

The methodology of using video tape as a means of training for staff and young women in residence should develop a heightened sense and awareness of individual potential and an awareness of each person's role and the contribution that each individual can and should make to life at the training school.

The training will take ten weeks. Six students from SRA who have been trained in media and communications techniques will be in residence at X. Three SRA training staff members will supervise the

students. The SRA staff will conduct the training sessions and work with the staff and inmates at X.

This program offers a rare opportunity to this institution in addition to serving as a model and experiment in training techniques for other juvenile and adult residential institutions. It is our understanding that to date this type of video training has not been tried locally or nationally and as a pilot it has potential for influencing the corrections field throughout the nation.

Although this proposal was not funded by the State of Maryland, the VTR institutional analysis and need assessment did take place. The following is a transcript from the institutional analysis VTR edit:

Head of Clinical Department:

"I want to make a distinction between the superficial mood of the department and what the real mood is. I think superficially, if you were to come in there on any given day you would find that the mood is pretty good; but then if we got involved in a meeting such as we did the other day during the taping you begin to find that maybe the mood isn't as good as it appears superficially. I think this comes about because of frustration a lot of workers are feeling. I know I'm feeling it myself. I can name a couple of examples of things that are causing frustration. One would be, in what direction are we moving? Accompanying this, how do you move in that direction? How do you implement the cottage treatment team concept? I would have to take part of the responsibility for this lack of clarity on the part of the workers because I'm not clear myself. And, if I can take the liberty I think sometimes the superintendent himself isn't clear. We don't know what the policy is for the day. It seems at least, whether this is reality or not, it frequently seems that the policy for today is not the policy we had yesterday. They are also frustrated because of lack of adequate supervision from me. Supervision in terms of child treatment, interviewing techniques, things that they should be receiving, I think, on a weekly basis that they are receiving very intermittently if at all. Supervision seems to come about as a result of crisis situations. Putting out fires - if you have a problem, that's the time to get your supervision whereas it should be on an on-going basis. And finally, frustration resulting from a lack of clarity in relation to what or whose philosophy are we following in relation to certain policies."

Young Woman Inmate:

"When you're on the outside and you just first come in, that's when it all really comes out because you come and they tell you to take all your clothes off and take a shower and put on a white robe. They lock you in the Clinic for three hours. You see

the nurse - she takes a smear to make sure you don't have the clap - they send you over to this thing, you're stuck in this little room - you're going to stay there for five more hours. The biggest shock is really the first couple of days because all of a sudden these people are putting you in this room and are saying you can't come out of the room without knocking on the door. You can't go to the bathroom except for four times a day when they let you out. If you want to go any other time you use your pot. You look out your window and there are these big screens on your window and you just say wow and it all of a sudden just hits you. At first I was kinda numb about what was going on and then it hits you like hey I'm at X. All this stuff at first is really bad. When you see that gynecologist out here it's like being in an animal camp because everyone lines up outside the room and one after another you walk in the room and spread your legs. It's really crude."

House Parents' Supervisors:

"I think sometimes we fail our children by becoming too permissive and I think this is our problem now because we have more kids coming back now - they've been here and we think they are ready to go home and next month you see them out here at the front desk. They are right back again. I think, on the whole, although we feel it may be helping them, I think we are too permissive with them."

"I think our discipline should be a little different. I think all children expect to be punished for the things that they do but I don't think we are giving them what they want."

Teacher:

"I think planning is important but it doesn't have to be the type planning that has to be on paper in these nice little squares with the time of day written beside them. I personally have to psych myself up for the week. Like every weekend I might think well, this week I'm going to see if I can go to Wednes-

day without getting too upset with a certain girl. That's more my planning than anything I put on paper. I make no secret of the fact that I don't make lesson plans, I might like to have some idea about what I would like to cover in a day, but that's as far as it goes. I think it's better too."

Teacher:

My biggest frustration is that I never seem to make any progress. I've got the same girls this year I had last year and they are just as bad and I'm not sure they remember a thing I tried to teach them last year. If they don't remember, then I didn't teach them to be honest about it. The things I tried to get across didn't sink in and discipline is really no better. I thought I made some progress some - where along the line - I don't quit because of this, but it is frustrating.

Young Woman Inmate:

"You just find out that after awhile if you start believing in people, they let you down. If you just don't let people touch you at all then you hardly ever get hurt."

Business Office Personnel:

"When I speak of it I speak as a training school but I don't believe myself. I don't believe they are being trained."

"It's more like a country club in plain words." "We don't train them to do anything."

Probation Officer:

"Juvenile Court in Baltimore - the staff down there, the training is very poor. I started work two years ago. I had a so-called training period of maybe two-three weeks - haven't received anything since which is ridiculous. There isn't anything. I'm inadequate and most of us are. We need a mandatory, ongoing weekly or bi-weekly training thing with vital seminars and real stuff which we don't get. We don't get anything."