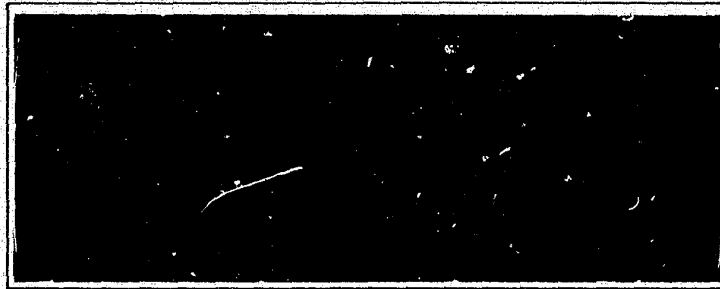




State of Wisconsin \ OFFICE OF THE GOVERNOR

WISCONSIN COUNCIL ON CRIMINAL JUSTICE



PROGRAM EVALUATION REPORT

57274



State of Wisconsin \ OFFICE OF THE GOVERNOR

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Monitor Report

Children's Code Training, Phase I and
Phase II: Curriculum Development and
Instructor Training

WCCJ Grants: #78-17(10C)-S-03-7
#78-17(10C)-S-05-7
#78-17(10C)-S-06-7
#78-17(10C)-S-07-7
#78-17(10C)-S-08-7

by

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Wisconsin Council on Criminal Justice
Program Evaluation Section
March 1979

NCJRS

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ACQUISITIONS

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I. EXECUTIVE SUMMARY

Five grants awarded by the Wisconsin Council on Criminal Justice (WCCJ) for a statewide training program in the Children's Code Revision, effective November 18, 1978, have been utilized to date to prepare a training curriculum and train court personnel and trainers/instructors. These grants are:

#78-17(10C)-S-03-7	Youth Policy and Law Center
#78-17(10C)-S-05-7	Wisconsin Supreme Court
#78-17(10C)-S-08-7	Wisconsin Department of Justice
#78-17(10C)-S-07-7	Wisconsin Department of Health and Social Services; Division of Corrections
#78-17(10C)-S-06-7	University of Wisconsin Board of Regents

This report concerns the first two phases of a four-phase training program. Phases I and II, Curriculum Development and Training of Trainers, are discussed. A final report on the last two phases of the program, Statewide Intradisciplinary Training and Statewide Interdisciplinary Training, will follow.

Curriculum materials for training of judges and intake workers throughout the state were prepared by the Wisconsin Supreme Court, Judicial Education. In November 1978 the Youth Policy and Law Center completed Volume One, the core curriculum, for the Children's Code Revision for use by juvenile justice system personnel. This document, "Children's Code Revision Training Manual," has been made available to all trainers and is available to subgrantees for distribution.

Eight training sessions have been completed, six in the substantive contents of the Children's Code Revision and two in training methodology for law enforcement instructors. Data from 184 participant questionnaires have been analyzed. These questionnaires were completed by participants at four of the eight training sessions. Based upon these responses, Program Evaluation Section (PES) finds:

1. All occupational groups targeted - judges, intake workers, law enforcement, social workers and corrections staff - rated the curriculum materials as very useful (Appendix 4, Table 5).
2. Average ratings for the training sessions were midway between "good" and "excellent" (Page 11).
3. The major difficulties perceived by participants in implementing the changes in the new law were focused around court intake (17.8%), resource provision (13.5%), procedural problems (13.0%), and behavioral changes needed (13.0%) (See Appendix 5).
4. One-third of participants reported attitudinal changes as a result of training; generally, these reported changes were positive (Appendix 4, Table 7).

5. Additional training or informational assistance was reported to be further desired by 52.7% of all participants monitored, with intake workers, law enforcement, and social workers most frequently suggesting this aid (Page 15).
6. All occupational groups reported they perceived a need for the Code revision and perceived it as generally workable. Corrections trainers were, however, less convinced of its workability and somewhat less satisfied with the training than other groups.

Recommendations based upon this monitor propose additional training for judges, intake workers and law enforcement, as well as the provision of a technical assistance unit to serve the entire range of juvenile justice system personnel.

II. PROJECT DESCRIPTION

A. Background

On May 8, 1978 Acting Governor Martin Schreiber signed the Children's Code Revision (AB 874 and its amendments) which created procedural changes in the intake, adjudication and disposition processes operative under Chapter 48 of the Wisconsin Statutes. This revision represents substantial alterations in juvenile justice system staff activities. To facilitate implementation of the revision, the Youth Policy and Law Center (YPLC) of Madison, Wisconsin submitted a grant application to the Wisconsin Council on Criminal Justice (WCCJ) for funds to enable them to develop a training program. In June of 1978 WCCJ awarded \$30,000 to the Youth Policy and Law Center for this purpose (WCCJ Grant #78-17(10C)-S-03-7 - Children's Code Revision Implementation Project). This grant, in conjunction with a component of the Center's operating grant, provided YPLC with the funds to develop the Children's Code Revision curriculum under their basic grant and to provide training to selected agency representatives who would serve statewide as trainers for personnel in the field.

In September of 1978 the Wisconsin Supreme Court received \$14,598 to present the Juvenile Court Institute: Children's Code (WCCJ Grant #78-17(10C)-S-05-7). This project provided training in the Children's Code Revision to judges throughout the state and to those individuals designated as intake workers.

In October of 1978 WCCJ awarded three additional grants for training in the revised Children's Code to complete this comprehensive training effort. The Wisconsin Department of Justice, under WCCJ Grant #78-17(10C)-S-08-7, received \$29,348 for the training of law enforcement training: Project Title - Children's Code Training for Police. The Department of Health and Social Services, Division of Corrections also received a grant of \$3,000 under WCCJ Grant #78-17(10C)-S-07-7 for the training of corrections personnel to serve as trainers: Project Title - Revised Children's Code Training Program. The third of these later grants was to the University of Wisconsin Board of Regents under WCCJ Grant #78-17(10C)-S-06-7 for \$32,887 to enable the University of Wisconsin - Extension Criminal Justice Institute to provide training to staff members of youth-serving agencies, residential living groups, courts, and secure detention facilities.

The funds made available under these grants totaled \$109,833 including state matching funds. The training program was planned in four phases, beginning with curriculum development and concluding with local inter-disciplinary training seminars to be held in 1979. This report covers Phase I - Curriculum Development and Phase II - Instructor Training.

B. Project Design and Implementation

The Curriculum Materials--A variety of documents were prepared and assembled for use at various training sessions. The Youth Policy and Law Center prepared a standardized text, Children's Code Revision Training Manual,¹ which served as the basic training material in conjunction with The Unofficial Version of the Revised Children's Code, 1978². The training manual prepared by YPLC became available for distribution November 27, 1978, nine days after the effective date of the new Law. The delay in its publication, caused by a late funding date of a companion grant, necessarily required postponement of training sessions. Appendix 1 lists the materials made available by each organization which provided training for court personnel and instructors who would subsequently serve as trainers.

The Project Staffs--Under the auspices of the Wisconsin Supreme Court Judicial Education Committee, Sofron B. Nedilsky, Director of Judicial Education, arranged the Juvenile Court Institute: Children's Code. The Institute addressed three major areas: Intake, Adjudication and Disposition. In order of appearance, the panel of speakers included:

Judge William A. Jennaro, Milwaukee County
Judge Michael D. Guolee, Milwaukee County
Ms. Patricia Towers, Chief Probation Officer,
Milwaukee County
Judge Joseph W. Hughes, St. Croix County
Mr. Gary W. Northrop, Juvenile Court Consultant
Judge R. Thomas Cane, Outagamie County
Judge Michael W. Brennan, Clark County
Judge Robert C. Jenkins, Portage County
Mr. Roland Hershman, Superintendent, Ethan Allen School

The development of the curriculum and the design of the training sessions by the Youth Policy and Law Center were coordinated by Peter Plant, Associate Director of the Center. The curriculum and training team was staffed by four members of the Center:

Melanie McIntosh, Social Worker
Lydia Clay-Jackson, Training Project-Corrections
Specialist
Eileen Hirsch, Attorney
Peter Plant, Associate Director

¹ Youth Policy and Law Center, Inc., Children's Code Revision Training Manual (Madison, Wisconsin, 1978).

² Youth Policy and Law Center, Inc., The Unofficial Version of the Revised Children's Code, 1978 (Madison, Wisconsin, 1978).

Mr. John Scepanski of the Training and Standards Bureau of the Department of Justice served as the coordinator of the Children's Code Training for Police. Through his efforts, training in methodology for law enforcement trainers was made available by the University of Wisconsin Extension Department of Governmental Affairs. Police trainers were selected and trainee sessions were arranged through the Wisconsin Board of Vocational, Technical and Adult Education (VTAE). Al Hamann, UW-Extension Department of Governmental Affairs, directed the instructional team for the training of law enforcement officers in teaching methodology. This team was composed of:

Martin Drapkin, Specialist in Local Law Enforcement/
Corrections
Dorothy Smith, Teacher

Through the efforts of Robert Westby, Consultant for Law Enforcement Education of the VTAE, trainers were made available and coordination of training of police in Phase III (Statewide Intra-Discipline Training) has been undertaken.

The training of trainers from the Division of Corrections of the Wisconsin Department of Health and Social Services was directed by Hamdy Ezalareb and coordinated by Richard Kratz, Staff Development Specialist.

William F. Winter served as Project Director for the Children's Code Training Seminars presented by the University of Wisconsin-Extension, Criminal Justice Institute; Candace McDowell is the Project Coordinator of the Children's Code Seminars presented by the Juvenile Justice Personnel Development Center (JJPDC). These seminars are Phase III and Phase IV project activities.

The Training Sessions--Training sessions for all trainers ranged from three to five days in length. All training sessions were geographically located to serve as optimally convenient sites to facilitate broad representation of personnel throughout the state. In the case of the Juvenile Court Institute, one judge and one intake-worker from each county were invited to attend to assure statewide training. Appendix 2 lists these training sessions, locations, dates and target groups.

In summary, a systematic attempt to train a full range of specialized trainers in the Children's Code Revision was undertaken. The delay of the majority of these sessions until after the date the revision became effective presented the major problem for those responsible for working within its parameters. The local law enforcement agencies, the Milwaukee Detention Center, and others independently undertook training prior to November 18, 1978. While this effort was advantageous in enabling law enforcement personnel to fulfill the new legal requirements, it is possible that some degree of uniformity in substantive training was lost. //

III. METHODOLOGY

A. Interviews and Documentation

Program Evaluation Staff (PES) interviewed each of the principal personnel responsible for administering these five grants during the period of June through October 1978. Subsequent to these interviews, formal requests for specific types of documentation were submitted. Documentation concerning project personnel, activities, and coordinating efforts have been received, to date, in whole or in part from four of the five subgrantees. Schedules for training of field staff under Phase III have not yet been completed. In addition to these materials, grants and curriculum documents have been reviewed (See Appendices 1 and 2).

B. Observation

PES staff attended the Juvenile Court Institute: Children's Code held in Wausau, Wisconsin, October 18-20, 1978; the Children's Code Revision Training conducted by YPLC in Madison, December 5-8, 1978 and a portion of the Teaching Methodology training given by UW-Extension Department of Governmental Affairs in Madison, December 18-21, 1978. These efforts enabled PES staff to observe all instructional programs for trainers, to assess the participant response to the training, and to acquire insight into the concerns of those involved in implementing this code revision.

C. Monitor Questionnaire

PES staff developed a short monitor questionnaire to be administered by instructional staff to all trainers and trainees (See Appendix 3). A copy of the instrument was reviewed by each project director or supervisor prior to training. This questionnaire provides the data to be discussed in Sections Four through Six of this report.

To date, this questionnaire has been administered and analyzed for the following groups of trainers or judicial personnel:

<u>Training Session</u>	<u>Occupational Group</u>	<u>Number of Completed Questionnaires</u>
Wausau, 10/18-10/20	Judges	45
	Intake Workers	55
Madison, 12/5-12/8	Law Enforcement/Instructors	27
	Corrections Staff	11
Green Bay, 11/27-12/1 and Milwaukee, 12/11-12/15	Social Workers	46
		Total 184

The data in this report are based upon these 184 returned questionnaires. The final report will provide the same types of data for trainees under Phase III of the training program.

This monitor is not based on a random sample of all who have been trained and will serve as trainers. Geographically, it is most representative of judges and intake workers. The remaining groups are most representative of the state in terms of population distribution (See Appendix 4, Table 1).

PES staff coded responses to open-ended questions with considerable detail and then summed the frequencies of specific items mentioned. All data were punched onto cards for computer analysis.

The analysis which follows excludes the methodology training session because law enforcement instructors had previously completed the questionnaire during their substantive training in the Code revision. The methodology training course considered communication and principles of instruction and followed the instructional period with a practice teaching period for each participant. Each student presented a final individual teaching presentation of fifty minutes. One section of the Code revision chosen by the student was the subject matter of their presentation.

IV. TRAINING PARTICIPANTS

A. Characteristics

The data in this report are analyzed primarily in terms of occupational groupings. The decision to present the data in this fashion was made to permit both an analysis of the training provided by different subgrantees and information about functional concerns involved in code implementation. Appendix 4 contains the tables which will be cited throughout this report.

Judicial and intake participants came from a broad spectrum of counties throughout the state. This statewide representation of the courts was both planned and accomplished. Other occupational groupings analyzed were proportionately distributed throughout counties with medium or high levels of urbanization (Table 1-page 23).

The level of governmental agency from which trainers came was also generally distributed across jurisdictions. More than half of the police trainers came from city police departments, and more than half of the social workers and judges cited the county as their primary employer (Table 2).

Those selected as trainers were experienced in the area of juvenile justice, with four or more years experience in at least 75% of the cases (Table 3). Intake workers who attended the Institute had generally long experience both in the juvenile area and with their current employer. This is not surprising inasmuch as many who were designated by judges to attend did so with the expectation that intake functions would be an addition to their current duties. Occupations for those attending as intake workers were described as follows:

	<u>Number</u>
Intake worker	23
Court administrator	5
Juvenile (probation) officer	6
Social worker/supervisor	18
Social services administrator	3
	<u>55</u>

B. Attitudes

PES staff asked trainers how they viewed the revision of the Children's Code in terms of three attributes - whether the revision was needed, whether it was a major change, and whether it would be workable. There was a high degree of agreement among occupational groups the revision was needed; and the revision was a major change. There was, however, less agreement amongst groups regarding the workability of

the revision. Corrections staff generally were less convinced of the workability of the revision than were all other groups (See Table 4).

V. TRAINING SESSION RATINGS

PES staff asked participants to indicate their level of agreement with six statements regarding the training session they attended. The items and the mean differences from the composite rating (see Table 5) are as follows:

<u>Item</u>	<u>Difference from 6-item mean rating</u>
Usefulness of the materials	+.27
Increased knowledge	+.14
Meetings were well organized	+.03
Explanations were clear	-.20
Meetings were not dull	-.30
Answered my questions	-.34

The highest rating by participants was given to the item concerning the usefulness of the printed materials. All participants were given copies of the curriculum materials prepared for their sessions, and these were welcomed as sources for review and continuing reference.

Also rated highly were the statements that the training increased the knowledge of participants and that the meetings were well organized.

Two statements were rated close to 3.00 indicating simple agreement. These were that the meetings were not tedious or dull and the explanations given were clear. The lowest rating was given to the statement that the training session answered most of my questions. Both intake workers and corrections trainers rated this attribute lowest.

In summary, the training sessions attended by these participants were characterized as being helpful and well planned. The overall rating of these sessions, based on a five-point scale, (5=excellent) is as follows:

Session	Occupational Group	Mean Rating	Std. Dev.
Judicial Education, Oct. 18-20 at Wausau	Judges Intake Workers	4.55 4.31	1.278 1.009
Youth Policy and Law Center, Nov. 27-Dec. 1 at Green Bay and Dec. 11-15 at Milwaukee	Social Workers	4.63	1.509
Dec. 5-8 at Madison	Law Enforcement Corrections	4.56 3.36	.641 .809

In all cases, the four training sessions upon which these responses are based were rated midway between "good" and "excellent" by four of the five occupational groups. The training staff from the Division of Corrections is clearly more concerned about the prospective workability of the Code revision than others (Table 4). This may explain why they believe their questions were not fully answered during the training session (Table 5). From observation, PES staff became aware that aftercare procedures have substantial implications for correctional officers and staff and are one major source of concern to them.

VI. PERCEIVED CODE IMPLEMENTATION DIFFICULTIES

A. Description

The question was asked "Do you anticipate difficulty in implementing any of the Code's provisions? Explain." The following types of responses were made:

	Number	% of Participants
"No"	37	20.1%
"Yes" or "The difficulty..."	116	63.0
No answer	31	16.9
	184	100.0%

It is apparent that over fifty percent of the training instructors or court personnel perceive some difficulties in Code implementation. If only those who will serve as "instructors" are considered, the percentage perceiving some difficulties remains 60%.

PES staff carefully coded the responses to the question concerning difficulties in Code implementation. A total of 41 specific types of difficulties were mentioned. These are listed in Appendix 5. For purposes of clarification they were then clustered into categories and these are presented in Table 6 of Appendix 4.

Court intake emerges as the most frequently perceived difficulty and is a special concern to judges and intake workers. Almost one out of five difficulties cited were intake issues. (See Appendix 5).

Three clusters of difficulties are next perceived as major barriers: provision of resources, procedures, and behavioral change of system and community members. The category of behavioral change refers here primarily to the willingness of personnel throughout the juvenile justice system to change their practices in accordance with the law. Procedures are a problem for court personnel. Resources are perceived as a barrier by all occupational groups. Behavioral change is significantly selected by social workers as a potential barrier to Code implementation.

Last, working conditions were cited more than 10% of the time as a difficulty to Code implementation. Trainers felt the Code revision was complex and would require agency personnel to spend considerable time in becoming familiar with its provisions.

While these categories are neither rigorously differentiated, nor of equal scope, they may serve to indicate that participants at these sessions perceived a very broad range of difficulties to be addressed. Generally, they were not perceived as formidable barriers.

B. Relationship to Training

A number of perceived difficulties cannot be directly addressed through training - for example, establishing the position of an intake worker. However, training does improve skills and knowledge of participants and may contribute to attitudinal changes.

These participants, many of whom will be training other juvenile justice system personnel, were receptive to the Code revision, but less certain of its workability. They had some hesitation about the extent to which the training had answered their questions. A certain degree of hesitancy about their feeling toward the workability of the Code or their knowledge of it is also suggested in the answers to a question concerning the effect of the training session on changes in participants' attitudes. Thirty-one respondents said the training "made me feel better - gave me more understanding." In saying this, these participants were indicating prior feelings of hesitancy about either the revision or their own ability to follow its procedures.

Fully 32% of participants at these training sessions reported that they experienced some change of attitude as a result of their training (Table 7). Generally, these changes were positive.

While training cannot remove all of the impediments which may exist in implementing the Code, it can contribute to clarification and resolution of a number of the concerns expressed by trainers. It can bring together personnel working with the new Law to discuss difficulties not foreseen and to share approaches to problems posed by the revision. It can also contribute to attitudinal change.

VII. NEED FOR ADDITIONAL TRAINING

A. Participant Views

When participants were asked whether they would like additional training or informational assistance, 52.7% responded positively to the question. From one-third of corrections staff to two-thirds of police trainers answered affirmatively (Appendix 4, Table 8).

Most frequently requested was a review session after the Children's Code Revision had been in effect for some months. This suggestion, plus the recommendation for a general training session, constituted 39% of the suggestions for future code training (Table 9-page 30).

Ten participants proposed that technical assistance and informational services be provided statewide. Other suggestions were more specific, ranging from review of Chapters 51 and 55 of the Wisconsin Statutes through training in areas other than the Code revision.

B. Recommendations

This report presents evidence that the training sessions attended by trainers were well-received. It also substantiates the view that the Code revisions are seen as a major change which, while workable, do present some difficulties to juvenile justice system staff members. Further, the need for future training is cited by slightly more than half of the court personnel and trainers who attended these sessions.

PES observed that law enforcement trainers were concerned with both the revision's technical requirements and with the receptivity of trainees to the changes. Intake workers, entering into a new position requiring both legal and social service knowledge, were receptive to their role but also concerned about their functions. They, in particular, were appreciative of the opportunity to receive interdisciplinary training.

The judges, social workers and corrections participants were somewhat less receptive to the need for additional training for themselves. Social workers were especially interested in the availability of technical assistance. More than a third of these participants expressed interest in future training. It is therefore recommended that:

- 1) Law Enforcement Instructors and Intake Workers be given future opportunities to receive training in their specialized areas;

- 2) A technical assistance office be established and staffed by an interdisciplinary team. The staff would provide social workers, corrections staff, and others throughout the state with an informational resource center in Code-related areas of concern.
- 3) Judges and intake workers be convened in the future for review of selected issues in Code implementation;
- 4) Corrections trainers review among themselves, and with representatives from the courts, areas of special concern to seek resolution of differences prior to Phase III training.

The Juvenile Justice Personnel Development Center (JJPDC), while one of the sub-grantees of this program, did not have trainers attend these particular sessions monitored and consequently they have not been included in this analysis. Their training of staff members from youth-serving agencies, residential living groups, and other juvenile justice personnel will most probably produce additions to the list of Code implementation difficulties perceived. It is also probable that some of these participants will join those social workers and court personnel who requested provision of technical assistance and information resources.

Training staff are listed in Appendix 6. These trainers, in addition to those selected as social services trainers under Title XX of the Social Security Act, will undertake Phase III of the program.

APPENDIX 1

CURRICULUM MATERIALS FOR CHILDREN'S CODE TRAINING OF TRAINERS

Wisconsin Supreme Court

Statute Citations, Recommendations
and Commentary, Wisconsin Supreme
Court Judicial Education Committee

Official Forms, prepared by Gary
Northrop for the Wisconsin Board
of Juvenile Court Judges, 1978
Official Forms Committee

Youth Policy and Law Center, The
Unofficial Version of the Revised
Children's Code, 1978 (Madison,
Wisconsin, 1978)

Youth Policy and Law
Center

Youth Policy and Law Center, The
Unofficial Version of the Revised
Children's Code, 1978 (Madison,
Wisconsin, 1978)

Youth Policy and Law Center,
Children's Code Revision Training
Manual (Madison, Wisconsin, 1978)

UW-Extension Department
of Governmental Affairs

Staton, Thomas F. How to Instruct
Successfully (New York: McGraw-
Hill Book Company, 1960)

APPENDIX 2

SESSIONS FOR TRAINING OF TRAINERS

<u>Training Organization</u>	<u>Site of Training</u>	<u>Date of Session</u>	<u>Target Group</u>
Wisconsin Supreme Court	Wausau	Oct. 18-20, 1978	Judges; intake workers
Youth Policy and Law Center	Green Bay	Nov. 27-Dec. 1, 1978	Social Services*
	Madison	Dec. 5-8, 1978	Law Enforcement; Corrections
	Milwaukee	Dec. 11-15, 1978	Social Services
	Eau Claire	Jan. 8-12, 1979	Social Services
	Madison	Jan. 15-19, 1979	Social Services
	Rhineland	Jan. 22-26, 1979	Social Services
UW-Extension Department of Governmental Affairs	Madison	Dec. 12-15, 1978	Law Enforcement
	Madison	Dec. 18-21, 1978	Law Enforcement

*Social Services training funds have been provided by grants from both WCCJ and from the Department of Health, Education and Welfare.

APPENDIX 3

MONITOR QUESTIONNAIRE FOR PARTICIPANTS

Instructions

Please provide the information requested at the bottom of this page and then turn to page 2 on the reverse side of this sheet. We have asked you to provide information in a form which assures your anonymity. Your honest and frank views will be most beneficial. PLEASE BE SURE TO RETURN THE QUESTIONNAIRE TO A MEMBER OF THE MONITORING STAFF OR TO THE COURSE INSTRUCTOR.

Thank you.

Location of training _____
(city/town)

Date of training _____

Your occupational title _____

Type of agency or organization (e.g., sheriff's department, police department, department of social services, youth service bureau) _____

Circle the following level of your agency:

City County State Private, non-profit

How many years have you worked:

(a) for the above organization? _____

(b) in the juvenile justice area? _____

1. Below is a listing of code numbers for Wisconsin counties. Select the code for the county in which your office or place of work is located and enter it here:

Code No. _____

<u>Code</u>	<u>County</u>	<u>Code</u>	<u>County</u>	<u>Code</u>	<u>County</u>
1	Adams	2	Jackson	2	Richland
4	Ashland	4	Jefferson	5	Rock
2	Barron	2	Juneau	2	Rusk
1	Bayfield	5	Kenosha	2	St. Croix
5	Brown	3	Kewaunee	3	Sauk
1	Buffalo	5	La Crosse	1	Sawyer
1	Burnett	1	Lafayette	2	Shawano
3	Calumet	3	Langlade	4	Sheboygan
3	Chippewa	4	Lincoln	2	Taylor
2	Clark	4	Manitowoc	1	Trempealeau
2	Columbia	3	Marathon	2	Vernon
3	Crawford	3	Marinette	1	Vilas
5	Dane	1	Marquette	3	Walworth
3	Dodge	1	Menominee	1	Washburn
3	Door	6	Milwaukee	3	Washington
5	Douglas	3	Monroe	5	Waukesha
3	Dunn	2	Oconto	3	Waupaca
4	Eau Claire	3	Oneida	1	Waushara
1	Florence	4	Outagamie	5	Winnebago
4	Fond du Lac	4	Ozaukee	4	Wood
1	Forest	1	Pepin		
3	Grant	2	Pierce		
3	Green	1	Polk		
3	Green Lake	3	Portage		
2	Iowa	2	Price		
1	Iron	5	Racine		

Questions 2 and 3

Check the appropriate boxes. If you had no knowledge or views about the Code revision, omit question 2.

2. Before attending this training, how did you view the revision of the Children's Code?

- (a) The revision was needed.
(al) It was a major change.
(b) It would be workable.

Strongly Disagree	Disagree	Agree	Strongly Agree

3. How do you feel about this training session?

- (a) It increased my knowledge.
(b) It answered most of my questions.
(c) The explanations were clear.
(d) The meetings were not tedious or dull.
(e) The printed materials are/will be useful.
(f) The meetings were well organized.

Strongly Disagree	Disagree	Agree	Strongly Agree

4. If the training has substantially changed your attitude toward the Code revision, briefly explain:

5. Do you anticipate difficulty in implementing any of the Code's provisions? Explain.

6. Would you like additional training or informational assistance? In what areas?

7. Please mark one of the following ratings for this training program.

Poor

Fair

Average

Good

Excellent

Comments:

11

APPENDIX 4: TABLES

TABLE 1
COUNTY URBANIZATION LEVEL OF TRAINERS BY OCCUPATIONAL GROUP
(in percent)

County Type ¹	Occupational Group				
	Police	Intake	Social Workers	Judges	Corrections
Rural	11.1%	40.0%	8.6%	44.4%	18.2%
Medium	29.6	36.4	41.4	33.3	27.3
Urban	59.3	21.8	47.8	22.3	54.5
Not ascertained	-	1.8	2.2	-	-
Total	100.0%	100.0%	100.0%	100.0%	100.0%
Number of cases	27	55	46	45	11

¹Definitions of rural, mixed, and urban counties are:

Rural = zero to 29% urban; 32 counties containing 13.3% of the state population.

Medium = 30 to 70% urban; 30 counties containing 32.2% of the state population.

Urban = 71% or more urban; 10 counties containing 54.4% of the state population.

See Juvenile Detention in Wisconsin, 1976, (Madison: Department of Health and Social Services) Appendix A, for a listing of the counties so classified.

TABLE 2

JURISDICTIONAL LEVEL OF EMPLOYING AGENCY OF TRAINERS BY OCCUPATION
(in percent)

Agency Level	Occupational Group				
	Police	Intake	Social Workers	Judges	Corrections
City	55.6%	-	-	-	-
County	40.7	96.4%	67.4%	48.9%	-
State	3.7	3.6	30.4	37.3	100.0%
All others and Not ascertained	-	-	2.2	13.3	-
Total	100.0%	100.0%	100.0%	100.0%	100.0%
Number of cases	27	55	46	45	11

TABLE 3

LENGTH OF TIME IN CURRENT EMPLOYMENT AND IN
JUVENILE JUSTICE AREA BY OCCUPATIONAL GROUP
(in percent)

Length of Employment	Occupational Group				
	Police	Intake	Social Workers	Judges	Corrections
<u>In current organization</u>					
Under 4 years	25.9%	36.4%	21.7%	24.4%	-
4-9 years	22.2	29.1	58.7	26.7	27.3
10 years and over	51.9	32.7	19.6	37.8	54.5
Not ascer- tained	-	1.8	-	11.1	18.2
Total	100.0%	100.0%	100.0%	100.0%	100.0%
<u>In juvenile justice</u>					
Under 4 years	14.8%	23.6%	19.6%	24.4%	-
4-9 years	44.4	34.5	41.3	26.7	27.3
10 years and over	40.8	38.3	21.7	37.8	54.5
Not ascer- tained	-	3.6	17.4	11.1	18.2
Total	100.0%	100.0%	100.0%	100.0%	100.0%
Number of cases	27	55	46	45	11

TABLE 4

AVERAGE RATING OF VIEWS TOWARD CHILDREN'S CODE REVISION
BY OCCUPATION OF TRAINERS

View toward code revision	Occupational Group				
	Police	Intake	Social Workers	Judges	Corrections
The revision was needed.	3.11 ¹	3.27	3.34	3.07	3.00
It was a major change.	3.16	3.24	3.62	3.23	3.55
It would be workable.	3.12	3.00	3.00	3.06	2.46

¹Mean rating is based on a scale of 1 (strongly disagree) to 4 (strongly agree).

TABLE 5

MEAN RATING OF ATTITUDES TOWARD TRAINING SESSION BY OCCUPATION OF TRAINERS

Attitudes Toward Training Session	Occupation of Trainers					
	Police	Intake	Social Workers	Judges	Corrections	Av. Rating
It increased my knowledge.	3.56 ¹	3.38	3.59	3.51	3.09	3.43
It answered most of my questions.	3.26	2.87	3.13	3.22	2.27	2.95
The explanations were clear.	3.33	3.02	3.37	3.20	2.55	3.09
The meetings were not tedious or dull.	2.93	3.19	3.00	3.18	2.64	2.99
The printed materials are/ will be useful.	3.63	3.65	3.70	3.62	3.18	3.56
The meetings were well organized.	3.56	3.30	3.39	3.42	2.91	3.32
Overall rating	3.38	3.24	3.36	3.36	2.77	3.29

¹ Mean rating is based on a scale of 1 (strongly disagree) to 4 (strongly agree).

TABLE 6

AREAS OF DIFFICULTIES CITED¹ IN IMPLEMENTING CHILDREN'S CODE BY OCCUPATIONAL GROUPS

Major Area of Difficulties Cited	Occupational Group						
	Police	Intake	Social Workers	Judges	Corrections	Total	Percent
The Law	2	2	5	-	6	15	8.2%
Custody	-	3	1	-	-	4	2.2
Intake	1	16	4	12	-	33	17.8
Detention	1	1	4	2	-	8	4.3
Disposition	-	1	-	1	-	2	1.1
Aftercare	-	-	-	-	3	3	1.6
Procedures	-	7	2	15	-	24	13.0
Provision of Resources	3	9	6	4	3	25	13.5
Attitude Change	1	-	3	1	-	5	2.7
Behavioral Change	1	3	18	1	1	24	13.0
Working Conditions	2	4	12	3	1	22	11.9
Organizational Change	-	5	4	4	1	14	7.5
Power Relations	-	1	1	-	3	5	2.7
Other	-	-	1	-	-	1	0.5
Total	11	52	61	43	18	185	100.0%

¹ See Appendix 5 for a listing of the specific components of each of these areas.

TABLE 7
ATTITUDINAL CHANGES RESULTING FROM TRAINING

<u>Type of Change</u>	<u>Number</u>	<u>Percent</u>
Feel better, have more knowledge	31	16.8%
Gave me specific knowledge	9	4.9
Increased positive feelings	12	6.5
Increased negative feelings	1	0.5
Increased awareness of conflict	6	3.3
No attitude change	36	19.6
No answer	89	48.4
	184	100.0%

TABLE 8
ADDITIONAL TRAINING DESIRED BY OCCUPATIONAL GROUP
(in percent)

Additional Training Needed	Occupational Group				
	Police	Intake	Social Workers	Judges	Corrections
Yes	63.0%	65.5%	47.8%	40.0%	36.4%
No	3.7	10.9	10.9	11.1	-
Not ascertained	33.3	23.6	41.3	48.9	63.6
Total	100.0%	100.0%	100.0%	100.0%	100.0%
Number of cases	27	55	46	45	11

TABLE 9

TYPES OF ADDITIONAL TRAINING CITED AS NEEDED

<u>Type</u>	<u>Frequency</u>
Review session after code implementation	19
General training session	15
Technical assistance and information resources	10
Review - Wis. Stat., Chapters 51 and 55	8
- Disposition	4
- Detention	4
Interdisciplinary training	4
Intake	4
Adoption, Termination of parental rights, Interstate compact	3
All others	16
Total	<u>87</u>

APPENDIX 5

CODE IMPLEMENTATION DIFFICULTIES CITED BY TRAINERS

<u>Type of Difficulty</u>	<u>Frequency</u>	<u>Percent of Total</u>
<u>The Law</u>		
Vagueness of	6	
Code discrepancies	1	
Interpretive disagreements	5	
Excess legalism	2	
Interest of child not met	1	
	<u>15</u>	8.2%
<u>Custody</u>		
Physical custody rules	3	
Establishing jurisdiction	1	
	<u>4</u>	2.2
<u>Intake</u>		
Establishing position	9	
Hours of	14	
Written policies for	4	
Duties of	6	
	<u>33</u>	17.8
<u>Detention</u>		
Detention and hearing requirements	7	
Rules regarding runaways	1	
	<u>8</u>	4.3
<u>Disposition</u>		
Restitution disposition	1	
Annual court review of	1	
	<u>2</u>	1.1
<u>Aftercare</u>		
Use of discipline/revocation for	2	
Role of court in revocation of	1	
	<u>3</u>	1.6
<u>Procedures</u>		
Forms	10	
Petitions	2	
Attorneys, representation of	3	
Time limits	5	
Obtaining waivers	1	
Jury	3	
	<u>24</u>	13.0

<u>Type of Difficulty</u>	<u>Frequency</u>	<u>Percent of Total</u>
<u>Provision of Resources</u>		
County Boards	7	
Money for	9	
Facilities	7	
Services	2	
	<u>25</u>	13.5
<u>Attitude Change</u>		
Public acceptance	2	
Negative attitudes of personnel	2	
Fear of escalation of employment qualifications	$\frac{1}{5}$	2.7
<u>Behavioral Change</u>		
Interagency and community cooperation	8	
Adherence to by police	4	
Adherence to by district attorneys, corp. counsel	3	
Adherence to by judges	$\frac{9}{24}$	13.0
<u>Working Conditions</u>		
Increased workload	2	
Training/learning time required	$\frac{20}{22}$	11.9
<u>Organizational Change</u>		
Changes within agencies	13	
Securing inter-jurisdictional uniformity	$\frac{1}{14}$	7.5
<u>Power Relations</u>		
Loss of power perceived	4	
No checks on administrative discretion	$\frac{1}{5}$	2.7
<u>Other</u>		
Some difficulties, but not specified	$\frac{1}{185}$	0.5
Total		<u>100.0%</u>

APPENDIX 6

LIST OF SELECTED PHASE III TRAINERS

A. Law Enforcement Trainers

Jerry Cieslik	Appleton
Philip Condu	Green Bay
David Cornwall	Middleton
Fred Engebretson	Stevens Point
Kenneth Grover	Pewaukee
Jim Hall	Milwaukee
Donald Hareng	Franklin
Gerald Hinks	Grantsburg
Vincent Kanthak	Prairie du Chien
Royale Knight	Wauwatosa
Patricia Lawrence	Green Bay
Robert Lombardo	Madison
Donald Mand	Oshkosh
William D. Miller	New Berlin
Philip F. Niles	Baraboo
Gary Peterson	Wausau
Marion Rhodes	Madison
Tom Sacia	Ellsworth
James Schleifer	La Crosse
Phyllis Schwahn	Madison
Thomas Simon	Mequon
Dan Smith	Beloit
Gene Starkey	Superior
Thomas Stigler	Waukesha
David Tellock	Neillsville
Jerome Thieme	Marshfield
Tom Verhagen	Little Chute
George Weaver	Appleton

B. Juvenile Justice Personnel Development Center Trainers

Peter J. Rubin, Attorney at Law
David L. Resnick, Juvenile Justice Consultant
Robert L. Stonek, Professor of Criminal Justice
Patricia Towers, Probation Officer

C. Corrections Trainers

Hamdy Ezalareb, Chief of Training and Staff Development	
Catherine Farrey	Irma
George Grusnick	Hawkins
Richard Kratz	Madison
Dan M. Kelly	Green Bay
Paul Maenner	Waukesha
Gene McNaughton	Rhineland
Lloyd Mixdorf	Oregon

Kenneth A. Miller
Sally McBeath
James B. Peelen
Peter D. Stacy

Waukesha
Madison
Milwaukee
Hudson

END