Brazos
Calhoun
Cameron
Centex
Comal
Cooke
Dallas
Deaf Smith
Denton
El Paso
Ellis
Fayette
Fort Bend
Gaines
Galveston
Harris
Hays
Henderson
Hidalgo
Hunt
Jefferson
Johnson
Kerr
Kendall
Lampasas
Lubbock
Matagorda
McLennan
Montgomery

Tab 5-A

J. Treatment Services

1. Pegasus Schools, Inc. (PSI) will accept youth with needs for sexual behavior treatment. A description of the sexual behavior treatment services is provided below. The list of clinicians providing treatment services is attached.

All PSI youth receive initial admission assessments, monthly progress evaluations, and an individualized master treatment plan every 90 days. Treatment plans are developed collaboratively with the youth, his family and/or guardian, clinical and case management staff. Educators, administrators, and direct care staff participate as needed.

Curriculum is evidenced based, research informed, and delivered by staff who are appropriately licensed and credentialed. Curriculum utilized is designed to be age and developmentally appropriate, and integrates a variety of activities to include experiential, art, and play therapy as appropriate.

The sexual behavior treatment program is based on cognitive-behavioral therapy and addresses treatment objectives set forth by the Council on Sex Offender Treatment and industry standards. Treatment is provided and supervised by licensed sex offender treatment providers, who also hold a primary mental health licensure, such as a Licensed Professional Counselor.

The program is designed for an average length of twelve months, but is individualized to the youth's risks, strengths, and needs and thus may be completed in either a shorter or longer duration. Youth participate in three hours of sex-offense specific groups each week and attend a minimum of one individual and family therapy session each month. Family sessions may be conducted in person or via telephone. Additional programmatic specifics are available as needed.

2. Alcohol and Other Drug Treatment

PSI is equipped to provide Alcohol and Other Drug (AOD) Treatment to youth in the sexual behavior treatment program and youth within the Lakota Program. The Lakota program is designed for youth between the ages of 10 and 14 who have not been adjudicated for sexual offenses. Due to educational and other programmatic requirements, PSI is unable to offer an intensive schedule of 16 hours of AOD treatment per week. However, PSI can offer AOD services to youth who present with more moderate treatment needs and will provide youth with three hours of group treatment per week, and two hours of individual services per month in addition to other services they may receive concurrently. It is estimated that youth participate in this program for an average length of stay of approximately six months, although youth will be served in an individualized manner, according to best practices, and consistent with identified risks, strengths, and needs.

PSI will utilize an evidence based curriculum delivered by appropriately trained and licensed staff in a manner that is integrated as appropriate with the youth's treatment needs. PSI is familiar with the *Pathways to Self-Discovery and Change* curriculum and understands the value it offers youth. However, PSI will explore additional curriculum options that may be better suited for a younger population, youth who read on a lower grade level than the *Pathways* curriculum, and/or for youth with developmental delays or cognitive impairments.

The AOD program will cover the requested components including: substance abuse education, emotional dynamics underlying delinquent or criminogenic behaviors, effects of use/abuse on family and society, relapse prevention, family involvement, and self-help and recovery programming.

3. Anger Management

Youth may also participate in anger management services. Services will be provided utilizing an integrated treatment approach. Anger management services may either occur in coordination with other services received, such as individual and family counseling and in conjunction with the therapeutic milieu, or youth may participate in specialized programming. Youth may be referred for specialized groups by their primary treatment provider. The curriculum utilized for the anger management group is *Aggression Replacement Training* (ART). If ART is found to be difficult for some younger and/or developmentally delayed youth a suitable alternative will be obtained. Typically youth are able to complete anger management services within three months or less; program goals and objectives are based on functional behavioral assessments and/or assessments of the group's collective needs. Objectives will focus on increasing skill competency and mastery, and decreasing aggressive anti-social behaviors.

4. Mental Health/Trauma Treatment Services

Each youth's mental health status is reviewed and monitored throughout their stay at PSI. Referrals to a psychiatrist for trauma services are made as needed if a youth is not initially identified for services. Youth may participate in either Trauma Focused Cognitive Behavioral Therapy (TF-CBT), Eye Movement Desensitization and Reprocessing (EMDR), or both. During the course of trauma treatment youth participate in biofeedback focused on regulating the autonomic nervous system, reducing emotional reactivity, and increasing tolerance for stressful situations. Youth learn how to identify and effectively manage trauma triggers and increase coping skills for daily living. Youth receive trauma treatment on a weekly basis at a duration and intensity that is appropriate for their needs; however, due to the level of specialization involved, availability of this service may be limited.

Treatment services shall comply with the following expectations:

1. Programming will be evidenced based and population appropriate, and delivered by appropriately licensed and trained professionals.
2. Timelines for treatment completion and objectives vary among programs. General time lines, goals, and objectives for specialized programs are provided in the descriptions above. It is important to note that one of the strengths of the PSI program is the ability to individualize a youth's treatment based on the Risk-Needs-Responsivity principle and thus duration in programs may vary.
3. Case management services will be coordinated with TJJD case workers and Parole Officers; families will offered opportunities to participate in the treatment, transition, and reintegration process.
4. PSI utilizes an integrated behavior modification system which is designed to enhance and build positive, pro-social behaviors and skills, and to reduce and modify inappropriate and harmful behaviors.

PSI terms the behavior modification system the "Positive Peer List" (PPL). The PPL is designed to create a facility wide system of rewarding positive behaviors while discouraging negative behaviors. Youth are made aware of campus rules and expectations along with consequences associated with various rule violations. The PPL is designed as an intervention hierarchy and, when possible, youth are addressed informally via verbal reminders, redirection, and time-outs. The PPL is designed to

support a youth's developmental abilities and progression through the treatment program; younger children and youth in earlier phases of the program have more frequent reviews and opportunities for status changes (i.e., reviews 2-3 times weekly) whereas youth in later phases of the program are expected to maintain positive behavior over a longer duration and are reviewed at less frequent intervals (i.e., weekly).

If a youth is unable to benefit from staff redirection and intervention, they may receive consequences for their behaviors. Consequences provided are designed to be "natural and logical" and to promote a sense of responsibility, community service, and restitution. Additional details regarding the behavioral modification system will be provided upon request.

5. Individual, family (as available and appropriate), and group counseling services are considered required core components of the PSI treatment program. Licensed and/or appropriately credentialed and trained professionals are employed to deliver these services. Clinical services are monitored and supervised by the Clinical Director, Program Director, and CEO. Please refer to programmatic descriptions for greater detail, additional information provided as requested.
6. Recreational components of the program emphasize team building, accountability, pro-social behaviors and a sense of restorative justice:
 - Youth participate in on-campus recreation to include sports activities, fishing, cook-outs, camp-outs, etc. These activities are led by staff in small groups and serve to teach youth to utilize leisure time in a positive manner while building a sense of individual accountability, community and rapport.
 - Youth may also earn off campus privileges. Activities include community service events such as building ramps for local businesses, providing lawn and maintenance care for local churches and cemeteries, and volunteering to assist in community events. Activities are staff-led and supervised; and youth must be at an appropriate level in treatment to attend. Activities are designed to teach youth valuable life skills and provide experiences such as volunteerism, money-management, meal planning, and skills for interacting with businesses and the public in an authentic and enjoyable atmosphere.
7. Each youth's progress is monitored and documented at a range of intervals including daily, monthly, quarterly, and upon discharge. Daily behavior and participation is documented via dorm logs, incident reports, treatment notes, etc. Youth participate in 30 day reports in collaboration with their therapists and case managers. Ninety day Master Treatment Plan Reviews are conducted on each youth and include a minimum of the youth, case manager, and therapists. Parents and guardians, additional clinical, educational, and administrative staff may also attend.

Reports and documentation are maintained according to licensure requirements; youth case files are kept electronically and in hard-copy form. Placing entities receive documentation electronically at regularly scheduled intervals and upon request.

8. TJJ staff may observe clinical services and review documentation at any time. PSI requests advance notice when possible and appropriate so that youth and clinical staff may discuss confidentiality and other clinical issues related to having visitors in an otherwise closed group.

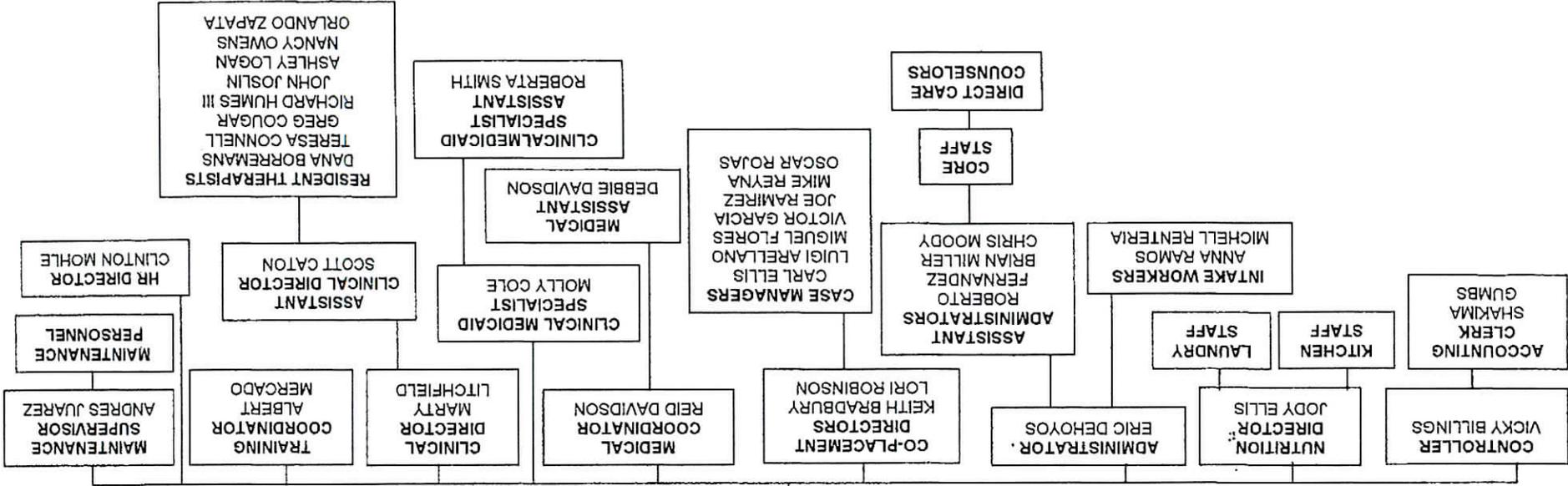
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CHIEF EXECUTIVE
 OFFICER
 ROBERT ELLIS

PROGRAM DIRECTOR
 TIM BROWN



Updated 5/5/14

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PEGASUS SCHOOLS, INC. REFERENCES

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Chief JPO

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Daniel Law

Caldwell County Sheriff

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Tab 5-H

I. PURPOSE

To establish a policy regarding employment, compensation, vacation, and other leaves as well as termination of personnel policy.

II. DEFINITIONS

Full Time Employee: any person employed by Pegasus School for a minimum of thirty (30) hours per week, whether salaried or hourly.

Part-Time Employee: any person employed by Pegasus School for less than thirty (30) hours per week, whether salaried or hourly.

Probationary Employee: any person employed by Pegasus School for fewer than ninety (90) days.

Volunteers are not utilized by Pegasus School under any circumstances.

III. POLICY

Pegasus School is an equal opportunity employer. Discrimination based upon race, creed, age, gender, or sexual orientation is prohibited.

A. Requirements For Employment

1. Applicants for employment with Pegasus School must first complete an Application for Employment and be given an initial interview.
2. No person may be employed by Pegasus School who has been convicted of a felony or misdemeanor involving an offense against person or family, of public indecency, or any violation of the Texas Controlled Substances Act. No person may be employed who has a history of abusing legal or illegal drugs or who is engaged in the use of illegal substances.
3. Applicants must possess a Social Security card and a valid driver's license at the time of employment.
4. All applicants accepted for employment must obtain a negative TB test or a clear chest X-Ray.

Tab 5-I

B. Probationary Employees

1. All new employees will serve a ninety (90) day probationary period.
2. During the ninety (90) day probationary period, new employees are not permitted to transport any residents to off campus activities including scheduled outings or medical appointments under any circumstances unless an emergency situation warrants the necessity and the Administrator authorizes the transport.
2. All new employees will enter staff development training immediately upon employment. It is the responsibility of the Administrator to ensure that all new employees receive appropriate training. This training will consist of:
 - a. Job Description and procedures
 - b. Program policy and procedure
 - c. Personnel policy and procedure
 - d. Pegasus School policy and procedure
 - e. Minimum Standards as defined by TDFPS
 - f. Emergency procedures, including first aid and disaster plans
 - g. Employee benefits package
3. Probationary employees may be terminated without cause at any time during the probationary period. It is the policy of Pegasus School to immediately terminate any employee who by word or action endanger the safety and stability of the program, safety of other staff members, or safety of residents.
4. At the discretion of the Administrator, the probationary period may be extended if the employee has failed to achieve the desired level of effectiveness within the initial ninety (90) day period but whose performance is generally satisfactory.

C. Compensation

1. Compensation for hourly employees shall be determined by the Administrator and approved by the Chief Executive Officer on the

basis of professional qualifications and experience. Personnel schedules are determined by the Administrator on the basis of campus needs.

2. Employees become eligible for compensation adjustments upon completion of the probation period, on the anniversary date of employment, and each subsequent year on the anniversary date.
3. Merit adjustments may be granted based upon recommendation of the Administrator subject to the approval of the Chief Executive Officer.
4. Compensation will not be reduced as the result of disciplinary action. However, reassignment within the organization or loss of a supervisory position may result in a reduction in compensation.
5. Salaries may be adjusted by the Chief Executive Officer where fiscal matters so demand. Compensation for lost salary cannot be guaranteed. Salary will be reinstated by the Chief Executive Officer when fiscal conditions allow.

D. Benefits

1. Pegasus School provides a group medical plan to all full time employees. Life Insurance is included as well as a discount Dental Plan. The employee shall be offered coverage no later than ninety (90) days from the date of hire or within ninety (90) days of the date the employee becomes full time. Employees wishing to add a spouse or child/children may do so at additional charge. Insurance charges shall be deducted from each bi-weekly paycheck.
2. Pegasus School carries Workers Compensation Insurance.
 - a. In the event of injury in the course of assigned duty, the employee should advise the Administrator at the earliest possible opportunity. The employee should seek immediate medical attention to avoid further injury.
 - b. If the injury requires immediate medical transport, EMS should be notified to transport the employee to a hospital.
 - c. If the injury requires medical attention but not transport, the Core Staff/Supervisor on duty shall arrange transportation without notifying EMS.

- d. If the injury does not require a hospital visit but does require medical attention, a doctor's appointment should be made as soon as possible. The Administrator should be informed of all appointments.
- e. When seen by a doctor or taken to a hospital, the employee must inform the doctor or hospital that Pegasus School will assume financial responsibility for the visit through the Workmen's Compensation policy.

E. Personnel Records

1. All personnel records will be treated as confidential and are the property of Pegasus School. It is the responsibility of the Administrator to maintain personnel records in a safe, secure location.
2. Personnel files will contain the following information:
 - a. Employment application with references attached
 - b. Personal data (address, dependents, phone number, etc.)
 - c. Negative TB test results or clear chest X-Ray
 - d. Completed and notarized Affidavit for Employment
 - e. Work assignment, in-service training, and performance evaluations.
 - f. Grievance adjustments
 - g. Disciplinary action or merit action statements
 - h. Criminal background check
 - i. Termination of employment statements
3. It is the responsibility of the employee to ensure that the Administrator has a current address and telephone number.
4. Employees will advise the Administrator of any change in dependency status, criminal conviction status, or any change which might impact upon the employee's driver's license or insurance provisions.

IV. AUTHORIZATION

Questions or comments regarding this policy shall be directed to the Chief Executive Officer.

APPROVED: _____ DATE: _____
Robert Ellis, CEO

**PEGASUS SCHOOLS INCORPORATED
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Tab 5-L



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July 1, 2013

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Pegasus Schools, Inc.
c/o Robert Ellis
P.O. Box 577
Lockhart, Texas 78644

Re: Cause No. 12-O-048; *Terry J. Key v. Pegasus Schools, Incorporated*; In
the 421st Judicial District Court, Caldwell County, Texas

Via E-mail Transmission

Robert Ellis

CEO/Founder

Pegasus Schools, Inc.

P.O. Box 577

Lockhart, Texas 78644

Re: Donald Frizell v. Pegasus Schools, Inc., C.A. No. 1:11-CV-594, In the United States District Court for the Western District of Texas, Austin Division

July 11, 2012

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