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A study of the role of the probation officer in job placement for probationers in Norfolk and Plymouth Counties Superior Court Probation Offices.

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BOSTON UNIVERSITY
SCHOOL OF SOCIAL WORK

A STUDY OF THE ROLE OF THE PROBATION OFFICER
IN JOB PLACEMENT FOR PROBATIONERS IN NORFOLK AND
PLYMOUTH COUNTIES SUPERIOR COURT PROBATION OFFICES

A Thesis

Submitted by

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(A.B. Shaw University, 1949)

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PREFACE

The writer wishes to thank the staff of the Probation Department of Superior Court, Norfolk and Plymouth Counties for their help in making this study.

Grateful acknowledgment is made to James A. Carr Jr., Chief Probation Officer, Warren H. Mitchell and Mrs. Rose Russen, probation officers, for their suggestions, interest, and encouragement; and to Edward A. Fallon, Chief Probation Officer, Roxbury District Municipal Court for his invaluable help in further research.

CHAPTER 1

INTRODUCTION

The man who is returned to the community from prison or from the courts stands on the threshold of a new experience as a parolee or probationer. He has been adjudged a criminal by the courts, many have had a background of experience in houses of correction, county jails, state and federal prisons, and been numerous times before the courts of law, and is now faced with the problem of readjusting in the community. He returns to his home and attempts to find his place again in the family and learns to meet the changed attitudes of his wife, parents, and children. When he returns to his job he will face the problem of his adjustment to his employers and to the employees. What will be their attitude toward him? Will his employers be scornful and condemning, and will they watch for an excuse to criticize his work in order to fire him from his job, or will they be sympathetic and kind? Will his fellow employees ostracize him as a criminal regardless of whether or not he has paid the debt to society? Will he be able to control his own behavior in accordance with the standards of the probation and parole authorities, as well as in his place of employment? These are some of the questions the probationer or parolee may ask himself as he steps from the court or from prison into a new job in his respective community. These are also the questions the probation or

parole agency asks as it watches the client in his progress, it cannot merely pose questions and wait for the answers. It must offer the services of understanding probation and parole officers to guide the man through the hazards of his new experiences, using the resources of the agencies and the community to manipulate the environment, and give case work help to the extent that it can be used by the probationer or parolee.

Purpose

The writer studied the current methods of dealing with job placement as pertaining to this agency. As job placement for probationers is in it's infancy, there are still many varied ideas on what the social worker's role is in reference to the part he or she plays in job placement. On the cases presented, taken from the 1950 and 1951 files, this study attempts to answer the following questions:

1. What is the employers attitude toward hiring men who have been released on probation?
2. In what specific ways can the social workers, representing the Probation and Parole Agencies, help a man to a better adjustment through employment?
3. How is the offender's adjustment to his family situation after being placed on probation?

Source of Material

The cases presented in this study were abstracted from the files of the Superior Court Probation Department of

Norfolk and Plymouth Counties. The Probation Department keeps a file on all men brought before the Superior Court in these two counties.

Further information was obtained through Probationers involved in the eight cases represented. Information was also gathered from workers within the Probation Department.

Method of Procedure

This study was first begun by reviewing all the cases in which job placement had been done in the two counties during the years of 1950 and 1951. This was done in order to obtain a picture, to a certain degree of accuracy, of the probationers personality in respects to his family and personal history. This was determined by studying the presentence investigation charts which are compiled at the time the offender is brought into court.

The cases for study were not chosen on the basis of the offences committed, but on the basis of the attitudes of the employers hiring them after having been placed on probation.

This study was approached in the following manner. A total of eighty cases involving job placement by the probation officers were studied in the two year period of 1950 and 1951. Only eight cases were selected because the remaining seventy-two cases did not give as accurate a picture of the probationers relationship to his employer, and he relationship to his own family.

In order to supplement information recorded in the case histories, other means were used in gathering data, such as:

1. Regular written monthly reports submitted by the probationer revealing important information concerning his family situation, his adjustment to employment and his general behavior.

2. Regular home visits to determine present home conditions and relationship between probationer and family.

3. Interviews with probationers in probation office in order to determine his adjustment to probation.

Value of Study

The writer feels that the seriousness of the crime committed is of little value in this study because the court, through careful study of investigations of the nature of the crime and of the background of the doer of the crime, believes him to be capable of rehabilitation. The main concern is what we should do in order to help rehabilitate the probationer and to aid in guiding him to a proper adjustment in society. This should be done in order to prevent a re-occurrence of his present problem.

Although job placement is a well established full-time job in the field of Parole, it is a comparatively new procedure in the field of Probation. Many in the field of Probation feel that job placement should be left entirely to the probationer with no help from the probation officer. There

are others who feel that constant help and supervision can go a long way in bringing about a healthy adjustment for the probationer.

Minor studies showing existing patterns, problems and inadequacies lead to intensive research projects in an effort to change or improve upon present methods of dealing with patterns of behavior which are not considered ideal by our standards of society.

Limitations

The writer wishes to make it understood that there are certain things that must be kept in mind when choosing cases to be used in this study. The main object is to show the workers part in job placement for probationers. Many cases can not be used in the study of job placement for various reasons, of which the writer shall mention a few. The probationer may have had a job when brought before the court, and his employer has seen fit to retain him after he has been placed on probation. Some probationers have their own businesses. There are still others who, although tried in Superior Court as adults, are still attending high school. Relatives or friends quite often obtain employment for the probationer, while others wish to seek jobs on their own with no help from the probation officer or from anyone.

The records of the probation department are not written for purposes of research and study; hence, the conclusions

reached and the evidence presented are not to be considered conclusive due to the limitations that are easily recognizable in this study. Many factors in this study could not be objectively evaluated because often the subjective attitudes of judges influence disposition of the cases. Such questions as why a man is placed on probation instead of going to prison, does he merit another chance, and is probation the right solution to the problem, may not be adequately evaluated.

CHAPTER 11

PROBATION SYSTEM OF THE STATE OF MASSACHUSETTS

The first probation law anywhere in the world was passed in Massachusetts in 1878. This law, Chapter 198, Acts of 1878 authorized the Mayor of Boston to appoint from the police force or from the city at large a person to attend the criminal courts in Suffolk County, to investigate the cases of those charged with or convicted of crimes, and to recommend to the courts the placing on probation of those who might be reformed without punishment. The Act provided for the compensation of the first statutory Probation Officer from public funds.¹

The state of Massachusetts has the nation-wide honor of being the first member of the Union to institute probation. Prior to the legal enactment probation, when first mentioned in connection with the courts, was known as "supervision". How well those pioneers in the movement carved their ideas when it is realized that today one of the outstanding principles of probation is supervision.

Nearly eighty-five years ago, in 1847, a state reform school, later to become known as the Lyman School for Boys, was built. Eight years later, in 1855, a similar institution

1. Donald W. Moreland, "John Augustus and His Successors," Probation and Parole Progress, Yearbook 1941.

called the State-Industrial School For Girls had its birth. There appeared to be many urgent needs in the later years and the close of the Civil War, for in 1865, by statute authority, commissioners of the several counties were authorized to establish houses of reformation for juvenile offenders. These houses still in existence are no longer used for reformation purposes but are still in use being used as county training schools and dealing exclusively with school offenders.

In 1866, the State Farm, an institution for adults, was established, the Reformatory For Women came into existence in 1874 and ten years later in 1884, the Reformatory at Concord saw its inception. The youngest member of the state institutions in this family is the Industrial School For Boys at Shirley, started in 1909.

The first legal recognition of probation in Massachusetts by statute law was in 1878 when the Mayor of Boston, Henry L. Pierce, was given the power to appoint one probation officer. His duties were also outlined at the time. Thirteen years later, this power of appointment was taken from the Mayor of the City and the right to appoint probation officers was vested in the judge of the court where the probation officer was to fulfill his duties.

This power still remains in the hands of the judges of the courts. That they have confidence in the acumen of their appointees is amply attested to by the increasing number of

persons placed in the care of their probation officers year after year.

The enactment of Chapter 360 of the Acts of 1936 requires the approval of the Administrative Committee of the District Courts, after consultation with the Board of Probation, before an appointment or dismissal of a probation officer can be made in a lower court (other than the Municipal Court of the City of Boston and the Boston Juvenile Court).²

After the Commission has thoroughly investigated the qualifications of the prospective probation officer, the candidate must appear before the Board of Probation and then must be approved by the Administrative Committee of the District Courts.

The judges seem to give special consideration to those men or women who have had experience and training in the field of Sociology.

While making appointments of probation officers, the judges take into consideration the fact that the candidate is a citizen of the United States and that he has definite qualifications as to character, ability, and training with respect to his ability to rightly influence human behavior and perform the duties of a probation officer. The candidate must have completed at least two years of college and have at least one

2. (Selection and Appointment of Probation Officers, Report of the Board of Probation, December 1940-1947, P.5.)

year's experience in the field of social work. Field work practice from an accredited graduate school of social work is accepted for substitution of the required one years experience.

The Board of Probation, and the judges of the courts, who make the appointments, are cognizant of the fact that more professionally qualified workers are needed and are making every attempt to appoint such men when appointments are made.

Research Activities in the Probation Department:

Probation is not just a suspension of sentence nor a gesture of mercy or leniency, but that, if judiciously ordered and constructively administered, it is a form of social and correctional treatment. The National Association, through its publication and conferences, its assistance in merit-system examinations and its local and state surveys, has given an enormous impetus to the recognition of probation as a casework job.³

Progressive courts in many cities and county seats, led by judges with a keen social vision and backed by alert citizens groups, are using the services of qualified probation staffs; there probation departments perform their duties of social investigation and supervisory treatment in juvenile,

3. (John Otto Reinemann, "Research Activities in the Probation Department", National Probation Association, Year Book 1946.)

adolescent and adult cases in the setting of a clinical laboratory. The comparison of the probation department with a clinical laboratory, does not say enough however, for it is also a research laboratory or it is incomplete.

There are a few basic and essential requirements for research in the probation department; namely, 1. Adequate record keeping, 2. The gathering of statistics, 3. The research staff, 4. The compiling of and presentation of data, and 5. Recognition of the value of research in the probation department.

A good example of such research is the collaboration of Boston juvenile court and the Judge Baker Foundation.

The process of a good research project and its findings serve as a means of self-evaluation of the services which the probation department is rendering, it interprets the work of the department to the public, and it awakens the community interest in need of services.

Probation Progress:

Probation work is now a profession. Officers are more and more being selected through qualifying examinations. More schools of social work are preparing men and women for probation so that the progress of probation will be even more satisfactory. Coordination of probation with the work of local and state clinics is advancing; so also is a better division of labor and more effective cooperation between probation and public welfare departments and all social agencies.

Probation has progressed greatly from the time when there was only a so-called Common-Law probation when John Augustus, alone and single-handed, drove about the city in his chaise and tried to curb the cruelties of a harsh and inhuman penal system. Today there is a Board of Probation, a Commissioner and the Administrative Committee of the District Courts as well as the Judges who appoint, and appointed probation officers who cooperate together and many times double the efforts of Mr. Augustus who so valiantly pioneered in placing delinquents in detention or boarding homes. His work contributed to the development much later of juvenile courts and organized probation departments.

CHAPTER 111

PRESENTATION OF DATA

Prior to the individual case presentations, five tables are presented to study the variations of specific factors which are necessary in order to clarify many of the important aspects before adequate handling of the cases can be achieved.

The eight cases studied are presented in order to show the role of the probation officer in relation to job placement and adjustment for probationers and the case work services that are offered in a probation office.

Of the eight cases studied, five case summaries are presented to study the diverse picture of the role of the probation officer. In three of the cases, the role of the worker was similar to that presented in Case Summary V, therefore the general information pertaining to these three cases is presented following the probation progress of Case V and the case interpretations are included in the case interpretations of Case Summary V.

Seven of the eight cases presented have made a good adjustment to probation in respect to job placement and adjustment to employer, family and probation officer. From all indications this satisfactory adjustment will continue after the probation period has expired.

The remaining case is questionable in relation to the factors mentioned affecting the other seven, as it appears that case work service will be needed long after his probationary period is over.

A detailed description of the findings is not included here, since it is more meaningful to discuss the findings with each individual case.

TABLE 1

AGE OF PROBATIONERS AT THE TIME THEY WERE PLACED ON
PROBATION

Range In Years	Number
17 - 20	1
21 - 24	2
25 - 28	2
29 - 32	0
33 - 36	1
37 - 40	2
<u>Over 40</u>	<u>0</u>
Total	8

Age distribution showed no particular grouping around any age range. The youngest Probationer shown was seventeen years of age while the oldest shown was forty years old.

TABLE 11

AMOUNT OF EDUCATION OF PROBATIONERS PRIOR
TO THIS SPECIFIC COURT APPEARANCE

Amount Of Schooling	Number
1 - 2	0
3 - 4	0
5 - 6	1
7 - 8	1
9 - 10	2
11 - 12	3
13 - 14	1
15 - 16	0
<u>Over 16</u>	<u>0</u>
Total	8

The records show that the educational history was grouped around those who have at least reached high school. The one Probationer showing fourteen years of schooling will have attained sixteen years of schooling by the time his probationary period is over.

TABLE 111

MARITAL STATUS

Status	Number
Single	1
Married	3
Divorced	3
Separated	1
<u>Widowed</u>	<u>0</u>
Total	8

TABLE 1V

LENGTH OF TIME SPENT IN THE SERVICE PRIOR
TO THIS SPECIFIC COURT APPEARANCE

Months Spent In Service	Number
0 - 6	1
7 - 12	1
13 - 18	1
19 - 24	3
25 - 30	1
31 - 36	0
37 - 42	1
42 - 48	0
<u>Over 48</u>	<u>0</u>
Total	8

TABLE V

NUMBER OF COURT APPEARANCES INCLUDING
THIS SPECIFIC ONE

Appearances Including Present Offense	Number
1 - 2	7
3 - 4	0
5 - 6	0
7 - 8	0
9 - 10	0
<u>Over 10</u>	<u>1</u>
Total	8

Court Appearances show that seven of the eight are first offenders. The eighth has made ten previous court appearances.

CASE 1Case Summary:

Mr. A. was twenty-two years of age when placed on probation. He was born in New York State and seems to have had a normal birth and development. He was the third of five children. History shows no evidence of sibling rivalry. His parents were of Italian descent.

He was very attached to both his mother and father. His father was a city employee.

His childhood was spent in a densely populated section of New York, and although they lived in one of the rougher sections, his adjustment to the environment was a good one. He had many friends and was considered a good leader in the eyes of his playmates.

Mr. A. was considered a good student by his teachers and he got along well with fellow students. Upon completion of his high school course, he obtained a job with an engineering firm. He had always been interested in engineering and studied at home in the evenings to further his knowledge in the field. He had planned to go to college after he started a sizeable bank account.

Six months after he started on his job, his father died and he was forced to help support his family. This upset him very much as he knew that his chance of ever going to college was over. Eight months later he was drafted into the army. This life had a bad effect on him. He remained in the service for a year and a half but was never able to make the proper adjustment. He constantly worried about his mother and the two younger children.

After a year and a half in the service, he returned home with the feeling that his life was not his own, that he would always have to support his family, and that the army had set him back so far that he had no incentive to continue as he had before entering the service.

He married a girl whom he had known since early childhood. She was a very understanding person and recognized his shortcomings. She worked with him in order to help him overcome them. At this time he and his wife lived with his mother and the two other children. His wife and mother did not get along together and they decided to move. He and his wife moved to Massachusetts where he secured a job in a department store. The pay was rather poor to support a wife and they were expecting a baby soon. His work was satisfactory and he got along well with his employers. After several months he left this job to take a laboring job which paid more money. He had found it impossible to get along on the income from the department store. His financial status began to improve and he was able to send his mother money from

time to time and also provide for his wife and baby who at this time was about two months old. He was also beginning to study engineering.

One day he received a letter from his sister stating that his mother was very ill and needed an immediate operation which doctors had reported would cost over one thousand dollars. Since he and his mother had been very close to each other, he knew that he could not let her down at a time when she needed him most. He didn't have the money and he went about getting it the quickest way he knew. That night, he broke into the department store where he had previously worked, and stole a considerable amount of merchandise which he intended to sell in order to obtain money for his mother's operation. He was picked up on suspicion when an officer noticed him walking down the street late at night carrying a large bundle. After he was questioned, he admitted breaking into the department store. He was brought before the court and charged with breaking and entering in the night and with larceny. When the facts of the case became known as to why had committed the offense and having had no previous court record, the Judge placed him on probation for a five year period.

At this point the worker entered the picture as a representative of the court in order to see that the probationer abided by the terms of his probation and also to be a guiding hand in any areas in which the probationer might find difficulty.

He retained his laboring job and continued to work regularly until the probation officer made one of his regular visits to the home. In talking to the probationer, it was learned that although he was continuing with his old job, he was not satisfied. He still longed for a good position in an engineering firm.

The worker in the case knew that this dissatisfaction over the present job might tend to lead Mr. A. back on the road to crime, so he went to work with the idea of trying to eliminate this serious threat. The worker visited several engineering firms and laid the facts before the employers concerning employment for the probationer. None of them would consider it, giving such reasons as:

1. There is no need for a man to commit a crime and if he does, he should be made to pay for it.
2. For the good of my business, I cannot afford to take the risk. He may do the same thing all over again.
3. I owe it to my employees not to expect them to work beside a criminal.

This was the type of response the worker received until he contacted the sixth employer. Without a moments hesitation this employer agreed to guarantee him a job with his firm without even seeing him. The employer explained that

he had once owned a large business of the same type in a mid-western city. At that time, he had been approached by a probation officer concerning the hiring of a probationer. He admitted being very dubious about consenting to do so but finally agreed. That was nearly fifteen years ago. At the present time, the man who was at one time a probationer, is still with the firm and holds a very important position. The employer stated that in these fifteen years, he had hired six men who have been on probation. Three are still with him, two left for better positions and one was returned to court for breaking the terms of his probation. The employer said that he was very willing to hire a man who was on probation and who had an interest in engineering because he had experienced such satisfactory results before.

Probation Progress:

Mr. A. has not failed to make his monthly reports after being on probation for one year. He has successfully carried out the terms of his probation. He has maintained stability of residence and his work record is good. His employer is more than satisfied with his work and has given him two raises within the first year. On the whole, this probationer is using his probation in a socially constructive way and is adjusting favorably in the community. Home visits by the probation officer showed very pleasant family relationships, and a desire on the part of the probationer to have his probation terminated.

Case Interpretation:

The following was found to be the general attitudes of employers towards hiring Mr. A.

1. When a man has committed a crime, there is to be no mercy shown. He should be made to pay for his crimes as a warning to other wrong doers.

2. The employer is not attempting to consider the help that he may be to society, but shows fear of what the community may think if he were to hire a probationer and of the loss he might incur in his business.

3. The employer shows fear of the attitudes of fellow employees when asked to work with a probationer.

Fortunately for the probationer, and the probation officer, they were able to find an employer who was willing to hire Mr. A. because of his success with other probationers. The record shows that the adjustment between employer and employee was very quickly made because of the employers understanding of the problem and his faith in the probationer.

The following were found to be specific ways in which the Probation Officer was able to help Mr. A.

1. He contracted the employers and presented the problems and facts of the probationer as well as the probationers qualifications for the job.

2. The Probation Officer, through regular contact with the probationer, saw that he was not making the proper adjustment on his job immediately after being placed on probation and took steps to eliminate this problem.

The following are indicative of specific adjustments which the probationer was able to make in his family situation.

Although there was no evidence of sibling rivalry and no hostility towards the parents, there was the question of money, which seems to be a very pressing matter in most homes. The inability of Mr. A. to provide adequately for his family seemed to have been the direct cause of his problem. Now, on his new job with the engineering firm, Mr. A. is able to look forward to a great re-adjustment to his role as the

provider of the family. The relationship between his wife and mother has changed so that now they are very devoted to each other.

CASE 11

Case Summary:

Mr. H. is a twenty-six year old, white, male veteran. His birth and development was normal, but the case history reveals that the home situation during his childhood was troubled and unstable. He was the youngest of five siblings and the most favored. One sister died at the age of four from poison left around the house for mice. His father and mother were fighting constantly with and about the children. The father was an habitual drunkard and was reported to have carried on sexual relationships with other women in his own home. The mother was committed to the state mental institution for a year when the probationer was five years old. His father's occupation was that of a custodian and he received a very meager income.

Mr. H. completed grammar school and entered a technical highschool. He was a poor student in all his subjects except Wood Work. He was able to get along well with all his schoolmates. He left high school after two years and went to work as a laborer on a construction job. When he reached the age of eighteen, he joined the army and was sent overseas at the completion of his basic training period. He was subject to a considerable amount of battle experience and after a year and a half of combat duty, he was discharged due to battle fatigue.

After six months of civilian life, he married an eighteen year old girl because she was pregnant. During the six months immediately following his discharge, he worked on four different jobs. He and his wife moved in with his mother-in-law who was very hard to get along with. She nagged her son-in-law constantly about finances and his inability to keep a steady job. Because he was not content at home, he remained away from home many nights rather than face the wrath of his mother-in-law. By staying out late at night, he became involved with a group of young men who all had court records both as juveniles and as adults. They persuaded him to take part in a series of gas station breaks. Fortunately for him, they were caught in the first break. As this was his first offense, he was placed on probation for three years. The others involved were sent to prison.

In order to help the probationer adjust to his new situation, the probation officer was compelled to offer more case-work than was needed in the first case presentation.

The family situation in the two cases are very dissimilar in relationship to family ties and economic and social status.

The probation officer's first concern was to correct the home situation which existed in this case. Home investigations disclosed that the living conditions were deplorable, and that the mother-in-law expected her son-in-law to provide for her completely. In discussing this situation with the probationer and his wife, they both expressed a desire to move out of the home but they did not have the money to furnish an apartment. They also informed the worker that they were not permitted to correct their two children because of interference from the mother-in-law. A talk with the mother-in-law failed to help the situation at all. She informed the worker that it was her home and she would do as she wanted in it and would tolerate no interference from the outside.

Further interviewing with the probationer and his wife disclosed the fact that the client had lost his job when placed on probation and had not been able to secure another one. When asked by the worker the type of job for which he qualified, he said that he had no particular skill in any type of work as most of his jobs had been as a laborer.

When approaching a prospective employer, it is beneficial to the applicant to be able to furnish proof that he is specialized and qualified for a certain field. Inability to do this plus the fact that the man is a probationer, makes it doubly hard for the probation officer to secure work for his client.

One of the contacts made by the probation officer was with a lumbering concern which engaged in extensive lumbering in the woods of Maine. When first approached concerning the hiring of a probationer, the employer's main concern seemed to be in regard to the probationer's welfare. He stated that the type of men in the logging business would not be very suitable to a young man attempting to make a re-adjustment to society. The worker explained the client's situation to the employer and added that he thought this change would be of benefit to him. He could then find a suitable home in Maine for his wife and children. As far as association with the rough type of men in the logging business is concerned, he believed that his client had the desire and the will to do the right thing and attempt to make a better man of himself. The probation officer then explained that on any job where close contact with other employees is necessary, there is a chance of making undesirable associations.

The employer finally consented to hire the client. The client was called in to have a talk with the employer in the presence of the probation officer. He was told that the work was hard and men were rough but that he could have the

job if he so desired. He grasped at the opportunity of breaking away from his domineering mother-in-law and was eager and willing to accept the job.

Probation Progress:

The probation officer granted Mr. H. permission to leave the state but informed him that he must make monthly reports by mail. The client has been cooperative and has reported regularly each month. Progress reports have also been received from the employer stating that the probationer is a changed man. He is one of the best workers and is well liked by the other employees. He has been on probation for six months and seems to have made a very satisfactory adjustment.

Case Interpretation:

The following was found to be the attitude of the employer toward hiring Mr. H.:

1. The employer showed a sincere desire to be of great help and assistance to Mr. H. by attempting to rescue him from the hazards of his home situation, and by giving him a job whereby he would be able to maintain his self-respect and establish a home for himself and family.

2. The employer showed great concern for the welfare of the probationer when he expressed his fear of what might happen when Mr. H. came in contact with other men in the logging business, many of them ex-convicts.

The following were found to be specific ways in which the Probation Officer was able to help Mr. H.

1. Regular home visits were made in which the Probation Officer discussed, in the presence of Mr. H. and his wife, the responsibilities of both and the role that Mr. H. must assume as head of the house.

2. Frank and understanding discussions were held between

the employer, the Probation Officer, and the probationer in order to establish a workable relationship upon which all parties are agreed.

3. The Probation Officer succeeded in getting Mr. H. away from an unpleasant home situation.

The following are indicative of specific adjustments which the probationer was able to make in his family situation.

1. It seemed impossible to improve the existing conditions in the home of the mother-in-law; hence, it was necessary for Mr. H. to move, which he did through the help of the Probation Officer.

2. Mr. H. acquired the feeling and assurance of being a man and the head of his family in a new home situation, a place where Mr. H. and his wife could call home.

3. Mr. H. tried to raise his children with the proper care and guidance without the interference of his mother-in-law.

CASE 111

Case Summary:

Mr. B. is a twenty-five year old, white, male veteran. His birth and early development were normal. The family situation was a bit unstable in that the parents did not spend too much time with the child. His father, who was a very busy man, was seldom at home and so was the case of the mother. She was affiliated with practically every woman's and charitable organization in the city. Because of this, Mr. B. was raised primarily by the different maids employed by the family.

Mr. B. is an only child and although his parents did not have much time to spend with him, there was nothing that they would not do for him. There are no abnormal traits shown by any of the family.

Mr. B. had always been a brilliant student in school. At the time he was placed on probation, he had finished two years of college work. He has always been able to adjust well with his teachers and fellow students.

Mr. B. has served two and one half years in the United States Air Force and expressed a great desire to return for another enlistment after finishing college.

Mr. B. is single and has always lived with his parents except for the time he spent in the armed forces. He and his parents comprised the household members. He has never held a job except for his army service. His father wanted him to finish college before going to work.

Mr. B. became involved with a fifteen year old girl, and when brought before the court, he was charged with contributing to the delinquency of a minor. Aside from being a brilliant student in school, he was also a regular attendant of church and a member of the choir. At the time of his trial, many outstanding citizens came forward to speak in his behalf including teachers and his minister. His father, who was one of the outstanding citizens of the community, and a well known real estate broker, refused to stick by his son and failed to appear at the trial. He rejected his son completely and did not come to court because of the disgrace that he felt his son had caused him.

When this young man was placed on probation, the worker found a great deal of hostility aimed at him. The boy's parents resented the fact that the Probation Officer had the right to invade their home and inquire about their personal affairs. It was only after several home visits that the worker was able to convince the family that he was concerned only with helping their son to make a proper adjustment to this new situation. Although it was hard to gain the confidence of the parents, the working relationship between the Probation Officer and the probationer was good.

This case came to court during the month of June while Mr. B. was on his summer vacation from school. The father had said that he would not pay another penny towards his son's education because of this trouble and that if he intended going back, he would have to secure a job in order to pay his tuition. The worker had not considered job placement up to this point for this young man as he had been planning to return to school in the fall. As the probationer's father did a lot of hiring in his real estate business, the worker thought that this would be a good opportunity to accomplish two of his aims. First, job placement for the probationer, and secondly, the establishment of a good relationship between father and son. When approached concerning the hiring of his son, the father would not hear of it saying that his son had disgraced the family and that he would not consider him as an employee. The worker explained

to the father that his son needed him more now more than ever before, and if the father was not willing to give his son a chance, he could hardly expect anyone else to do so. The worker finally convinced the father that he should place his son in his business during the remainder of the summer and the following fall the father changed his mind and entered his son into school again.

The probationer finishes college this June and plans to go into partnership with his father. In this case a close working relationship was definitely established and maintained. Without it the entire career of a brilliant young man could have been ruined and it would have surely resulted in the breaking up of a family. More case work was used within working with the parents than with the probationer.

The worker offered invaluable assistance in restoring the family relationship that had been destroyed by the offense committed by Mr. B.

Probation Progress:

At this writing Mr. B. has nearly finished his probationary period. He is progressing well in school and intends to graduate at the end of this term. The relationship between father and son seems to have been adjusted very well and preparations are being made for a partnership of father and son in the business. Probation reports are submitted regularly each month by Mr. B. Probationer's parents have been very cooperative with Probation Officer.

Case Interpretation:

The following were found to be the attitudes of the employer in the hiring of Mr. B.

1. This is an odd case in the first place because the probationer's father is the potential employer. It is stranger still that the father, an intelligent man, refused at first to hire his own son.

2. The father felt shame, probably realizing his own inadequacies in raising his son.

3. The father was thinking in terms of his standing in the community and of how it would be effected if he employed his son who was a probationer.

The following were found to be specific ways in which the probation officer was able to help Mr. B.

1. Regular home visits were made in order to determine any difficulties which the probationer may encounter.

2. The worker kept close contact with the probationer's family in reference to working out a closer relationship in the family situation and show the parents their responsibility to their son.

The following are indicative of specific adjustments which the probationer was able to make in his family situation:

1. More time was devoted to the family in the home on the part of both parents.

2. The probationer's interest in his father's business was so keen that he considered establishing a partnership.

Mr. B. had a very unstable home life with parents who had little time to offer their son in the way of establishing a good family relationship. The intervention of the Probation Officer in all probability saved this promising young man from destroying all the things that he had worked forward to and also saved the family unit from being destroyed.

CASE 1V

Case Summary:

Mr. G. is a forty year old, white, male veteran of World War 11. He is the third child in a family of five

siblings. One sibling died in infancy. Mr. G's father is a heavy drinker and many times he has come home under the influence of liquor and beat and abused his wife and children. Mr. G. left school to go to work after completing the eighth grade. Work history gives employment as being that of counter boy and a laborer. He started drinking when nineteen and has drunk heavily ever since. His parents died when he was in his teens and he drifted away from home. He married shortly after but his wife divorced him a year later because of his drinking. He has been arrested ten times for being drunk. He was drafted into the service and served six months in this country. His adjustment to the service was poor and he was discharged after the sixth month. After his discharge, he went back to his job as a laborer for a construction company. His work habits were irregular and he was laid off many times for being drunk. On one of these occasions, he broke into a department store and stole merchandise valued at nearly five-hundred dollars. He was arrested and placed on probation for a period of four years.

Mr. G. has been on probation now for about eighteen months and in that time he has worked on three different jobs in about fifteen months. The difficulties encountered by Mr. G. were his drinking, his lack of a skilled trade, and the fact that he was on probation.

Mr. G. had no family ties at this time. He had returned to his family home after being placed on probation, but all of his brothers and sisters had moved out and it was impossible to locate them.

The Probation Officer encountered great difficulty in dealing with Mr. G. Although a good relationship existed and Mr. G. was always willing to see the worker, he just could not leave liquor alone. The worker made weekly visits to his client's home hoping that he could help Mr. G. solve this great problem of drinking so that he might establish himself on a worth while job. The worker knew that if he continued drinking, it would serve as a hazard on his present job with the construction firm.

Probation Progress:

Mr. G. has been on probation for a period of eighteen months and in that time his progress has been spasmodic. He seems to progress with the added help and supervision of the Probation Officer. Probation reports are submitted monthly and a regular check is made with the employer to determine Mr. G.'s progress on his job.

Case Interpretation:

Since the use of alcohol as a means of escape usually comes from anxieties over deeply rooted emotional needs,

more information relative to early history would be desirable in this case. Family ties could not have been close because the client left home at an early age and did not bother to keep in contact with his brothers and sisters. Whether or not Mr. G. had repressed feelings of rejection is not known.

The attitudes of the employers towards Mr. G. were as follows:

1. Some employers were not concerned about his record as long as he did his work.
2. Some employers were unwilling to hire a man who drank frequently because they realized that this evil would cause him to be absent from work and thereby slow down the production of work.

3. He was rejected many times because he had a record.

The Probation Officer was able to help Mr. G. with his home problem by making weekly home visits instead of monthly visits. He suggested Alcoholics Anonymous as a method of helping Mr. G. to conform to the ideals of society.

There was no family situation therefore there was no need for any adjustment to be made. Although he did not bother to keep in contact with his brothers and sisters, the mere fact that he returned to the family home may indicate that he felt concern over the whereabouts of his family.

CASE V

Case Summary:

Mr. M. is a thirty-four year old, white, male veteran of

of World War 11. He is of Polish lineage. Early history shows that birth and early history were normal. Mr. M. was the ninth in the line of birth of ten siblings. His father was a very domineering person who was quite strict with the children. He never hit them nor did he scold them but he directed the mother to discipline them. The mother attempted to treat all the children equally. She was the type of person who wanted material things for them and often went without things herself.

The family was very close and all of the children seemed to get along well together. They were brought up in an urban community. Mr. M.'s adjustment to school was considered good. He graduated from high school with one of highest averages ever obtained at that school in Mathematics. He was well liked by both the teachers and the students. Although he did not join any of the school clubs or participate in the sports activities. He was very active in sports in the community. He was well liked by the neighbors and had the reputation of being a very polite young man. The fact that he was next to the youngest child did not hinder him from offering his sisters protection from the bad boys of the neighborhood who continually annoyed them.

After he finished high school, he worked at odd jobs in the community and attended the school of accounting at night. He was very sensitive and took everything seriously. He had many male friends and was classified as a leader. He was teased quite frequently because he did not go with girls, but his reply was that the money which he made was not sufficient to allow him to have girls and attend night school at the time. He was also helping several of his brothers and sisters continue their education. His mother died when he was about twenty years of age and he was forced to discontinue school because his money was needed in the home. When the war broke out, he attempted to enlist but was rejected because of a slight case of flat-feet. This upset him very much and he felt rejected and scorned by the community. This actually wasn't true but he felt that it was. Later on, he was drafted into the service. During the first six months, which was the time spent in the United States, he made a good adjustment, but when he was sent overseas, he began to worry constantly about his family at home. His father was getting old and not able to work regularly, and the older children were getting married and leaving home.

He had been in the army three and a half years when he had a nervous break-down and was returned to the States. He remained in an army hospital for three months and then was discharged from the service as cured.

While in the hospital, he met one of the volunteer workers who frequently came to bring gifts to the soldiers.

They fell in love and were married a week after his discharge. They moved in with Mr. M.'s family which seemed to work out for the good of all concerned. His wife was immediately accepted as one of the family. The household consisted of Mr. M., his wife, his father two brothers and two sisters.

Mr. M. obtained a job in the local industry and continued his schooling at night in the field of accounting. He had a good work history and was highly thought of by his employers and fellow workers.

About a year and a half later, Mr. M.'s wife bore him a son. He thought this was the happiest moment of his life. He bought a box of cigars and rushed to the neighborhood tavern to tell his friends the good news. His friends congratulated him and wanted to buy him a drink to celebrate the arrival of the new baby. He was not a drinker but thought that for such an occasion one would not hurt him. One drink led to another until Mr. M. finally lost most of his reasoning power. He said that he remembers leaving the tavern with some of the men but does not know who they were. He was awakened by the police sometime the next morning in a stolen automobile. He was brought before the court and charged with larceny. Having had no previous court record and having always been a good citizen in the community, he was given a suspended sentence and placed on probation for two years.

The Probation Officer supervising Mr. M.'s case made regular visits to the home and found that the relationship between the household members was good. He also noticed that Mr. M. seemed despondent and he talked with him about this. He learned that Mr. M. was nearing the close of his course in Accounting and he was anxious to get a position along those lines. He was afraid that his chances for such were now ruined because of his court record. The Probation Officer said that he would look into the employment situation as one of his friends had a law firm, and had expressed his desire to hire an accountant. Mr. M. was very happy at the prospects of a job and assured the worker that he would do good on the job if he could get it.

When the prospective employer was contacted, he immediately said no to the request of the worker for he was quite sure that a probationer would be detrimental to his business. The Probation Officer explained the facts of the case and Mr. M.'s family background. He told of his high school record and of his training in accounting. The worker finally convinced the employer to talk to the young man. The probationer was sent for and he also presented his qualifications to the employer and was given employment on a thirty day trial basis with the understanding that he would be released if his work were not satisfactory. During the next thirty days the Probation Officer kept in frequent contact

with both the probationer and the employer in order to determine the progress of the probationer on the job. Visits were also made to the home in order to determine the family relationship and adjustments.

At the end of the thirty day period, the worker went to see the employer concerning Mr. M.'s permanent employment. The employer was very satisfied with the clients work and stated that he was a sincere and conscientious worker and further stated that he anticipated giving him a raise in pay. The employer stated that he was happy that he had been persuaded to change his mind concerning the hiring of a probationer. He stated that although he was an attorney at law, he had always had the same conception of probationers as many other employers had. Let some one else give them a chance. Now that he had formed a relationship with a probationer on an employer-employee basis, he was glad to say that he had changed his opinion.

Probation Progress:

In the eight months that Mr. M. has been on probation, his progress has been excellent. He has finished his schooling and has received a pay raise on the job. Relationship between the probationer and his employer is very good and so is the family relationship. Probation reports are submitted each month on his family progress and general living conditions.

The role of the probation officer was similar in the last four cases studied, therefore the writer presents the case of Mr. M. as being typical of the handling of this group by the probation officer.

Of the four cases studied in this group, all were veterans of World War 11. Their ages range from nineteen to thirty-nine years. All were native born and were of the white race. All four of these clients have seen service overseas. One was wounded in combat and now receives a disability compensation. All four received honorable discharges.

Two of the group were subjected to broken home situations in early childhood. One was raised by his mother, the other by foster parents. Broken home situations usually

bring many traumatic experiences to children and are a cause for feelings of insecurity. Emotional stability is essential for the development of a wholesome personality.

The extent of education of these clients is varied. One completed high school, two had high school experience without carrying it through to completion, and the fourth one climbed no higher than the fifth grade.

Of this group, one is married, two are divorced and one is separated from his wife. There are children involved in the case of all four.

Occupational interests ranged from that of an accountant to that of a common laborer. There was an accountant, a machinist, a machanic and a laborer.

The probation progress in each case was satisfactory and the probation officers played significant roles in the clients adjustment to society.

Case Interpretations:

The employers attitude was typical of that of many in the general public who have never had any dealings with probationers. They do not understand them and made no attempt to understand unless they are thrown in direct contact with them through such a situation as employment.

The employers first concern was of the damage which could be done to his business, not of the role he could play in helping these men to a better adjustment.

The ability to understand problems which are different

from our own seems to be of little concern to the average individual unless it happens to one of our own family or one of our very close friends. We fail to remember that in many cases society is to blame indirectly for the crime committed, therefore it is responsible for the outcome of the individual.

The Probation Officer was able to help these clients in the following manner:

1. Regular home visits were made to discuss probation progress with the probationer and members of his family.

2. The prospective employers were contacted and were persuaded to employ the probationers on the basis of their qualifications rather than on the basis of their court records.

CHAPTER 1V

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

This study is made with the purpose of evaluating the function of the probation worker in the Probation Department of Superior Court in Norfolk and Plymouth counties in which the probationer is returned to the community and to determine the actual and potential effects of the activity of the worker in attempting to promote a good job adjustment to work and toward helping him adjust to the total environment of job, family and community. This study is also made on the question of the importance of a worker-client relationship in helping the probationer work out his own problems and adjust to employment.

The results of three important questions were answered in relation to the probationers' adjustment.

1. The employer's attitude toward hiring men who have been released on probation.
2. The specific ways in which the social worker representing the probation agencies help a man to better adjustment through employment.
3. The ways in which the probationer was able to adjust to his family situation after being placed on probation.

The eight cases studied have provided a diverse picture of the worker, and the results indicate that flexibility is of the utmost importance in the over-all problem. Each case

was handled in the way that seemed most expedient for the individual situation, and as might be expected when working with human beings, the results were unpredictable and often surprising.

The study of the eight cases showed that seven were able to make better family adjustments following probation in terms of:

1. A less hostile attitude toward parents or siblings in the family situations.
2. Greater interest in household activities.

The case of Mr. B. is an excellent example of the changing attitude in the family situation where there seemed to be rejection on the part of both parent and child. This was worked out with the help of the probation officer to the point that the probationer was not only received as a member of the family unit but as an equal business partner.

In the eighth case of Mr. G. there was no family unit, and no attempt made on the part of the probationer to locate siblings.

In seven of the eight cases studied the probationers were able to maintain steady employment throughout their probation period, and appeared to have made the proper adjustment for continued employment on the same job after the probation period has terminated. In relation to the eighth case, the probationer, Mr. G., has held three different jobs

in the eighteen months of his probation. His drinking is his downfall and this seems to be a continuing family pattern. Extensive case work is needed in this situation in order to correct this condition and prevent a re-occurrence.

The role of the probation officer proved advantageous to the probationer through aid in these specific areas:

Through home visits the probation officer was able to meet the probationer in his home environment and work through with him any feeling of hostility or resistance that he might have against the family or against the court or society. The probation officer was also able to guide the probationer in reference to his future in relationship to employment, and his family responsibilities.

1. Through contact with the employer, the probation officer was able to present the facts of the case in relation to the probationer's qualifications, his potentialities and the difficulty in which he was involved in order to bring about an understanding on the part of the employer in relation to his acceptance of the probationer.

2. By serving as mediator between the probationer and his family, the worker helped solve the problems that the probationer encountered in reference to obtaining and retaining a steady job.

In three of the eight cases studied the attitudes of employers changed from a negative to an essentially positive

one in respects to:

1. Willingness to cooperate with probationer and probation officer.

This was obtained through frank discussions of the problems by the probation officer in relation to his client. Credit is due employer in relation to his acceptance of the short-comings of the probationer and his willingness to cooperate with and to encourage the probationer in his work habits.

2. Offering opportunity for advancement for the probationer.

Once the probationer has proven himself on the job, the employer, in his willingness to be of help, has opened up the way for the probationer to advance along with the other employers with no thought of his court record but rather looking optimistically at his qualifications, his potentialities, and his willingness to make the proper adjustment.

The general public sometimes takes a "hands-off" policy when dealing with offenders. Their main concern is the isolation of offenders from the community. Their concern is of a personal nature, such as, having fear that the offender will associate with their close relatives.

The public is usually quick to condemn and very slow at forgiving or willing to give the offender another chance. It is the writer's belief that the inadequate proposals and poor attempts at control of the crime problem are the results

of the public endeavoring to solve the problem in an atmosphere of hysteria when it is unable to view the crimes objectively.

We know that intelligent understanding is desirable in attempting to improve the present methods of control of crime: but because of the nature of various types of crime, our emotions and our varied attitudes toward the offenders are activated often to the point where our decisions and opinions expressed are born out of these emotions instead of out of wise judgement and proper appraisal. We forget the desirable long time goal of aiding the offender so that he may be able to act in a manner that is socially acceptable.

The writer offers the following recommendations as to ways in which the probation officer and the probation department can be of greater assistance in the readjustment of the probationer.

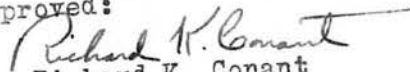
1. Continue close contact and provide needed supervision to those clients who show a marked tendency toward following the patterns of crime. At the present time the clients are seen by the worker on a monthly basis. In cases where the probation officer thinks that the probationer has not made the proper readjustment, the worker-client contacts should be made on a weekly basis. From an administrative point of view, such a plan would require additional probation officers.

2. More extensive work with probationers who have definite skills and qualifications in order to help in the place-

ment of these men and women in a job that is suitable to their qualifications and abilities.

3. The establishment and maintenance of a job placement bureau whose function will be to work in the interest of the client to a better adjustment through employment. This bureau within the probation department, would work hand in hand with other employment agencies such as, the United States Employment Service, labor unions, private employment agencies and civil service bureaus in the promotion of job placement for probationers.

Approved:


Richard K. Conant
Dean

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