FACILITY: ACADEMY AT IVY RIDGE
TRAINING: FULL UNIT
TRAINERS: JAN PRESLEY & TOM BERRY – Acct/Disc
DATE: MARCH 8-21, 2003

FACILITY OVERVIEW:
In general things seem pretty organized. The facility had not received notice about the changes with regard to the seminars. That was due to email changes. I had dinner with Jason and Dave the first night in and we talked about it. The next morning Dave & Joe came to Accountability, sorted students, and we began the training with those supported to graduate.

Two things I failed to mention in the PCI report were about "after" the training. I saw two or three families ask for and get permission to call family members during the one-hour visit so their child could talk with them. When I went downstairs, about 15 minutes into the visit, Jason pointed out several families using their cell phones. It had spread like wildfire and there was no way to monitor it. The other thing was a parent who took her son on an off grounds pass immediately after the training. My suggestion is to include in the invitation letter the following:

1. Please do not bring cell phones or pagers into the training room. Your student is not allowed to use your cell phone, not even on breaks or after the seminar.
2. There will be no passes prior to the training or directly after the training. If your student qualifies for an on grounds or off grounds pass, the earliest you may begin this pass is at 8am on Sunday morning following the training. Please make arrangements with your Family Rep.

I suggest they look into setting up a 12 step program. When I mentioned this to Jason, he said they already had one. My understanding, though, is that they have group therapy for drug/alcohol abuse. It's not the same thing. There are probably meetings in the community that upper levels could attend as a start. Attending any off grounds meetings should be a privilege, not a given. Once meetings are on campus, the facility may want to invite guests from the community, maybe even open up meetings to the community on occasion. The more support the kids have in this area, the better. As widespread as the 12 step programs are, there are probably employees who could help get meetings started. Meetings should always be monitored by facility staff!!

After hearing students complain, blame, and make excuses for themselves, I wasn't overly excited about looking at what's not working with facility staff. I did hear the same thing over and over and feel it deserves mention. With some of the staff, there is definitely a bully mentality, as if their job is to make the kids miserable. Some of the upper levels felt that certain staff spend an inordinate amount of time looking for reasons to drop them. The inconsistency between shifts is still a problem. Kids are walking on eggshells around one shift and slacking and manipulating around another shift. Staff have been heard making claims about how many BRV's they can hand out in a day, how long it will take before someone drops, and other such nonsense. Staff have been heard among themselves and with students talking about relationship rumors about staff and other staff and about staff and students. If staff is talking about staff-student relationships, administration needs to put a muzzle on the staff spreading these rumors and start an investigation to find out what's real and what's Memorex. Sounds to me like staff is as bored as the students and have nothing better to do than run rumors.

ACCOUNTABILITY - AIR March 8-9, 2003
PARTICIPANTS: STARTING – 18, CHOOSE OUT – 1, GRADUATES – 17

Day 1 began at 10:30 am and ended at 7:00 pm
Day 2 began at 10:00 am and ended at 8:30 pm

The only choose out was a girl who became sick the first night and did not return the next morning. She asked to return after lunch, but she had missed the Auction and the introduction to Values.

The night I arrived, I found out that neither Jason nor Dave knew anything about the new standards for the trainings. (Jason's email was on the blink last month so he must not have received the information.) They had 55 kids slated to come into Accountability. When I explained what was going on, Jason suggested we meet prior to the training. So Joe and Dave came over before the training, sat down with the service team, and weeded out kids until we had 18 kids coming in. The understanding was that unless they did something pretty stupid, all 18 would graduate. I gave them a copy of the emails referencing the changes and met with the Family Reps on my day off to go over the changes.

This was a pretty good training. The kids started with and maintained great energy throughout. We spent the first afternoon in the Results Line. At the end of the day, not only had each student presented results and received feedback, they each had a challenge specific to what's going on with them. Overall, I experienced the group at 70-75%. Their supported ratings were in the 78-83% range, overrating themselves consistently by 5-8%. The difference wasn't huge, but merited comment. I see them settling for mediocrity. It's not that they're doing NO work. The work they're doing seems to be about looking good for others and doing the least possible in order to get by. They had 5 pages of homework:
1 page writing the following: I am in Accountability, not Account
1 page writing about their results, the feedback they heard, and what they want to do with it
3 pages on what's getting in their way most, which of their values is violated when they run this behavior, etc.
We sent them out to dinner and allowed them to work on homework in the dining room for about an hour after they finished eating. They went back to their families around 8:30 pm.

Day 2 held no surprises. We had 2 members of the service team as Auctioneers. They created a high energy Auction with a lot of fun. We had the entire service team participate fully all day long. I see Accountability as a place for them to pulse check themselves on their values. We had great discussions on the topics of clothing, friends, and music. There was some blatant resistance, especially with music, and we worked them on it not being about right or wrong. It's not about the program spoon-feeding them answers. It's about each of them, the values they choose to embrace, and the action they take on those values. We had a good day.

The service team was just OK. They were unprepared with some of the copies. They did, however, participate fully, openly, and with great energy. Other than the copies, facility mechanics seemed to flow rather well. Meals were on time, kids were on time, and staff was present throughout the training.

FOCUS - AIR March 17-19, 2003
PARTICIPANTS: STARTING - 51, CHOOSE OUT - 7, GRADUATES - 44
Day 1 began at 10:00 am and ended at 10:00 pm
Day 2 began at 9:30 am and ended at 10:15 pm
Day 3 began at 9:00 am and ended at 9:09 pm

Six choose outs left on the morning of the 2nd day, one chose out during Pop.

This group had huge energy, from beginning to end. I saw some very positive results from the Community meetings, even though they are only held every two weeks. At first, the service team seemed to think their job was to create the energy and pull the students along. Once they calmed down and allowed the students to create their own energy, it went well.

My understanding of PCI requirements is that the students are supposed to be Focus graduates. Has this requirement changed?

This group really went for it. They started out with a bang in Freeze Tag. The service team demonstrated Freeze Tag with something planned. Their demo showed up with medium energy, looking good, fear of just being in the moment, lack of spontaneity, and unwillingness to follow the rules. The students had a blast anyway, ignoring the service team's "holding back" mentality. Lifeboat and Pop went very well. Contracts were solid. Stretches were great. The whole group was touched by the sensitivity displayed in the softer stretches. There were two boys who absolutely flowed with the music as Ballerinas. I haven't seen that much willingness in a long time.

The service team was again, just OK. There were times when I felt they didn't listen, but that wasn't consistent. The mechanics were handled adequately. It just never felt like they were a team. I have experienced this in all the trainings. The only time there seemed to be any teamwork with this group was during stretches. I also saw team members physically distancing themselves from the team at times. The training went well despite the service team.

KEYS – AIR – BALL TOSS March 20, 2003
PARTICIPANTS: STARTING – 35, CHOOSE OUTS – 0, GRADUATES – 35
Day 1 began at 10:00 am and ended at 8:30 pm

We ran a full Results Line at the request of Jason. The kids came in with the idea that Keys is about being reamed. I didn't see any reaming going on. Their energy was horrible. During the Results Line we addressed some of the problems I saw with the service teams and other stuff going on with them in the facility. There are rumors going around about "couples" among the upper levels. While there are definitely some attractions in play, I didn't see anything inappropriate. (I heard that even after all the conversation about being accountable for what they create around them, how things look, and how things are perceived, a couple of them later created Cat. 4 or 5's for inappropriate behavior. Amazing!) It feels like 5th grade with these kids. One of the things that came out very early was about all the excuses they have. If they made a concentrated effort to stop making excuses for every little thing that happens, even for just one full day, the atmosphere in the whole facility would change. I addressed the lack of teamwork among them. They have their little cliques, and don't make much effort to spread themselves out. At lunch Emily noticed the way they grouped themselves. Not much risking here. There's also a ton of conflict among these kids. When I suggested using the Accountability Formula as a resolution tool, I got more excuses about why it doesn't work for them. What's real here is that they love the conflict and create it as a way to avoid being bored and a way to avoid dealing with their stuff. They talked about not having any fun on the upper levels. I asked if they were part of the problem or part of the solution, whether or not they had made any suggestions or put out ideas about creating fun for themselves. There wasn't much of a response. They are about complaining rather than creation. They would rather make excuses than be accountable.

When we finished with the Results Line, we did Ball Toss. These guys ran their stuff so big it wasn't even funny. Everything we had addressed earlier was ignored. They stomped all over each other verbally, blew each other off, created absolute chaos. While there are some very powerful leaders individually, they hold back in the group. My experience of the group as a whole is that they are running on fear.

BREAKPOINT – AIR – REAL DEAL March 21, 2003
PARTICIPANTS: STARTING – 59, CHOOSE OUTS - 0, GRADUATES - 59
Day 1 began at 10:00 am and ended at 5:00 pm

This was a great Breakpoint. The small group work seemed to be productive. The drawing process went very well. There were many more kids in this group who really wanted some assistance than kids who didn't. There were only 2 kids who came in with incomplete homework.

I was concerned after hearing about last month's Breakpoint. My understanding is the kids took their old numbers back into the facility and ran them as if they had permission. The Run Your Number process continues to create problems. I agree with David that we want to find more processes like Feel the Weight and Real Deal.

MUSIC SYSTEM
The music system was fine. The only problem was with the microphone extension cord. Occasionally there was some screeching when the mic was on. Everything else seemed OK.

SUPPLIES NEEDED
Magnum Markers (send 2 of each color)
Mime Make-up (send 2 tubes of each, white & black)