

Spring '09

Produced for and about the children of Boys Republic and Girls Republic

& Report

BOYS REPUBLIC

Legislators Tour Boys Republic's Main Campus

■ *Chino Hills:* Upcoming legislation affecting Boys Republic service fee rate level prompts lawmaker visit.

California State legislators met recently with a roomful of senior Boys Republic staff. Senator Gloria McLeod and Assemblymember Norma Torres visited the youth agency's Chino Hills campus to observe, first-hand, how Boys Republic is able to produce consistently positive student outcomes at relatively lower cost. Their visit was prompted by an upcoming legislative measure, AB 488, which could alter the formulas the State uses to determine service fee levels for children placed in out-of-home care.

Low Staff Turnover

For many years, Boys Republic has been among the lowest cost agencies in the State for services provided. In fact, the level of Boys Republic's services has far exceeded its Rate Classification Level (RCL). This is because the formulas the State employs to determine RCL are inequitable toward large, campus-based programs like Boys Republic. The overhead

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FACT-FINDING: (above, from left) a Boys Republic student, District Director Marti Rodriguez, Assemblymember Norma Torres, District Representative Manuel Saucedo, and Senator Gloria McLeod.



VOCATIONAL PROGRAM TOUR: Senator McLeod (at right) visits the print shop, one of several vocational training sites at Boys Republic's main campus.

Legislators Visit Boys Republic's Chino Hills Campus

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expense of maintaining a full support staff of highly experienced individuals is not adequately reflected in the assigned rate.

In 2007, California's State Department of Social Services (SDSS) recognized this discrepancy and, after a lengthy period of collaboration, came up with an alternative rate system that emphasizes a key strength of the Boys Republic program — the experience level of its staff.

Agency-wide, the average tenure for staff is eleven years. Boys Republic's staff attrition rate is only 12-15%, annually, and most of that turnover is in entry level positions. This compares with a norm

of 75-80% yearly staff turnover rate for other placement agencies in California.

This is important because Boys Republic invests significant energy in the training of its staff. All of the agency's staff are required to implement a particular, clearly-defined model of treatment in their interaction with students. Consistency like this is possible only with mature, experienced practitioners in an environment of low staff turnover.

Pilot Program: Experience Counts

In 2007, SDSS granted Boys Republic a three-year rate waiver that allows a heavier point weighting for the extraordinary years of service of its well-trained staff. Considered a pilot program, the waiver was approved by the State with strong support from eight counties on the following rationale: 1) the obvious disparity between the level of Boys Republic's services provided and the fees paid, 2) Boys Republic has a clearly-defined,

Student Outcomes: Fiscal Year 2008

Boys Republic developed a set of standards to measure how well we are accomplishing our aims. Shown in the chart at right is self-reported data as a five-year moving average. Evaluation takes place at regularly-scheduled intervals, over a one-year period following our students' graduation.

- **Law Abiding Citizen:** Graduates will be arrest-free after 12 months.
- **Productive Member of Society:** Graduates will be attending school, working or in the military.
- **Acceptable Living Arrangement:** Former students will have an acceptable living arrangement 12 months after discharge.
- **Not on Welfare:** Graduates will be free of welfare or other institutional support.

All Graduates
Chino Hills Campus
Community Residences
Girls Republic
Monrovia Day Treatment
Independent Living Program

	Law Abiding Citizen*	Productive Member of Society	Acceptable Living Arrangement	Not On Welfare
All Graduates	83%	84%	84%	96%
Chino Hills Campus	82%	80%	81%	96%
Community Residences	86%	93%	83%	91%
Girls Republic	96%	100%	92%	100%
Monrovia Day Treatment	88%	95%	95%	95%
Independent Living Program	88%	82%	84%	96%

* Excludes minor traffic violations

evidence-based treatment model, 3) the treatment model is consistently implemented by veteran, experienced staff, and 4) Boys Republic has in place performance agreements permitting measurable program evaluation and student outcome results.

The pilot waiver program tracks outcomes for placed youth. Assembly Bill 488, the legislation that

prompted Senator McLeod and Assemblymember Torres' visit to Boys Republic, would extend the pilot program for an additional three years, making it possible to collect outcome data for the full pilot study period.

Boys Republic Group Interaction Model Produces Consistently Positive Outcomes

Boys Republic offers the field of youth care a clearly-defined, evidence-based alternative to conventional forms of treatment. The approach — called Guided Group Interaction — draws substantially from the work of researcher Dr. LaMar T. Empey.

A large body of modern social science research suggests that delinquency can be imposed upon any type of personality, if the youth associates with delinquent peers. In this view, which contrasts sharply with the mental health model, juvenile delinquency is seen more as a group phenomenon than an individual problem. The group, in this model, becomes the target of intervention and change.

Accountability is a cornerstone to this approach. In practice, students are encouraged, under the supervision of adult professionals, to evaluate and to guide each other toward appropriate behavior. The goal of this process, which takes place in daily group sessions, is to help

GROUP INTERACTION: Students who attend high school at Boys Republic's Monrovia Day Treatment program, also meet daily in group with professional counselors.



students question delinquent decision-making and to orient themselves toward positive, conventional lifestyles.

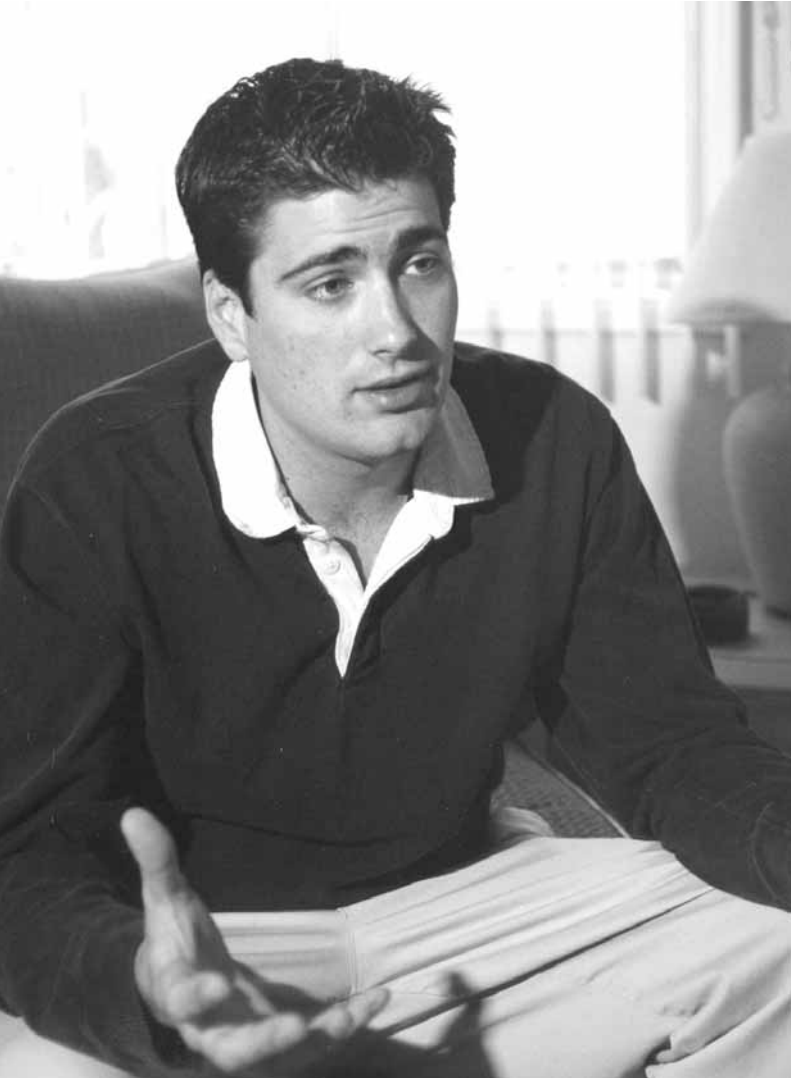
The success of the Group Model has been dramatic. Outcomes research consistently shows that more than 80% of Boys Republic's graduates remain law-abiding citizens who live independently of institutional support.



Alumni News

TELL US YOUR NEWS! A link on Boys Republic's Alumni Association website urges its members to keep us informed of their life accomplishments. Boys Republic graduate and business entrepreneur Ben Mason sent his story to the online alumni community. He gave us permission to publish it here.

“My Name is Ben Mason and I was at Boys Republic (BR) from 1995-1996. I graduated with a high school diploma. I was originally stationed at Moore Cottage, which many of you may not know



Benjamin Mason

of because it was a newer cottage when I arrived. I also stayed in the Pomona Residence, an offsite home located in Pomona for a short time before graduating.

My experience at BR has had a dramatic impact on my life since. I learned structure, discipline, self-worth, and above all else that there is "Nothing Without Labor."

After graduating in '96, I found myself attending community college in Monterey and San Diego. I went on to transfer to San Diego State University where I graduated with a B.S. in Business Marketing.

I later went on to help establish several online web-based companies and then finally settled into real estate, just before the boom.

I started a real estate brokerage with my long time girlfriend, Christine, where I am now the Managing Partner with 8 employees. We named our real estate company Stay San Diego, and we also have a property management division which specializes in vacation rentals in San Diego's newly revitalized urban core and grosses over \$1million in annual revenue.

More recently I have started a new company in which we are dealing directly with asset managers at the big banks to help liquidate all of the bank owned foreclosures.

I gotta say, it's been as big an uphill fight for me as it has been for many of you. Life's odds were not as much in my favor as we all know they are for many. But I set my sights, made up my mind, and I hung in there like many of you have. And I

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Service Projects: Boys Republic Students Contribute to the Common Good

Young people are more likely to contribute to the common good and to turn away from irresponsible behavior, if they see themselves as worthy citizens. This is why a primary goal at Boys Republic and Girls Republic is to help foster in teenagers the qualities of good citizenship — honesty, diligence, and concern for others.

As students participate in community service projects, they learn and practice important work-related habits such as cooperating with others, taking direction and showing up on-time. But, just as importantly, they come to view themselves as persons of value, worthy citizens who make a difference.

IRRIGATION PROJECT:
Below, landscaping students volunteered to install an irrigation line in one of Chino Hills' public parks. Student Jose Lopez gets some pointers from Instructor Derek Scott on the operation of a trenching machine.



Photo: Robert Falk

HABITAT VOLUNTEER: *Donning a hard-hat with the familiar Habitat for Humanity logo, Girls Republic student Vanezza Rodriguez applies siding paper to a house in-progress. She and a group of Monrovia Day Treatment students contributed significant labor toward the construction of a Habitat home.*





Yuletide Visit: CBS News Films at Boys Republic

A team from CBS News visited Boys Republic, early last December, to produce a holiday story focusing on the Della Robbia program. Ms. Judith Hole, Producer and Ms. Rita Braver, Senior News Correspondent, interviewed and filmed students and Boys Republic employees working in the agency's famed Della Robbia wreath production. Their final news story, called "Yuletide Labor of Love," focuses on the wreath campaign and Boys Republic's program for troubled youth. It aired twice, on the CBS News Sunday Morning Show, and may still be viewed online at www.cbsnews.com.

LIGHTS, ACTION, CAMERA! *In the photo at left, Ms. Rita Braver, CBS News Correspondent interviews Max Scott, Boys Republic Executive Director.*

Dolores Galvan Was an Inspiration to Thousands of Students

Former Boys Republic employee Dolores Galvan recently passed away. She had served within the agency's Della Robbia wreath program for more than one-half century and was highly respected both for her knowledge of production process and her positive nurturing role with students.

Her title was Assembly Lead. In this role, she oversaw half-a-dozen other full-time employees, plus Boys Republic students gaining work experience through wreath production.

Mrs. Galvan had immense insight into dealing with youngsters through her own family of five children, 12 grandchildren and 18 great-grandchildren. "Students and staff relied upon upon her advice and her example," noted Executive Director Max Scott. "We will miss her dearly."



Memorials Honor Special People, Events, Thru the Lives of Children

A memorial contribution to Boys Republic and Girls Republic is a meaningful way to honor a special person, a special event or the memory of a friend or loved one. Your gift will reap a second benefit as well by contributing directly to the programs of Boys and Girls Republic. In this way, the honor paid the designee will live on perpetually in the lives of the deserving young people you have helped.

The following are memorial and commemorative contributions made from September 1, 2008 through March 31, 2009..

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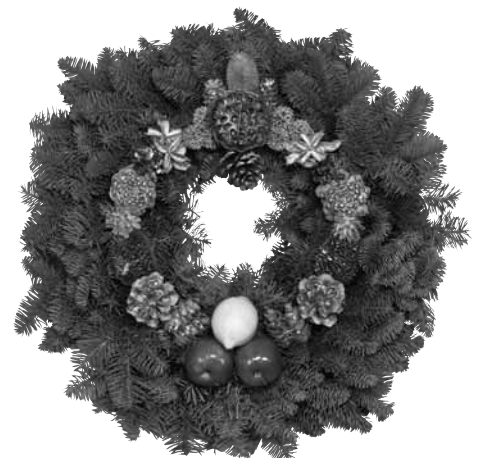
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Boys Republic Alumnus Ben Mason Tells His Story

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have beaten the odds, like so have many of you have.

I consider it a privilege to have attended BR. Among many other experiences in my tenure I participated in the Della Robbia Wreath program, I learned how to run a printing press, and in the group sessions I learned from my peers how to deal with life's many let downs and frustrations in a way that helped me to move forward and beyond those now seemingly miniscule roadblocks.

And as I read the emails that continue to come through the Alumni web page I can't help but get a little emotional. Boys Republic taught me how to take care of myself at a time when no one else could or would. For this I am grateful, as I would not be here where I am today without that experience.”

Ben
Class of '96

Boys Republic Report

Boys Republic Report is published three times yearly by Boys Republic, 3493 Grand Ave., Chino Hills, CA 91709. (909) 628-1217.

Boys Republic and Girls Republic are private, non-profit, non-sectarian agencies helping troubled children aged 13 to 18. Rules for acceptance and participation in these programs are the same for everyone without regard for race, color, national origin, age, sex or handicap.

Our Mission

Boys Republic is a nonprofit organization which seeks to give adolescent youth with behavioral, educational, and emotional difficulties an opportunity to achieve their maximum potential for responsible, self-directed life within the community.