

MONTHLY WORK PLAN

NAME Martin Theophilus

NOTATIONS:

MONTH December 1975

UNIT 021-22

ADDRESS 3603 Andrews Highway

ON CALL	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Billie	1 8:00 a.m. Children's Services Board Mtg.	2 1:00 FULL STAFF Mtg. - Protective Service Mtg.	3 9:30 Intake & Juv. Mtg. - Unit 22	4	5
Jane Chad	8 1:30 Conf. Molly Read Unit 22 cases 7:00 Child Development Comm. Mtg. - Odessa College	9 10:00 Conf. Kathy	10 12:00 Noon Community Services Mtg.	11 10:00 Conf. Pat	12
Martin Kathy	15 10:00 Conf. Gloria	16 10:00 Conf. Chad	17 9:30 til 3:00 Protective Service Mtg.	18	19
Martin James	22 10:00 Conf. Bruce	23 HOLIDAY	24 MERRY CHRISTMAS	25 HOLIDAY	26
Jane Pat	29 END OF MONTH REPORTS	30	31 HAPPY NEW YEAR	Smiley face	

ITINERARY

NAME Martin Theophilus

MONTH January, 1974

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
	1 HOLIDAY	2	3	4 Sat. - Jan. 5 Slide Pres. to AAUW 12:00 Noon Villa Del Sol
7	8 7:15 Board Mtg. 10:00 Keith Conf. Art Hopkins will read CAN- RIS cases today	9 10:00 Billie Conf. 12:00 ECCSO Program by HELP	10 10:00 Fran Conf.	11 10:00 Bruce Conf.
14 <i>Odessa High Kwana 1:00 Jane</i>	15 <i>10:00 Conf Davis</i> 10:00 Jane Conf.	16 8:00 Conf w/Mr. Davis 1:00 Full Staff Mtg. w/P.S. Mtg.	17 10:00 Bruce Conf.	18 Protective Service Work- shop-Odessa
21 <i>Odessa High</i>	22 10:00 Keith Conf. Tentative (Possible Social Svc. Supv. Admins. Mtg.-In-Svc. Trng.)	23 10:00 Billie Conf.	24 10:00 Fran Conf.	25
28	29 10:00 Jane Conf.	30	31 END OF THE MONTH	

MEMORANDUM

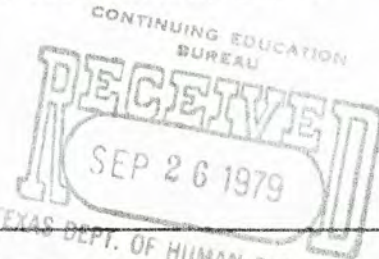
TEXAS DEPARTMENT OF HUMAN RESOURCES

SUBJECT: Reorganization of the Continuing Education Bureau

TO: ASSOCIATE COMMISSIONERS
DEPUTY COMMISSIONERS
ASSISTANT COMMISSIONERS
REGIONAL ADMINISTRATORS
REGIONAL DIRECTORS FOR
CONTINUING EDUCATION
CHIEFS
DIVISION ADMINISTRATORS

FROM: L G Ferguson, Chief
Continuing Education Bureau
5350 Burnet Road, 320-0

DATE: September 21, 1979



The Continuing Education Bureau, State Office, reorganized September 1, 1979. Following is the current structure and organization of the Bureau:

OFFICE OF THE CHIEF

L G Ferguson, Chief of the Continuing Education Bureau, is responsible for the overall administration of the Bureau. He has line authority over State Office educational staff and exercises functional review, guidance, and support responsibility for regional educational activities.

CEB Operations is in the Office of the Chief. The two Operations Specialists are Geneva Evans and Winifred O'Hara. The Operations Specialists are responsible for the development, implementation, and management of the Educational Program Management Control and Service Control Systems, assist in the development of DHR educational policies and procedures impacting both State Office and the Regions, and serve as liaison/communication/coordination link between CEB divisions and the regions.

MANAGEMENT SERVICES DIVISION

This division is administered by Wayne H. Conine, Sr., and is responsible for internal support for the Bureau in relation to personnel, business management, fiscal matters, and development and maintenance of the CEB budget. A second major responsibility of the division is administration of the formula grant contracts with universities. Other division staff are: Barbara Richardson, Contracts Specialist; Evelyn Sanchez, Personnel and Business Management Clerk; and Darrel Marler, Coordinator, Staff Development Center.

EDUCATIONAL SERVICES DIVISION

This division is administered by Don L. Abernathy and is responsible for the development of curriculum for statewide training and for training of state office staff. Included in the staff are the following staff development specialists and their primary responsibility:

Jan Huber
Ken Burks

Child Protective Services
Social Services, Generic

September 21, 1979

Reorganization of the Continuing Education Bureau

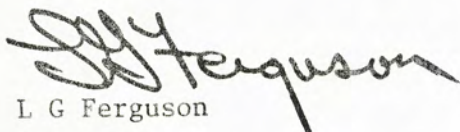
Martin Theophilus	Social Services, Generic (primarily ACABD)
George Hasty	Financial Services, Generic
Frank David	Financial Services, Medical Services, Child Support
Sally Brown	Financial Services, Generic
Ben Purdy	Management and Support Services
Paula Burke	Clerical Training
Donna Jo Bridges	Licensing Training
Mary Crawford	Licensing Training

Although staff development specialists have strong program knowledge in certain areas, a flexibility to function in several areas is being developed. A team approach to curriculum development, when indicated, is also utilized. Form 4300 (in the appendix of the Continuing Education Handbook) is used to request educational services. (See attachment.)

The DHR Library is also under the administration of the Educational Services Division. It is directed by Susan Fekety, DHR Librarian.

Gladys Ward is responsible for production and distribution of all educational materials.

An organizational chart is attached for your convenience.


L G Ferguson

LGF:ms

Attachments

- 1 - Form 4300
- 2 - Organizational Chart

ECTOR COUNTY COMMUNITY SERVICE ORGANIZATION

P. O. Box 4636
Odessa, Texas 79760

November 1, 1974

NEWSLETTER

Vol. 1- No. 17

Meeting held 10-9-74

The seventeenth meeting was held on the second Wednesday of October at the Branding Iron. There were 44 members present for the program which was presented by Martha Brewer supervisor for Texas Employment Commission. We wish to thank her for the information she provided to those present at the meeting.

PURPOSE

Several years ago various individuals held a general meeting to discuss different agency services. This was very productive and informative and the Junior Service League agreed to help organize future meetings. Their involvement resulted in the formal establishment of what is now our Ector County Community Service Organization. Membership of the Community Service Council is comprised of social service agencies (federal, state, city, and county), businesses, and those individuals interested in the improvement of their community. The members attend a luncheon at the Branding Iron once a month on the second Wednesday of each month. During this luncheon a 15 minute presentation is given by one organization explaining their purpose and scope of their organization. This one general meeting per month affords the opportunity for each member to become acquainted with another agency and even more important he meets an individual with whom he may work with in the future. Membership dues are only \$2.00 per person per year. A newsletter is prepared each month and sent to members. You may pay your dues to Mr. James Bolgiano, secretary for ECCSO. He is a staff psychologist at the MHMR Center, 204 E. 16th Odessa, Texas.

Next Meeting
Wednesday, November 13, 1974
12:00 Noon
The Branding Iron

Dr. Richard Miller will present the program on UTPB. He will specifically address himself to the counseling program particularly as it relates to the community in the Odessa-Midland area. We are looking forward to this presentation. Please note that there is a page to sign for each individual as he comes to the luncheon. At this time each person will pay for his meal which costs \$2.80. There will be calls placed on the day of the meeting for a head count and as a reminder about the meeting.

Future Meetings

December 11, 1974 Commission for Blind
 January 15, 1975..... Texas Industrial Commission
 February 14, 1975..... Odessa Junior College
 March 14, 1975..... Audio-Visual Program
 April 11, 1975..... Introduction of new friend
 May 9, 1975..... Election of New Officers
 June 13, 1975..... Planned Parenthood

These programs were selected by the planning committee composed of Dr. Richard Miller, Dr. Roy Hart, Mr. John Clarke, Mrs. Gloria Bossee, Mrs Martha Brewer, and Ken Bowen. As interest continues to grow, a variety of programs will be needed to stimulate participation and hopefully will be entertaining as well as informative. If you have suggestions for future meetings please call Ken Bowen, president, at 332-1291.

Lets Look at Our Members

MARTIN THEOPHILUS- was instrumental in re-establishing our ECCSO last year (1973). He came to Odessa from Alpine where he received his Bachelors Degree in Music. He did graduate work in Education. While Martin was in school he worked in law-enforcement as a security officer and later as a police dispatcher. Martin went to work with the Welfare Department in 1969. In 1970 he transferred to Odessa as a Public Welfare Worker and was soon again promoted as supervisor of childrens services. His staff consists of 15 members. Martin's major interest is on child abuse. His hobbies are dirt-bike riding and special music recording. Take time to say hi to Martin at our next meeting.

DR. RICHARD MILLER- a modest, congenial, sincere young man who comes to Odessa with vast experience. One interesting point about Dr. Miller is that he has five degrees. Dr. Miller received his Bachelors Degree from Eastern Michigan University in 1954 with a double major of Speech and Math. Dr. Miller, also played football. At 180 pounds he held the position of pulling guard. I forgot to ask how he might feel if he had to stand up against Bob Lilly today! Dr. Miller received one of his Masters from the University of Michigan in Speech in 1956. After having been exposed to math, speech, and coaching, Dr. Miller went to Northern Baptist Theological Seminary where he received his Doctorate of Divenity in 1958. He taught math and was a winning coach with one undefeated year at Wall Lake High School near Detroit, Mich. To illustrate Dr. Millers sincerity, he returned to Michigan State and obtained another Masters Degree in 1963 in Counseling and Guidance because as a minister he felt inadequate in his counseling. Later, he received his Doctorate in Counseling Psychology.

Other interesting aspects about Dr. Miller are that he worked with the famed Dr. Carl Rogers in development of International Communications Workshop for two years in California. He was Dean of students at University of the Americas in Pueblo, Mexico. He moved to Odessa in June of 1974 and is currently Associate Professor of Counseling at UTPB.

Martin

STATE DEPARTMENT OF PUBLIC WELFARE



ECTOR COUNTY CHILDREN'S SERVICES

December 5, 1974

P. O. Box 4636
Odessa, TX 79760

RAYMOND VOWELL
COMMISSIONER

BOARD MEMBERS

GEORGE A. BUTLER
CHAIRMAN, HOUSTON

H. G. ANDREWS, JR.
STAMFORD

GARRETT MORRIS
FORT WORTH

SUBJECT: Symposium on Child Abuse

TO: ALL INTERESTED PERSONS:

On Wednesday, December 11, 1974 at 1:00 P.M., Ector County Children's Services, with Dr. Furst and the University of Texas of the Permian Basin will present a Symposium on Child Abuse. This Symposium will be held in the Main Building at the University (UTPB) Room 382.

This is the last of four Symposiums to be conducted by Dr. William Furst and Children's Services this fall.

We are asking that everyone who is interested in children and their protection attend this session. We are attempting, through these presentations, to formulate an effective means of dealing with the problems of Child Abuse in this West Texas Area.

Please pass this information on to all persons you feel would be interested in these presentations.

Sincerely,

Martin Theophilus

Martin Theophilus
Supervisor

- cc: Ms. Bobbie Matthews, Director of Family & Children's Services, State Office 055-0
- Mr. Bob Johnson, Program Mgmt. Specialist, El Paso 111-7
- Mr. Calvin Davis, SS Program Director, San Angelo 277-7
- Ms. Molly Whittington, SS Program Director, Midland 235-7
- Dr. William Furst, Pediatrician, Odessa

MEMORANDUM

STATE DEPARTMENT OF PUBLIC WELFARE

Martin

SUBJECT: Abuse and Neglect Information

TO: [

TO ALL PROTECTIVE SERVICE SUPERVISORS

FROM: [

Martin Theophilus, Supv.
002-10
P. O. Box 4636
Odessa 366-1 79760

DATE: September 17, 1974

The following is a summary of statistics on Child Neglect and Abuse compiled by Ector County Children's Services at the request of Dr. William Furst, vice-chairman of the Ector County Children's Services Board.

Compiled as of September 17, 1974

Population Served	<u>Andrews, Seminole</u> (Andrews and Gaines Counties)
21,965	Number of Active Neglect Cases <u>50</u> Number of Active Abuse Cases <u>1</u> Number of Intakes per month <u>8</u> (Average)
22,266	<u>Lamesa</u> (Dawson, Borden, and Martin Counties) Working with <u>28</u> families and <u>62</u> children Number of Intakes per month <u>5</u> (Average) <u>6</u> Abuse cases received since January
65,433	<u>Midland</u> , (Midland County) <u>3 Protective Service Workers</u> Number of children in neglect situations <u>75</u> Own home- <u>33</u> , relative- <u>8</u> , institutions- <u>14</u> , foster care <u>12</u> <u>5</u> Abuse cases received in last 12 months Number of Intakes per month <u>10</u> (Average)
49,930	<u>Monahans, Pecos, Ft. Stockton</u> (Reeves, Terrell, Upton, Pecos and Ward Counties) Number of Active Neglect Cases <u>15</u> Number of Active Abuse Cases <u>24</u>
91,804	<u>Odessa</u> (Ector County) <u>3 Protective Service Workers</u> Number of Active Neglect Cases <u>61</u> Involving <u>178</u> Children Number of Active Abuse Cases <u>17</u> Involving <u>34</u> Children Total number of all cases <u>116</u> Involving <u>236</u> Children Number of Intakes per month <u>36</u> (Average)

Supervisors
Page 2
September 17, 1974

ADDITIONAL INFORMATION - ECTOR COUNTY

(Average) 17 Active Abuse Cases 7 same time last year
44 cases per worker 33 same time last year

71,047	<u>San Angelo</u> (Tom Green County) <u>4</u> <u>Protective Worker</u> as of October 1, 1974
	Number of Active Neglect Cases <u>98</u>
	Involving <u>164</u> Children
	Number of Active Abuse Cases <u>14</u>
	Involving <u>62</u> Children
	Number of Intakes per month <u>23</u> (Average)
39,164	(Crockett, Sutton, Reagan, Runnels, McCulloch, San Saba, and Menard Counties)
	Number of Active Neglect Cases <u>15</u>
	Involving <u>55</u> Children
	Number of Active Abuse Cases <u>4</u>
	Involving <u>10</u> Children
179,295	<u>Lubbock</u> (Lubbock County) <u>10</u> Protective Service Workers
	Number of Active Neglect Cases <u>97</u>
	Number of Active Abuse Cases <u>19</u>
	Number of Intakes per month <u>30</u> (Average)

The Lubbock information was as of July 30, 1974.
The average caseloads are up to about 40 at this
time (September 17, 1974).

The above information was gathered to give us an idea of the number of families and children involved in Abuse and Neglect. For the area studied we show approximately 372 cases open at this time that involve neglect and 79 that involve abuse. With the increase in caseloads in Lubbock since July, these figures are only estimates.

We appreciate the assistance everyone gave us in compiling this information.


Martin Theophilus

MT/ldh

cc: Miss Bobbie Mae Matthews, Director Family & Children's
Services, State Office 055-0
Mr. Bob Johnson, Social Services Division, State Office 055-0
Mr. Carrol Crum, Regional Administrator, San Angelo 277-7
Mr. Calvin Davis, SS Program Director, San Angelo 277-7
✓ Dr. William D. Furst

Odessa - Ector Co.

Avg 100 to 120 open active cases per month
involving over 200 children -

Abuse 17 active cases - compared to 7 this time last year

In the first half of 1974 we had more abuse
complaints than in all of 1973.

Average cases per worker	Aug 1973	33
40 valid referrals per month	Aug 1974	44
52 in August		

Lubbock Active Cases - 97 neglect
19 abuse
30 valid referrals per mo.

34 Stockton, Pecos, Monahans

Active Cases - Neglect 15, Abuse 24

Midland - 75 children involved in neglect situation
No Abuse presently

Only 5 abuse referrals in past year.

Martin

"Statistical data you sent the Judge was real good. It shows what the State has done to us."

He can see you at 8:30 Monday morning.

Jay Paynor

SR

ECTOR COUNTY CHILDREN'S SERVICE

PROTECTIVE SERVICE PRESENTATION INFORMATION

ECTOR COUNTY: 362-0464 - 24 HOUR SERVICE - HOT LINE: 1-800-292-5400

I. CHILDREN'S SERVICES

A. Joint State/County Project - since October 1970 (Off and on prior to that - at times completely funded and operated by Ector County).

1. State DPW - over \$250,000.00
 - a) Salaries
 - b) Training
 - c) Supervision
 - d) AFDC foster care (Reimburses County for eligible children).
 - e) Medicaid
 - f) Offices
 2. Ector County approximately \$70,000.00
 - a) Foster care
 - b) Medical
 - c) Clothing
 - d) Special
 - (1) Unwed mother program
 - (2) Allowances
 - (3) Answering service
- ↑
funded by state
reimbursements

B. Other financial information

1. Foster care rate - \$4.50 per day - paid twice monthly.
(January 1, 1977 - \$4.50 for 0-9 age children
\$5.00 for 10-18 + exceptional care cases 0-18)

C. Children's Services Board - Consisting of 11 members -
Appointed by the Commissioners Court.

1. Chairman - Dr. William D. Furst
2. Vice Chairman - Mr. Keith Dial
3. Secretary - Mrs. Faye Connell

D. Staffing - Ector County

1. Total staff of 20 - (two supervisors)
 - a) Workers - 12
 - (1) Intake - 3
 - (2) Ongoing - 4
 - (3) Juvenile - 2
 - (4) Substitute care - 3
 - b) Clerical - 6
 - (1) Stenographers - 2
 - (2) Clerk Typists - 4

2. Support Staff - Region Headquarters: El Paso
Sub Region : Midland

3. Case loads approximately 30 cases per worker.

E. Case loads - Ector County - Average 300 cases (550 to 600 children per month). See current statistical report for present case loads.

8. Caesarean Section	30.0%	3.2%
9. Naming child after parent (high expectations of child)	24.0%	4.0%

IV. Some current programs under way to prevent abuse/neglect.

- A. Hot Line State DPW - Early detection thus prevention
- B. Canris - to keep up with clients who move etc.
- C. Denver Predictive Study - observing mother-father-child interaction at birth - then follow up to see development. (more information on this if worker wants).
- D. England and New York - Remove entire families to substitute placement (move information available).
- E. Provide more one-to-one services - homemaker, involve family-send out aides who will give constructive support.
- F. Coordinate services of all agencies to provide support and follow-up.
- G. Everyone to become involved - Report responsibility and early enough to prevent injury to child.

V. NEEDS.

- A. Foster Homes
 - 1. Desire to provide temporary homes NOT ADOPTIVE.
 - 2. Need adequate space.
 - 3. May care for up to six children, including own.
 - 4. Pass fire and health inspection.
 - 5. Apply at our office. Beverly Mahon
 - 6. Special need in area for 12 to 17 year old.
- B. Volunteers - to work with protective services as well as other DPW programs. Will be hearing more on this in future.
- C. Provide Christmas gifts etc. for foster children.

PREPARED: 9-76 by MARTIN THEOPHILUS

III. STATISTICS

A. Texas Statistics

1. 1975 - DPW received 34,384 cases of abuse. 10,708 were confirmed.
2. 804 cases of sexual abuse reported.
3. At least 70 children died in 1975.
4. Unknown how many unreported cases.

B. National Status

1. 250,000 cases of abuse each year with 4% death rate.
2. 300,000 will suffer permanant injury as result of abuse and neglect.

C. Child abuse and it's causes.

1. 20 to 25% of battered children are premature or required special care at birth.
2. Approximately 60% of parents who abuse their children were abused when they were children.
3. Most parents want help and will give three or four open warnings before injuring child such as:
 - a) Asking others for help.
 - b) Showing minor problems, neglect and etc.
4. Most families move around a great deal and have few close family members or friends to go to for help.
5. 1/3 of families are untreatable - cannot motivate to change - not dangerous enough to remove children.
6. Most child abuse victims are under the age of five.
7. 75% of abuse is by a female.
8. Women convicted five times that of men.
9. Frozen watchfullness - because of beatings etc, - children in hospital would not react to stimuli. The reason being unpredictable environment. In Los Angeles a Dr. Lenoski did a study on battered children. He would raise their arm and a leg in the air, say nothing to the child and he would leave the room. Of the abused group, 40 out of 52 children held this position stiffly from 2 minutes, 45 seconds to 17 minutes. The normal children would hold this position for no longer than 15 to 20 seconds.

D. Comparison Statistics - Los Angeles study:

	Child	Abusive Parents	Normal Parents control
1. Early exposure to pets, i.e., caring for some- one		3.7%	86.1%
2. Married		96.7%	54.2%
3. Exposure to violence in home		65.0%	43.3%
4. Preferred being alone		43.3%	20.0%
5. Listed telephone numbers		10.5%	88.0%
6. Premature child		22.0%	10.0%
7. Complication at delivery		9.0%	4.2%

- F. Types of cases
1. Neglect - 50%
 2. Abuse - 25%
 3. Juvenile - 15%
 4. Other - 10% (Court reports, OTI's, Unwed mother referrals, etc.)
- G. Source of referrals - Ector County
1. Individuals - 22%
 2. Relatives - 18%
 3. Courts - 14%
 4. Police - 13%
 5. Schools - 8%
 6. DPW - 8%
 7. Other - 7%
 8. Self - 4%
 9. Anonymous - 3%
 10. Medical - 3%
- Total 100%

II. SPECIAL INFORMATION

A. History

1. Mistreatment of children first identified in 1874. New York City case - Mary Ellen. Protected by the American Society for the Prevention of Cruelty to Animals. No laws at that time to protect children.
2. Development of child abuse prevention detection occurred in 1920's and 30's.

B. Intent is to keep child in own home unless dangerous.

C. Of the 500 children served each month an average of 450 remain in their own home and with their parents. The rest are in foster care (Average of 15), Adoptive homes (average of 12) and the remainder are with relatives. (ALSO INSTITUTIONS avg of 15)

D. Most of casework done in families own home as compared to other counseling agencies who use their offices.

E. Protective Services involves involuntary clients for the most part.

F. Court action necessary in only 5% of cases.

1. Most court action agreed to by parents.
2. Most contested cases involve Judge ordering certain conditions for parents - MH-MR, Support, Child Development training, etc. At completion child returned if satisfactory.
3. Is possible to terminate, but only as last resort.

G. Work with numerous local agencies.

1. MH-MR
2. Special Ed.
3. YES
4. TRC
5. Juvenile Probation
6. City Police - Sheriff
7. Rehabilitation Center
8. Expanding Nutrition

July 8, 1974

P. O. Box 4636
Odessa, TX 79760

Gail Pierce
West Texas Children's Home
Drawer Q Dorm 13
Monahans, TX 79756

Dear Gail:

Thank you for your letter of June 28th. We would be interested in your working with us for a couple of weeks. As soon as possible we will need to know when you intend to be in Odessa.

Some things you may want to think about are the hours you will be coming in, transportation and things you will want to gain from this experience. There will be some areas that you will be unable to participate in due to our regulations governing confidentiality, so please understand that some of the things you can do will be limited.

We look forward to hearing from you.

Sincerely,

Martin Theophilus

MT/ldh

LIFE EVENTS STRESS SCALE¹

Dr. T. M. Holmes, a psychiatrist, and his colleagues at the University of Washington School of Medicine in Seattle have developed a "life-events scale" designed to measure the psychological stress that can be caused by various changes in life circumstances.

The scale provides a "reasonable good correlation" between life changes and onset of depression and medical problems. Studies by Dr. Holmes indicate that an accumulation of 200 or more "life-change units" in a single year may be more disruptive than an individual can withstand--and make him vulnerable to illness.

<u>Impact</u>	<u>Event</u>	<u>Impact</u>	<u>Event</u>
100	Death of spouse	17	Mortgage or loan less than \$10,00
73	Divorce		
65	Marital separation	16	Change in sleeping habits
63	Jail term		
63	Death of close family member	15	Change in number of family get-togethers
53	Personal injury or illness		
50	Marriage	15	Change in eating habits
47	Fired at work	13	Vacation
45	Marital reconciliation	12	Christmas
45	Retirement	11	Minor violation of the law
44	Change in health of family member		
40	Pregnancy		
39	Sex difficulties		
39	Gain of new family member		
39	Business readjustment		
38	Change in financial state		
37	Death of close friend		
36	Change to different line of work		
35	Change in number of arguments with spouse.		
31	Mortgage over \$10,000		
30	Foreclosure of mortgage or loan		
29	Change in responsibilities at work		
29	Son or daughter leaving home		
29	Trouble with in-laws		
28	Outstanding personal achievement		
26	Wife begins or stops work		
26	Begin or end school		
25	Change in living conditions		
24	Revision of personal habits		
23	Trouble with boss		
20	Change in work hours or conditions		
20	Change in residence		
20	Change in schools		
19	Change in recreation		
19	Change in church activities		
18	Change in social activities		

¹from "What to do when you're under stress. U.S. News and World Report, Sept. 24, 1973, 43-54.