

Scott Walker  
Governor

Edward F. Wall  
Secretary



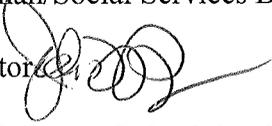
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John D. Paquin  
Administrator

ADMINISTRATOR'S MEMO TO COUNTIES

MEMO # 16-01

**DATE:** January 26, 2016  
**TO:** County Departments of Human/Social Services Directors  
**FROM:** John D. Paquin, Administrator   
**SUBJECT:** Update on Lincoln Hills and Copper Lake Schools

This memo is an update to Administrator's Memo to Counties #15-17, dated December 8, 2015, in which we communicated information about the investigations at Lincoln Hills and Copper Lake Schools (LHS/CLS). It is my hope that after reading it you will feel assured that the Department of Corrections (DOC) and Division of Juvenile Corrections (DJC) are doing everything possible to ensure that LHS and CLS are providing excellent care for youth placed under our supervision.

**DOC Investigations and Response**

DOC is expediting its internal personnel actions to assure that all allegations of staff misconduct are thoroughly investigated and appropriately concluded. We have devoted significant resources to training our staff, especially the Youth Counselors who provide safety and security on the youth living units, in professional communication, de-escalation, graduated sanctions, and incident response. All staff persons are conforming to higher standards for timely and thorough incident response, documentation, and communication. Under the direction of Superintendent Wayne Olson, and with the able assistance of staff from all parts of DOC, LHS, and CLS are striving to achieve the safest possible environment for our youth.

**Programming**

There is no truth to the rumors that the current climate is disrupting programming for youth at LHS/CLS. On the contrary, the institution is fully operational. If you toured LHS/CLS today, you would see normalcy. All youth are being assessed with the COMPAS risk/needs to guide case plan development and release expectations. Youth are participating in group treatment programs including the Juvenile Cognitive Intervention Program, the trauma-informed Seeking Safety AODA program, the Victim Impact Program, sex offender treatment, Aggression Replacement Training (ART), and other individualized programming. Youth continue to engage in recreation, religious programs, cultural opportunities and our award-winning Foster

Grandparent program. Families come every day to visit their youth and our family busses still run weekly.

The LHS/CLS school is providing a full academic program in the core areas (Math, Science, English, and Social Studies) as well as Physical Education, Welding, Construction, and Business classes. Services and instruction are also provided to meet the needs of learners with special education needs as directed by their IEPs. Older youth are gaining real-life job preparation in the Employability Skills Program.

I want to mention in particular my firm commitment to trauma-informed care at LHS/CLS. Weaving a trauma-informed perspective into every aspect of LHS/CLS operations makes our facilities safer and more effective, not less. Despite some opposition and mis-steps, under my watch DJC will maintain and expand trauma-informed care at LHS and CLS.

### **Communication**

In an effort to be more transparent to our county partners, LHS/CLS staff recently reached out to every county human/social service agency to identify a point of contact for youth injury reports. At this time, we are providing detailed reports on every incident in which a youth receives any injury, from a band-aid to more serious incidents. We would appreciate your feedback on whether your agency is receiving too much, too little, or the right amount of information.

Staff at LHS/CLS are always available to provide updates on the status of youth placed with us. Your caseworkers and/or corrections liaisons should be having regular communication with LHS/CLS reintegration social workers about youths' progress and challenges. We are happy to have your staff on-site for visits, tours, and participation in Joint Planning and Review conferences. In addition, Corrections Unit Supervisor Matt Theiler is our designated point of contact for counties to initiate inquiries about youth, schedule tours, and provide updates to their contact information. Matt can be reached at 715-536-8386 ext. 1223 or [matt.theiler@wi.gov](mailto:matt.theiler@wi.gov).

### **Trust**

When you place a youth under DJC supervision at LHS/CLS, it implies that you trust DJC to address that youth's criminogenic needs in a safe environment with opportunities and support for personal growth and positive change. Allegations announced in early December shook the confidence of counties, courts, and families in our ability to provide the level of safety, security, and treatment you expect from our facilities. DOC and DJC are making every effort to restore relationships with our partners and renew your trust.

Cc: Edward F. Wall, Secretary, DOC  
Deirdre Morgan, Deputy Secretary, DOC  
Don Friske, Assistant Deputy Secretary, DOC  
Eloise Anderson, Secretary, DCF  
Ron Hunt, Deputy Secretary, DCF

Sara Buschman, Assistant Deputy Secretary, DCF  
Kitty Rhoades, Secretary, DHS  
Tom Engels, Deputy Secretary, DHS  
William Hanna, Assistant Deputy Secretary, DHS  
Fredi-Ellen Bove, Administrator, DCF/DSP  
Ron Hermes, Director, Bureau of Permanence and Out of Home, DCF/DSP  
Wendy Henderson, Director, Office of Youth Services, DCF/DSP  
John Tuohy, Director, Bureau of Regional Operations, DCF/DES  
Emily Tofte, Section Chief, Child Welfare Licensing Section, DCF/DSP  
Greg Van Rybroek, Director, DHS/MJTC  
DHS/DCF Area Administrators  
DHS/DCF Human Service Area Coordinators  
DOC/DJC Management staff  
County Youth Aids contacts  
Court-attached juvenile court intake offices