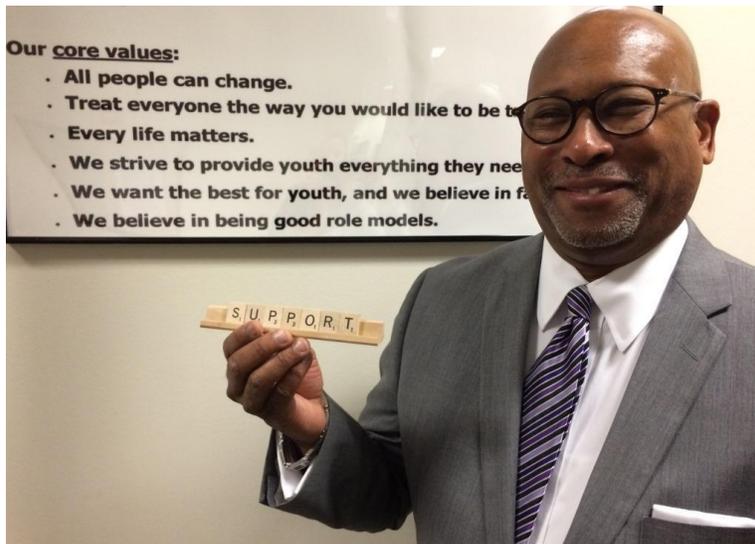




Department of
Youth Services

Message from DYS Director Harvey Reed 3-Pronged Approach to Supporting Staff Wellness

May 19, 2016



Earlier this month we celebrated National Correctional Officers and Employees Week. While this is certainly a special time, it's also important to acknowledge our staff's challenging work throughout the year. Habilitating our youth requires that we first take care of ourselves in healthy ways.

DYS has implemented a 3-pronged approach to provide a holistic, effective approach to supporting our staff:

1. [Critical Incident Stress Management](#) (CISM) provides group debriefing, demobilization, diffusing and/or management briefing to process large scale critical incidents. While Zone Leaders, Superintendents, Regional Administrators, the CISM Program Administrator, and other appropriate DYS Division Managers can activate the CISM process at their discretion, it is primarily reserved for serious events including physical injury to a staff (witnessed by at least 3 coworkers), an employee's death, a hostage situation, or a riot. CISM [zones](#) provide leadership and teams to cover every DYS workplace.
2. Peer Assistance offers one-on-one support for employees. Team members are trained "peers" helping their colleagues who are going through personal issues by offering emotional support and/or referrals to professional assistance. Examples of situations that Peer Assistance could help with include work-related stress, relationship challenges, illness, career concerns, and financial difficulties. If you are

currently experiencing a challenge and would like to try Peer Assistance, please click [here](#) to view a current roster of team members. Feel free to contact anyone listed.

3. [Desert Waters](#) addresses the long-term, cumulative negative effect our profession can have on staff. Trainings help staff develop psychological preparedness, guard against traumatic stress and other high-stress events, participate in wellness-promoting activities, and improve resiliency.

These three valuable programs help staff recharge. By “filling our own buckets” first, we are better prepared to interact with youth as patient, encouraging, relaxed, and enthusiastic role models.

I am pleased to share that in 2015, our staff took advantage of the programs at an excellent rate:

- A total of 1,019 DYS staff engaged in Peer Assistance, with a total of 1,716 total contacts (some staff had multiple contacts with the team)
- 3 Debriefings
- 5 Crisis Management Briefings

Both CISM and Peer Assistance services are confidential and will not be discussed by team members with others without your permission. An exception would occur if information that is shared indicates some kind of safety threat against yourself/others or if there has been a violation of departmental policy or the law.

If CISM and/or Peer Assistance sound like something you want to help with, please [apply](#) for consideration to join the team. Completed forms may be emailed to Karin Ho at Karin.Ho@dys.ohio.gov