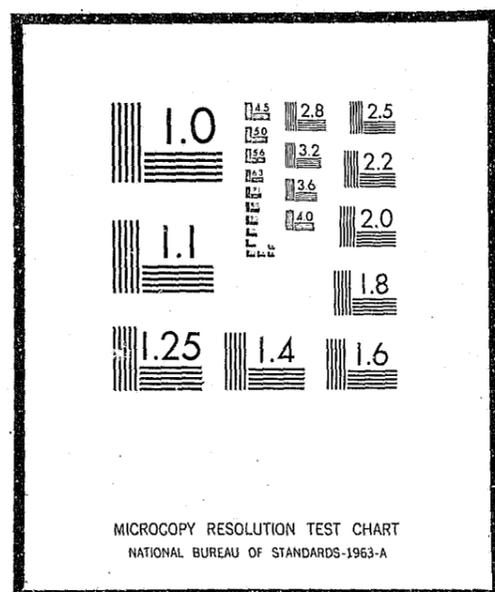


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WAYNE  
EVALUATION OF ~~WAYNE~~, Inc.

18502  
EVALUATION

EVALUATION OF W.A.Y.N.E., INC.

In accord with the requirements of the grant from the Governor's Justice Commission of the Commonwealth of Pennsylvania, and the objectives of W.A.Y.N.E., Inc., for its July 1, 1973-June 30, 1974 operational year (as specified in the grant proposal), an evaluation was made of W.A.Y.N.E., Inc., by Gerald L. Klever, evaluation consultant for the life of the grant.

Data for the evaluation were received from six sources, which included 99 persons, as follows:

- a. members of the Department of Police of the Borough of Wayne, Radnor Townshp--from which statistical data were obtained about numbers of arrests, apprehensions, etc., without revealing names of individuals.
- b. records of W.A.Y.N.E., Inc.--from which figures for attendance at various Teen Center events were obtained.
- c. youth members of W.A.Y.N.E., Inc.'s Teen Center--forty nine interviews were obtained on two week-end nights at the Teen Center. (See the youth interview schedule in the Appendix).
- d. four permanent and six part-time staff of the Teen Center--interviews were obtained at the Teen Center.
- e. three youth most successfully affected by the W.A.Y.N.E., Inc. program since July 1, 1973, in the judgement of the permanent staff--interviews were obtained in the Center.

Attendance in WAYNE, Inc. Programs  
 First Six Months of Grant Project  
 (July 1, 1973 - December 31, 1973)

I. Regularly Scheduled Programs

A. Afternoon Program

July	554	(Approx. 28 per diem)
Aug.	273	(Approx. 14 per diem)
Sept.	422	(Approx. 21 per diem)
Oct.	305	(Approx. 17 per diem)
Nov.	316	(Approx. 18 per diem)
Dec.	113	(Approx. 23 per diem)

B. Evening Teen Center Program

July	996	(Approx. 50 per night)
Aug.	933	(Approx. 47 per night)
Sept.	580	(Approx. 65 per night)
Oct.	797	(Approx. 100 per night)
Nov.	813	(Approx. 102 per night)
Dec.	629	(Approx. 57 per night)

C. Group Counseling

July	56	(Three groups approx. 5 per group)
Aug.	52	(Three groups approx. 5 per group)
Sept.	93	(Three groups approx. 8 per group)
Oct.	73	(Three groups approx. 8 per group)
Nov.	65	(Three groups approx. 7 per group)
Dec.	46	(Three groups approx. 7 per group)

D. Building Maintenance Program

July	20
Aug.	50
Sept.	30
Oct.	21
Nov.	28
Dec.	34

E. Radnor High Outreach Program

Oct.	151	(Approx. 35 per diem)
Nov.	75	(Approx. 37 per diem)
Dec.	90	(Approx. 22 per diem)

F. Garrett Hill Outreach

Oct.	51	(Approx. 17 per diem)
Nov.	51	(Approx. 17 per diem)
Dec.	46	(Approx. 15 per diem)

Attendance in WAYNE, Inc. Programs con't

G. Drop-In Program

Oct.	23	(Only one session that month) (Approx. 13 per night) (Approx. 14 per night)
Nov.	54	
Dec.	41	

II. Special Programs

A. Educational Seminars

Oct. 25	Juvenile Rights Seminar	45
Nov. 1	Reader's Theater	2
Dec. 6	Videotape Demonstration	9

B. Computer Workshop - met Wednesday nights, October through December with an attendance of from 3 to 8 people.

INTERVIEWS OF 49 TEEN CENTER MEMBERS

A. Characteristics

The interviewed youth are mostly white (77.5 %) and attend Radnor High School (73.4 %). Numbers of youth members by sex, grade, age, and school attended are shown in the following table.

School	GIRLS - White (n=16)						Grad-uated	GIRLS - Black (n=2)				Grad-uated
	Grade							Grade				
	7	8	9	10	11	12		9	10	11	12	
Radnor High			1(13)	5(15)		3(17)		1(14)			1(16)	
Radnor Middle		3(13)										
Archbp Carroll			2(14)									
Total		3	4	5		4		1			1	

School	BOYS - White (n=22)						Grad-uated	BOYS - Black (n=9)				Grad-uated
	Grade							Grade				
	7	8	9	10	11	12		9	10	11	12	
Radnor High			2(14)	1(14)	2(16)	4(17)	1(18)		1(17)	2(16)	2(17)	1(17)
Radnor Middle	1(13)			3(15)	1(17)	1(18)	1(20)			2(17)	1(18)	
Valley Forge Jr	1(14)			1(16)								
Marple Newtown							1(18)					
H.S. Drop Out						1(18)						
Delaware County							1(19)*					
Comm. College												
Total	2		2	5	3	6	4		1	4	3	1

Note: Ages are in parentheses.

\* Enrolled as a freshman.

The average age for the sample is 15.9 years (the mean for white girls is 14.9 years, for black girls is 15.0 years, for white boys is 16.2 years, and for black boys is 17.0 years). The age range for Teen Center members is seven years, from age 13 to age 20.

B. Entrance into W.A.Y.N.E., Inc.'s program

Half of the members entered before 1972 and half since then.

When did you first join the Teen Center?	Year	#
	1969	2
	1970	10
	1971	12
	1972	10
	1973	15
		49

Ninety six per cent said they joined because they wanted to, rather than because the Teen Center staff or their parents urged them to join.

C. Effects of the Teen Center (TC) on its members

A series of questions were asked about arrests, apprehensions by police, and running away before and since becoming a TC member.

1. Before you became a member of the TC, were you ever arrested?

	Total Sample	Girls White	Girls Black	Boys White	Boys Black
No	42	14	2	17	9
Yes	7	2	0	5	0

If yes, how many times?

-- Once	4	2	0	2	0
-- Three times	1	0	0	1	0
-- 20 times	1	0	0	1	0
-- Refused to answer = 1					

Since you have become a member of the TC, how many times have you been arrested?

	Total Sample	Girls White	Girls Black	Boys White	Boys Black
-- None	40	14	2	15	9
-- Once	6	2	0	4	0
-- Twice	1	0	0	1	0
-- More than twice	1	0	0	1	0
-- Refused to answer = 1					

The number of arrests of white girls and black girls and black boys has stabilized since they became TC members. The number of white boys reporting they have been arrested since becoming TC members has increased by two, but the number of arrests among white boys may have decreased since membership.

TC membership apparently stabilizes the number of persons arrested and the number of arrests among a population whose activities could allow for a sizable arrest record.

2. Before you became a member of the TC, were you ever picked up by the police, but not arrested?

	Total Sample	Girls White	Girls Black	Boys White	Boys Black
No	31	12	2	13	4
Yes	18	4	0	9	5
If yes, how many times?					
-- Once	9	2	0	4	3
-- Twice	4	1	0	3	0
-- Three times	2	1	0	0	1
-- Four times	1	0	0	0	1
-- Five times	1	0	0	1	0
-- "Lots"	1	0	0	1	0

Since you have become a member of the TC, how many times have you been picked up by the police, but not arrested?

	Total Sample	Girls White	Girls Black	Boys White	Boys Black
-- None	38	15	2	12	9
-- Once	8	1	0	7	0
-- Twice	2	0	0	2	0
-- "Lots"	0	0	0	1	0

Police pick ups among black boys have dramatically decreased since they became members of the TC, and slightly decreased among white girls since membership. However, the number of white boys picked up by the police has remained almost the same since membership. Black girls continue not to be picked up by the police.

3. Before you became a member of the TC, did you ever run away from home?

	Total Sample	Girls White	Girls Black	Boys White	Boys Black
No	42	13	2	19	8
Yes	7	3	0	3	1
If yes, how many times?					
-- Once	4	2	0	2	0
-- Twice	3	1	0	1	1

Since you became a member of the TC, how many times have you run away?

	Total Sample	Girls White	Girls Black	Boys White	Boys Black
-- Once	4	1	0	3	0
-- Twice	2	1	0	1	0
-- Twelve times	1	0	0	1	0

Seven persons have run away from home before, and seven have run away from home since, membership, but the number of runaways since membership has decreased among white girls and black boys and increased among white boys.

4. A number of services are available to the youth members of the TC via the competencies of the staff of W.A.Y.N.E., Inc. During the interviews, each youth was given a paper with eleven situations listed on it. Each situation represented a staff service. Each youth was asked to tell the interviewer if each situation was a problem for him/her and whether or not the TC staff helped them in each situation.

The situations are ranked below, from most to least number of youth saying the situation had arisen for them.

Problem Situation	Situation Occurred		Situation Did Not Occur	
	#	%	#	%
a. Talked with me and my friends on the street. I'm not on the street with my friends.	45	91.8	4	8.2
b. Helped me work on a program that was being planned for the TC. I didn't work on a program at the TC.	32	65.3	17	34.7
c. Set up a counseling session, or sessions, with me to talk about a problem of mine. I've had no problem.	31	63.2	18	36.8
d. Talked with me about a problem I've had, without setting up a counseling session with me. I've had no problem.	28	57.1	21	42.9
e. Helped me get a job, or get information about a job. I didn't want a job.	25	51.0	24	49.0
f. Worked with me and my family to settle, or work on, a family problem. No family problem has come up.	21	42.8	28	57.2
g. Offered help to me when I was in a real crisis. No crisis came up.	18	36.7	31	63.3
h. Helped me go to a person who has some skills I need, such as a doctor, a psychiatrist, or a lawyer. I didn't need these people.	16	32.6	33	67.4
i. Helped me after I ran away from home. I didn't run away from home.	11	22.4	38	77.6
j. Helped me find a place to stay if I couldn't stay with my family. I didn't need a place to stay.	7	14.3	42	85.7

From this catalog of situations in which TC members could have problems, the most prevalent problems which happened to them were ones requiring talk with street workers, followed by assistance from the staff located in the TC building to help them plan programs and talk about problems in counseling sessions or in informal discussions. The least prevalent problems involve running away from home.

Data were also obtained on the number of youth members who said they received help from the TC staff if they had a particular problem. The results are shown below and should be read in this way: "Of the # youth who had this problem, # said they received help for the problem from the TC staff."

Problem Situation	Number of Youth Having This Problem	TC Staff Helped Me		TC Staff Did Not Help Me	
		#	%	#	%
Talked on street.	45	34	75.5	11	24.5
Helped me with TC program.	32	27	84.3	5	15.7
Talked about a problem.	28	24	85.7	4	14.3
Talked about a problem in a counseling session.	31	20	64.5	11	35.5
In a real crisis.	18	14	77.7	4	22.3
Needed a job.	25	11	44.0	14	56.0
Needed professional help (doctor, psychiatrist, lawyer).	16	10	62.5	6	37.5
Family problem.	21	9	42.8	12	57.2
Needed a place to stay.	7	2	28.5	5	71.5
Ran away from home.	11	2	18.1	9	81.9

Of the 234 youth reporting these situations requiring assistance, 153 (65.3 %) received staff aid. The most frequent staff aid came in response to needs to talk about problems in the Teen Center building, on the street, or in a real crisis, or in response to a need to assist in planning TC programs. The least staff aid to youth members of the TC came in response to running away from home and needing a place to stay if the youth couldn't stay with his family.

It should be noted that the interviewers found, upon checking with five youths at the end of their interviews, that they responded, "No, the staff did not help" to several problems, when they should have answered that the problem did not occur for them. The interviewers then went over this set of questions again with each of the five youths and they youths then gave the answers they really intended to give. On the basis of this experience, this evaluator feels that the "TC staff did not help me" column of responses above may be inflated. That is, the TC staff may have helped in problem situations to a greater extent than the responses indicate.

By sub-groups, the responses are as follows:

Problem Situation	Staff Response	Total Sample	---Girls---		---Boys---	
			White	Black	White	Black
Talked on street.	Helped	34	10	2	18	4
	No help	11	5	0	2	4
	No problem	4	1	0	2	3
Helped me with TC program.	Helped	27	11	1	14	1
	No help	5	1	0	2	2
	No problem	17	4	1	6	6
Talked about a problem.	Helped	24	9	1	12	2
	No help	4	3	0	1	0
	No problem	21	4	1	9	7
Talked/counseling session.	Helped	20	9	0	10	1
	No help	11	5	1	4	1
	No problem	18	2	1	8	7
In a real crisis.	Helped	14	8	1	5	0
	No help	4	2	0	2	0
	No problem	31	6	1	15	9
Needed a job.	Helped	11	3	0	8	0
	No help	14	6	0	5	3
	No problem	24	7	2	9	6
Needed professional help.	Helped	10	5	0	4	1
	No help	6	2	1	2	1
	No problem	33	9	1	16	7
Family problem.	Helped	9	5	0	4	0
	No help	12	5	0	6	1
	No problem	28	6	2	12	8
Needed a place to stay.	Helped	2	0	1	1	0
	No help	5	2	0	3	0
	No problem	42	14	1	18	9
Ran away from home.	Helped	2	2	0	0	0
	No help	9	3	0	4	2
	No problem	38	11	2	18	7

White girls received the most help from the TC staff in street conversations, in TC program planning, in informal and formal counseling sessions, and in "real" crises. White girls received the least staff help in obtaining jobs and dealing with family problems.

There are too few black girls in the sample to subject to a needs analysis.

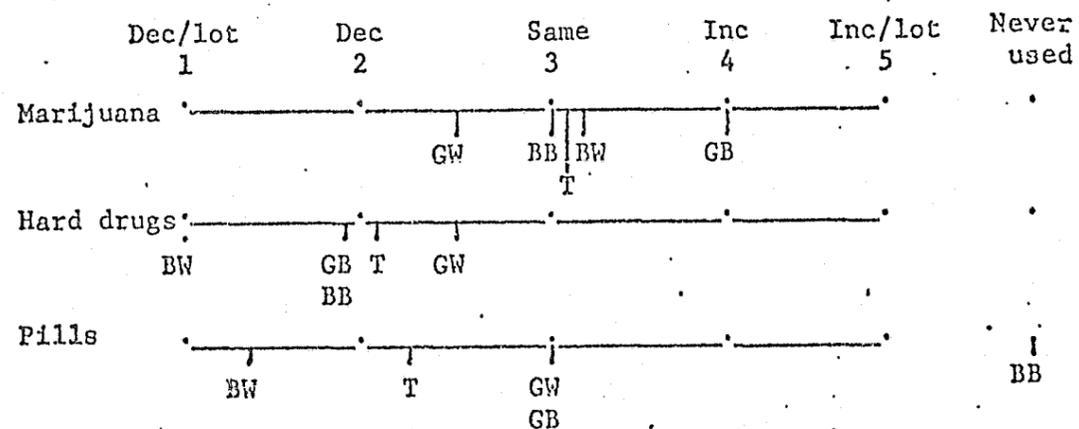
White boys received the most help from the TC staff in street conver-

sations, in TC program planning, and in informal and formal counseling sessions. White boys received the least staff help in dealing with family problems, obtaining a job, and in working with them after they had run away from home.

Black boys received the most response from the TC staff while they were on the streets with their friends. They received the least assistance from the staff in obtaining a job.

5. Youth comment that adults usually over-generalize (by linking marijuana with hard drugs and saying that if a youth is on one he is on the other), or judge too harshly (by saying that youth use more drugs than they really do), on the use of drugs by youth. [The 49 youth interviewed were asked how their use of marijuana, hard drugs and pills (such as "ups" and "downs") has changed since they became TC members. The youth had to pick one response out of these six: (1) "decreased a lot", (2) "decreased", (3) "stayed the same", (4) "increased", (5) "increased a lot", or "never used them".

The mean responses of each group are given below for each type of drug. (T = Total sample (49 youth), GW = Girls--white, GB = Girls--black, BW = Boys--white, and BB = Boys--black).

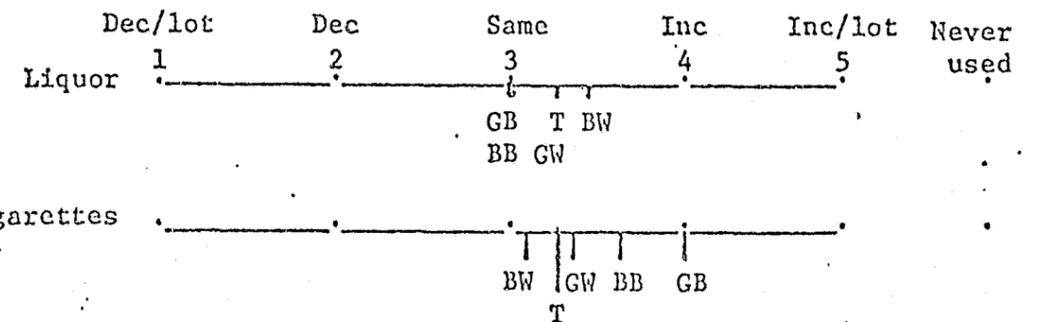


If the responses of the youth were accurately given: (1) they do not use marijuana, hard drugs, or pills as much as they have been credited with, (2) the TC is not a repository for high users of supposedly harmful pharmaceuticals, and (3) one must distinguish between users of marijuana, hard drugs, and pills because they are not the same people in most cases.

The number of youth using each type of drug is given below:

	Total Sample		-----Girls-----				-----Boys-----			
	#	%	White #	White %	Black #	Black %	White #	White %	Black #	Black %
<u>Marijuana</u>										
Never used	28	57.1	10	62.5	0		13	59.0	5	55.5
Use	21	42.9	6	37.5	2	100.0	9	41.0	4	44.5
Mean score (Meaning)	3.04	STS	2.66	STS	4.00	Incr.	3.11	STS	3.00	STS
<u>Hard Drugs</u>										
Never used	42	85.7	12	75.0	1	50.0	21	95.5	8	88.8
Use	7	14.3	4	25.0	1	50.0	1	4.5	1	11.2
Mean score (Meaning)	2.14	Decr.	2.50	Dec/STS	2.00	Decr.	1.00	Dec/lot	2.00	Decr.
<u>Pills</u>										
Never used	41	83.6	12	75.0	1	50.0	19	86.3	9	100.0
Use	8	16.4	4	25.0	1	50.0	3	13.7	0	
Mean score (Meaning)	2.37	Decr.	3.00	STS	3.00	STS	1.33	Dec./lot	6.00	Never used

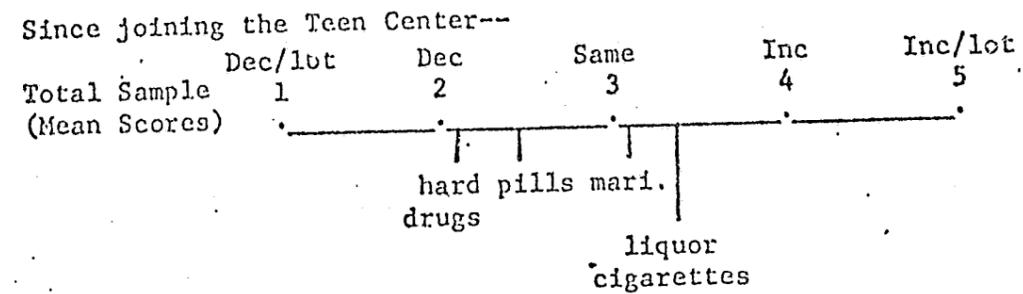
More youth use liquor and cigarettes than use drugs, and the use of liquor and cigarettes has increased slightly since TC membership, according to the data:



The number of youth using liquor and cigarettes is given below:

<u>Liquor</u>										
Never used	6	12.3	5	31.3	0	0	1	11.2		
Use	43	87.7	11	68.7	2	100.0	22	100.0	8	88.8
Mean score (Meaning)	3.27	STS	3.27	STS	3.00	STS	3.40	STS	3.00	STS
<u>Cigarettes</u>										
Never used	8	16.3	3	18.7	1	50.0	2	9.1	2	22.2
Use	41	83.7	13	81.3	1	50.0	20	90.9	7	77.8
Mean score (Meaning)	3.26	STS	3.38	STS	4.00	Incr.	3.05	STS	3.57	Incr.

In summary, the use of hard drugs and pills has decreased, the use of marijuana has stayed the same, and the use of liquor and cigarettes has very slightly increased since the forty nine youth interviewed joined the Teen Center, as shown below:



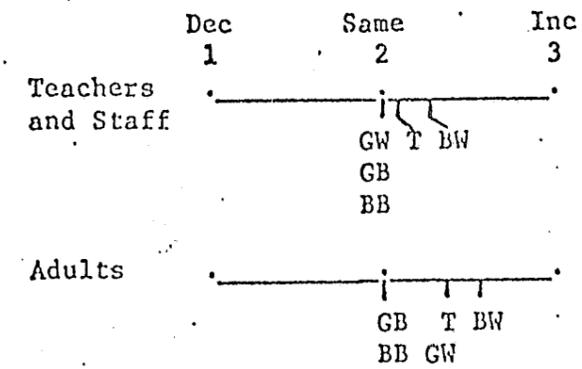
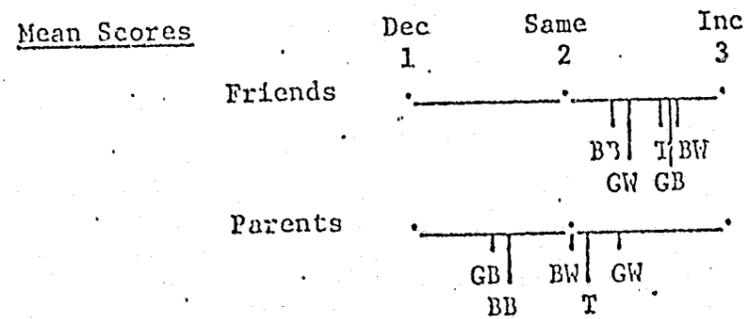
6. One of the generalities, by which youth appear to judge their own behavior in relation to other persons is an undefined state of well being called "good times", as when youth agree that they had a good time at a party or that they have had a lots of good times with their friends.

To assess the effect of their TC membership on heightening their general positive attitudes toward being with other persons, the interviewed members were asked this question: Since you became a member of the Teen Center, do you think that the number of good times you have had with--

- your friends
- your parents
- school teachers and school staff
- adults in general

has: (1) decreased?, (2) stayed the same?, or (3) increased?

As shown below, the responses indicate that the total sample felt that their number of good times had increased most with their friends and adults in general since they became TC members. The number of good times they felt they had experienced with their parents and with school teachers and school staff had also also increased, but slightly, since they became TC members.



The TC evidently allowed its members the opportunity to increase the number of good times they had with their friends. All the sub-groups expressed the feeling that they have had more good times since TC membership with adults, except blacks of both sexes, who felt that the number of good times they had had with adults stayed the same. White boys were the only sub-group to indicate an increase in their number of good times with school-related personnel; the other sub-groups responded that the number of good times they had with school-related personnel stayed the same since membership in the TC.

Reported good times with parents since membership is mixed among the sub-groups: blacks of both sexes reported a decrease while whites of both sexes reported an increase. The staff and Board of W.A.Y.N.E., Inc. can feel good that the general state of well being in relation to others has increased after the youth users of the TC became members. But the staff and Board should seek to know why the black youth's relationships with their parents declined so that the staff can assist these youth in remedying their family problems. Are these black families disintegrating? Do black youth consider the TC to be a replacement for their families? Do black parents consider the TC to be a negative influence on their children? There are many questions such as these to be considered.

The number of youth indicating good times in each category, by sub-group, is given below:

Number of good times--	Total Sample	---Girls---		---Boys---	
		White	Black	White	Black
A. with your friends has: decreased	4	2	0	1	1
stayed the same	17	4	1	7	5
increased	28	10	1	14	3
B. with your parents has: decreased	7	2	1	3	1
stayed the same	31	9	1	15	6
increased	9	5	0	3	1
no answer	2	0	0	1	1
C. with school teachers and staff has: decreased	4	2	0	2	0
stayed the same	38	12	2	15	9
increased	7	2	0	5	0
D. with adults in general has: decreased	3	1	0	0	2
stayed the same	26	8	2	11	5
increased	20	7	0	11	2

D. Activities

One of the hypotheses thought of in connection with youth who may be involved with deviant social behavior is that they voluntarily participate in fewer social and sports activities and clubs than do other youth.

Activities in which TC members participate outside of school were obtained during the interviews, as follows:

1. Sports activities outside of school. (The number of youth participating is indicated after each activity).

Girls--white

horseback riding - 4  
 basketball - 4  
 swimming - 4  
 tennis - 3  
 touch football - 3  
 badminton - 2  
 baseball - 2  
 ice skating - 2  
 roller skating - 2

Girls--black

basketball - 1  
 football - 1  
 badminton - 1  
 tennis - 1

Boys--white

football - 6  
 basketball - 6  
 swimming - 5  
 baseball - 4  
 "all sports" - 3  
 ski - 3  
 ice hockey - 2  
 ice skating - 2  
 tennis - 2  
 soccer - 2  
 archery - 2  
 hockey - 1  
 softball - 3

Boys--black

roller skating - 1  
 rifle - 1  
 sledding - 1  
 sailing - 1  
 golf - 1  
 karate - 1  
 train horses - 1  
 horseback riding - 1  
 drag racing - 1  
 bowling - 1  
 camping - 1  
 fishing - 1  
 none - 2

2. Social activities outside of school.

Girls--white

movies - 11  
 parties - 7  
 concerts - 5  
 school dances - 5  
 watch TV/listen to radio - 4  
 listen to records - 2  
 day trips - 2  
 "mess around" - 2  
 go out with friends - 1

Girls--black

sew - 1  
 crochet - 1  
 make pottery - 1  
 football games - 1  
 social work - 1  
 eat dinner out - 1  
 travel - 1  
 go to our own clubhouse - 1  
 none - 1

Boys--white

movies - 14  
 parties - 9  
 watch TV - 7  
 listen to radio - 7  
 school dances - 6  
 concerts - 4  
 listen to tapes/records - 4  
 drinking - 4  
 hang around with friends - 2  
 surfing - 1  
 ski trips - 1  
 motorcycling - 1  
 school play - 1  
 play pool - 1  
 driving a car - 1  
 attend sports events - 1  
 to the zoo - 1  
 beer parties - 1  
 work on my cars - 1  
 to the shore - 1  
 play cards on Sunday - 1  
 sex - 1  
 talk - 1  
 dates - 1  
 attend church - 1  
 walk through shopping centers - 1

Boys--black

parties - 8  
 movies - 7  
 concerts - 3  
 listen to radio - 3  
 listen to records - 3  
 watch TV - 2  
 talk - 2  
 "everything" - 1  
 dates - 1  
 play cards - 1  
 ride bikes - 1  
 drive - 1  
 visit girl friend - 1  
 school dances - 1  
 go drinking - 1  
 other dances - 1

3. Activities since TC membership. TC members were asked which activities they took part in since they became a member of the TC.

Girls--white

touch football - 2  
 basketball - 2  
 dances - 2  
 movies - 2  
 horseback riding - 2  
 go to our own clubhouse - 1  
 day trips - 1  
 cheerleading - 1  
 badminton - 1  
 swimming - 1  
 concerts - 1

Girls--black

sports games - 1  
 bowling - 1  
 roller skating - 1  
 make pottery - 1  
 eat dinner out - 1  
 parties - 1  
 Radnor Twp. bicycle inspection - 1  
 all social activities have increased in frequency - 1  
 none - 1  
 no answer - 1

Boys--white

softball - 2  
parties - 2  
basketball - 1  
meet more people - 1  
all sports - 1  
bike riding - 2  
hang around with friends - 1  
driving a car - 1  
softball - 1  
ski - 1  
bowling - 1  
camping - 1

Boys--black

listen to music - 1  
job - 1  
dances - 1  
movies - 1  
concerts - 1  
horseback riding - 1  
trips - 1  
archery - 1  
motorcycling - 1  
play pool - 1  
none - 1

Boys--white

Conestoga Swim Club - 2  
Ice Hockey Club - 1  
Upper Main Line Y - 1  
Radnor Rink (swim/skate) - 1  
C. B. Radio and Short Wave Club - 1  
Junior Achievement - 1  
National Hot Rod Association - 1  
none - 13 (59.0 %)

Boys--black

Boy Scouts of America - 1  
TWIGS (for parents and kids) - 1  
none - 6 (66.6 %)

Eighty six per cent of the TC members interviewed participate in some sports activity and 98 per cent participate in some social activity. These are hardly the kind of loners often portrayed by experts on delinquent behavior among youth. A closer look at the activities, however, reveals that, while almost everyone interviewed participates in some kind of sports or social activity, the variety of social activities is not great and few youths engage themselves in each activity.

Although the number of activities engaged in since becoming a member of the TC is long, only one youth engages in each, for the most part. One is led to feel that, although the TC does allow youth to broaden their participation in activities, via new friends or staff who exhibit different interests and skills or via the TC social or sports programs, participation since becoming a member could also be due to influences outside the TC or merely becoming old enough to participate. It can clearly be said that the TC fosters participation in sports and social activities, thus encouraging members to move into socially useful roles.

It should be noted that one of the uses of the above lists of activities, which indicate what the youth like to do, is to fashion the TC programs around these activities, if the activities are considered to be valuable to the purposes of W.A.Y.N.E., Inc.

4. Clubs. TC members were asked to tell to which clubs they belonged.

Girls--white

Judo Club - 1  
4-H - 1  
Riders of the Wissahickon - 1  
P.H.A. - 1  
Pony Club - 1  
none - 14 (87.5 %)

Girls--black

Black Student's Union - 1  
Heston (a tutoring group) - 1  
none - 1 (50.0%)

Even though they participate in many sports and social activities, TC members are not "joiners", evidently preferring to shun formal organizations, which appears to be the prevalent mood among many youth today.

E. Positive Results of Membership

Members were asked what had happened that had been really good for them as a result of their being a member of the TC since the school year started (since September, 1973). The answers to this question were thought to be an indicator of what positive results members perceived as a consequence of this year's TC program. A limitation to the question is that the member's were only asked to report on two months of experience in the TC. The responses follow. Responses do not appear to differ between ages or races.

Girls

I know a lot more people.  
A place to come and do things (like read, play pinball, see movies, dancing).  
Their parties.  
Being nominated for the Teen Board.  
Got help from counseling sessions.  
I get along a lot better with my mother.  
Made many friends.  
Got more friends.  
Met a lot of new people. New activities. Met staff; can hear many sides of a story now.  
Met a lot of people I didn't know before.  
I've become closer to more people.  
I have more friends now.  
Met my boy friend here. There's no pressure here.  
Met more people.  
Knowing that you can get help when you need it. The TC staff is sensitive to my problem now.  
Met a lot of people.  
I've gotten closer to the kids here. It's like a meeting place.  
I stay if there are a lot of kids here.  
Nothing - 1

### Boys

Good place to come; it's better here than at home.  
Has kept me off the streets. Keeps me busy--something to do in the afternoons.  
Seen live bands I haven't seen before.  
Meeting more kids because I moved to this area in the eighth grade.  
Gotten to know more people and got a job here fixing the place up.  
My parents think it is a good place to go so they don't bitch at me when I want to go out.  
A place to come and meet people.  
I met a nice girl here.  
I've gotten to know a lot of people. I am able to help people with their problems.  
Met more people and found out more about people. Met Board members and talk about personal problems.  
Having something to do outside of my hobbies and meeting people.  
I got a job through here.  
Being on the TC Board and accepting responsibility.  
Met my girl friend here.  
It's run down. Just a place to come. No place better.  
Getting to know people that come here--there are different kinds of people here. The atmosphere is different (good).  
People can relate to each other here and have good times.  
It's somewhere to go instead of hanging in the streets or staying home.  
Met some people.  
It's fun meeting new people at the TC.  
Nothing - 11

The responses indicate a quest for similar-age companionships and an adversity-free place to socialize and receive assistance. The TC appears to be playing the role of socialization agent.

### F. Comments About the Teen Center

Members were asked for summary comments about the TC.

#### Girls

The TC is a nice place, but I think they should enforce the rules more. (Too much violence by older kids). The eighth grade should be allowed to come into the TC during the day.  
It's O.K. and fun.  
It's fun.  
The TC staff will always help you with a problem. Should have more dances. Should encourage more kids to come up here. More kids came last year.  
Want more bands.  
It's fun! I meet most of my friends here.  
A really great place to go on Friday and Saturday nights. Fun activities.  
It's a real nice place to go to get away from home on Friday nights. (Have home work other nights). Can meet my friends here.

The TC is a place where I can meet a lot of people. Staff is great; they know what to say and do when you have a problem.  
It's a really great place.  
Good place to come to meet friends. Get you more interested in things. I like it.  
When I first came here, several years ago, it was really dumpy, but the kids took part. Now, it looks great, but the kids need to take part more. Nancy Kelley really helped me a lot.  
It's a good place when there is no trouble.  
I don't like it, but there is no place else to go.  
TC is good for a lot of people.  
Keeps you out of trouble.  
They should have more dances and better bands, then more people would come.

### Boys

Have a good time most of the time.  
The problem is that the TC has a bad reputation and we should clear it up.  
I enjoy coming here and talking with friends. I enjoy the live bands and the dances. It's a fun place to come.  
I think it's a good place to come because there is a lot going on here. I have a good time. There is no other place to go.  
Good place to hang out. You don't get into trouble while you're inside. It's a pretty good place.  
It's alright, except lately there isn't much to do. Not enough people at the dances.  
It's fun.  
Need to change some of the rules. Some staff should stay out of other people's business if they don't want them to know.  
They should have more activities like having the gym open on Saturday, as well as Friday, nights.  
I enjoy working here. I meet a lot of people. They have good talk sessions here--for your problems.  
Good place for people to meet and then go to other parties.  
Could use some improvements, such as more strict rules.  
I think it is a good place to come because there is no place else to go. It's definitely worthwhile: (1) a constructive place for kids to go--with supervision. (2) parents can feel good about their kids being here. The TC is very interesting. A variety of kids come here. That's good.  
This is a really good place. Keeps people out of the streets.  
The TC has gotten a lot of people off the streets. That's good. It has kept a lot of people out of trouble.  
The rap session is the best thing at the TC. I don't like white girls here going out with black guys. There's too much fighting in the streets outside the TC.  
It's alright like it is.  
It's a good place to be, instead of on the streets doing nothing.

Good place to come.  
They offer a lot of activities.  
I'm not used to these places.  
It's a pretty good place to come because you can't stand on a street corner around here without getting picked up.  
Should have more entertainment, such as parties--more "people meeting people" things. Always the same people here. Need to draw more people in.  
Alright, I guess. Fine place to hang out.  
It's been fun.

On the positive side, the TC appears to serve as a refuge for youth who would otherwise "get picked up" or become involved in deviant behavior in the community. It also serves as a place for socialization processes to work so youth may enlarge their contacts and their interests, as well as learn how to talk about and deal with their problems.

On the negative side, the comments show that the youth may wish to participate more in the decision-making of the TC's program. They are also worried about the negative image the community has of persons who go to the TC, and they appear to resent that image. They would like to see some program changes, but appear not to agree on what they want.

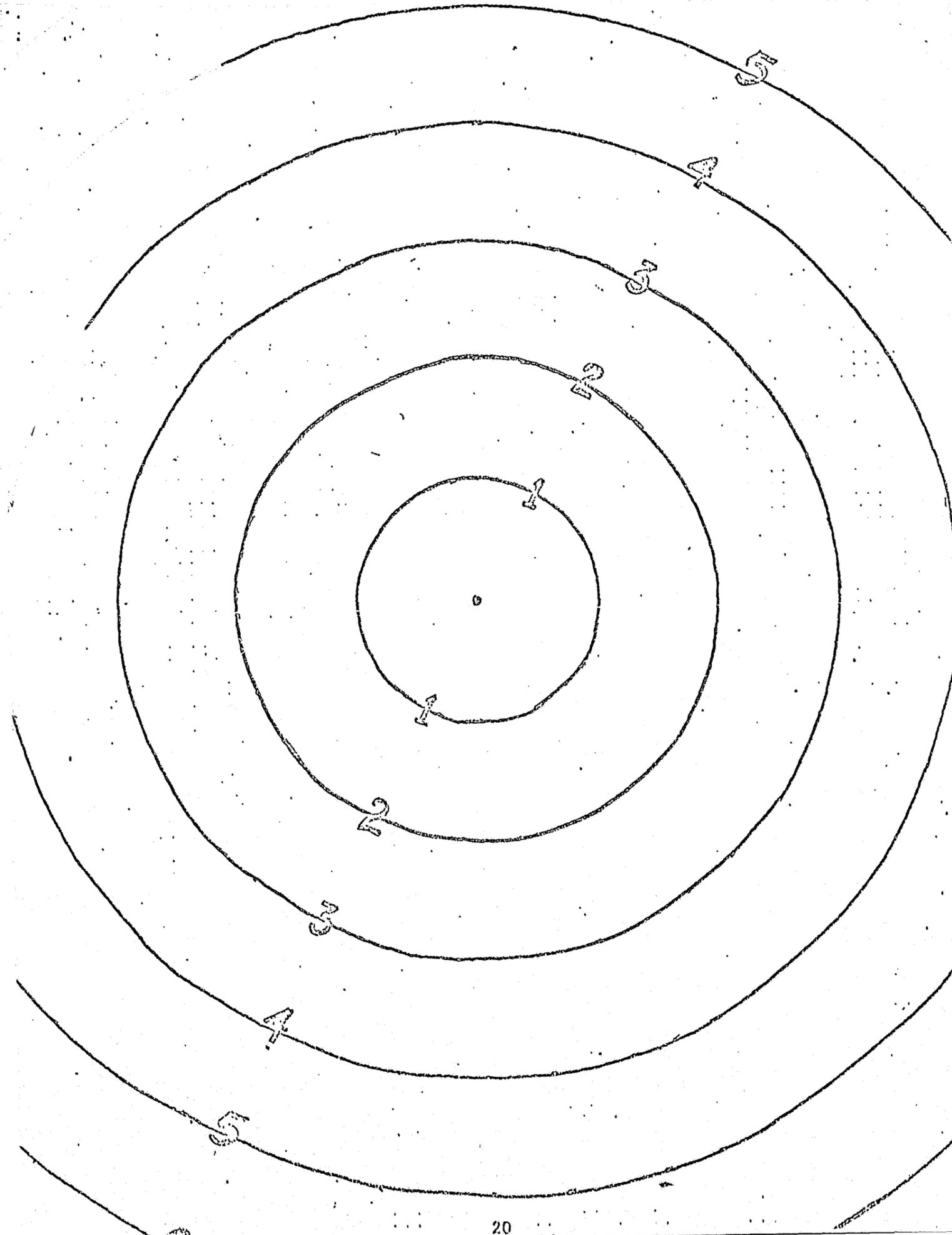
Violence in the street outside the TC, which, upon checking, was found to occur in fights between individuals resolved by the TC staff and the police, worries some of the youth. Perhaps the positive side of this is that one wonders why such fights do not occur more often. The work of the staff appears to defuse many such confrontations.

#### G. Perceived Proximity to Other Persons

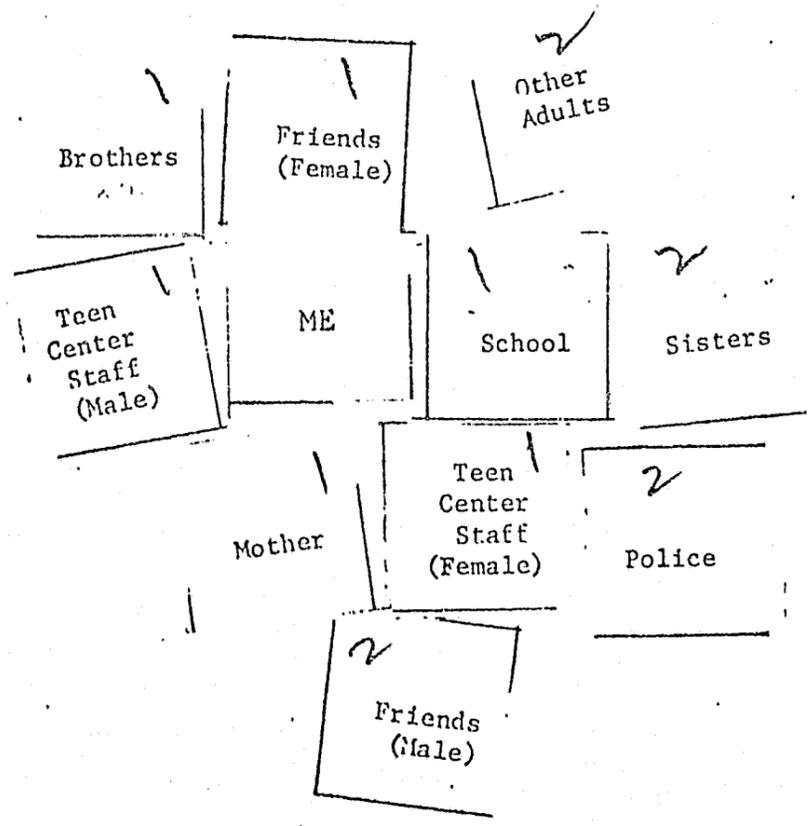
How close do youth feel they are to other persons?

A spatial relations instrument was devised and used to answer this question. TC members were asked to arrange squares with the titles of eleven familiar persons or groups around a "ME" square in the center of a piece of blank paper. No instructions were given about how to arrange the squares. After the member was finished arranging the squares, the interviewer taped the squares to the paper.

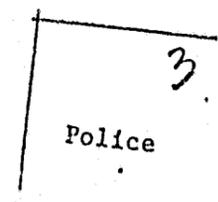
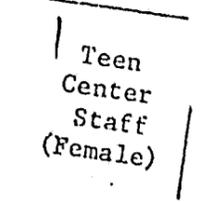
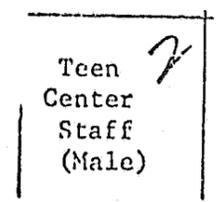
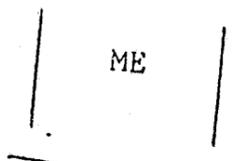
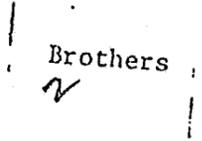
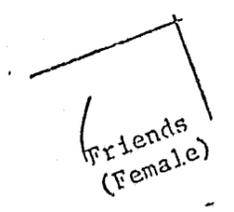
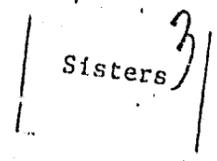
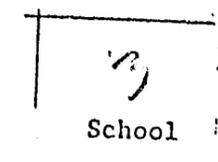
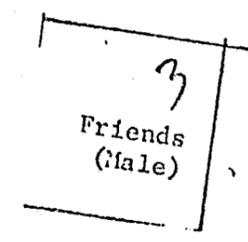
Scoring was done by using a grid with circles one inch apart, starting with the center of the "ME" square, as shown on the next page. The smallest circle is number 1; the largest number 6. If a square, such as the "Father" square, is placed on the paper so that, when the grid is held behind it, the "Father" square is on circle 1, the score for "Father" is 1 for the person arranging the squares. All the "Father" scores for the total sample, and for each sub-group, are summed, then divided to obtain the mean score for "Father" for each group. The score for each of the eleven titled squares was obtained in this way. Two examples of how youth arranged their squares are on the following pages.



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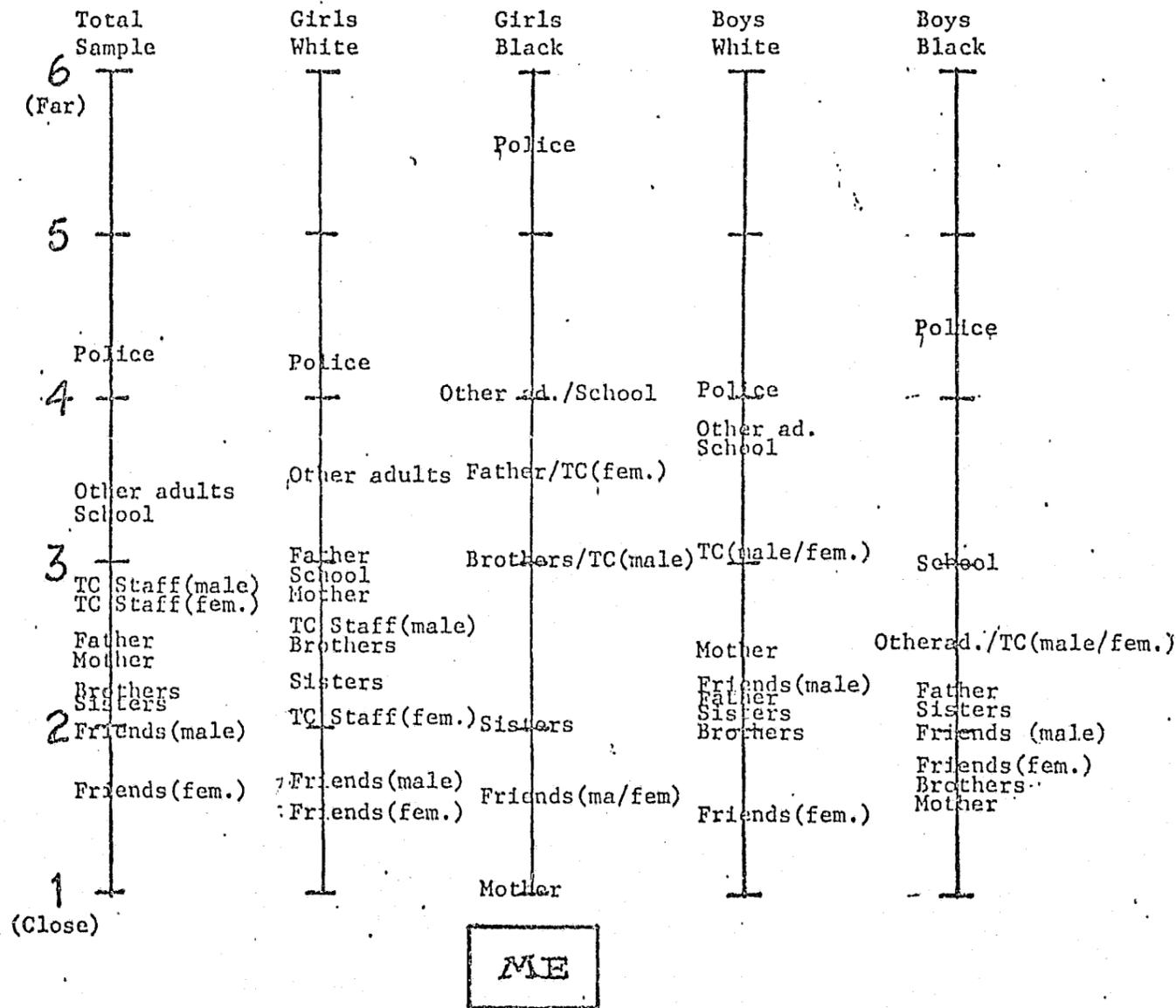


5  
Father



This person spatial relations device is suitable for statistical scoring for the purposes of this survey. It is also very valuable for starting counseling sessions with individuals, asking them why they feel they should place a particular square where they did.

The way the total sample and the four sub-groups perceived their relations to other persons is shown in the following chart. The mean scores which support the chart positions are shown in the table below the chart.



Mean Scores

Total Sample	Girls White	Girls Black
4.22 Police	4.18 Police	5.50 Police
3.36 Other ad.	3.43 Other ad.	4.00 Other ad./School
3.20 School	3.00 Father	3.50 Father/TC Staff (fem.)
2.77 TC(male)	2.93 School	3.00 Brothers/TC Staff(male)
2.63 TC (fem)	2.81 Mother	2.00 Sisters
2.53 Father	2.56 TC(male)	1.50 Friends(male/fem.)
2.35 Mother	2.53 Brothers	1.00 Mother
2.23 Brothers	2.26 Sisters	
2.17 Sisters	2.06 TC(male)	
2.00 Friends(male)	1.68 Friends(male)	
1.57 Friends(fem)	1.56 Friends(fem)	

Boys White	Boys Black
4.09 Police	4.33 Police
3.63 Other ad.	3.00 School
3.57 School	2.44 Other ad./TC Staff (male/fem.)
3.04 TC Staff(male/fem.)	2.28 Father
2.42 Mother	2.12 Sisters
2.27 Friends(male)	2.00 Friends(male)
2.18 Father	1.77 Friends(fem.)
2.12 Sisters	1.75 Brothers
2.00 Brothers	1.66 Mother
1.50 Friends(fem.)	

The members specified their relations with other persons as could be expected of high school youth. Friends come first, followed by family, the TC staff, adults with less close ties ("other adults" and "school"), and police officers. Boys have closer relationships with their fathers than their mothers; girls have closer relationships with their mothers than their fathers. Although all sub-groups assign the police furthest away, black members create the most distance between themselves and the police.

When scores for the four family titles (father, mother, brothers, sisters) are averaged, resulting in an average family score, what relationships are found?

- 2.70 Girls white
- 2.42 Girls black
- 2.20 Total sample
- 2.19 Boys white
- 1.47 Boys black

Boys, black boys in particular, are closer than girls to their families.

How does the TC staff rate in closeness to the TC members? The scores for the TC staff, male and female, were averaged, with these results:

3.25 Girls black  
 3.04 Boys white  
 2.70 Total sample  
 2.56 Girls white  
 2.44 Boys black

Black boys and white girls feel they are closer to the TC staff, male and female, than do black girls and white boys. There are only two black girls in the sample, but the TC staff's relation to them should be reviewed to see what more could be done with this sub-group. The TC staff's relation with white boys should be examined also because their rating of the staff here may be reflected in their arrest and pick up report, which is slightly higher than the other sub-groups. Ways to work more closely with black girls and white boys should be examined.

The total sample scores, however, show that the TC staff is rated 2.70, while the family is rated 2.20, or just half a point apart. Member's ratings of the staff as almost as close as family is a tribute to the staff. After all, if negative staff relationships and incompetencies were apparent to the youth members, staff scores would be at the distant end of the scale.

Summary of Interviews of 49 Teen Center Members

What effect does the Teen Center have on its members, according to their reports? The Teen Center successfully stabilizes or slightly decreases, and does not increase, the number of arrests, police pick ups, and use of hard drugs.

The sub-group which requires more attention than the others regarding its tendency to increase its delinquent behavior while being Teen Center members is white boys.

By inference from the responses on this survey, the staff of W.A.Y.N.E., Inc. appears to be competent in the areas of its work, as well as inspire confidence and good feelings among the youth members of the Teen Center. This survey has shown that those youth who needs jobs and who have run away from home or who have family problems need more attention than they have been getting, at least according to the youth interviewed. These types of problems, because of their complexities and long counseling needs, require a larger and more specialized staff than is now working at W.A.Y.N.E., Inc.

YOUTH MEMBER Interview

Date: \_\_\_\_\_

Time of Start: \_\_\_\_\_

Time of End: \_\_\_\_\_

Youth Member's Code Number: \_\_\_\_\_

(BY OBSERVATION: Girl \_\_\_\_\_ Boy \_\_\_\_\_ Race: \_\_\_\_\_)

"(NAME), you may have heard that a few people are interviewing members of the Teen Center. We are doing this to help the Teen Center review its program. The answers you give in this interview will be kept anonymous and you are free to answer, or not answer any questions you want to. I want to ask you several questions about what happens at the Teen Center and how you feel about what happens."  
 "First, I have some questions about you."

1. How old are you? \_\_\_\_\_ years.
2. What school do you go to? \_\_\_\_\_  
 (IF NONE, WRITE NONE. IF DROPPED OUT OF SCHOOL, WRITE "D.O.")
3. What grade in school are you? \_\_\_\_\_ grade.
4. When did you first join the Teen Center? Month and year: \_\_\_\_\_
5. Did you join the Teen Center because:--you wanted to? A  
 (CIRCLE ALL THAT APPLY) -because the staff wanted you to? B  
 -because your parents wanted you to? C  
 -another reason (What?): D

"Now I am going to ask you several questions about how things were with you before you became a member of the Teen Center and since you have become a member."

6. Since you became a member of the Teen Center, do you think that the number of good times you have had with-- (CIRCLE ONE ANSWER FOR EACH)
  - A. your friends has: Decreased? Stayed the same? Increased?
  - B. your parents has: Dec.? STS? Inc.?
  - C. school teachers and school staff has: Dec.? STS? Inc.?
  - D. adults in general has: Dec.? STS? Inc.?
7. Before you became a member of the Teen Center, were you ever arrested?  
 No \_\_\_\_\_ Yes \_\_\_\_\_ (IF YES:) How many times? \_\_\_\_\_ times.  
 Since you have become a member of the TC, how many times have you been arrested?  
 \_\_\_\_\_ times.
8. Before you became a member of the TC, were you ever picked up by the police, but not arrested?  
 No \_\_\_\_\_ Yes \_\_\_\_\_ (IF YES:) How many times? \_\_\_\_\_ times.  
 Since you have become a member of the TC, how many times have you been picked up by the police, but not arrested?  
 \_\_\_\_\_ times.

9. Before you became a member of the TC, did you ever run away from home?

No \_\_\_\_\_ Yes \_\_\_\_\_ (IF YES:) How many times? \_\_\_\_\_ times.

Since you have become a member of the TC, how many times have you run away?  
\_\_\_\_\_ times.

10. Since you became a member of the TC, has your use of--

A. marijuana: Dec. a lot? Decreased? Stayed the same? Increased? Inc. a lot?  
I've never used it.

B. hard drugs: Dec./lot? Dec? STS? Inc? Inc/lot? Never used them.

C. pills, such as "ups" and "downs": D/L? D? STS? I? I/L? Never used them.

D. liquor: Dec/lot? Dec? STS? Inc? Inc/lot? Never used them.

E. cigarettes: Dec/lot? Dec? STS? Inc? Inc/lot? Never used them.

11. Here is a piece of paper with some questions on it having to do with whether or not the staff of the TC has helped you in certain ways. Look at the list of questions and give me your answers.

- 1. Yes \_\_\_\_\_ No \_\_\_\_\_ I've had no problem \_\_\_\_\_
- 2. Yes \_\_\_\_\_ No \_\_\_\_\_ I've had no problem \_\_\_\_\_
- 3. Yes \_\_\_\_\_ No \_\_\_\_\_ No family problem has come up \_\_\_\_\_
- 4. Yes \_\_\_\_\_ No \_\_\_\_\_ I didn't want a job \_\_\_\_\_
- 5. Yes \_\_\_\_\_ No \_\_\_\_\_ No crisis came up \_\_\_\_\_
- 6. Yes \_\_\_\_\_ No \_\_\_\_\_ Didn't need them \_\_\_\_\_
- 7. Yes \_\_\_\_\_ No \_\_\_\_\_ Didn't need a place to stay \_\_\_\_\_
- 8. Yes \_\_\_\_\_ No \_\_\_\_\_ I'm not on the streets with my friends \_\_\_\_\_
- 9. Yes \_\_\_\_\_ No \_\_\_\_\_ Didn't work on a program at the Teen Center \_\_\_\_\_
- 10. Yes \_\_\_\_\_ No \_\_\_\_\_ Didn't run away from home \_\_\_\_\_

12. Now, I would like to know what activities you take part in outside of school. The TC is one kind of activity. Also, tell me about some others, like what sports activities you take part in somewhat regularly:

What clubs do you belong to?

What social activities do you do?

Any others? (PROBE)

13. Of those activities you told me that you take part in, which ones have you done just since you became a member of the TC? (READ ACTIVITIES TO RESPONDENT AGAIN. CIRCLE THOSE ACTIVITIES ABOVE WHICH HAVE BEEN TAKEN PART IN SINCE MEMBERSHIP IN THE TEEN CENTER).

14. What has happened that has been really good for you as a result of your being a member of the TC this year (since school started this fall)?

15. Now, my last question: Here are some squares with words on them. (SHOW SQUARES AND PAPER). Put the square marked "ME" in the middle of the sheet of paper. Then arrange the other squares around you. (WHEN RESPONDENT IS FINISHED, USE TRANSPARENT TAPE TO AFFIX SQUARES TO THE PAPER IN THE SAME PLACES THE RESPONDENT PUT THEM).

16. Do you have any comments you would like to make about the TC?

"Thank you for talking with me. The answers you gave me in this interview will be kept anonymous. The answers from all the interviews we are taking at the TC will be put together, without names on them, and given to the staff so they can use them to improve the TC."

IF ANY OF THESE THINGS HAPPENED TO YOU SINCE THE TEEN CENTER OPENED THIS FALL, HAS THE STAFF EVER:

1. talked with you about a problem you've had, without setting up a counseling session with you? Yes? No? I've had no problem.
2. set up a counseling session, or sessions, with you to talk about a problem of yours? Yes? No? I've had no problem.
3. worked with you and your family to settle, or work on, a family problem? Yes? No? No family problem has come up.
4. helped you get a job, or get information about a job? Yes? No? I didn't want a job.
5. offered help to you when you were in a real crisis? Yes? No? No crisis came up.
6. helped you go to a person who has some skills you need, such as a doctor, a psychiatrist, or a lawyer? Yes? No? Didn't need them.
7. helped you find a place to stay if you couldn't stay with your family? Yes? No? Didn't need a place to stay.
8. talked with you and your friends on the street? Yes? No? I'm not on the streets with my friends.
9. helped you work on a program that was being planned for the Teen Center? Yes? No? Didn't work on a program at the Teen Center.
10. helped you after you've run away from home? Yes? NO? I didn't run away from home.

INTERVIEWS OF W.A.Y.N.E., INC. STAFF

Ten staff of W.A.Y.N.E., Inc.--four full-time and six part-time-- were interviewed at the Teen Center as part of the evaluation process, in accordance with the grant from the Governor's Justice Commission to W.A.Y.N.E., Inc. for the year July 1, 1973-June 30, 1974. Interviews were held for part of the staff on November 26, 1973, and for the rest of the staff on December 5, 1973, by Gerald L. Klever and his interviewers. Mr. Klever is evaluation consultant for the grant.

A. Characteristics

The staff consists mostly of women with an average age of 25.5 years.

<u>Full-time staff</u>			<u>Part-time staff</u>		
	<u>Sex</u>	<u>Age</u>		<u>Sex</u>	<u>Age</u>
Director	Man	29	Program	Man	54
Ass't Director	Man	26	Street Worker	Woman	23
Street Worker	Woman	22	Program	Woman	43 (Soc. student)
Secretary	Woman	24	Program	Woman	21 ( " " )
Mean age =		25.5	Program	Woman	21 ( " " )
			Program	Woman	22 ( " " )
			Mean age =		30.6

Mean age of women = 20.8 years. Mean age of men = 36.3 years.

B. Staff Training

A good staff usually means a well-trained staff which is interested in continuing its training to improve its skills. During the interviews, the staff was asked what kinds of training it had had since it had been working for W.A.Y.N.E., Inc. Staff members were also asked to judge the adequacy or inadequacy of each event they listed. The events and their ratings follow.

<u>Events</u>	<u>Ratings</u>
1. Group experiences with a professional trainer, which included transactional analysis (one week-end workshop a month for several months).	Inadequate. -- too little training. -- just an introduction. -- not complete.
2. Discussion of case studies, referral techniques, and how to reinforce kids by means of counseling sessions. Called "Life Guidance Service" (1 1/2 hours a week for 10 weeks).	Adequate. -- Very good. -- Very good. -- Very good. -- Really good because theory is applied. -- Adequate. -- Adequate. -- Very adequate! -- Adequate.

3. Workshops for planning and improving staff interrelationships. (one overnight and one day-long).

Adequate.  
-- needed periodically for staff maintenance.  
-- good for staff inter-communication.  
-- adequate.  
-- adequate.  
-- adequate for improving communication skills, but inadequate for improving technical social work skills.

4. Personal skill training with the Director.

Adequate.  
-- good. Helped us learn about the larger picture of a social agency.  
-- adequate.  
-- adequate.

5. Workshop for W.A.Y.N.E., Inc. gym program staff. (one half day).

Adequate.

6. Evaluation of cases among W.A.Y.N.E., Inc. staff. (weekly for four months).

Adequate.  
-- very helpful.  
-- adequate.  
-- inadequate: fair.

7. Talking over the problems the staff encountered on Friday and Saturday nights just after the Teen Center closed on those nights. (September, 1972 through April, 1973).

Very helpful.

8. Workshop on program planning. (two days).

Adequate.

Very few of the eight events listed above were carried over from the previous grant year. Most were requested by the staff because of immediate needs arising from their work. The Director and Assistant Director responded to these requests as best they could, trying to obtain most of the leaders without cost. By the kinds of events held, and the staff's reactions to them, the most accepted events were those which demonstrated some immediate tie-in to the problems the staff faced in their daily work.

In addition to the training they had received while they worked at W.A.Y.N.E., Inc., the staff was asked what other kinds of training they needed to do their work there.

Training is needed about:

1. Working with groups.
  - how to control crises in large groups of people.
  - how to work with groups--how to deal with confrontations/ training in sensitivity awareness.

- how to work with small groups/group organization.
- how to interact with and motivate groups.
- how to work with groups.

2. Counseling/Problem Solving/Therapy.

- counseling and therapy.
- how to intervene during crises.
- how to intervene during drug-related problems.
- how to work with the problems of youth of Middle School ages.

3. Programming.

- how to plan programs which are relevant to members.
- how to carry out programs.
- how to publicize programs.

4. Community Organization.

- community organization.
- how to work with community groups and with parents.

5. Communicative Skills.

- how to contact youth.
- how to improve skills in non-verbal communication.

6. Raising Funds Through Writing Grant Proposals.

- how to write grant proposals.

7. Applications of Theory.

- how to apply theory to our problems.

It is clear that group work and psychological skills are paramount perceived needs of the staff.

The staff were asked when they preferred to receive staff training:

On-the-job= 4  
Away from the job= 4  
Both options= 1  
No answer= 1

One staffer commented that the staff needs to get away for training, but should be able to apply the new learning very soon after learning it.

They were also asked whether they prefer staff training a few hours a week for several weeks, or one day every other month:

A few hours a week for several weeks = 4  
One day every other month = 3  
Both options = 2  
Other: on the week-end = 1  
No answer = 1

Who should teach what the staff want to learn? Names and roles were given by the staff where possible.

1. A real good person in youth group activities (programming for youth; group recreation for the kinds of kids who come to the TC).
2. Paul Halpern. [Note: This has been accomplished. See event #2 under Staff Training on page 1 of this analysis].
3. A person who has expertise in drug and crisis intervention (M.S.W. and/or doctorate) who has also had experiences with youth.
4. People from Family Services, corrections level of the juvenile court system. A person who has worked his way up through the problems that the staff is discussing. (for example, a para-professional from Soul Shack).
5. A worker in grass roots organization and community relations and organization. Maybe a street worker.
6. Anyone in the social work field, such as a gestalt psychologist. Someone from Eselen.
7. A M.S.W. in various areas of our work.
8. Either a social worker or a psychologist. Need more psychology.
9. A social worker (non-psychological; must have a sociology background). We need more ideas on community work than on the therapeutic.

Although some staff think that honing their skills in psychological directions is the kind of training the entire staff needs, other staffers feel that more sociological training is needed.

### C. Age Groups The Staff Worked With the Most

Each staff person was asked to rank the age groups he or she worked with, from most to least.

Age Group	Total Staff	Asst St.				St.					
		Dir.	Dir.	Wkr	Sec	Prog	Wkr	Prog	Prog	Prog	Prog
Grades 6 - 8	2.60	4	1	3	1	4	4	4	3	1	1
" 9 & 10	1.77	1	2	1	0	2	2	2	2	2	2
" 11 & 12	1.77	2	2	2	0	1	1	1	1	3	3
Young adults	3.50	3	0	4	0	3	3	3	4	4	4

The total staff worked with grades 9 and 10, and 11 and 12, the most, followed by grades 6 to 8, and young adults. The full-time staff worked most with youth in grades 9 and 10 (1.33), followed by grades 11 and 12 (2.00), grades 6 to 8 (2.25), and young adults (3.50). The part-time staff, however, worked most with grades 11 and 12 (1.66), followed by grades 9 and 10 (2.00), grades 6 to 8 (2.83), and young adults (3.50).

### D. Amount of Work Time and Where It was Spent

Each staff member was asked to fill in a time chart with a T in all the blocks of time they worked in in the Teen Center and with an O in all the blocks of time they worked for W.A.Y.N.E., Inc., but outside the Teen Center. It should be noted that these are average estimates of time and that the placement of hours in the chart is highly generalized since a staff member's time could be spent in or outside the Teen Center during a given hour because of the highly flexible nature of the staff's work. The chart below shows the tabulation from the entire staff.

#### Time Estimate

	Sun.	Mon.	Tue.	Wed.	Thu.	Fri.	Sat.
8		T	T		T		
9		TTTT O	TTT O	TTTTTT TTT	TT E OO	TT E OOO	
10		TTTT O	TTT O	TTTTTT TTT	TT E OO	TT E OOOO	
11		TTTT O	TT O	TTTTTT TTT	TT E OO	TTT E OOO	
12		TTTT O	TT OO	TTT E OOOO	TT E OO	TT E OOO	
1	T	TTT O	TTT O	TTTT E O	TTT E	TT E OO	T
2	T	TTTT OO	TTT O	TTTTT E	TTTT E	TT E	T
3		TTTTTT O	TTT O	TTTTT E	TTT E O	TTT E	T
4	O	TTTTTT O	TTT	TTTT E 1/2T	TTT E	TT E 1/2T	T
5							
6		T	T O			T O	
7	O	TTTTT O	TT OO	T OO	T OO	TTTT	TT 1/2T
8		TTTTT O	TT O	T OO	T O	TTTT	TTT
9		TTTT	TT	OO	O	TTTT	TTT
10		1/2T				TTTT	TTT
11						TTTT	TTT
12						T	T
1							

T = 1 staff person working in the Teen Center. O = 1 staff person working for W.A.Y.N.E., Inc., but outside the Teen Center (such as a street worker). E = Either work inside or outside. 1/2 = half hour.

The total staff generally works 301 hours a week, or an average of 30.1 hours per person. It should be noted that these figures include part-time workers as well as full-time staff. The range of hours worked is 45, or from 10.5 to 55.5 hours. Of the 301 total hours worked, 212 hours were worked inside the Teen Center, 70 hours were worked for W.A.Y.N.E., Inc., but outside the Teen Center (such as time spent as a street worker), and one person indicated that 19 hours could be spent either inside or outside the Teen Center. By job, the hours appear in this way:

Full-time staff				Part-time staff			
Tot.	In	Out	E	Tot.	In	Out	
Director	45	33	12	Program	34	24	10
Ass't Director	53.5	34.5	--	St. Worker	11	5	6
Street Worker	42	20	22	Program	20	15	5 (Student)
Secretary	45	40	5	Program	10.5	8.5	2 ( " )
Total	185.5		39	Program	15	11	4 ( " )
$\bar{x}$	46.3	127.5		Program	25	21	4 ( " )
				Total	115.5	84.5	31
				$\bar{x}$	19.2		

The Teen Center is staffed 74.5 hours a week, as follows:

Sunday	2
Monday	13.5
Tuesday	13
Wednes.	10
Thurs.	11
Friday	15
Satur.	10

Total 74.5

The Teen Center is staffed by more than one person 56 hours a week. The streets, and other W.A.Y.N.E., Inc. programs held outside the Teen Center are "staffed" 41 hours a week, as follows:

Sunday	3
Monday	9
Tuesday	10
Wednes.	5
Thurs.	8
Friday	6
Satur.	0

Total 41

From observations made at various times of the week by this evaluator, the Teen Center was well used during the times it was open, indicating that the staff had deployed itself in response to the needs of the youth members.

#### E. How Staff Time Was Spent

The staff was asked, "On the average, what per cent of your working time do you spend in doing the things listed on the other side of this paper?" Each staff person was then shown a list of 14 functions the staff could perform. Each person then listed the percentages of time he or she spent in each function. In rank order, the functions are listed below, according to percentage of time of the whole staff, as well as according to the percentage of time mentioned by each staff person.

Total Staff	Asst St.				St.						
	Dir.	Dir.	Wkr	Sec.	Prog	Wkr	Prog	Prog	Prog	Prog	
1 Running Programs at the TC	22.3	8	20	5	10	30	10	40	40	35	25
2 Informal Counseling	18.7	7	10	25	5	10	50	15	40	10	15
3 Administrative Duties	13.8	25	20	--	68	10	--	--	--	10	5
4 Planning	6.9	13	10	5	--	10	3	3	15	--	10
5 Formal Counseling	5.9	7	5	5	--	5	10	15	--	2	10
6 Street Work	5.6	1	5	25	--	--	25	--	--	--	--
7 Public Relations	5.5	4	5	5	--	--	--	--	--	40	1
8 Crisis Intervention	4.7	7	5	5	--	5	2	1	5	2	15
9 Interagency Work	4.0	15	3	5	10	--	--	5	--	--	2
10 Running Programs for WAYNE, Inc. elsewhere than at the TC.	3.7	--	5	--	7	20	--	5	--	--	--
11 Referrals	3.0	5	5	15	--	--	--	2	--	1	2
12 Emergency Lodging	2.6	1	5	1	--	--	--	9	--	--	10
13 Family Counseling	1.9	5	2	2	--	--	--	5	--	--	5
14 Job Placements	1.4	2	--	2	--	10	--	--	--	--	--

Full-time staff.

Part-time staff:

Totals 100.0 All totals for individuals are 100.0 per cent.

The above figures are presented below in chart form.

Staff Function	%	Per cent of Time Spent by Staff
1 Running programs at the TC	22.3	
2 Informal Counseling	18.7	
3 Administrative duties	13.8	
4 Planning	6.9	
5 Formal Counseling	5.9	
6 Street work	5.6	
7 Public relations	5.5	
8 Crisis intervention	4.7	
9 Interagency work	4.0	
10 Running programs for WAYNE, Inc. elsewhere than at the TC	3.7	
11 Referrals	3.0	
12 Emergency lodging	2.6	
13 Family counseling	1.9	
14 Job placements	1.4	
Total	100.0	

More than half (54.8 %) of the time of the total staff is spent in three functions: running programs at the Teen Center, informal counseling, and administrative duties. Generally, the full-time staff pays the most attention to administration and the part-time staff specializes in various areas of youth needs, such as job placements and crisis intervention, although both groups of staff appear to dabble in most every one of the fourteen functions of W.A.Y.N.E., Inc. which were listed. Such thin spreading of staff talents probably appears to be warranted with such a large clientele of youth and families and so few full-time staff.

One of features which appears to be lacking in the staffing picture is a cadre of staff specialists in discrete areas of youth needs. For instance, there is no staff person who specializes in family counseling and there is no staff psychologist, who spends full-time, or nearly full-time in these specialty areas of work. Again, this is due to so few staff with so many duties among a large clientele. The shortage of trained staff is even larger than it appears on the preceding table since four of the Program staff, who are part-time, are still enrolled in social work studies with an arrangement to do their field work at W.A.Y.N.E., Inc. Lack of funds was given as the answer to this evaluator's query as to why more staff has not been hired to do what appears to be a ready-made job.

#### F. Positive Reactions to W.A.Y.N.E., Inc.

In order to gain their positive reactions to the organization for which they worked, all of the ten staff members were asked to respond to this question: "A lot of people have said that W.A.Y.N.E., Inc. is doing a good job. What reasons would you give for people saying that?"

The responses have been sorted into five categories. The categories and responses follow.

##### 1. Impact on the community.

They know something about us in order to say that.

W.A.Y.N.E., Inc. is "getting the kids off the streets", according to some people in the community.

We have an outreach program at Radnor H.S. (with an underground youth worker).

W.A.Y.N.E., Inc. helps kids by just being here. By comparison, other areas which do not have such a Center have kids whose needs are not being met.

Young people are being identified with the community through an organization they feel is important. Eighty per cent of the youth members feel they "have" something here. Many kids feel this is a home away from home.

Wayne area merchants are happy that the kids aren't hassling them.

Because of the positive feelings of the kids who come here.

People are content because most kids are not hanging around on the streets.

Some positive publicity about what is done here.

Keeps kids out of trouble in the community.

W.A.Y.N.E., Inc. provides a good cover--a dumping ground. The people in this area don't have to deal with pre-delinquent kids now. We do it.

W.A.Y.N.E., Inc. maintains a good relationship with the community.

##### 2. Unique qualities of W.A.Y.N.E., Inc.

The combination of a recreational setting plus a social service function makes W.A.Y.N.E., Inc. unique.

This is one of the few Teen Centers that really serves the kids. Elsewhere, the facility and the program are to serve the staff, not the kids.

##### 3. Staff

Staff is motivated and works hard. They have an investment in the kids. Staff zeroes in on some real needs of the kids. The kids are prone to come to us, and the staff handles them pretty well.

The staff is very diversified and competent.

The staff here seem to understand the kids and have a feeling for them and their problems.

The kids have a lot of respect for the staff. We [staff] are treated like their friends.

People feel that the staff are doing a pretty good job; any good program is because of a good staff.

Staff is concerned, young, and willing to help.

##### 4. (Nature of) Functions and Services.

###### 4A. Counseling

Initial contacts for therapy counseling and helping relationships for kids are provided. Kids may not know where to go otherwise.

There is a sharing of information about the needs of individual kids.

The information comes from the kids themselves, police, school counselors and parents.

We have a counseling and referral service.

We have informal counseling.

More counseling goes on here than most people think.

Kids, their friends, or whole families, have been helped.

We are effective in counseling on an informal basis for one shot problems.

###### 4B. Facilities

The facility is a place where an open environment is offered, but with limits.

This is a recreational facility.

The Teen Center is open a lot.

The relaxing atmosphere here; kids are free within some structure.

It is open so often. It provides a place for kids to go.

###### 4C. Program

The program of the Teen Center is very good.

The Teen Center can pull a crowd of kids.

#### 4D. Recreation

We have a gym program--on Thursday and Friday nights.  
It is responsive to the needs of the kids for low-key recreation.

#### 4E. Functions and services (generally)

We are very diverse in services.  
Diverse services are offered, such as: recreational, counseling and crisis intervention, and housing.  
We offer help in times of crisis.  
We meet the kids where they are. For example, the recreation program lets them work out natural aggressions.

#### 5. Interagency relationships.

We are applying to get the kids to the agencies where they can get services if we can't provide them, since we are tied in so well to other agencies.

The responses show forth the positive assurance of the staff in its work and the results it sees that it can produce among youth in the area.

#### G. Negative Reactions to W.A.Y.N.E., Inc.

In order to obtain information about what they disliked about W.A.Y.N.E., Inc. and to obtain suggestions for improvements, the staff was asked, "A lot of people have said that W.A.Y.N.E., Inc. is doing a bad job. What reasons would you give for people saying that?"

The responses have been classified into seven categories, as follows:

##### 1. The community's lack of information and negative perception of W.A.Y.N.E., Inc.'s work.

Some people feel that the behavior allowed inside the TC is permissive, which is not true.

We cannot fulfill all the needs of the community.

The parental attitude that since we have dealt with some drug cases, we get a drug name (that is, this is where drug users hang out and that we condone drug use, which we do not).

Lack of information; the people in the community are uninformed.

The problems that suburbia faces are far greater than suburbanites recognize, so the problems go far beyond their perception.

The community associates the program with the kind of kids who come into it.

##### 2. The community's refusal to recognize that delinquency exists, so W.A.Y.N.E., Inc.'s purposes and programs become a negative reminder of what many in the community try to ignore.

The clash between the Main Line attitude that "We do not have problem kids" and the Teen Center's type of kids. Some people feel that, because we are here, problems occur. Not so.

Many people wouldn't understand what W.A.Y.N.E., Inc. is doing. People in this area do not identify with the group W.A.Y.N.E., Inc. is here to serve.

People do not accept the type of kids attracted to our program. These kids are from broken homes, they have parental problems, and do not belong to other kid's types of activities.

The kids who are attracted here are not the "cream of the crop" from the established community.

##### 3. Delinquent behavior of the kids, noticed by the community.

Kids sometimes come from the Teen Center on Friday and Saturday nights and engage in delinquent behavior. People from the community tend to latch on to these kinds of information. With the kind of kids we work with, some delinquent behavior is possible.

Some fights outside the Teen Center have given it a bad name. Some vandalism in the Teen Center lately. This gives a bad image. Fights, in the past. Limits have been put on members. No fights since then.

The kids who come here are rowdy. That is noticed by people in the area.

##### 4. Too many responsibilities given to W.A.Y.N.E., Inc./need more staff, money.

We don't have the staff or money to handle all the responsibilities with kids that are thrown to us.

Lack of organization; more staff needed for better organization.

W.A.Y.N.E., Inc. is not a cure-all. No matter what you do, you cannot cure all the problems of the kids. The people have too high expectations for our limited resources of money and workers.

Intensive follow-up of cases is not possible because of our too few staff.

##### 5. The program intentionally draws the problems of problem kids, in order to deal with the problems (the lightning rod concept).

We attract a population of kids that most people have not been able to deal with, so their problems (such as vandalism) are very apparent to the community. The kid's problems are concentrated here, which otherwise would be scattered throughout the community.

Parents are sometimes resentful of the counseling their kids obtain here. Parents do like their kids airing family problems or the agency "butting into our private lives".

##### 6. The former image remains.

The former image of W.A.Y.N.E., Inc. stays with us. (The former image was that it was only a haven for delinquents).

We have to change the former image the people in the community have about W.A.Y.N.E., Inc.

7. Not dealing with enough kids.

Perhaps because we are only serving a small percentage of kids in Radnor Township (200+ kids on weekends in a population of 3,000+ kids in Radnor Township). Perhaps we need more outreach to bring more kids in. The program is good, but not full enough to reach more kids.

From these comments, there is a great preoccupation among the staff with the negative feelings it perceives from the community. The staff appear to be saying that, in spite of the gains recorded by W.A.Y.N.E., Inc., the community is still not "with" the staff in its work. Of course, complete acceptance of the staff's work will never occur, either because of ignorance or fear on the community's part of the innovative practices that bring fairly good results among kids who do not "fit" the community's expectations. The gains made by the staff will not be mirrored in an accepting community, but in the individual youth who have been helped.

Three suggestions come from these comments: (1) someone (perhaps the Board?) should deal with the community's reactions to fights and other occurrences which reflect negatively on the staff's work, (2) the job has to be cut down to size, by hiring more staff or by diminishing or eliminating some services, and (3) more youth need to be moved through the services of W.A.Y.N.E., Inc., so new youth with similar needs may avail themselves of the services.

II. Improvements.

To capitalize on the suggestions of the staff in a more detailed way than in the last question, interviewers asked each staff person to give ideas for improvement in nine areas of work, as follows.

1. Programs for the kids who come to the Teen Center.

The afternoon Middle School program needs better planning, public relations, and general work on it. Need a full-time person in this area. We need a person who is a specialist in structured recreation--who is not a field placement student.

Recreational things. More physical things: mats, couches, better TV. Also, another full-time counselor.

The Middle School age group needs more planned activities during the 3:00 to 5:00 p.m. hours. (This is being prepared by the staff).

Get back to having the programs initiated by the young people, whenever possible. More participatory planning--along with more money.

Increase the expertise of the staff. "Program" is not the problem; service the needs, do not support a "program".

Get the kids more involved. Get them to initiate their own programs.

Less program and more low-key recreation.

Organize the programs better. Problem is organization. More equipment would be helpful.

Provide more staff and a more adequate physical plant.

2. The human services, such as counseling and crisis intervention.

We are doing a good job on this now. We do need better staff communication in this area. Need a full-time person in this area.

We need a full-time person in this area.

Another full-time, or even two full-time resource persons are needed here.

Need a full-time staff person to do family counseling. (The Director and Assistant Director have to do too much administration, so a full-time counselor is needed).

There is no integrative human services agency other than W.A.Y.N.E., Inc., so we do a lot. But, the people around here fail to recognize the problems.

I'm not able to comment because I am only part-time, but it is very apparent that we get swamped. More staff is needed sometimes.

More staff training and expertise. More exposure.

Need more case consultation within the staff to be more aware of what is going on with the kids who need help.

Need more people available. More staff, such as another person in counseling and another street worker.

More staff, with specialized training in this area.

3. Relations with the community.

Better public relations. I understand the the Board President is working on mailing three letters to the community to explain our work.

We need a person, full-time, in PR and community relations.

More outreach programs. More community involvement.

More involvement with community activities, such as what the kids here did to assist in bicycle registration.

Do this through the Board of Directors themselves, because they are politically aware and able to meet others in the community who can help.

Try to get more opportunities to explain our work to groups and to parents individually.

By successful efforts to involve the community.

Let community get more involved. Get them into the Center. Let them see what is going on.

By more involvement of the community in the Center. Get the kids more involved in the community's projects.

We've done everything possible, I think--except change the nature of the target population we deal with, to make them more acceptable to the community.

4. Administration, such as record-keeping and working with the staff?

Need more heavy supervision of the staff. For example, record-keeping is good in programming, but can be improved in counseling and referrals.

Staff needs to hear from a consultant on record-keeping in order to do it more effectively. Administration goes fairly well, because of John Kelley.

Have more specified rules. Have one person assigned to do the administration and record-keeping.

Need a trained secretary to do regular secretarial things, plus filing and record-keeping. John Kelley is doing an excellent job as Director.

Administration is not part of the priority of professional social workers, usually.  
The most important thing is inter-staff communication. There is not enough time to tune in. Need more time to coordinate our efforts.  
Need a clearer structure; a clearer definition of duties and who performs them.  
Need better record-keeping--cases, group incidents that occur. Need better organization. Need better ways to delegate work.  
Need a more qualified and higher paid secretary. Need more organization.  
Hire an excellent secretary-administrator whose sole function is administration.

5. Relations with the kids.

Need to contact and work with individual sub-groups on off nights when the TC is closed.  
Better staff training on listening techniques, developmental psychology in regard to adolescents, and need better information-sharing between staff about individual kids.  
More programmed activities with younger kids. But, relations with the kids are very good now.  
Be far more open to the whole idea that the TC exists only for young people, not for adult's wishes. Would like evaluation by the kids.  
Would like administration to be more in the hands of the kids; more peer influence. Need to establish more clearly defined policies and purposes in regard to the kids.  
No problem.  
No improvements needed.  
None (no improvements needed).  
Relations are O.K. now.  
No problems.  
Could provide more social control function and more of an advocacy function.

6. Relations with you(a staff member).

The roles should be made more clear of what is expected of each staff person; what his/her responsibility is.  
Decrease the hours. I am doing too many things that are totally new for me. My role is policing and administration now, not counseling (where I fit better).  
Get another street worker. Street workers need more help.  
The secretary's desk is too central to the kids. This cuts down on the secretary's efficiency.  
Should have more appreciation of the staff who aren't degreed professionals but are effective with the kids. More in-depth training of young staff while they are on-the-job.  
No problem.  
No improvements needed.  
It is O.K. right now.  
Spend more time with field students.  
Would like some remuneration for student field workers.

7. Relations with other agencies.

Good now.  
Excellent now.  
Need more inter-agency visits. Need to know what they are about and they should know what W.A.Y.N.E., Inc. is about.

W.A.Y.N.E., Inc. should tell them what we do so they would remember that we do counseling, etc., in order to increase reciprocity on referrals and in other areas.  
We should be working more toward an integrated community organization. The Board should include people with a total community approach.  
We should be more involved in finding out how others are operating. A network of interaction is needed between agencies. We should work as a community of agencies, not separately.  
Doing a good job.  
O.K. as is.

More inter-agency contacts are needed. Should not repeat the services of other agencies in the area.  
All agencies should become more aware of the system, and that they are not lone survivors in the wilderness. We need more credibility as an agency in other agencies' eyes.

8. Relations with the Board of Directors of W.A.Y.N.E., Inc.

The Board has become much more aware, beyond our objectives, of what we are experiencing. The Board should talk with staff members about their work more frequently.  
The Board should become more involved in the day-to-day operations--to observe, not to run, the program. For example, most Board members do not understand what crisis intervention is all about.  
Get the Board more involved in what is going on--including participation in activities.  
Staff should attend Board's meetings--as a group.  
Should be more cross-communication between Board and staff. Board members should be encouraged to be here more, in order to become more familiar with the problems of our young people.  
I have no way to comment on this.  
Better communications are needed between staff and Board and kids.  
Have the Board become more visible. Who are they? Have them come to the TC more often.  
A Teen Board member and someone from the staff should be at every meeting--at least. The kids should be represented on the Board.  
The Board needs to spend more time at W.A.Y.N.E., Inc. programs--when the kids are here. Board should provide help and volunteers.  
Teen Board members and the staff (representatives of each) should sit on the Board as voting members.

9. Relations with any other group. (Name the groups).

Closer connections are needed with Middle School teachers, administrators, and (especially) the Middle School kids. We should explain our services to the administrators, teachers, and counselors of other schools in the area. We should meet with local service and political groups (such as the county commissioners) to become visible--in order to have good future working relationships, and for funding.  
The Middle School needs to open up in its relations with us.

No ideas.

No ideas.

We need to work with schools, police, churches, business organizations, in ironing out problems in their social structures which prevent them from working with us.

Keep up the contacts with businessmen. With the police and the schools, things often break down after we have meetings with them. We must get the message across that we are working together.

Want to talk with the parents of the kids. Have tried this so often, but these parents are "invisible"; they won't talk about their kids, except in crises.

Archbishop Carroll High School wanted to set up a street worker program. Nothing happened after they showed interest.

Since all the kids come to us from the schools and the police, we should have excellent working relationships with them.

No comment.

There are many suggestions for improvements which have been made by the staff. The suggestions seem to fall into several pronounced categories: the need for more youth participation in the programs and the Board of W.A.Y.N.E., Inc.; the need for more staff recognition by, and participation in, the Board of W.A.Y.N.E., Inc.; the need for more staff with specialized skills who would spend their time dealing mainly in their specialties; the need for better organization and communication concerning the staff; and the need for better relations with, and support from, the community groups with which the staff feels it should be involved.

#### I. Comments.

As a final question, the staff was asked if there are any comments which could be made to assist in the evaluation of W.A.Y.N.E., Inc. The comments follow:

We need to change the amount and kind of funding which we receive.

For instance, a grant for only a year at a time is no good because you cannot obtain and keep good staff that way. We need more funds to get full-time staff.

Are we too diversified (for our resources)?

The staff here is doing a tremendous job. You must realize that most Teen Centers do not key in to the needs of the kids themselves.

W.A.Y.N.E., Inc. should establish a plan for the future which answers such questions as: What kinds of services will be given the community?

Will we apply for federal or other money to support these services?

How can we help the total community accept W.A.Y.N.E., Inc.'s work and support it (financially)?

Is professionalism really needed when working with young people? What is the most helpful to kids is spending a lot of time with them, plus certain skills.

I feel that W.A.Y.N.E., Inc. has good organization and a good, caring staff. It is going places and is a benefit to the community in all the areas of its work.

The TC meets the needs of kids who are not being helped by any other group (including the family) in any other way.

W.A.Y.N.E., Inc. is doing a good job of reaching the people it is trying to reach. Doing a good job for the small size of the staff and the limited money. It would be better with more staff and more money, naturally!

W.A.Y.N.E., Inc. needs to be evaluated by people on the quality, not the quantity, of the services. Whoever does this evaluation should realize that the job done here is done with limited staff, money, and community support.

#### Summary

The picture of the staff which has been obtained from these interviews shows a young, small, better-than-could-be-expected-competency staff which is highly motivated to do their work and very dedicated to the youth with whom they work. They want to learn more about their "kids" and want to engage in as much skill building training as possible.

As with many social work trained persons, they put much emphasis on learning about the individual in the context of his social environment. Their techniques are based on social psychology, human relations, and mental health sources. They are weak in management techniques, organizational development, long range planning, and administration, and could use more learning in the development of programs through participatory methods involving youth and staff, and in dealing with seemingly recalcitrant and non-supportive community groups. Such is the nature of social work training. Thus, this group of staff is not unusual in their lack of such training.

However, they appear to be unusual to the degree in which they are dedicated to the philosophy that "the kids come first" in the work of W.A.Y.N.E., Inc. It has been this evaluator's observation that groups and organizations which are supposed to have the objective of serving others, especially the "down-and outs" of communities, usually end up as self-serving groups or organizations, or maintainers of the status quo of the community or of the machinery of their own groups or organizations. A truly serving organization has a dedicated staff which literally gives itself away for others without hope of gain. Such a staff is a rarity. As a rarity, it has to become used to being alone in its work. The Board of Directors of W.A.Y.N.E., Inc. has a good rarity on its hands. Since ready support does not go easily toward good rarities in our culture, the Board will have to work hard to obtain support --or find that something very special has disappeared, and along with it, some young lives, our most precious resource.

INTERVIEWS OF THREE 'SUCCESSFUL' TEEN CENTER MEMBERS

In accordance with the evaluation process explained in Part V of the grant from the Governor's Justice Commission of the Commonwealth of Pennsylvania, and the objectives of W.A.Y.N.E., Inc., for the operational year July 1, 1973-June 30, 1974, three youths were interviewed who were selected by the permanent staff of W.A.Y.N.E., Inc. as those youth most successfully affected by the W.A.Y.N.E., Inc. program since the start of the grant.

Interviews were made on January 14, 1974, at the Teen Center in Wayne by Gerald L. Klever, evaluation consultant for the life of the grant. The purpose of these interviews is to test the hypothesis that these 'successful' members of the Teen Center (TC) showed the best work of the staff by exemplifying the best behavior of any of the TC members interviewed (49 TC members were interviewed previously).

A. Characteristics

The three youths interviewed are white and have an average age of 17.6 years. Two attend Radnor High School in the eleventh grade and one is a freshman at Delaware County Community College. Two are males and one is a female.

<u>Youth A</u>	<u>Youth B</u>	<u>Youth C</u>
female	male	male
17 years	17 years	19 years
Grade 11, Radnor H.S.	Grade 11, Radnor H.S.	Freshman, Delaware County Community College
white	white	white

Comparison:

	<u>49 TC members</u>	<u>3 'successful' TC members</u>
female	36.7 %	33.3 %
male	63.3 %	66.7 %
$\bar{x}$ age	15.9 years	17.6 years
white	77.5 %	100.0 %
black	22.5 %	0
grade in school (of those in school)	11th	11th

The successful members are the same as other TC members in their characteristics except for being 1.7 years older.

B. Entrance into W.A.Y.N.E., Inc.'s program

Youth A - September, 1969 (7th grade)	= 52 months of membership
Youth B - December, 1971 (9th grade)	= 25 " " "
Youth C - October, 1969 (10th grade)	= 51 " " "

Compared with other members, these three joined earlier and stayed in the program longer. Half of the other members had joined since 1972.

Successful members are those who have been members a long time, having joined an average of 42.5 months ago, as compared with other members, who had joined 12 months ago. The finding that successful members are long time members is in line with environmental psychology theories which maintain that regular exposure to alternative behavior changes personalities and life styles over a period of time. Of course, it is also possible to say that the permanent staff (the staff with the most longevity) perceive successful members to be those they have had opportunity to observe and work with for the most amount of time.

Why did these three youth join the TC?

Youth A: "I wanted a place to go. I used to hang around on the streets. There are many kids to meet here."

Youth B: "I heard from my sister that it was a lot of fun. She was a member."

Youth C: "It was something new and the people in it were friends of mine and talked to me about it. The coach of the Junior Varsity soccer team was a volunteer here and he encouraged me to join."

C. Effects of the TC on its members

1. None of the three youths interviewed had been arrested before or since they joined the TC. Seven of the other members had been arrested before, and nine had been arrested since, they became members of the TC.

2. Had they been picked up, but not arrested, by the police? Youth C was picked up once before he became a member (for painting a peace sign on the train bridge at St. David's: "Several of us were talked to by the police, then released." Youths A and B have only been picked up since they became members. Youth A was picked up for loitering at the Wayne train station, then released. She was angry because "...we were minding our own business, even though we were around an off-limits area at night." Youth B was picked up, then released, for supposedly trying to break into a building. The break-in had occurred just before the police saw him and his friends on a nearby street. He said he was indignant at first, then, when he realized that the police wanted information about the break-in (which he did not know about), he relaxed.

Eighteen of the 49 other members interviewed had been picked up by the police before membership, and ten since.

3. None of the successful members ran away from home before or since membership, except for Youth A. She ran away from home once since she became a member, when she was in the ninth grade, because she was suddenly presented with a new stepfather and felt she did not like him. "He's O.K. now," however.

Seven of the 49 other members ran away from home before becoming members, and seven have run away since.

4. Although the three successful youth members did not complete a form describing which of ten situations they had encountered since the TC opened in the fall of 1973, and whether or not they received staff help in these situations, they were asked about these situations during a general discussion.

The problem areas in which they did receive staff aid are these:

Youth A - personal counseling, group counseling (rap sessions), family problems, a real crisis, on the street with friends, working on TC programs, and running away.

Youth B - group counseling (rap sessions), family problems, getting a job, on the street with friends, working on a TC program.

Youth C - group counseling (rap sessions) and working on TC programs.

Successful members probably have as many problems as other members, but learn how to work their way through them in ways that are acceptable to the culture. According to the discussion, their problem-solving exhibits a high degree of independent thought, regardless of whether the staff is involved or not. All three youths are currently involved in weekly rap sessions at the TC, where personal solutions may be inferred by the youth members present from the group's discussions of general problem areas.

5. How do successful members and other members compare in their use of marijuana, hard drugs, pills ("ups" and "downs"), liquor, and cigarettes, since they became TC members?

	<u>49 Members</u>	<u>Youth A</u>	<u>Youth B</u>	<u>Youth C</u>
Marijuana	Stayed the same	Stopped	Slight increase	Never used
Hard drugs	Decreased	Never used	Never used	Never used
Pills	Decreased	Never used	Never used	Never used
Liquor	Slight increase	Never used	Decreased	Decreased
Cigarettes	Slight increase	Decreased	Stayed the same	Never used

In reference to their never having used hard drugs, Youth A said, "I'm too scared to use them. Grass is O.K., but you get addicted to hard drugs. They are too unpredictable. I heard about all this on television, watched my friends get messed up, and I saw my mother on too many hard pills." Youth B said, "I don't feel I need to use hard drugs. I've had drug education in school. They scare me. You take too many chances with them."

In reference to cigarette smoking, Youth A said she had decreased from smoking three to half a pack of cigarettes a day since becoming a member. Youth B said he smokes half a pack a day, and has done so since becoming a member.

6. All three successful youth agreed that the number of good times they had had increased since they became TC members. Why? They had made many good friends during TC programs, and had learned how to get along with their parents, teachers and school staff, and other adults. This was also generally true for the 49 other members interviewed.

#### D. Activities

The three successful members were not asked to list all the activities in which they were involved outside of school, as the other members were. In general, the discussion during the interview revealed that since they had become TC members, they had slightly increased the kinds of activities in which they participate. Like the other members, they belong to few clubs. Youth A belongs to the Gymnastics Club, Youth B to the Intramural (floor) Hockey Club and the school newspaper club, and Youth C belongs to no clubs.

The three successful members generally center their activities in the TC, where they feel accepted and where, as one youth said, they have learned who they are and how much potential they have.

They have become leaders in the work of W.A.Y.N.E., Inc. Youth A is on the Discipline Committee, Youth B is Vice President of the Teen Board, and Youth C was a member of the Teen Board while he was a senior in high school.

#### E. Positive results of membership

What really good has happened to them as a result of their being a member of the TC? (No time limit, such as since last fall, as it was for the other members). The replies of the successful members follow:

Youth A - "The staff here help you with a problem. They take time with you."

Youth B - "I got a job here, assisting in supervising Junior High kids at the TC. Also, I made new friends."

Youth C - "The people here. They have a variety of personalities."

#### F. Basics

Finally, the successful members were asked what really turns them on about the TC. The replies:

Youth A - "The TC has come a long way. Before it had a full-time director, no problems were taken care of and there were no interesting programs. In the last year and a half, the whole TC has come alive."

Youth B - "The TC has made me more confident with other kids. The staff has helped me be involved. They made me more aware of who I am. I might have gotten into trouble if they had not done that."

Youth C - "The organization of the TC is fascinating; so different from school (and so much better--for me). I would like to see the TC

have better rapport with the high school. The staff is generally pretty good. The TC has helped me get along better with my friends, some of whom are at the TC. I could spend the whole night talking about the TC!"

Summary of Interviews of Three Successful Members

Generally, the three successful members are much the same as other members except that they are slightly older, have been in the TC program for a much longer time, appear to be more independent in solving their own problems and achieving their goals, have benefited more than other members from gaining a better grasp of their own identity and possibilities open to them, which appears to keep them from deviant behavior in the community.

As the other members, they seem to step to the beat of a different drummer than the other youth in the area. As with other members, for a variety of reasons, they were headed for deviant behavior, but these three have emerged from considering it as the only alternative into sensing an awareness of their own positive potentialities. Heading into this positive cultural direction, they need support from the staff of W.A.Y.N.E., Inc. They appear to respect and learn from the staff, but are also keenly aware of the strengths and weaknesses of each staff member, probably because of their long and close association with the staff.

With adequate nurture, these three people ought to become very capable citizens. W.A.Y.N.E., Inc., appears to have been the major factor in heading these youth in positive directions.

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Topic: Evaluation of WAYNE, Inc.

Author: Gerald L. Klever

Grant Title and Number: (SE-324-73A) Wayne, Inc.

Contact Person: Christine A. Fossett, Evaluation and Monitoring Unit, Governor's Justice Commission, Department of Justice, Box 1167, Harrisburg, Pennsylvania 17120

717-787-2040

Objectives: Evaluation of a program designed to provide multiple services in an attempt to prevent anti social behavior and to respond to individual youth problems.

787-2048

Brief Description: This program provides multiple services in an attempt to prevent anti-social behavior and to respond to

individual youth problems.

Scheduled date of final Evaluation Report: April 24, 1974

Person to contact concerning the Evaluation:

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If completed, is Evaluation Report on file with NCJRS? yes x no

Please mail completed form to:

Keith Miles  
Office of Evaluation  
LEAA-NILECJ  
Department of Justice  
Washington, D.C. 20530



**END**