THE GLEN MILLS SCHOOLS
CHARACTER | COMPETENCIES | CONFIDENCE
MISSION
The Glen Mills Schools (GMS), the oldest existing school of its kind, was founded in 1826 on the belief that at-risk youth have unlimited potential. This legacy continues today as we serve court-referred and other at-risk youth. We assess the unique needs of each student, teach tools for success and offer meaningful opportunities for personal growth. We do this to transform students’ lives and offer students a future filled with new opportunity, hope and resilience.

ABOUT
Located in suburban Philadelphia on an 800-acre campus, GMS provides rehabilitative services to adjudicated male delinquents between the ages of 12 to 18, and an array of community management, reintegration and school-based services for males and females.

SERVICES for YOUTH
Academics
Athletics and Recreation
Behavior Services
Character and Leadership Development
Community Management Services
Co-Occurring Substance Abuse Treatment
Career and Technical Education
Evidence-Based Programs
Group and Individual Counseling
Shelter Care
Specialized Competencies
Transition Care
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
☐ 23 Career & Technical Education areas of study
☐ Campus GED testing facility
☐ PREA Compliant
☐ Licensed by the PA Department of Human Services
☐ 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. We accomplish this through an array of innovative programs and services in youth behavioral and educational development, which are tailored to the unique needs of each youth and designed to unlock the potential for personal growth.

The Glen Mills Schools’ difference starts with the core belief that our students have unlimited potential 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
The Glen Mills Schools (GMS) is an open residential facility and nearly all student life activities take place on our 800-acre campus in suburban Philadelphia.

**Unit Life**

Students are assigned to one of our 11 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 by 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 and earning a work-study position.

**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, Thornbury Historical Society Pancake Breakfast, Educational Award Ceremony, College Day, Financial Aid seminar, Campus Tours, Community Service projects, Special Olympics, Seasonal Sports Awards Ceremonies and much more.
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 is a daily sick call 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, which includes a specialized curriculum pertaining to wellness issues such as nutrition and diet and weight management. All programs emphasize creating and maintaining a healthy lifestyle.

Student Enrichment and Emotional Support
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, two psychologists, a licensed clinical social worker (LCSW) 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.

“I don’t want my child to be locked up. He needs help, not jail.”

There are no shackles, bars or cells at Glen Mills. In an open, college-campus-like atmosphere, students are supervised but not constrained. There is discipline, but freedom.
Evidence-Based Programs

At Glen Mills Schools, we use the latest pedagogy and techniques to teach the emotional skills that students need to become positive, contributing members of society.

**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

**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

Research has shown that a positive school climate is linked to improved behavior and academic achievement. In 2014, GMS adopted the nationally recognized **School-Wide Positive Behavioral Intervention and Supports (SWPBIS)** initiative and focused on three behavioral expectations to create a positive and safe environment: “Be Respectful, Be Responsible, and Be Ready.”

In 2017, GMS successfully earned the coveted Tier I status, demonstrating the teaching and reinforcing of appropriate behaviors, defining rules and expectations and having reward systems. On average, schools take three to five years to be recognized with fidelity at Tier I. GMS, however, completed the task in two and a half years, earning 100 percent in all fields of the standard evaluation tool.
In recent years, gun violence among young men has increased at alarming rates. It is likely that 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-controlled 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, among others. By developing the independent living skills needed to be successful after placement, students are more likely to experience a smoother transition back into their communities. 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 write an authentic apology letter to their victim, perform mandatory community service and pay restitution.

Students with substance abuse issues receive a comprehensive evaluation including risk assessment, family history evaluation, treatment history and psycho-social assessment. Treatment is provided by Onward Behavioral Health (OBH), an innovative leader providing CARF-accredited adolescent drug and alcohol treatment in a format that teens can understand and trust. The program features intensive outpatient programs, co-occurring group & individual therapy, parent groups, addiction awareness programming and more.
Academic Opportunities

The Glen Mills Schools provides a year-round education model. As an open-entrance school, each student’s instructional program begins upon his admission to the school and continues until his discharge.

We utilize a blended learning approach that incorporates the Plato® Learning Environment software, allowing for individualized coursework. All students are assigned one of more than 500 computers available for student use.

Educational Placement

A multi-tiered approach determines a student’s needs:

☑ Previous educational records (transcripts, report cards, special education records, etc.)
☑ Assessments administered by GMS staff
☑ Assessment of post-discharge goals

An educational plan is designed to help each student meet his educational goals and prepare him for a successful transition back to his home community/school.

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

Glen Mills also provides tutoring services through the Petey Greene Program. Tutors from West Chester University, St. Joseph’s University, Temple University, Haverford College, Widener University and The University of Pennsylvania spend six hours each week tutoring our students.

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!

DAY IN THE LIFE OF Daniel Reyes

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>6:30 A.M.</td>
<td>Staff-supervised* wake-up and personal grooming</td>
</tr>
<tr>
<td>7:00 A.M.</td>
<td>Breakfast in the cafeteria</td>
</tr>
<tr>
<td>8:00 A.M.</td>
<td>Guided Group Interaction</td>
</tr>
<tr>
<td>9:00 A.M.</td>
<td>Moral Reconciliation 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>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 Free time – visitation, sports or other leisure activities</td>
</tr>
<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>
</tr>
</tbody>
</table>

* 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
Education is a priority at Glen Mills, because a good education is the key to future success. Since launching our GED testing center, 78% of students taking the exam earned their Commonwealth Secondary School Diploma (GED) and all students graduate with a career/technical skill that can result in employment and a future with potential.

“I want my son to get the high-quality education he would get in a public school.”

“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

The Glen Mills Schools is a Candidate Member of the Middle States Association of Colleges and Schools Commissions on Elementary and Secondary Schools.
“I am confident that the Glen Mills Career and Technical Department is one of the best programs available for delinquent youth anywhere in the country.”

Dr. Clyde Hornberger
Former Executive Director, Lehigh Career and Technical Institute
Glen Mills Battling Bulletin

Career and Technical Education

Creating a Future
Students build competencies in one of 23 Career & Technical Education (CTE) areas of study through hands-on work experience and skill development. All areas have formal training curriculums and students participate in activities that also provide direct services to the campus.

Career Day
Held annually in April, Career Day exposes students to various career paths while providing the opportunity to ask questions of working professionals.

Certifications
Students can earn four levels of certifications based on industry standards, and as part of a comprehensive workforce readiness program, they can also earn:
- OSHA: 10 Hours Standards of General Industry
- American Heart Association 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.

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

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.

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/offset change, tire balancing and brake system skills.

Building Trades
Carpentry, electrical wiring, plumbing and painting.

Indoor/Outdoor Maintenance
Preparation for entry-level employment as custodians, groundskeepers and laundry attendants.

Masonry
Safety practices and basic knowledge of the duties performed by brick masons, block masons and concrete finishers.

Paint
Proper selection of paint products, safety procedures and the basic understanding of estimating.

Residential Carpentry
Framing, layout, drywall, vinyl siding, decking, floor joists, sub-flooring and other entry-level construction skills.

Small Engine Repair
Various duties on diesel and gas engines, such as: lawn mowers, string trimmers, chain saws, leaf blowers and tractors.

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

Welding
Introduction to welding techniques, including 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.

Opticianry
High-level training in lens surfacing, edging, tinting, tampering and inserting lenses into frames.
The athletic programs at Glen Mills are a tremendous source of pride for students and staff. Students who participate learn the invaluable lessons of sportsmanship, teamwork, perseverance and hard work.

Our athletic training facilities include: A nationally ranked 18-hole golf course; a football/soccer/outdoor track stadium; two soccer practice fields; two football practice fields; a cross country course; a varsity and jv baseball complex; the harrison gymnasium complex (indoor basketball/volleyball courts, olympic-size indoor pool, weight training room, outdoor golf training area, outdoor basketball courts); the hayes indoor recreation center (200-meter indoor track, five combination basketball/volleyball/tennis courts, two baseball batting cages, wrestling room); a roller hockey rink; and an athletic training and rehabilitation facility.

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

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 receipt 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
P.O. 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 24/7 emergency intervention in the home community. These services can be offered as an aftercare program for post-residential placement, pre-adjudicated or pre-dispositional 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 contact with an assigned CMS worker.

Career & Technical Education (CTE)
Designed for students who would benefit from introduction to 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 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 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.

Transitional care
Glen Mills Transitional Living program will prepare youth to integrate back into their communities through the development of the necessary aptitudes and competencies in an experiential environment. Youth transitioning out of substitute care and the juvenile justice systems will receive the support, instruction and skill development needed to become productive members of their communities.
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.

My time spent at Glen Mills prepared me to become successful in life. It gave me a second chance, an opportunity to forget what I have done in the past, and plan how I was going to make something out of myself.

Sean Kearney
Former Student

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 who care about you. When you're sent to a place like [GMS], you realize that people who don't even know you, care about you.

Sadiq McGill
Former Student

Read more reflections from Glen Mills Schools grads at www.glenmillsschools.org
“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