THE GLEN MILLS SCHOOLS
CHARACTER – COMPETENCIES – CONFIDENCE
FOUNDED IN 1826
Glen Mills at a Glance

ABOUT

Founded in 1826, the Glen Mills Schools (GMS) is a school of opportunity where youth can be transformed into positive and contributing members of society.

GMS provides rehabilitative services to adjudicated male delinquents between the ages of 12 to 18, in addition to an array of community management, reintegration and school-based services for males and females.

All programs are aligned with Juvenile Justice System Enhancement (JJSES) strategies and the Balanced and Restorative Justice (BARJ) model. Located in suburban Philadelphia on an 800-acre campus, it is the oldest continuously operating school of its kind in the United States.

SERVICES

Academics
Athletics and Recreation
Behavior Services
Character and Leadership Development
Community Management Services
Career and Technical Education
Evidence-Based Programs
Group and Individual Counseling
Shelter Care
Specialized Competencies
Workforce Readiness

FAST FACTS

- Daily group and individual counseling
- Year-round educational programming
- 24/7 medical and dental services
- 15 varsity and junior varsity sports
- Career & Technical Education in 25 areas of study
- Campus GED testing facility
- PREA Compliant
- Licensed by the PA Department of Public Welfare
- Private, non-profit 501(c) organization
The Glen Mills Schools has remained true to our fundamental mission of transforming youth into positive and contributing members of society. Within the framework of our well-established treatment model, we have innovated in response to the changing landscape of juvenile justice. We have incorporated evidence-based programming and expanded our offerings to include emergency shelter care, family engagement, community management services, female respite programs and much more. This is just the beginning.

What sets Glen Mills apart is our unique approach to rehabilitation. Rather than punishing youth for past mistakes, our school looks to the future by developing character, competencies and confidence. This is accomplished through an array of innovative programs and services in youth behavioral and educational development. These are tailored to the unique needs of each youth and are designed to unlock the potential for personal growth.

The Glen Mills Schools’ difference starts with our core belief that our students have unlimited potential and endowment for achieving maximum personal growth. This belief is evident in everything we do at Glen Mills, even in the language we use: these are students, not inmates; and they attend a school, not a juvenile correction facility.

My vision for the Glen Mills Schools includes continuous enhancements to our student services as well as my personal commitment to an organization that exemplifies accountability, transparency and customer satisfaction. We are dedicated to the Glen Mills Schools remaining the finest school of its type in the country.

Respectfully,

Randy A. Ireson, Ed. D
Executive Director
Student Life

The Glen Mills Schools (GMS) is an open residential facility and nearly all student life activities take place on our 800-acre plus campus in suburban Philadelphia.

Unit Life
Students are assigned to one of our 12 living units. The units are designed as dormitory style living, with most housing four students to a room. Group and individual counseling, specialized competencies and recreation also take place in the unit. All students participate in individual counseling and daily group counseling meetings called Guided Group Interaction (GGI).

Other special information sharing sessions, known as “Townhouse Meetings,” are usually held in the evening and on weekends. Students complete the majority of their academic classes and all of their career and technical education, athletics and dining activities in separate buildings across campus.

Campus Norms
Upon admission, all students are assigned a living unit, a personal counselor and a “big brother” to facilitate their adjustment to the program. Each student receives a Student Handbook that explains schedules and expectations. All campus norms (expected behaviors) are clearly explained during orientation with both peers and staff. Students are usually assigned “buddies” to travel throughout campus and those requiring extra support are placed on “concern,” which requires staff accompaniment until proper trust levels are achieved.

Battling Bulls Club
The Battling Bulls Club is Glen Mills’ student government. It supports the development of positive student leadership, the growth of the pro-social normative culture and presents an opportunity for students to be recognized for their positive behavior and personal growth.

Club members coordinate numerous activities on campus, hold club and leadership meetings, take responsibility for monitoring campus activities and coordinate student work study positions. Membership is a benchmark of behavior reserved for positive students and all are encouraged to work towards becoming a Bull.

Special Events
Students can participate in a number of special events, including: Career Day, Character and Leadership Development Speaker series, Halloween Show, Homecoming, Air Guitar Show, Envirothon, Christmas Choir, Good Citizenship Awards, Rotary Club Speakers, Union League, Thornbury Historical Society Pancake Breakfast, Educational Award Ceremony, College Day, Financial Aid seminar and seasonal Sports Awards Ceremonies.
Campus Features

Medical Services
The Health Center is located on school grounds and is open Monday through Friday between 8:30 a.m. and 4:30 p.m. There are two daily sick calls and 24-hour “on call” coverage maintained by campus medical staff.

Dental Services
The Glen Mills Dental Center is a state-of-the-art facility open five days a week with six chairs staffed by full-time and part-time dentists, hygienists, an endodontist and an oral surgeon. All students receive an examination twice a year and follow-up treatment is done in accordance with their treatment plan.

Wellness & Nutrition Program
All students participate in our Wellness & Nutrition Program. This includes specialized curriculum pertaining to wellness issues such as nutrition and diet and weight management. All programs emphasize creating and maintaining a healthy lifestyle.

Other Services and Facilities
The Glen Mills campus features a Recreation Center, Student Union, Library, Natatorium, Laundry Center, mail service, telephone access, visitation and transportation. All students are provided with personal hygiene items and a full requisition of seasonal clothing.

In addition to daily individual and group counseling, a psychologist and a psychiatrist are available for therapeutic support. There is also a Grief and Loss Program for those experiencing emotional angst, trauma, separation and grief and loss in their lives.
Botvin LifeSkills® Training enhances skills in decision making, communications and managing emotions. This life skills problem-solving method aims to prevent “at risk” behaviors by targeting the major social and psychological factors that precede the actual action.

Facilitated discussion, structured group discussion and role playing scenarios are used to stimulate participation and promote the acquisition of skills.

The six skill-enhancement areas are:
- Decision Making
- Risk Reduction
- Stress Management
- Managing Emotions
- Communications
- Assertiveness Training

Trained staff facilitators lead Moral Reconation Therapy® (MRT®), a cognitive-behavioral counseling program that combines education, group and individual counseling and structured exercises. It is designed to reduce anti-social behavior by developing moral reasoning skills.

The seven basic treatment issues are:
- Confrontation of beliefs, attitudes and behaviors
- Assessment of current relationships
- Reinforcement of positive behaviors and habits
- Positive identity formation
- Enhancement of self-concept
- Decrease in hedonism and development of frustration tolerance
- Development of higher stages of moral reasoning

We offer two adaptations of the MRT® system:

- **Coping with Anger®**
  This program comprehensively targets youth who have problems managing feelings of anger and frustration in an appropriate way. It is designed to help participants deal with their individual challenges and learn the benefits of anger control and how to manage stress.

- **Parenting & Family Values®**
  For those of our students who are adolescent parents themselves, this program aims to change thinking and behavior about parenting while also teaching positive parenting skills and attitudes.
  
  *Topics covered include*:
  - Accepting paternity of the child
  - Financial responsibilities
  - Dealing with being an absentee father

MRT® has shown to reduce the recidivism rate of offenders.
Substance abuse plays a role in juvenile delinquency, and the number of drug-related crimes is growing. **Drug and Alcohol Education** aims to educate youth as a preventative measure. The goal is for participants to become more responsible and productive members of society when they leave the Glen Mills Schools.

The program accommodates youth who have been stipulated by court order to receive drug and alcohol education and counseling.

In recent years, gun violence among young men has increased at alarming rates. It is likely a high percentage of youth have been impacted in some way, either directly or indirectly. **Gun Violence Prevention** provides youth with practice in making meaningful choices while noting the impact of gun violence on individual, family, communal and societal levels.

The program is based on the Gun Violence Prevention Workbook compiled by the Department of Public Welfare’s Bureau of Juvenile Justice Services.

**Wellness and Nutrition** provides students the opportunity to experience a higher quality of life through the use of a proper diet, nutrition and exercise. Students will have a thorough physical examination, weekly gym class and daily exercise opportunities.

Students with a body mass index (BMI) above 30 are offered a structured, supervised program with daily exercise and portion control eating.

**Independent Living Skills** assesses the behaviors and competencies that youth need to achieve their long-term goals, while providing strategies to be successful in 25 areas, including money management, job seeking skills and understanding the law.

By developing the independent living skills needed to be successful after placement, students are more likely to experience a smoother return into their community. The program is based on the **Casey Life Skills®** curriculum.

**Victim Awareness** aims to increase awareness not only of a crime’s impact on the victim, but on the community as a whole.

The Victim Awareness program utilizes an approved curriculum developed at the Center for Juvenile Justice Training and Research (CJTRR) at Shippensburg University. Students will write an authentic apology letter to the victim, and perform mandatory community service and pay restitution.
Academic Opportunities

The Glen Mills Schools provides a year-round education model. We are an open-entrance school, which means each student’s instructional program begins upon his admission to the school and continues until his discharge. We utilize a blended learning approach to instruction that incorporates the Plato® Learning Environment computer software, allowing for individualized academic coursework. All students are assigned a computer. There are more than 500 computers available for student use. Instructional programs are provided during morning, afternoon and evening sessions.

Educational Placement

We utilize a multi-tiered approach to determine a student’s educational programming needs:

- Previous educational records, such as transcripts, report cards, special education records, etc.
- Assessments administered by the Glen Mills Schools staff
- Assessment of post-discharge goals

An educational plan is designed to help each student meet their educational goals and prepare them for a successful transition back to their home community/school. This plan is reviewed regularly and revised, if needed.

Glen Mills operates its special education program in cooperation with the Pennsylvania Department of Education and the Chester County Intermediate Unit.

Grads Going Places

Glen Mills students can earn their GED or high school diploma, and scholarships are available for post-secondary study. Alumni have attended Penn State University, the Community College of Philadelphia, Indiana University of Pennsylvania and more! Visit our website for a complete list.

DAG IN THE LIFE OF Daniel Reyes

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
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</thead>
<tbody>
<tr>
<td>6:30 A.M.</td>
<td>Staff-supervised* wake-up and personal grooming</td>
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<tr>
<td>7:00 A.M.</td>
<td>Breakfast in the cafeteria</td>
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<tr>
<td>8:00 A.M.</td>
<td>Guided Group Interaction</td>
</tr>
<tr>
<td>9:00 A.M.</td>
<td>Moral Reenactment Therapy</td>
</tr>
<tr>
<td>10:00 A.M.</td>
<td>Academics and Career &amp; Technical Education</td>
</tr>
<tr>
<td>NOON</td>
<td>Lunch in the cafeteria</td>
</tr>
<tr>
<td></td>
<td>Student Union - phone calls and recreation</td>
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<tr>
<td>12:30 P.M.</td>
<td>One-to-one counseling session</td>
</tr>
<tr>
<td>1:00 P.M.</td>
<td>Academic and Career &amp; Technical Education</td>
</tr>
<tr>
<td>3:00 P.M.</td>
<td>Powerlifting practice</td>
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<tr>
<td></td>
<td>Free time – visitation, sports or other leisure activities</td>
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<tr>
<td>5:00 P.M.</td>
<td>Dinner in the cafeteria</td>
</tr>
<tr>
<td>6:00 P.M.</td>
<td>Health/PE</td>
</tr>
<tr>
<td>8:00 P.M.</td>
<td>Snack in the cafeteria</td>
</tr>
<tr>
<td>9:00 P.M.</td>
<td>Free time in the unit</td>
</tr>
<tr>
<td>9:30 P.M.</td>
<td>Bulls Club meeting</td>
</tr>
<tr>
<td>10:00 P.M.</td>
<td>Lights out</td>
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* STUDENTS ARE SUPERVISED BY STAFF 24/7

“GMS has been incredibly beneficial to me. When I first came here, I wasn’t really sure what I wanted to do but I knew I had a lot of things to work on and that’s where Glen Mills came in.”

Daniel Reyes
COLLEGE-BOUND VALEDICTORIAN

Visit our website for a complete list.
“Glen Mills is a benchmark compared to any school, serving any student. If you’re going to build a school from scratch or if you want to improve a school, come over to Glen Mills.”

Dr. Gerald L. Zahorchak
Former Pennsylvania Secretary of Education,
Glen Mills Battling Bulletin
Building Competencies

Students build competencies in one of the 25 Career & Technical Education (CTE) areas of study through hands-on work experience and job skill development. All areas have formal training curriculums and students participate in activities that offer hands-on training while also providing a direct service to the Glen Mills campus.

Career Day

Career Day, held annually on the last Thursday in April, exposes students to various career opportunities while providing the opportunity to ask questions of working professionals in areas of their choice.

Certifications

Students have the opportunity to earn four levels of certifications based on industry standards in each of the 25 CTE areas. They can also earn the following certifications as part of a comprehensive workforce readiness program:

- OSHA 10 Hours Standards of General Industry
- Red Cross CPR/AED
- First Aid
- ServSafe (Culinary Arts)
Areas of Study

If you are artistic:

Art and Design
Two-dimensional design, illustration and computer graphics.

Graphic Communications & Print Technology
Desktop publishing, wide format printing, digital platemaking, offset printing and color copying.

Journalism
Fundamentals of print journalism and production of the school newspaper, called The Battling Bulletin.

Photography
Color photography, processing and printing, as well as digital photography, custom framing and studio photography.

Radio Broadcasting
Instruction and on-air opportunities within a broad communications curriculum. Operates WZZE, 97.3 FM, a Federal Communications Commission licensed station.

Video Production
Proper lighting techniques, use of video camera equipment, storyboarding, editing, dubbing and audio recording.

If you like working with your hands:

Auto Body Repair
Surface preparation, fiberglass patching and collision panel repair and replacement skills.

Automotive Technology
Diagnostic testing, tune-ups, maintenance of cooling systems, alignment, oil/filter change, tire balancing and brake system skills.

If you like working outside:

Golf Course Maintenance
The technical aspects of turf equipment operation and grass mowing.

Landscaping
Lawn care, flower bed planting, gardening, fertilizing and trimming hedges and trees.

Turf Equipment Repair
Repairing, servicing and maintaining golf course equipment.

Welding
Introduction to welding techniques, such as oxy-acetylene, arc and plasma welding.

If you like working with others:

Barbering
Learning takes place in a fully-equipped Barber Shop.

Culinary Arts
Safety and sanitation procedures, food preparation, cooking methods, purchasing and receiving. Students can earn a ServSafe Certificate and get hands-on experience serving food at campus events.

Golf Course Management
Management and maintenance of a golfing facility.

Retail Services
Inventory, food preparation, cash register operation, requisition and stocking skills.

If you like helping others:

Dental Assistant
Operating sterilization areas, maintaining patient operatories and hands-on training working chairside in the Dental Center.

Medical Office Assistant
Conduct vision screenings, hearing screenings and vital checkings.

Opticianry
High-level training in lens surfacing, edging, tinting, tampering and inserting lenses into frames.
The school is a member of the Pennsylvania Interscholastic Athletic Association (PIAA) and Delaware Valley Athletic Association (DVAA). Our students are eligible to compete for League, District and State Championships. They are also selected for individual honors.

Glen Mills fields varsity and junior varsity teams in the following 15 sports:

<table>
<thead>
<tr>
<th>Fall</th>
<th>Winter</th>
<th>Spring</th>
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</thead>
<tbody>
<tr>
<td>Football</td>
<td>Basketball</td>
<td>Baseball</td>
</tr>
<tr>
<td>Cross Country</td>
<td>Wrestling</td>
<td>Volleyball</td>
</tr>
<tr>
<td>Golf</td>
<td>Indoor Track</td>
<td>Roller Hockey</td>
</tr>
<tr>
<td>Soccer</td>
<td>Powerlifting</td>
<td>Outdoor Track &amp; Field</td>
</tr>
<tr>
<td></td>
<td>Swimming</td>
<td>Tennis</td>
</tr>
<tr>
<td></td>
<td>Bowling</td>
<td>Powerlifting</td>
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</table>

The athletic programs at Glen Mills are a tremendous source of pride for our students and staff. Students who participate in our athletic program learn the invaluable lessons of sportsmanship, teamwork, perseverance, unselfishness and character building.

Facilities
Indoor Track and Field Complex, Gymnasium with Olympic Swimming Pool, Football Stadium with Outdoor Track and Field, Soccer Fields, Baseball Fields, Wrestling Room, Cross Country Course, Roller Rink and Weight Lifting Room.

Our athletic training facility includes many state-of-the-art features designed to cater to the injury treatment and rehabilitation needs of our students.
Student Qualifications – All candidates for admission must be referred by Juvenile Court or other appropriate social service agencies. The Glen Mills Schools accepts male youth between the ages of 12 and 18 years old. Candidates should be group orientated, socialized adolescents without severe psychological or emotional problems.

Student Acceptance – Qualified students are accepted without geographic restriction. Admissions are made on a case-by-case basis by the assigned Admissions Coordinator, based on a review of the written materials and personal interview. Decisions are made within 48 hours of the referral.

Exclusionary Criterion – Histories of fire setting and/or arson, suicidal and/or self-destructive behavior would preclude a candidate from admission.

Contact Information

TELEPHONE: 800-441-2064
FAX: 610-558-1493
EMAIL: admissions@glenmillsschools.org
WEBSITE: www.glenmillsschools.org

MAIL: The Glen Mills Schools
PO Box 5001
Concordville, PA 19331
Non-Residential Services
The Community Management Services (CMS) Division of the Admissions Department offers a variety of non-residential services available to delinquent and non-delinquent youth. It offers both male and female programming.

The base of operations is the Chester Arthur Hall located on the grounds of the Glen Mills Schools. Arthur Hall houses the administrative offices for CMS and serves as the residence site for the Female Respite Program.

Community Management Services
This non-residential programming model offers daily face-to-face contact and supervision in addition to 24 hour, 7 days a week emergency intervention in the home community. These services can be offered as an aftercare program for post-residential placement, pre-adjudicated or predispositional status cases awaiting further court processing or those probation cases identified as “at risk” for further delinquency.

ENHANCED COMPONENTS: GPS/Electronic Monitoring
This specialized service acts as an alternative to secure detention by allowing students to remain in their home while being accountable electronically. It includes daily, face-to-face contacts with an assigned CMS worker.

Career & Technical Education (CTE)
Designed for students who would benefit from introduction to the CTE opportunities offered in the school’s residential program. Students are transported to the GMS campus and are exposed to nine CTE offerings.

It is a three-phase program that can accommodate 18 youth and lasts up to six months.

Male Weekend Respite
Intermediate sanctioning tool for those male students experiencing non-compliance issues in the regular CMS program. Identified students spend a weekend (Friday through Sunday) living in dormitories at the main campus and are introduced to the normative culture of our residential program.

Female Weekend Respite
Graduated sanction for those females requiring more structure than can be provided with standard community supervision. Available on alternating weekends, the facility is located on the grounds of the Glen Mills Schools and offers a 48-hour program that is both structured and gender specific.

Community Service and Restitution
Students give back to the community and earn court-determined hours by completing meaningful work assignments.

In one year alone, Glen Mills students completed nearly 50,000 hours of community service at locations such as Fair Acres Geriatric Center and Newlin Grist Mill, among others.

Emergency Shelter Care
The Glen Mills Shelter Care unit offers a 24/7 safe and protected environment for those adolescents needing temporary housing arrangements. Located on the grounds of the GMS campus, the program is operated with all the supports of the overall GMS programming.

Services include: meals, clothing, transportation, health services, assessments, recreation, counseling and visitation.
Reintegration and School Based Services

School and Community Resource Program (SCRP)
This program is available to local high schools. In addition, SCRP offers a Transitions Program for students matriculating from middle school to high school. SCRP is staffed by Glen Mills CMS staff members assigned to specific schools.
The goals are to reduce school suspensions, decrease the number of absences, decrease dropout rates, reduce further court involvement and reduce the need for out-of-home placement. The program features cooperation with many community partners and a high degree of family involvement.

Reintegration Initiative
Reintegration begins immediately upon admission and is put into action once a student is released from the GMS residential placement and returned to the community in which they reside.

A reintegration plan is formulated for each youth articulating goals in the areas of continuing education, seeking employment, compliance with probation and improving family and residential stability.
Efforts to assist the youth and family in maintaining compliance with the Philadelphia Family Court services are consistent throughout the youth’s time in the aftercare program.
Methods are identified for the youth to satisfy Balanced and Restorative Justice (BARJ) requirements, which include restitution costs, community service and court ordered fees.
The reintegration initiative is complete with the inclusion of the youth’s family participation in stabilizing the transition from residential placement to the household and community. Weekly communication focuses on specific behaviors such as positive family interaction, maintaining identified curfews and adherence to parental supervision. Community resources for families in need of public assistance, health insurance, and behavioral therapies are located and utilized as needed.

“I had to change the way I talk, the way I act and change my whole mentality. Out there on the streets, you don’t have many people care about you. When you’re sent to a place like this, you realize that people who don’t even know you, care about you.”
– Sadiq McGill
Reintegration Student
“Glen Mills is a first rate program for young men who need to be pointed in the right direction. I am blessed to say that I was a part of the Glen Mills’ family. Years later I realize, more than anything, how Glen Mills impacted my life and how I am still a part of the school.”

James Spears
Class of 1989