

## PERSONNEL

One of the hallmarks of Paradise Oaks Youth Services treatment program is the education and expertise of our staff. From the very inception of our program back in 1990, the importance of having well educated employees has been critical to the overall success of Paradise Oaks. Frank Schellhous, our Executive Director, is eminently qualified, having received his Bachelor of Arts in Education and his Master's Degree in Counseling and School Administration from Sacramento State University. In addition, he has had 25 years of experience in San Juan Unified School District which included being a Teacher, School Counselor, and Middle School Vice-Principal. He was also on the Board of Directors for Sierra Family Services for 12 years.

Mr. Schellhous' positive approach and desire for top notch quality in every aspect of the program has set a high standard for staffing. Of 105 positions in the agency, there are only 3 that do not require a college degree. Nearly all direct care and support staff have Bachelor's or Master's Degrees, the majority of which are held in some facet of Behavioral Sciences. The employment of staff who already have a good foundation in these areas allows Paradise Oaks to provide a high quality of milieu treatment seldom found in other programs.

Another of our personnel strengths is the racial and ethnic diversity of our staff. It is a tremendous benefit for our residents to have good role models who reflect their own diverse backgrounds. The fact that the staff have gone to college, and have been successful in obtaining degrees and employment, provides a powerful example of what our residents may also hope to achieve.

In order to maintain the highest standards, Paradise Oaks also has an in-house "continuing education" program for all direct care staff. In addition to the New Employee training, which is substantial, there are monthly two hour In-service Seminars covering a variety of subjects such as Post Traumatic Stress Disorders, Learning Disabilities, Behavior Modification, etc. Then, normally on a weekly basis, the house staff will meet with the Social Worker and the House Manager for training on items or issues that pertain specifically to the residents with whom they are working. In this way, Paradise Oaks can address the needs of the individual, both staff and residents.

Paradise Oaks Youth Services is committed to providing a safe, structured, therapeutic program where residents receive personally designed social and educational services. The implementation of these goals is dependent upon our dedicated staff, who continually provide these essential services with patience and persistence.