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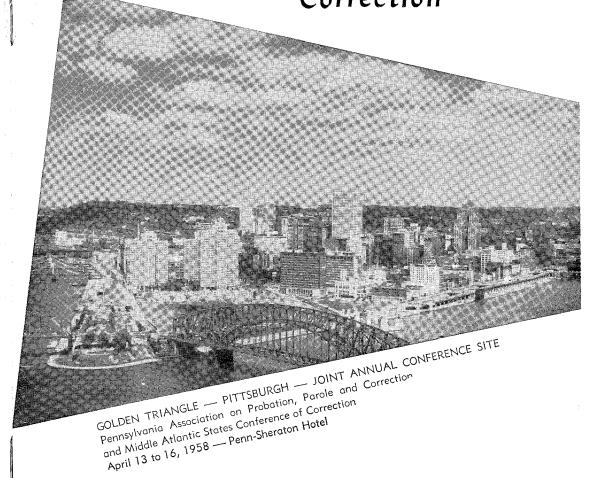
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The
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THE QUARTERLY

CONFERENCE ISSUE 1958 VOL. XV., NO. 2

The Pennsylvania Association on Probation, Parole and Correction

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the quarterly

VOL. XV, No. 2

GEORGE K. HENSHAW, Editor

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In This Issue . . .

In This Issue
Page
EDITORIAL 2
STANDARDS FOR CORRECTIONAL PERSONNEL President's Message
STANDARDS FOR CORRECTIONAL PERSONNEL First and Second Phases
ASSOCIATION NEWS Annual Conference Program
OUT IN THE FIELD Allentown Council for Youth
PEOPLE Edward D. Mingle 16 Marie R. Forrestal 16 John Alton McEwen 16 Joseph R. Brierley 17 Leonard Rosengarten 17 Mary Bucco 17 Howard D. Pindell 18
JOB ANNOUNCEMENT SERVICE



IT'S YOUR PROFESSION

In each of the Executive Committee Meetings of our Association, a principal topic of discussion has been the need for standards in the correctional field and a general agreement that a set of standards should be adopted by our Association.

The Committee on Standards has been given the task. This is a tremendous responsibility, since there were no available set of standards that would be applicable to all aspects of the correctional field as it exists in Pennsylvania. The committee attacked the problem vigorously and came up with a set of standards which it feels is applicable to the initial selection and retention of correctional personnel.

The committee recognized, as should we all, that if we are to preserve our identity as a profession, correctional personnel must be appointed on the basis of merit, along with adequate preparation for the job.

We recognize one of our most important responsibilities in the correctional field is the community attitude. We must realize this recognition, or lack of recognition, is strongly tied with the matter of selection of correctional personnel and their qualifications.

I would urge you to study the committee's recommendations carefully, with the ultimate hope they can be adopted by our entire Association membership. I am optimistic enough to feel that we are at last taking steps which will give this most challenging of professions its proper public recognition and support.

STANDARDS FOR CORRECTIONAL PERSONNEL

The following is the first phase of a Manual of Standards for Correctional Personnel. Considerable research has been made in the preparation of this material, and it is considered as embodying the most acceptable practices in the field today. The Committee on Standards has outlined areas for future study including staff development, salary and expenses,

tenure, retirement and code of ethics and it is anticipated that much of this material will be available for your study in first draft form at the Conference.

Any comments you may have will be most appreciated and should be forwarded to the Chairman of the Standards Committee, Mr. Edmund G. Burbank, Chief Probation Officer, Quarter Sessions Court, 521 Courthouse, Pittsburgh, Pennsylvania.

NORMAN K. MORGAN
President

MEMORANDUM NO. 1 STANDARDS FOR THE SELECTION OF COR-RECTIONAL PERSON-NEL—First Phase — Initial Selection

A fundamental objective of the correctional system of the Commonwealth as a whole or in any of its parts, should be the selection of qualified persons who are interested in correctional service as a career. Selection should not be based on friendship, political, or other non-professional influence.

Correctional employees should be appointed wherever possible from eligible lists resulting from competitive merit examination. Examinations should be conducted by Civil Service Commission, or by non-partisan merit boards or special committees. The examination should comprise both written and oral tests in which qualifications - professional, technical, and personality — are set up, regardless of residence. Such examinations are essential, regardless of how appointments are made, in order to establish proper standards and to avoid political or personal influence in appointments.

Properly written position specifications are necessary. In written form specifications for each general class of position should include:

a. An adequate description of the typical duties of the position.

b. The minimum qualifications required of a person for successful performance of the duties. The description of duties of the position may be developed by the procedure of job analysis.

The minimum qualifications required in the appointment of correctional employees should be:

- 1. Exemplary character
- 2. Good health and vigor
- 3. Emotional maturity consistent with the responsibilities of the specific job
- 4. An age within the range of 25 to 40 years inclusive at the time of appointment, with exceptions, including

ages 21-55 if other qualifications are present or where outstanding experience in the correctional or related fields exist

5. Highest educational achievement consistent with the job specifications

6. Acceptance of the objectives of correctional service and a pronounced willingness to learn the skills of the specific job.

MEMORANDUM NO. 2 STANDARDS FOR THE SELECTION OF COR-RECTIONAL PERSON-NEL — Second Phase — Probationary Period and Final Selection

A probationary period of employment of not less than six months should establish the appointee's possession of and aptitude for developing:

1. Growth in understanding of the motivation of human behavior, the influence of physical, mental and emotional health on conduct and family relationships, and the effect of social and environmental conditions on behavior and adjustment

2. Ability to perform duties with warmth, dignity and appreciation of the client's situation

3. Skills and abilities necessary for successful work in an authoritative setting, including recognition and acceptance of his responsibilities toward the correctional agency

4. Working knowledge of the operation of and services provided by related agencies, both public and private

5. Knowledge of the laws within which he operates in order to avoid technical errors as well as to recognize the powers and limitations of his position

6. Growth in acceptance of the purpose of the correctional agency.

ASSOCIATION NEWS . . . ASSOCIATION NEWS . . . ASSOCIATION NEWS

ANNUAL CONFERENCE
PENNSYLVANIA
ASSOCIATION ON
PROBATION PAROLE
AND CORRECTION
AND THE MIDDLE
ATLANTIC STATES
CONFERENCE OF
CORRECTION

PENN-SHERATON HOTEL PITTSBURGH, PENNSYLVANIA

APRIL 13, 14, 15, AND 16, 1958

SUNDAY, APRIL 13, 1958

4:00 P.M. to 6:00 P.M. Registration, 17th Floor. Coffee Hour, Fort Duquesne Room.

8:00 P.M. General Session, Urban Room.

Presiding: Norman K. Morgan, President, P.A.P.P.C.

Invocation.

Greetings: Albert C. Wagner, President, M.A.S.C.C.

Introduction of Mayor, Harry J. Cancelmi, Chairman, Local Arrangements Committee.

Greetings: Mayor David L. Lawrence. Topic, "Development Abroad In Correctional Treatment Methods."

Introduction of Speakers: Judge C. M. Depuy, President Judge, 39th Judicial District of Pennsylvania.

Speakers: Mrs. Gertrude Bishop, Justice of the Peace, Leicester, England. Dr. Bhorn Ahlander, Cultural Attache', Embassy of Sweden, Washington, D.C. Mr. Fernando Chaves, Division of Labor and Social Affairs, Pan American Union, Washington, D. C.

Recorder: Alfredo Marasco, Assistant Supervisor, Pennsylvania Board of Parole, Pittsburgh.

MONDAY, APRIL 14, 1958

8:30 A.M. Breakfast For Recorders, Suites 1468 and 1470.

Chairman: George K. Henshaw, Interstate Supervisor, Pennsylvania Board of Parole, Harrisburg.

9:00 A.M. Registration, 17th Floor.

Workshops 10:00 A.M. to 12:00 noon and 2:00 P.M. to 4:00 P.M.

Workshop 1 Developing Relationships With Probationers And Parolees, Movie, "Dino", (CBS-TV).

Moderator: John A. Wallace, Chief Probation Officer, Supreme Bench of Baltimore, Md.

Discussants: Paul E. Gesregan, Supervisor, Delaware Juvenile Court, Media, Pa. Alfred R. Loos. Member, New York State Parole Board. Alphonse J. Pezzuti, Deputy Chief Probation Officer, Passaic County, N. J.

Recorder: Ralph R. Corbin, Parole Agent, Pennsylvania Board of Parole, Butler, Pa.

Workshop 2, Group Methods In The Correctional Process.

Moderator: Dr. D. B. Rogers, Professor of Sociology, University of Pittsburgh.

Discussants: Group Supervision—A tape recording presented by Dr. Alexander Bassin and Dr. Alexander B. Smith, Probation Officers, Kings County Court, Brooklyn, N. Y.

Group Therapy—A film showing actual group therapy sessions discussed by Eugene J. Gadson, New Jersey Reformatory, Bordentown, N. J.

Gang Work — Mason Moten, Gang Work Supervisor, Crime Prevention Association, Philadelphia, Pa.

Recorder: Robert D. Kerns, Psychologist, Western State Penitentiary, Pittsburgh, Pa.

Workshop 3, New Trends In Community Services For Children In Trouble.

Moderator: Dr. William Mc-Cullough, School of Social Work, University of Pittsburgh.

Discussants: Morning, Dr. Gertrude Barbour, Assistant Superintendent of Schools, Erie, Pa.

Dr. Dominick Colangelo, Administrator, Mercer County Child Guidance Clinic, Trenton, N. J.

Irving Nadle, District Secretary, Southeastern District, Family and Children's Service, Pittsburgh, Pa.

Professor Werner Lutz, Associate Professor of Case Work, University of Pittsburgh School of Social Work.

Afternoon, Kurt Sonnenfeld, Director of Demonstration Project, New York City Youth Board, New York, New York.

Aaron Sacks, Assistant Executive, Group Work-Recreation Camping Division, Health and Welfare Federation of Allegheny County, Pittsburgh, Pa.

Recorder: Nancy H. Lee, Orientation Supervisor, Juvenile Court of Allegheny County, Pittsburgh, Pa.

Workshop 4, Institution Discipline And Treatment.

Moderator: James Lamb, Superintendent, Pennsylvania Training School, Canonsburg, Pa.

Discussants: Daniel E. Damon, Principal Keeper, Auburn Prison, Auburn, N. Y.

Harold E. Baynes, Assistant Superintendent, Pennsylvania Junior Republic, Grove City, Pa.

Sgt. John Pilatic, Western State Penitentiary, Pittsburgh, Pa

Recorder: William R. Montgomery, Psychiatric Social Worker, Pennsylvania Training School, Canonsburg, Pa.

Workshop 5, Practical Problems In The Daily Life Of Cottage Personnel.

Moderator: Irving Korsgen, Supervisor of Training School Services, Division of Youth Rehabilitation, Department of Welfare, Harrisburg, Pa.

Discussants: Fred Folino, Cottage Supervisor, Pennsylvania Training School, Canonsburg, Pa.

Ira D. Walker, Cottage Father, Boys' Village of Maryland, Cheltenham, Md.

William Dulin, Cottage Master, Ferris School, Wilmington, Del.

Barney Rabinow, Program Director, Children's Village, Dobbs Ferry, N. Y.

Recorder: Mrs. Laurabelle S. Gaitens, Parole Agent, Pennsylvania Board of Parole, Pittsburgh, Pa.

Workshop 6, Correctional Services For Women And Girls.

Moderator: Grace D. Woodrow, Parole Agent, Pennsylvania Board of Parole, Pittsburgh, Pa.

Discussants: Major Dorothy Berry, Salvation Army, New York, N. Y.

Bertha Dierst, Supervisor, Juvenile Court of Allegheny County, Pittsburgh, Pa.

Helen C. Easterwood, Probation Officer, Crawford County, Meadville, Pa.

Dr. Mabel A. Elliott, Professor of Sociology, Chatham College, Pittsburgh, Pa.

Recorder: Mrs. Christina F. Jeffries, Administrative Assistant, Urban League of Pittsburgh.

Workshop 7, Areas For Research In Correction.

Moderator: Dr. Robert A. Christie, Director of Program Evaluation, Office of Administration, Harrisburg, Pa.

Discussants: Dr. Charles Cella, Institute of Local and State Government, University of Pa.

Recorder: Charles H. Cuthbert, Asst. Supervisor, Pennsylvania Board of Parole, Pittsburgh. 4:00 P.M. to 5:00 P.M. Annual Business Meeting — Pennsylvania Association — Urban Room. Presiding, Norman K. Morgan, President.

TUESDAY, APRIL 15, 1958

Workshop 1 Developing Relationships With Probationers And Parolees, Movie -- "Dino" (CBS-TV).

Moderator: John A. Wallace, Chief Probation Officer, Supreme Bench of Baltimore, Md.

Discussants: Charles Hutchinson, Erie County Probation Department, Buffalo, N. Y.

Isabelle Levin, State Parole Office, Atlantic City, N. J.

Mrs. Zenobia Hart, Case Work Supervisor, Probation Department, Juvenile Court, Washington, D. C.

Recorder: C. R. Jury, Farole Agent, Pennsylvania Board of Parole, Erie, Pa.

Workshop 2, Group Methods In Correctional Process.

Moderator: Dr. Merrill Conover, School of Social Work, University of Pittsburgh.

Discussants: Group Supervision—A tape recording presented by Dr. Alexander Bassin and Dr. Alexander B. Smith, Probation Officers, Kings County Court, Brooklyn, N. Y.

Group Therapy—A film showing actual group therapy sessions discussed by Eugene J. Gadson, New Jersey Reformatory, Bordentown, N. J.

Gang Work — Mason Moten, Gang Work Supervisor, Crime Prevention Association, Philadelphia, Pa.

Recorder: Irvin L. Groninger, Chief Probation Officer, Cumberland County, Carlisle, Pa.

Workshop 3, Field Problems Of Probation And Parole Officers.

Moderator: Salvatore J. Russoniello, Supervising Parole Officer, New Jersey Department of Institutions and Agencies.

Discussants: Ralph Turner, Chief of Field Services, Family Court, Wilmington, Delaware.

John Errigo, Binghamton Office, New York State Division of Parole.

Mrs. Frances K. Doherr, Juvenile Counsellor, Beaver County, Beaver, Pa.

Recorder: Dale L. Martin, Parole Agent, Pennsylvania Board of Parole, Williamsport, Pa.

Workshop 4, Practical Problems In The Daily Life Of The Correctional Officer.

Moderator: Edward J. Hendrick, Superintendent of Prisons, Philadelphia, Pa.

Discussants: Sgt. Stanley Waltz, New Jersey Reformatory, Annandale, N. J.

Michael J. Quinlan, Chief Clerk, Allegheny County Workhouse, Blawnox, Pa.

Recorder: William C. Schnupp, Senior Parole Officer, Western State Penitentiary, Pittsburgh.

Workshop 5, Detention Resources For Juveniles.

Moderator: Stephen Kneisel, Executive Secretary, Crime Prevention Association, Philadelphia; former Director, Essex County Parental School, Newark, N. J.

Discussants: Joseph A. Homer, Chief Probation Officer, Allegheny County Juvenile Court, Pittsburgh, Pa.

Henry Lenz, Chief Probation Officer, York County, York, Pa.

Recorder: Vera Verardi, Probation Officer, Juvenile Court of Allegheny County, Pittsburgh.

Workshop 6, Community Resources For Probation And Parole Officers.

Moderator: Elmer Tropman, Executive Director, Health and Welfare Federation of Allegheny County, Pittsburgh, Pa.

Discussants: Luther R. Shadel, State Supervisor, Bureau of Rehabilitation, Harrisburg, Pa.

Joseph F. Welsh, Head, Application Services Section, Bureau of Employment Security.

William Phillips, Western Area Director, Pennsylvania Mental Health, Inc.

James A. Slusser, Superintendent of Police of Pittsburgh.

Jean Rubin, Staff Associate, Bureau of Public Affairs, Community Service Society, New York, N. Y.

Recorder: Captain Harry W. Poole, Welfare Secretary, Salvatin Army, Pittsburgh, Pa.

4:15 P.M. to 5:30 P.M. Annual Business Meeting — Middle Atlantic States — Urban Room. Presiding, Albert C. Wagner, President, M. A. S. C. C.

7:00 P.M., Annual Banquet, Pittsburgh Room — \$5.00.

Presiding: Norman K. Morgan, President, P. A. P. P. C.

Invocation: The Rev. Francis R. Duffy, C.S.Sp., Chairman of the Sociology Department, Duquesne University.

Toastmaster: Paul J. Gernert, Chairman, Pennsylvania Board of Parole, Harrisburg, Pa.

Speaker: Attorney General Thomas D. McBride, State of Pennsylvania.

Benediction: Rabbi Aaron Ilson, Temple Sinai, Pittsburgh, Pa.

Recorder: Scott M. Conway, Assistant Supervisor, Pennsylvania Board of Parole, Pittsburgh.

WEDNESDAY, APRIL 16, 1958

9:30 to 11:30 A.M. General Session, Urban Room. National Developments In Correctional Treatment.

Presiding: Paul J. Gernert, Chairman, Pennsylvania Board of Parole, Harrisburg, Pa.

Speakers: Philip Green, Director, Juvenile Delinquency Division, U. S. Children's Bureau, Washington, D. C.

James V. Bennett, Director, U. S. Bureau of Prisons, Washington, D.C.

Sol Rubin, Research Consultant, National Probation and Parole Association, New York, N. Y.

Recorder: Patrick J. O'Connor, Probation Officer, Quarter Sessions Court, Pittsburgh, Pa.



SERIES OF ARTICLES ON CRIME

The "Friends' Journal" of November 30, 1957, contains three articles on the topic of "Crime and Race: A False Connection"; these articles were written by Dr. John Otto Reinemann, Director of Probation, Municipal Court of Philadelphia; Mr. Maurice B.

Fagan, Executive Director, Philadelphia Fellowship Commission; and Dr. Ira DeA. Reid, Professor of Sociology, Haverford College. The issue also contains quotations from several criminological text books on this topic.

Copies of this issue may be obtained by writing to the "Friends' Journal", 1515 Cherry Street, Philadelphia 2, Pennsylvania. The price is 15c per copy.



Present at the Philadelphia-Delaware County Area Council Regional Meeting were, left to right: Sidney B. Markey, Executive Director, Health and Welfare Council Inc., Philadelphia; Eugene C. DiCerbo, Chief U. S. Probation Office, Philadelphia: Thomas G. Falcone, Area Council Chairman; Charles G. Day, Warden, House of Correction, Philadelphia; Paul J. Gernert, Chairman, Pennsylvania Board of Parole, Harrisburg; Norman K. Morgan, President, P. A. P. P. C.; and Dr. Kenneth E. Taylor, Ph.D., Deputy Commissioner for Treatment, Bureau of Correction, Camp Hill.

REPORT OF THE PHILA-DELPHIA - DELAWARE COUNTY AREA COUN-CIL OF THE PENNSYL-VANIA ASSOCIATION ON PROBATION, PA-ROLE & CORRECTION MEETING - IANUARY 27, 1958

> By: Louis Schneiderman Recorder

On January 27, 1958, a meeting of the Philadelphia-Delaware County Area Council of the Pennsylvania Association on Probation, Parole and Corrections was held at the Salvation Army Headquarters in Philadelphia. The meeting was opened by Mr. Thomas G. Falcone, Area Council Chairman, who expressed Council thanks to the Salvation Army for its courtesies in both use of the meeting hall and the refreshments.

He called then on Envoy Elmer Prynn of the Salvation Army who extended welcome to this Conference and on Lt. Edward Knox who then gave an informative talk on the basic objectives of the Salvation Army and described its various services.

Mr. Falcone then introduced our Association president, Mr. Norman K. Morgan, to whom he turned over the chair for the business meeting. Mr. Morgan briefly reviewed the history of the Pennsylvania Association on Probation, Parole and Correction. In this he noted that the field of corrections united with the Pennsylvania Probation and Parole Association two years ago for common benefits in professional standing and for united front for development of this field. He felt progress of the Association objectives was slow but hopefully steady. Mr. Morgan noted the development of the area council idea as progress and looked for greater involvement of nonactive members in them. He stated our Association concern with the adverse press on the small percentage of failure cases. To deal with this, our Association Publicity Committee is continuing its efforts to improve press relations. The Committee on Standards is now working on personnel standards. Progress in this work has been definite. As an aid in concretizing such forthcoming committee recommendations, he looked for membership reaction. Mr. Morgan further indicated that the Legislative Committee was active. He saw its effectiveness as dependent on large and active membership to make and back recommendations adopted by our Association. Also noting the need for continued evaluation of our Association's functions and structures, Mr. Morgan suggested the desirability for lessening the term of office of president and the two vice-presidents. In closing, Mr. Morgan stressed that core efforts for further improvement of our Association, as he saw it, should be in the direction of 1) increasing membership, 2) increasing participation. He then cordially invited everyone to attend the Middle Atlantic States Conference on Correction, which is being held jointly with the Pennsylvania Association on Probation, Parole and Correction, between the evening of April 13, 1958, through April 16, 1958 — noon, at the Penn Sheraton Hotel in Pittsburgh. Following questions and discussion, the meeting recessed for Salvation Army refreshments.

Mr. Falcone reconvened the meeting for the panel discussion on "Inter-agency Cooperation." He introduced Mr. Paul J. Gernert, Chairman of the Pennsylvania Board of Parole, as moderator of this panel and turned the meeting over to him. Mr. Gernert's opening remarks called attention to the rising rate of crime in the United States, that this is the coming burden to communities, that they must look to inter-agency cooperation in deploying the limited available specialized personnel, both public and private, in this area for maximum community benefit.

He first called on Mr. Sidney Markey. Executive Director of the Philadelphia Health and Welfare Council. Mr. Markey began by describing his Health and Welfare Council as a Red Feather coordinating organization set up by its members for the very purpose of promoting and facilitating inter-agency cooperation in the fields of health, welfare, and recreational services. He saw the existing services to meet the needs of the persons involved in any part of the correctional process as very limited, whether they be in terms of help and readjustment after prison release or, preventively, before they are arrested. More specifically, he cited the need in Philadelphia for a half-way house where lone persons would be helped to make the transition from regimented prison life to self-responsibility in decisions of daily living. He also mentioned that the Court of Quarter Sessions here is forced to send convicted persons to prison because of the lack of enough probation officers for even minimum probation supervision. He saw one basic question as how to get the Philadelphia community to face its responsibility for improved programs and services. Here he referred to a few encouraging signs, such as a recent meeting of a group of businessmen to clean up the dock street area and the Municipal Court of Philadelphia study. In closing, Mr. Markey emphasized his belief that no progress in the vital area of correctional services was possible unless a quality job is really done. He urged continued emphasis in this direction. He also emphasized that the member agencies of the Health and Welfare Council are ready to cooperate with the public agencies in this field.

Mr. Gernert then introduced Mr. Charles G. Day, Warden of the House of Correction, Philadelphia, Pa., as the next panelist. In this Mr. Gernert referred to the fact that one in every thousand of cur population is in prison. With continuing increase in population, 35,000 more are now in prisons than were in 1950. This, therefore, is partly the increasing problem of Pennsylvania. Warden Day then described the House of Correction as an institution primarily for summary offenders in the system of Philadelphia County Prisons who receive short term sentences and where inmate turnover is rapid. As such, his institution deals and has excellent relations with almost every agency in Philadelphia. He also described some of the variety of specialized staff in his institution used to help, in cooperation with existing community agencies, such released prisoners quickly plan for and make a new beginning in adjustment efforts in society that is within their capaci-

In introducing Mr. Eugene C. DiCerbo, Chief U. S. Probation Office, Philadelphia, Mr. Gernert referred to the excellent orientation training program conducted by the Federal Probation Service. Mr. DiCerbo approached the topic of inter-agency cooperation from the vantage point of experience in the Philadelphia Office of the U. S. Probation Service. He first described inter-agency cooperation as a flow of information from one agency to another. He stressed the need for specific requests for information, which include to what purpose such information sought would be put. Answering agency replies should also be specific and prompt as well. Here he developed somewhat his view that release of information, always a problem, should be through the executive. He mentioned that in his office only the institution and the judge routinely receive presentence reports. Defense counsel is not entitled to it. Even the District Attorney does not have it. Some presentence information may be released to designated agencies on the basis that it will not become general knowledge. Mr. DiCerbo saw an additional problem in inter-agency cooperation in day to day practice because sometimes his Court Judges set a short timelimit for presentence investigation. He urged quick cooperation by responding agencies to his office inquiries in order to avoid possible error by the Court in sentencing.

Mr. Gernert then introduced Dr. Kenneth E. Taylor, Deputy Commissioner for Treatment, Pennsylvania Bureau of Corrections, who had agreed to act as anchor man in this panel discussion. Dr. Taylor indicated he was in agreement with the previous speakers that inter-agency cooperation is essential for carrying out services adequately. He felt inter-agency cooperation can be enhanced considerably by working on specific problems rather than dealing in generalities. He felt most problems lend themselves to analysis by the agencies involved. He illustrated this by indicating the cooperative work of the Pennsylvania Bureau of Correction with the Pennsylvania Board of Parole on the problem of reducing the numbers of hold-overs of over 400 and a current figure of 125. The net effect of this cooperative effort included considerable savings of taxpayers' money, as well as the emotional and psychological gains for the persons involved and their families.



EDUCATIONAL FILM IN USE IN SIX INSTITUTIONS

Educational film in English, American history, algebra I, and algebra II is in use in six of the institutions under the Bureau of Correction. The film is routed on a weekly schedule.

It is used as the basis for instruction where needed, and as a visual aid where regular classes are organized. Teachers, supervisors, and students are enthusiastic about the program, and it is hoped that in the future it may be expanded to other academic as well as vocational subjects.



ALLENTOWN COUNCIL FOR YOUTH

Raven H. Ziegler Chief Probation Officer Lehigh County

The following represents an effort by the City of Allentown to combat delinquency and offer a program of treatment for delinquents. The Honorable Donald V. Hock, Mayor of the City of Allentown and each member of the Council attend regular monthly meetings. There is now an effort being made to have the cities of Bethlehem and Easton create a similar Council for Youth in their respective cities. The Allentown effort has made it possible to solve many inter-agency problems and has to a large measure brought about perfect working relations between the parole authorities, probation and parole officials and all other public and private agencies in the community. There follows an outline of the Council's structure and some of the accomplishments to date:

The Allentown Council for Youth was created February 18, 1955, by Councilmanic action, for the purpose of working as a liaison between Police and all other agencies of the community, to combat the causes of juvenile delinquency. The members are to represent a broad cross section of community interests. The Mayor is to be a member of the Board by virtue of his office. The other Board members include:

Superintendent of Public Schools Superintendent of Catholic Schools Representative of the Protestant faith Representative of the Catholic faith Representative of the Jewish faith Superintendent of Recreation Chief of Police Chairman of PAL Lehigh County Probation Officer Two citizens-at-large

1 1

The Secretary of the Lehigh County Community Council will serve as Secretary of the Council. The broad purposes of the Council for Youth are:

- 1. To assemble statistics, data, reports and information concerning the nature and extent of juvenile delinquency in the City of Allentown.
- To serve as a friend of the Police in making a special study and investigation of each juvenile offender who may be referred to it by the police and to determine what factors brought about the behavior complained of, and to devise ways and means of setting up an individualized plan or program to aid such juvenile so that he may be trained and developed into an acceptable member of society and trained in good citizenship and not become a confirmed delinquent.

- 3. To enlist the aid of civic, social, fraternal, health, welfare, recreational and educational organizations, both voluntary and governmental in the establishment of services and programs which on the basis of fact, will deterjuvenile delinquency and which will encourage youth to become good citizens.
- 4. To consult with members of the medical profession, psychiatrists, psychologists, social workers, educators, clergy and similar persons who may be of service in the work of the Council.
- 5. To advise any interested organization or individual as to ways and means they can be of greatest service to the community and to the police in setting up a coordinated program of community-wide resources for young people.

The commission will be required to periodically report to City Council, and maintain files and records of its work.

All matters coming before the Council, which pertain to the conduct of any juvenile or his family, shall be held in strictest confidence and shall under no circumstances become public, according to the resolution.

Some of the accomplishments of the Council for Youth to date:

- 1. Additions in personnel were made in the Juvenile Bureau to alleviate the work load carried by the Bureau.
- Instrumental in opening an Allentown office of the Lehigh Valley Guidance Clinic.
- 3. Introduction of a good filing system in the Juvenile Bureau one which could be kept up-to-date, providing police with necessary information on second and third offenders, yet providing for destruction of file cards for those guilty of minor offenses only.

- 4. Investigated the manner in which young people have been getting alcoholic beverages. Met with Penna. Liquor Control Board and local liquor dealers in an effort to eliminate the danger of the "gray ages"—(18-21).
- 5. Council backed the Allentown P. T. A., City Council in having legislation introduced in Harrisburg for control of crime and horror comics.
- 6. The Council works with the school authorities in suggesting that juvenile officers work in unmarked police cars, and that police assigned to pick up children at school (in extreme cases only) wear civilian clothes only.
- 7. Instrumental in having a local Service Club send a Juvenile Officer to the University of California for special training.
- 8. Formed a "Council of Youth", of AHS and CCHS students to advise the Council for Youth.
- Instrumental in having the Recreation Commission compile a survey of High School and Junior High School students to determine leisure time needs and interests.
- Coordinated the efforts for the completion of a "Youth Manual" — a digest of laws for parents and children.
- 11. The Council hears periodic reports from the Juvenile Bureau in an effort to feel the pulse of juvenile delinquent activities and what can be done to combat them.

Crick's Restaurant

11 S. Market Street

Elizabethtown

FRANKLIN COUNTY YOUTH CONSERVATION COMMISSION

The Franklin County Youth Conservation Commission is a local citizens group formed in 1954 with two primary objectives: (1) to establish and operate a program for the *prevention* of delinquency (2) to act as a co-ordinating agency for all local service and fraternal organizations.

The Probation Department and courts receive the minor after he is classified as a delinquent. The church, Y. M. C. A., boy scouts, recreation centers, schools and many other facilities may contribute to the proper social, spiritual, recreational, educational or other attributes which could better the misguided youth's surroundings and attitudes; but none of the organizations purposely seek out the prospective delinquent, analyze the problems, recommend possible solutions to the case, and apply the remedial affects.

The potential problem child is most easily located through our school systems; this means educating the teacher and school nurse to identify unusual traits or social maladjustments in a child. By a proper questionnaire (the contents being public but names and addresses strictly confidential to all but the teacher and person applying remedial steps), the report is relayed to a Referral Committee. This committee consists of the best qualified persons in the community, ie: probation officer, student counselor, school nurse, judge, doctors, police chief, psychologist, lay persons, ministers and others. The Referral body concludes that one or more conditions could be improved upon to guide the child along a better nath.

The suggested remedy is relayed to a lay person living relatively near the child. This person works directly with the child; having been previously indoctrinated by lectures and discussions and belonging to a group in prin-

ciple such as the 'Big Brother and Big Sister' movement. Periodic follow-up procedures are made by the Referral Committee.

We are not certain that our structure and procedures are different than other such groups but one aspect that does appear unique is in the fact that we are applying our program on a county wide basis (rural and urban). Our members consist of one or two representatives from county civic, fraternal, and governmental bodies as well as interested persons. Our financial needs are small. Our greatest problem is the time required to sell and establish the plan and it is becoming more evident that a hired supervisor will be necessary. To date we have not been able to procure funds from any source to employ a full time organizer. It is the opinion of the F.C.Y.C.C. that a program for the prevention of delinquency is so vast and elusive that it cannot be assumed by the already 'overworked' Probation Office. The school system is already doing more than educating the child and should not be expected to expand its sphere of operations. And so many social, welfare and other factors and organizations are involved that the guiding group must be flexible and unrestricted.

The plan will require years to establish but during the interim we are performing services beneficial to the youth of the county. We also hope that this approach will dissipate skepticism on the part of school and governmental officials as it concerns our intentions and sincerity. I have not gone into our services as a coordinating agency since this phase requires the citing of examples and becomes quite involved in this discourse.

We know the need exists, we feel that we have the plan, and we heartily endorse its adoption by other communities and will assist where possible.

Murray E. Kauffman. Pres. F.C.Y.C.C.

MEETING OF MEMBER-SHIP COMMITTEE MIDDLE ATLANTIC STATES CONFERENCE OF CORRECTION

An important meeting of the Membership Committee, Middle Atlantic States Conference of Correction, was held January 30, 1958, in the Conference Room of the Philadelphia District Office, Pennsylvania Board of Parole. Fred H. Miller, Membership Chairman, presided over this meeting which was attended by representatives from New York, New Jersey, and Pennsylvania. including Kenneth K. Whitaker, Joseph Pincus, Walt Vetter, William Falconer, Robert Itri, and John R. Bierstein.

The purpose of the meeting was to formulate plans for the current membership campaign on behalf of the Conference of Correction. Also discussed were ways and means of increasing the membership. Sub-committees functioning in small districts of the various states, as used in Pennsylvania, were discussed as a possible method of contacting more people for memberships.

Also, suggestions were advanced for consideration of the Executive Committee designed to make maintaining of membership easier, more informative, and keep the Association's name before the membership. Outlines indicating the program for the Middle Atlantic States Conference of Correction joint meeting with the Pennsylvania Conference on Probation, Parole and Correction were distributed to the committee members.

District Chairmen for Pennsylvania are: John R. Bierstein, Harrisburg; David J. Hurley, Philadelphia; and Harry J. Cancelmi, Pittsburgh. They will appoint their own committees from their respective communities.

SEX OFFENDERS RELEASED ON PAROLE

(Prepared by William L. Jacks, Statistician)

Pennsylvania Board of Parole

Due to the fact that very little information was available on sex offenders released on parole, a separate file on this type of offender was established on December 1, 1947. The purpose of this file was to keep a record of all sex offenders released on parole in order to obtain comparisons with other parolees, and also to check the likelihood of sex offenders repeating the same type of crime. Since the file has been in existence about ten years, the following statistics should be found quite reliable in relation to the repetition of sex crimes and also the reaction of these offenders to parole super-

When this file was established in 1947, sex offenders comprised 14.1% of the case load of the Board of Parole. The most recent count in 1957 shows a decrease of 1.9% in the number of sex offenders on parole, to 12.2%. At the present time, out of a total of 4571 parolees under supervision in Pennsylvania, 557, or 12.2%, are sex offenders.

In order to determine the reaction of those sex offenders to parole supervision, an accurate record was kept on the status of these persons on parole in relation to the number returned as parole violators, the number receiving final discharges in good standing at the expiration of the maximum sentence, and other information that could be obtained from our records.

The following table shows the status of the 2154 cases deducted from the sex offender file from December 1, 1947 to May 31, 1957, a period of 9½ years.

Table 1

TOTAL CASES DEDUCTED FROM SEX OFFENDER FILE

Status	No.	Per Cent
Returned to		
prison	390	18.1
Final discharges	and	
cases closed	1635	75.9
Died	84	3.9
Pardoned	2	0.1
Transferred out of	\mathbf{f}	
State	43	2.0
TOTAL	2154	100.0

The above table shows that 390, or 18.1% were returned to prison as parole violators. These persons are divided into the following two groups:

 Violators of the rules of parole
 219
 10.2%

 New convictions
 171
 7.9

 TOTAL
 390
 18.1%

The preceding facts show that 7.9% of the returned parole violators actually committed new crimes. Since this report deals with sex offenders, it is interesting to note how many actually repeated sex crimes, and they are divided as follows:

Repeated sex crimes 76 3.5% Did not repeat 95 4.4% TOTAL 171 7.9%

Of the 76 repeating sex crimes, 36 repeated the crime of Sodomy; 21 repeated Assault with Intent to Ravish and Rape; 4 Sodomy cases committed Contributing to the Delinquency of a Minor; 4 Assault with Intent to Ravish cases committed Contributing to Delinquency of a Minor; 3 Sodomy cases committed Indecent Exposure; 3 Sodomy cases, Assault and Battery with Intent to Ravish; 2 Assault and Battery with Intent to Ravish cases committed Sodomy; 2 Assault and Battery with Intent to Ravish committed Indecent Exposure; and 1 originally sentenced for Indecent Assault was convicted for Indecent Exposure.

Thus, over a period of 9½ years, comprising 2154 cases deducted from the sex offender file, 76, or 3.5%, repeated sex crimes. Of his group, it may be said that 21, or less than 1%, actually repeated sex crimes of violence.

As explained at the beginning of this report, one of the purposes was to compare sex offenders with all parolees in general, in order to determine the reactions of sex offenders to parole supervision. As a basis of comparison, the five-year study dealing with all parolees released from June 1, 1947 to May 31, 1952 will be used. This study shows that 29.1% of all parolees released are returned as parole violators. The above study on sex offenders shows 18.1% returned as parole violators. Therefore, it can be said that the per cent of sex offenders returned as parole violators is much lower than the per cent of returns for the parole population as a whole.

An even better comparison can be made when the two groups of violators are considered - that is, violators of the rules of parole and convicted violators. Of the sex offenders, 18.1% were returned as parole violators: 10.2% as violators of the rules of parole, and 7.9% with new convictions. Of the total of all parolees released in 5 years, 29.1% were returned as parole violators: 13.8% as violators of the rules of parole and 15.3% as convicted violators. A comparison of these two groups of figures shows that the sex offender is less likely to commit a new crime on parole than other parolees in general. In fact, the per cent of sex offenders committing new crimes, 7.9%. is only about half of the rate for all parolees at 15.3%. This again shows that the repetition of crime among sex offenders is much less than that of all parolees in general.

Chiefly the mould of a man's fortune is in his own hands.

> Of Fortune Francis Bacon (1561-1626)

PEOPLE

EDWARD D. MINGLE

The personnel and prisoners of the Eastern State Penitentiary were saddened by the unexpected death of their Deputy Superintendent, Edward D. Mingle, on February 2, 1958. Mr. Mingle was appointed as a Custodial Officer on May 13, 1921, and rose through the ranks by virtue of faithful service and performance of duty to the high position he held at the time of death.

His initial duties at the penitentiary revolved around supervision of inmates on the Night Squad to which he was assigned. There followed a promotion to the Day Squad in 1923. His first rating was that of Sergeant in April 1927, Mr. Mingle was further promoted to Captain of the Guard in March 1949. It was from this position that he was appointed Acting Warden by Commissioner Arthur T. Prasse of the Bureau of Correction in October of 1955. The position was made permanent on August 2, 1956.

Mr. Mingle was noted for his loyalty to his fellow employees and his extreme interest in the welfare of the prisoners. We at the Eastern State Penitentiary realize the extent of the loss of such a dedicated fellow worker. He is survived by his wife, Jennie, to whom he had been married for forty years, and a son, George.

RETIREMENTS

Miss Marie R. Forrestal, Supervisor of the Juvenile Division, Municipal Court of Philadelphia. who had been with the Court for almost 42 years, retired on December 31, 1957. Miss Forrestal for many years was an active member of the Pennsylvania Association on Probation and Parole, and attended numerous meetings of this Association. On the occasion of her retirement, she was honored by a celebration, attended by the members of her staff, and by a Luncheon given by the cooperating social agencies.

At the same time, another member of the staff, Mrs. Wynne Gerou, probation officer for over 30 years, also retired.

NEW DEPUTY SUPERINTENDENT AT WESTERN PENITENTIARY

John Alton McEwen was appointed Deputy Superintendent of the Western State Penitentiary on October 17, 1957, succeeding James H. Elliott, who requested a change in assignment.

Mr. McEwen came to Pittsburgh at twenty-two years of age from his native Alabama, and shortly afterwards landed a job at the institution as a Custodial Officer. It speaks well for his ability to handle men when one reflects that within a year and a half after obtaining that position he was promoted to Sergeant. He is still remembered by old-timers as one who kept a good block. While a Sergeant he began the study of fingerprinting, which study he continued after he transferred to the State Police on April 1, 1929. He returned to the penitentiary from the State Police on December 15, 1933, as Identification Officer and Field Parole Officer. When these two positions were abolished after the Bureau of Correction came into existence, Mr. McEwen functioned

for a short time, until his recent promotion to Deputy Superintendent, as Senior Records Officer.

It will be seen from the foregoing that Mr. McEwen, with his experienced background, comes well equipped for his new position.

Mr. McEwen is fifty-six years of age and a grandfather. He married while still in the State Police, Florence Puhl, then a student nurse. Their daughter Diana is married and is the mother of a two year old daughter. Their son, young Jack, has been in the Navy for the last year or so.

NEW APPOINTMENTS

Joseph R. Brierley was appointed Deputy Superintendent at the Eastern State Penitentiary on February 27, 1958, to succeed the late Edward D. Mingle.

Mr. Brierlev first entered service May 16, 1940, as a Custodial Officer and was assigned to a Night Squad. In August of 1941 he was elevated to a supervisory position in the Maintenance Department. He left this position when he was granted a leave of absence to enter Military Service in September, 1942. Joe served in the Naval Amphibious Force in both theaters. He was honorably discharged as a Chief Petty Officer in November, 1945, at which time he returned to a position on the Custodial Force of this institution.

In 1949, Joe was assigned to the Identification Department as an Investigator and was appointed to head that department on February 1, 1952. In May of 1953 he served as Acting Deputy Warden, which position was later classified Major of the Guard. It was from this last mentioned post that he was recommended for Deputy Superintendent by William J. Banmiller, Superintendent of the Eastern State Penitentiary.

Joe is active in civic affairs, especially in the Big Brothers Association. He is well known for his participation in numerous professional organizations, among which

is Probation, Parole and Correction. Throughout the years he has continued as a student in correction, successfully earning many certificates of attainment and diplomas. He has been closely associated with leading penologists, having attended both Temple University at Philadelphia. Pa., and St. Lawrence University at Conton, New York.

17

Joe is considered by all his associates to be a devoted and sincere worker who has contributed greatly to the cause of modern penology.

NEW APPOINTMENTS

The Quarterly was advised by Dr. John Otto Reinemann, Director of Probation, Municipal Court of Philadelphia, that the Board of Judges of this Court recently made the following appointments of supervisory personnel:

> Leonard Rosengarten was appointed to the newly created position of Director of the Juvenile Division, Mr. Rosengarten holds Bachelor and Master's Degrees in Education from Temple University, and hopes to obtain his Ph.D. in Psychology from the same Institution, in the near future. After three years of military service (1942-1945), and three years of teaching in public schools in Philadelphia, he became a probation officer with the Municipal Court in 1949. served as Intake Interviewer in the Juvenile Division of the Municipal Court, assigned to the Youth Study Center, since May, 1952, and as Supervisor of Intake from October, 1956.

> Mrs. Mary Bucco was appointed Supervisor of the Juvenile Division. Mrs. Bucco holds a Bachelor's Degree in Education from Temple University, and attended extension courses in Social Work at the Pennsylvania School of Social Work, Before coming to the Court, she was a Visitor and Assistant Su

pervisor at the Department of Public Assistance, and a Senior Social Worker at the Federal Works Agency. She was appointed a probation officer in the Municipal Court in April, 1944, and was assigned to its Juvenile Division. She subsequently became Intake Interviewer of the Court at the Youth Study Center, and in November, 1954, was appointed as Assistant Supervisor of the Juvenile Division.

18

Mr. Howard D. Pindell was appointed Supervisor of Intake of the Juvenile Division of the Municipal Court, with offices at the Youth Study Center. Mr. Pindell holds an M.A. Degree from Columbia University Teachers' College in Supervision and Administration, and a Masters Degree in Psychology from Temple University. He held positions of counsellor and high school teacher with the Board of Public Education in Annapolis, Maryland, and was for two years high school principal in Frederick, Maryland, before coming to the Municipal Court of Philadelphia. He was, for over four years, Assistant Executive Director of the Wissahickon Boys' Club in Philadelphia. He served as a Probation Officer with the Municipal Court from 1944 to 1951, with two years' interruption when he was a Personnel Sergeant with the U. S. Army. From 1951 to 1957, he was a rehabilitation counsellor at the State Board of Vocational Education, with special training for psychiatric service.

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IOB ANNOUNCEMENT SERVICE

February 15, 1958

CALIFORNIA, San Bernardino _ Senior Counselor _ Salary \$397-483 mo. Directs programming and counselors at juvenile hall and Verdemont Ranch and does related work as required. Requirements: Must have graduated from four-year college course with major in social sciences (preferably sociology or psychology). Must have had full time paid experience equivalent to two years group work. One year graduate study in sociology, psychology or social casework may be accepted for one year experience required. Contact Civil Service and Personnel Office, 236 Third St., San Bernardino, California.

CALIFORNIA, San Diego -Assistant Probation Officer (male or female) Salary \$417-507 mo. Age 21-54 incl. Bachelor's degree plus (a) one year casework in county probation office; or (b) 18 months professional social work with problem or neglected children or adult offenders; or (c) one year graduate social work or criminology and six months experience as in (b); or (d) Master's degree in social work or criminology. For each nine months (b) experience, one year other phase of social casework may be substituted. Group Counselor I-Salary \$343-417 mo. Bachelor's degree from accredited college with min. of 12 units in sociology and/or psychology. Major in social sciences preferred. College seniors permitted to take examination. Write Department of Civil Service and Personnel, Room 402, Civic Center, San Diego, Califor-

DELAWARE, Wilmington -Probation Counsellor for Family Court, offering casework services to children and adults through progressive rehabilitative approach. Master of Social Work required. Beginning salary \$5000-\$6250, depending on experience. Address inquiries to Joseph J. Botka, Director, Family Court, Public Building, Wilmington 1, Delaware.

ILLINOIS. Chicago — Probation Officers (men and women) for the Family Service Department and Delinquent Boys' Division. Beginning salary up to \$405 mo., depending upon qualifications. AB degree and three years paid experience with social agency required. Write Edward J. Nerad. Chief Probation Officer, Circuit (Family) Court of Cook County, 2246 Roosevelt Road, Chicago 8, Illinois.

INDIANA. Indianapolis —Probation and Intake Officers-Minimum education A.B. — Salary \$3840 to \$5150, depending on education and social work experience. Fifty per cent of staff have year or more of graduate social work education. Scholarship program. New court and detention home being constructed. Write Donald Rademacher, Chief Probation Officer, Marion County Juvenile Court, 148 E. Market Street, Indianapolis 4, Indiana.

KENTUCKY, Louisville -Casework Supervisor for staff and student supervision. Master's degree in social work plus experience in child welfare or juvenile court work preferred. Current salary \$4920, but may be adjusted upward for outstanding candidate. Contact Charles C. Dibowski, Chief Probation Officer, Jefferson County Juvenile Court, 800 Fiscal Court Bldg., Louisville 2, Kentucky.

LOUISIANA, New Orleans ---Probation Officer 1 - \$340-440 plus \$30 mo. car allowance. Qualifications: Bachelor's degree plus one year professional education in accredited school of social work. Probation Officer II - \$380-480 plus \$30 mo. car allowance. Master of social work in any field of social work. Casework Supervisor -\$400-500 plus car allowance. Master of Social Work required plus readiness to assume casework supervision of probation officers. Experience in correctional field desirable, but not mandatory. Opportunity for supervision of students from Tulane University School of Social Work and Louisiana State University School of Social Work. Regular psychiatric consultation available in this court. Write A. M. Wright, Director of Probation, Orleans Parish Juvenile Court, 410 Chartres St., New Orleans.

MICHIGAN, Port Huron — Director of Court Services in Juvenile Probation Department to assist judge in reorganizing casework and detention services of the court. Prefer two years graduate training in social work plus at least two years supervisory experience in probation or closely related child welfare service. 2 Caseworkers needed by same court for work with neglected and delinguent children. Prefer one year graduate training in social casework and two years experience in a children's casework setting. Salaries for both positions open. Address inquiries to Hon. Vera I. Black, Judge of Probate, St. Clair County Probate Court, Port Huron, Michigan, stating minimum salary requirements in letter of inquiry.

MINNESOTA — Parole Agent I - Salary range \$370-450 mo. Provides casework services to local courts, supervises juvenile and adult probationers and parolees, related duties. Desire Bachelor's degree with major in pre-social work or related social services. Liberal employee benefits. Examination 50% written, 50% oral. Write Minnesota Civil Service Dept., 122 State Office Bldg., St. Paul, Minnesota.

MINNESOTA, St. Paul - Deputy Probation Officers (Caseworkers) - Men, for juvenile division. Salary range min. \$380 to \$525 mo. Starting salary flexible, depending on training and experience. Persons with superior qualifications may start at \$400 or above. Desirable qualifications include Master's degree in social work, correctional administration

or closely related areas, plus at least one year's experience in probation, parole or related work. Liberal employee benefits. Contact John K. Donohue, Chief Probation Officer, 1644 Court House, St. Paul. Minnesota.

The Quarterly

MISSOURI, Clayton - Director of Court Services - To administer social services in progressive juvenile court. Requirments: 2 years graduate social work plus 5 years experience in a juvenile court, at least 2 of which shall have been at the supervisory level. Salary range \$7600 to \$8400. Write Ralph Smith, Director of Court Services, Children's Center, 701 Brentwood Blvd., Clayton 5, Missouri.

OHIO, Dayton - Probation Counselors (male and female) for expanding juvenile and domestic relations court and detention home. BA required; caseworkers with graduate training and supervisory or other experience eligible for rapid advance. Counselors' salary \$4800 to \$5200; Asst. Supervisors', \$5300 to \$5600; Supervisors', \$5700 to \$6000, all depending on qualifications. Write Mark Eshbaugh, Adm. Asst. and Referee, Montgomery County Juvenile Court, Room 301, New Courthouse, Dayton 2.

PENNSYLVANIA, Brookville Probation and Welfare Officer -To handle pre-sentence investigations, all juvenile cases, parole investigations, and non-support cases for Jefferson County. Experience desirable but not essential. Salary not yet fixed, but expected to be in the \$3000 to \$4000 range depending upon prior experience and qualifications. Contact W. J. McKnight, District Attorney, Brookville, Pennsylvania.

PENNSYLVANIA, York -Probation Officers (2 male). Beginning salary \$4000 to \$4200. Require at least one year graduate training in social work. There is no experience or residential requirement. For further information write Henry Lenz, Chief Juvenile Probation Officer, County Court House, York, Pennsylvania.

SOUTH CAROLINA, Charleston — Director of Probation in Children's Court. Bachelor's degree in social sciences and two years' graduate training in social work, plus two year's experience in juvenile probation work; or one year social work graduate training plus three years' experience, with one year in supervisory capacity or public relations background and community organization skills. Beginning salary \$5100. Automobile allowance and mileage. 2 Probation Officers -Children's Court. Starting salary \$3900 plus \$600 travel allowance. Bachelor's degree from college of recognized standing with courses in social studies plus one year experience or additional graduate study. Experience desired in welfare agency, teaching or related fields. Contact Judge C. B. Pearce, Domestic Relations Court, Charleston, South Carolina.

TENNESSEE — District Director of Juvenile Probation — To be responsible for the administration of the Juvenile Probation Program within an assigned district; to perform related work as required. Master's degree in social work, psychology, or sociology, and 3 years experience in a family, children's, psychiatric or correctional agency, or in school guidance and counseling, of which one year must have been in a juvenile court and/or probationary setting. Must be under 50 years of age. Field Probation Worker — To conduct pre-probation case investigations; to assist in individual rehabilitation; to perform related work as required. Master's degree as above or equivalent combination of education and experience, substituting 2 years experience for one year college education, with maximum substitution of 2 years. Must be under 50 years of age. Write Commissioner of Correction, Room 209 State Office Bldg., Nashville, Tennessee.

TEXAS, Corpus Christi-Casework Supervisor (male or female) -Salary \$6500 plus \$480 car allowance. Graduate degree from accredited school of social work preferred. Must have had experience in a juvenile court setting, plus experience in casework supervision. To supervise seven assistant probation officers; excellent physical facilities. Write Chief Probation Officer, P. O. Box 7276, Corpus Christi, Texas.

TEXAS, Crockett — 1 Case-worker (female) — Salary range \$3420-\$3780. Master's degree in social work and 2 years paid experience (correctional experience preferred). Position will include casework supervision, orientation and counselling of girls in State Training School for Negro Girls, developing an in-service program, staffing of cases, and work with parents. Write Mrs. E. G. Harrell, Supt., Crockett State School, Box 901, Crockett, Texas.

WASHINGTON - Superintendent, State Reformatory at Monroe. Min. qualifications: 5 years of progressively responsible supervisory or administrative experience in an adult correctional institution, including overall responsibility for planning, organizing, and supervising a program such as institutional business management, custody, or rehabilitation; and either a college degree or additional experience. \$9552 to \$11,400; quarters, maintenance, and transportation provided; state retirement system plus social security. Desire to fill position as soon as possible. Round trip transportation expense offered five top applicants for oral examination. Write immediately to State Personnel Board, 212 General Administration Bldg., Olympia, Washington, or phone Fleetwood 25611, ext. 8071.

WASHINGTON, Olympia—Supervisor, Child Guidance Center, \$6168-\$7344. Two openings eastern Washington, Requires 2 years graduate study and three years clinical psychiatric casework experience. Assistant Supervisor, Child Guidance Center, \$5412-6444. Three new positions requiring two years graduate study and two years clinical psychiatric

casework experience. Psychiatric Social Workers, \$4764-\$5652. Five new positions for juvenile correctional facilities. Requires two years graduate study and one year clinical psychiatric casework experience. Clinical Psychologist IV, \$7032-\$8376. Consultant to Child Guidance Centers. Requires Ph.D. and two years post doctoral experience. Clinical Psychologist III, \$6444-\$7668. Directs psychological services at diagnostic center for juveniles. Requires Ph.D. and one year supervised internship. Write Washington State Personnel Board, 212 General Administration Bldg., Olympia -Att. Miss Mildred J. Stier.

WASHINGTON, Seattle - 4 Caseworkers, male and female, to serve as probation officers and work with dependent and delinquent children. Good casework supervision, psychiatric consultation, clinical psychological services available. MSW preferred, but will accept one year graduate training plus one year previous social work experience. Citizenship not required. Liberal employee benefits. Staff in-service and student training programs. Salary steps \$4920-5160-5520-5880. Can appoint higher than \$4920, depending on qualifications. Write Martin Falsberg, Asst. Director, King County Juvenile Court, 1211 E. Alder Street, Seattle 22. Washington.

WISCONSIN, Madison - Probation and Parole Agents (Social Workers III) A career service in correctional field. Excellent promotion opportunities, civil service tenure, annual merit increases, liberal vacation and sick leave benefits and social security and state retirement plan. Two years graduate social work required, including completion of field work placement. Employment within pay range possible for those with substantial correctional experience. Salary \$5352 to \$6432. Write Sanger B. Powers, Director, Department of Public Welfare, Div. of Corrections, 104 E. Dayton Street (Box 669), Madison, Wisconsin.

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22

Correctional Caseworker—Position with a Community Chest, statewide agency working with the criminal offender. Work with men and women in state penal institutions on parole and probation and their families. Opportunity for administrative duties and relations work. Good vacation and retirement plan. Two years graduate work in accredited school of social work (incl. thesis). Experience preferred. Salary \$4440 to \$6360. Could start at \$5400. Write Robin L. Lamson, Acting Executive Director, Wisconsin Service Assn., 125 E. Wells St., Milwaukee 2, Wisconsin.

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