Message from DYS Director Harvey Reed
Scenario-Based Training Gives Staff an Effective Learning Experience
February 28, 2017

DYS Training Academy staff spent many weeks researching videos of incidents that have occurred at the facilities and reviewed related documents. From that, 40 scenarios were drafted and later narrowed to 15 scenarios that depict situations that are most critical to security of the facilities and likely to happen.

In mid-February, Scenario-Based Training rolled out during pre-service for new staff. The scenarios allow students to demonstrate what they have learned, apply critical thinking skills, and receive immediate feedback and correction. While most scenarios reflect Verbal Strategies and Managing Youth Resistance as learning objectives, students have the opportunity to apply critical thinking related to topics such as Adolescent Development and Trauma Informed Care. Following the exercises, facilitators lead students through a structured debriefing process. This holistic approach provides an effective learning experience.
According to DYS Training Academy Director Ursel McEroy Drake, “Participants were receptive, enthusiastic, flexible, and professional throughout the process. Facilitators took their roles seriously. Openly, they shared their knowledge and it was apparent to the students that they were invested in their success. At the conclusion, we met as a group and began strategizing about ways to potentially expand and refine the training.”

Scenario-based training will continue to be used during pre-service. Given the enthusiasm and anticipated success of the training, the Training Academy will offer similar opportunities for experienced facility and parole staff.

Special thanks to the DYS Training Academy staff who assisted: Training Academy Director Ursel McElroy Drake, Art James, Darrin Kreis, Earl Myles, Candace Stewart, and Bill Stout. Also, special thanks to the DYS staff who served as facilitators: Bureau Chief Amy Ast, Ron Bickers, Adrian Bowens, Clifton Chapman, Lucyna Dunning, Bryan Forrest, Gary Hart, Brian Lane, Elizabeth Matera, Sara McCoy, Cleery Stewart, Nicholas Swint, John Terry, and Jack Vicencio.