

Lessons from Penn State: A Call to Implement a New Pattern of Training for Mandated Reporters and Child Protection Professionals



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*Lessons From Penn State: A Call to Implement A New
Pattern of Training For Mandated Reporters and Child
Protection Professionals 3 (3&4) CenterPiece (2012)*

Today's agenda

- 1. Summary of the events at Penn State**
- 2. What went wrong at Penn State**
- 3. What went wrong at Penn State is repeated in most communities**
- 4. Lessons learned: a critical need to dramatically improve undergraduate and graduate training of mandated reporters and child protection professionals**
- 5. A road map for changing country quickly**

This summary based on the case to date

- 1. Grand jury, Sandusky convictions, Freeh report**
- 2. Still awaiting at least two additional criminal trials**
- 3. Still awaiting result of civil litigation**
- 4. Investigation “ongoing”**

The Penn State case in summary

- ✧ Jerry Sandusky plays football at PSU for four years, coaches for 32 years (23 years as defensive coordinator)
- ✧ While coaching, Sandusky starts the “Second Mile” charity to “help children who need additional support and would benefit from positive human interaction.”
- ✧ Second Mile “raises millions” and Sandusky is “its primary fundraiser.” *Grand Jury report*, p. 1

The Penn State case in summary

- ✎ Through Second Mile, Sandusky gains “access to hundreds of boys, many of whom were vulnerable due to their social situations.”
- ✎ Sandusky has boys sleep at his house, takes them on trips, purchases expensive gifts (golf clubs, computers, gym clothes, etc) and, in one case, marijuana.
- ✎ At least 10 boys allege sexual or other crimes committed by Sandusky

The Penn State case in summary

✎ In 1998, authorities investigate report of Sandusky showering naked and alone with a boy. Sandusky admits conduct, says his penis “maybe” touched the boy and wishes he “were dead.” No charges or meaningful action taken.

The Penn State case in summary

- ✎ In 2000, a janitor at PSU sees Sandusky naked in the showers with a “young boy pinned up against the wall, performing oral sex on the boy.” The janitor tells a fellow employee that he had “fought in the Korean war...seen people with their guts blowed out, arms dismembered...I just witnessed something in there I’ll never forget.” In discussions with fellow employees, many of whom were new, they decide not to report because “they might lose their jobs.”

The Penn State case in summary

- ✂ In 2002, Sandusky volunteers for a high school in Clinton County where Steven Turchetta, Assistant Principal, helps Sandusky call Second Mile students out of school
- ✂ Turchetta told grand jury Sandusky was “very controlling,” wanted a greater “time commitment” than the teenagers were willing to give, and observed “shouting matches.” He said Sandusky was “clingy” and “needy” when a boy broke off the relationship and that he was “suspicious.”
- ✂ Another teacher saw Sandusky and a boy in a secluded area lying face to face and was also suspicious.
- ✂ No reports from Clinton County high school authorities.

The Penn State case in summary

- ✎ In 2002, a graduate assistant (Mike McQueary) hears sexual sounds in a shower at 9:30 p.m. and sees a ten year old boy “with his hands up against the wall, being subjected to anal intercourse by a naked Sandusky.” (Grand Jury report)
- ✎ McQueary calls his own father who tells him to come home.
- ✎ The next morning (Saturday), McQueary calls Joe Paterno and visits him to report the anal rape of a boy. Paterno tells Grand Jury McQueary was “very upset” and reported Sandusky “fondling or doing something of a sexual nature to a young boy.”
- ✎ The next day (Sunday), Paterno reports the incident to PSU Athletic Director Tim Curley.

The Penn State case in summary

- ✎ Approximately ten days later, Curley (AD) and Gary Schultz (Senior VP for Finance & Business) meet with McQueary and promise to “look into it.”
- ✎ Two weeks later, Curley tells McQueary that Sandusky’s keys to the locker room had been taken away and the incident was reported to Second Mile. The incident was never reported to the authorities.
- ✎ Curley tells grand jury he reported the incident to the PSU President but not the authorities because the allegation was not sexual but only “horsing around.”
- ✎ Schultz tells grand jury McQueary reported “inappropriate sexual conduct” but it was “not that serious” nor criminal

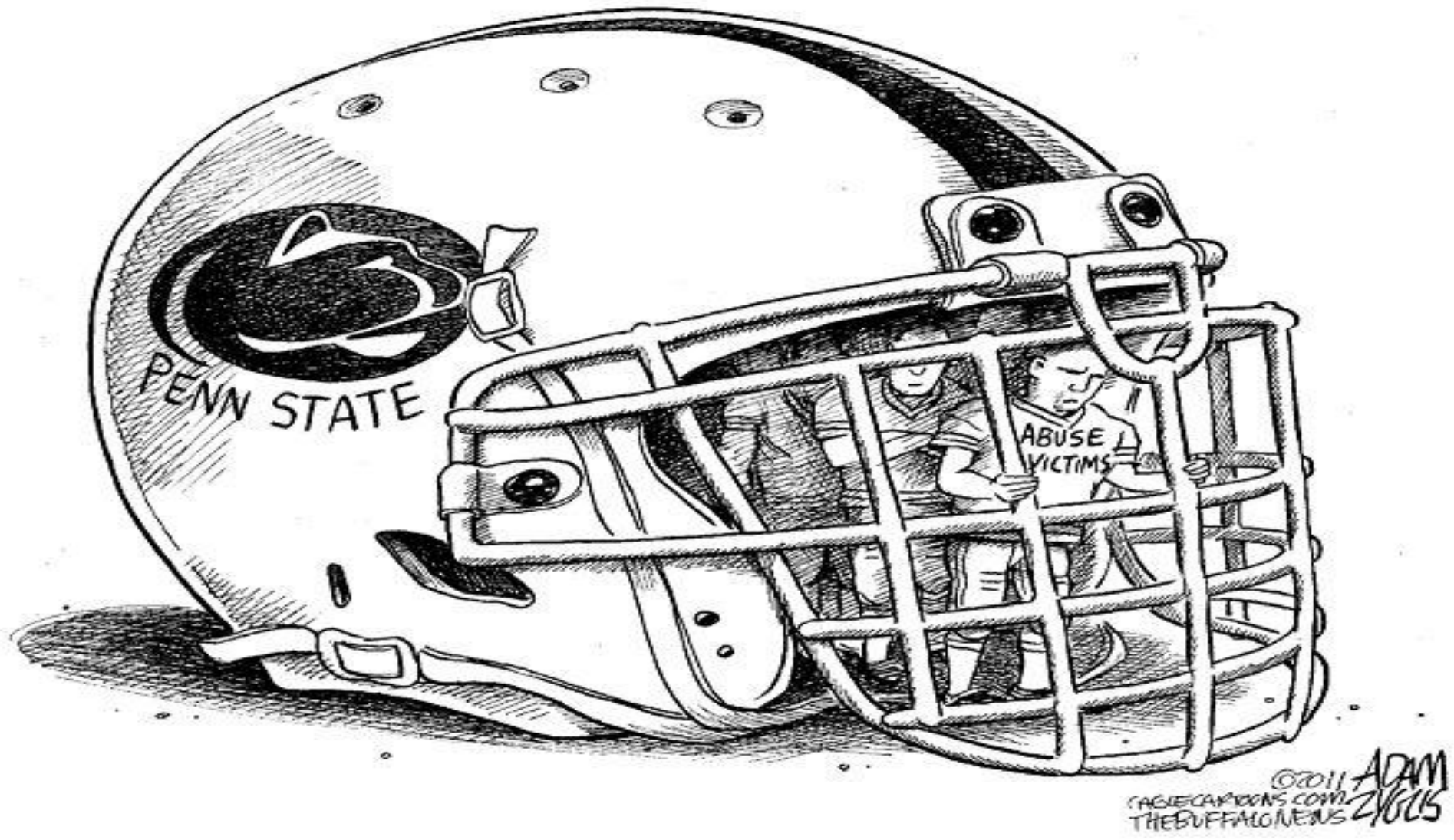
The Grand Jury Report

- ✧ Recommends charges against Sandusky for abusing 8 boys (two victims later added), and perjury charges against Curley and Schultz.
- ✧ PSU fires Paterno and PSU President
- ✧ The nation reacts with deep emotion

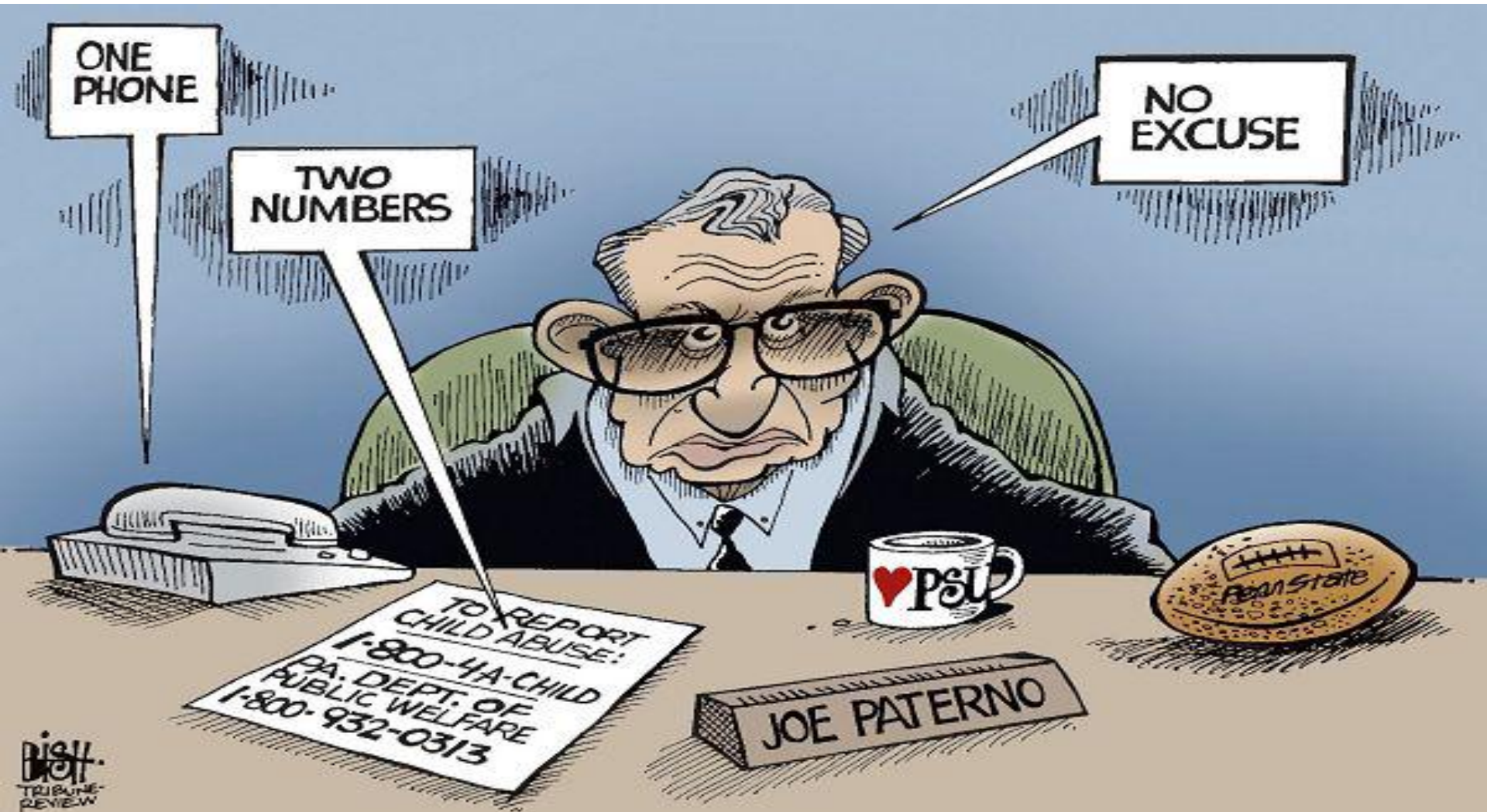
Penn State Students Riot in Support of Paterno



The general public stirs...



A sense there was no justification for inaction



A sense our priorities were misplaced

THE WISDOM OF JOE PATERNO

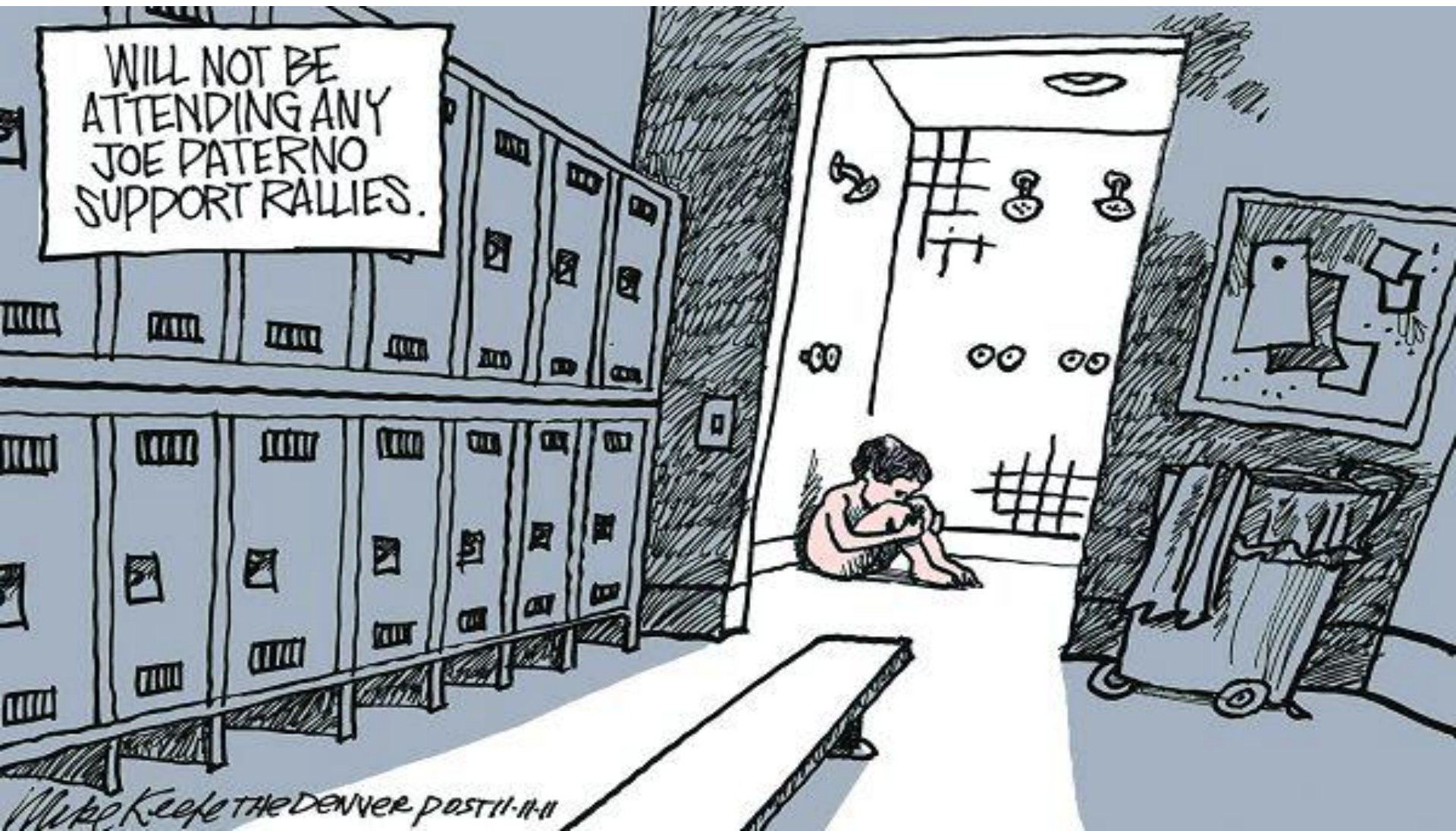
IT'S THE NAME ON THE
FRONT OF THE JERSEY
THAT MATTERS MOST,
NOT THE ONE
ON THE BACK.



A sense we were looking at evil



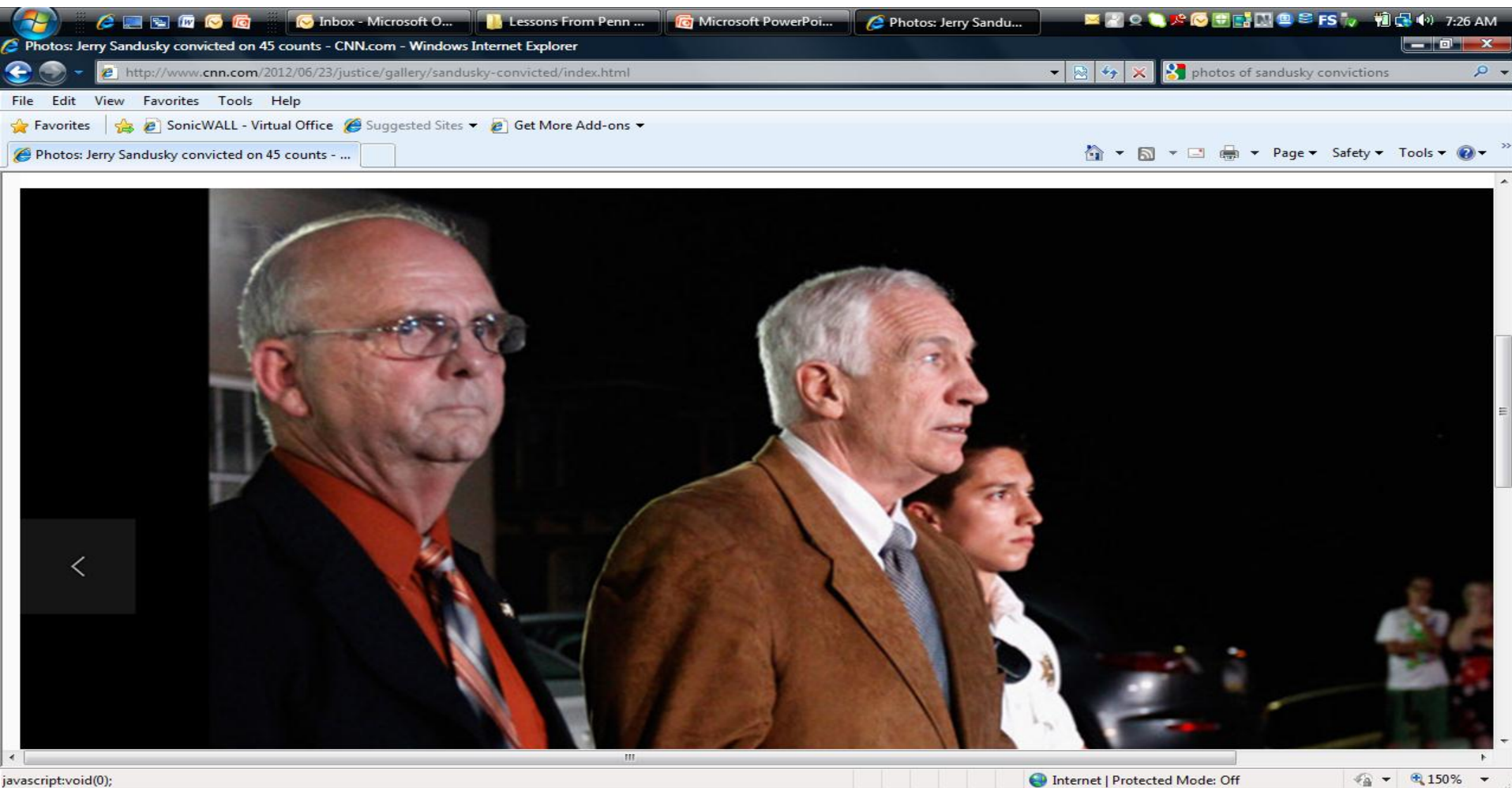
**A sense that no one cried,
no one cared for the children**



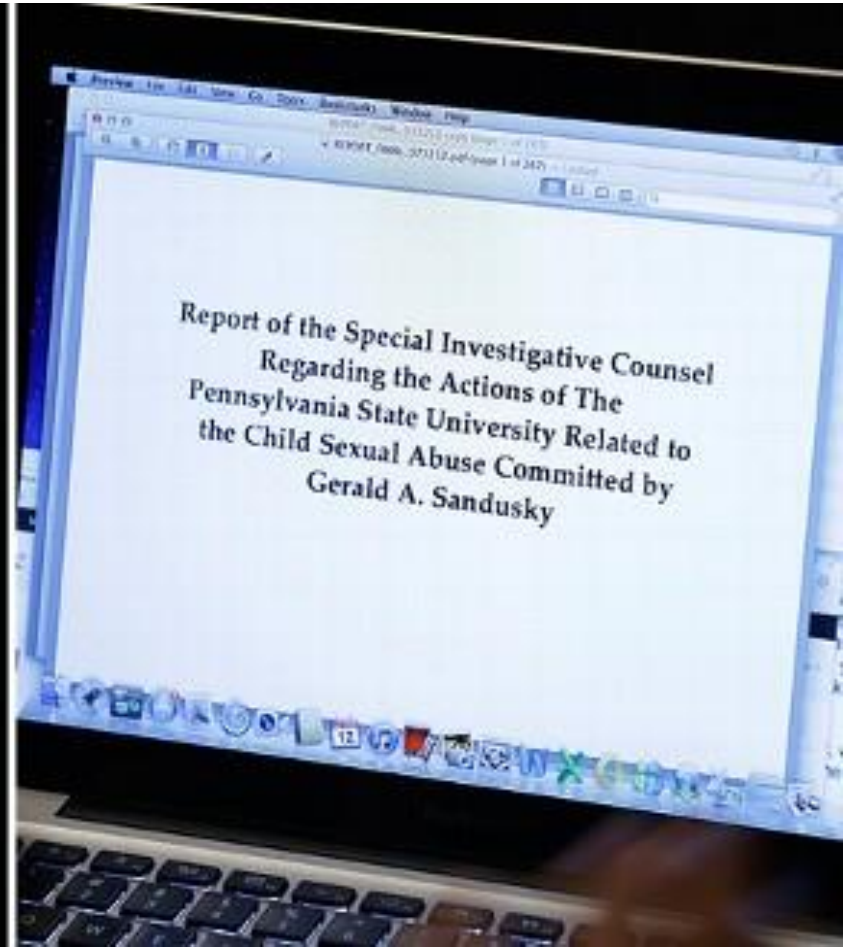
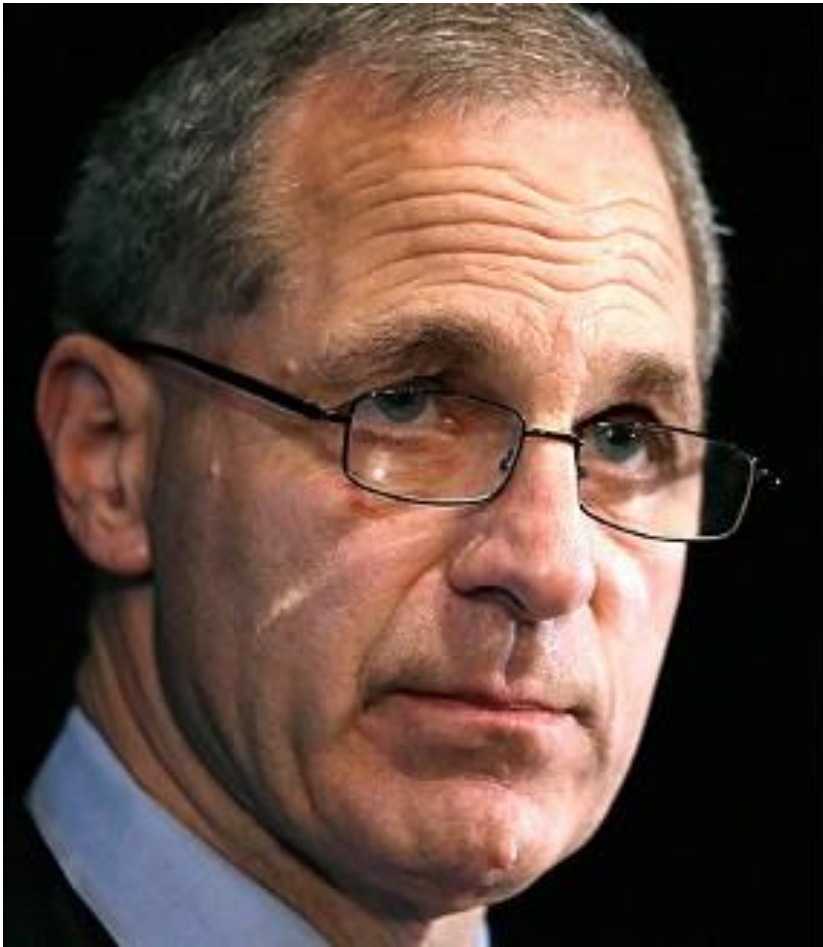
A sense we should speak candidly



Sandusky convicted 45 counts



Freeh report: PSU Officials Failed for a decade out of a fear of bad publicity



Freeh Report

- ✎ “...in order to avoid the consequences of bad publicity, the four most powerful leaders at the university—Spanier, Curley, Paterno and Schultz—repeatedly concealed critical facts relating to Sandusky’s child abuse from the authorities, the Penn State Board of Trustees, the Penn State community, and the public at large.”
- ✎ Spanier, Paterno family challenge findings

The NCAA sanctions Penn State

- 1. \$60 million in fines**
- 2. Voided football wins for past 14 years**
- 3. Reduced scholarships from 25 to 15**
- 4. No bowl games for 4 years**
- 5. Big Ten: additional sanctions of \$13 million dollars**

What went wrong at Penn State?

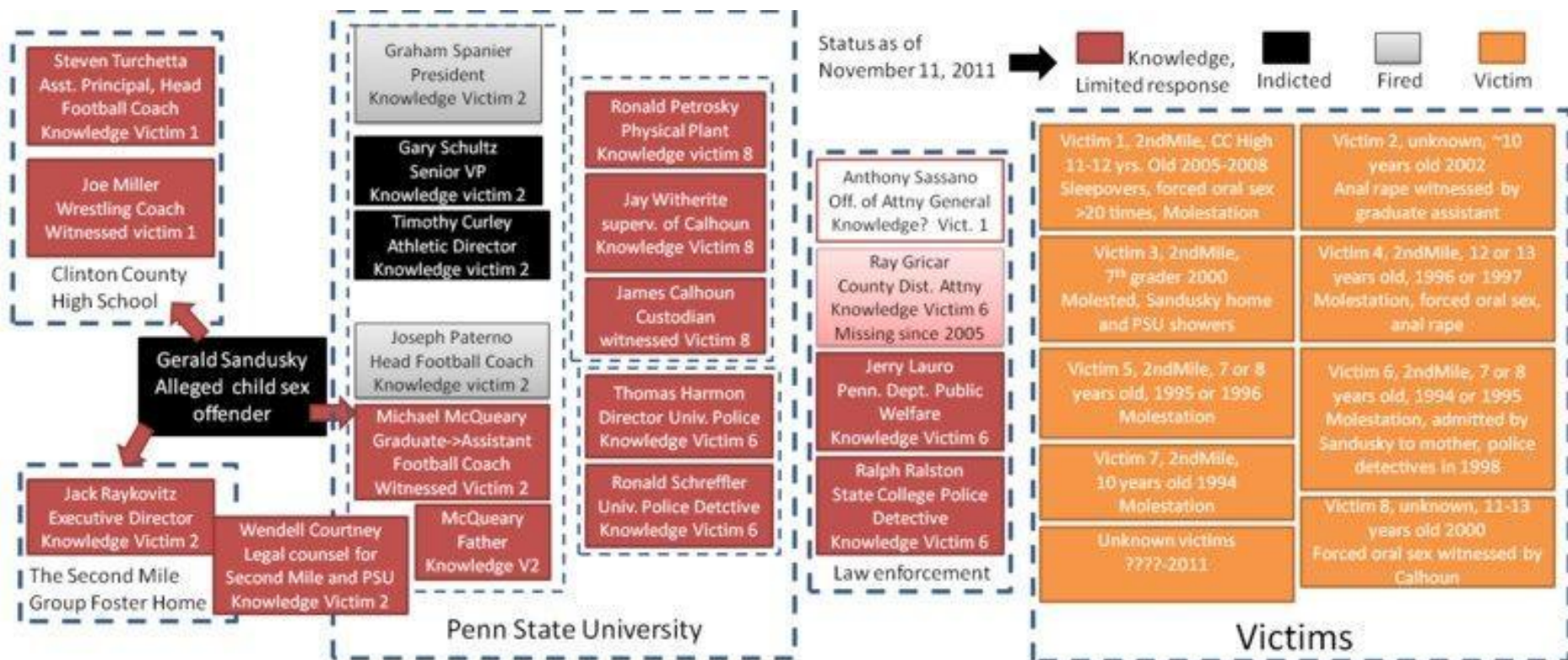
- 1. Failure to report suspicions, even clear evidence of abuse**
- 2. Inadequate, perhaps incompetent investigation of the one report made**
- 3. Failure to recognize that even in the absence of a criminal prosecution, there was a sufficient basis to take action**

Penn State's Failure to Report

∞ Nineteen adults, many well educated, who failed to report suspicions of abuse or whose response is best categorized as “limited”

∞ Three of the adults witnessed abuse

Failure to report



Gerald Sandusky Sexual Abuse and Related Cover-ups.

Illustrated from "Report of Thirty Third Statewide Investigating Grand Jury". Pennsylvania Attorney General. Retrieved 10 November 2011.

<http://www.attorneygeneral.gov/uploadedFiles/Press/Sandusky-Grand-Jury-Presentment.pdf>

The failure to report in the Penn
State case reflects a national norm



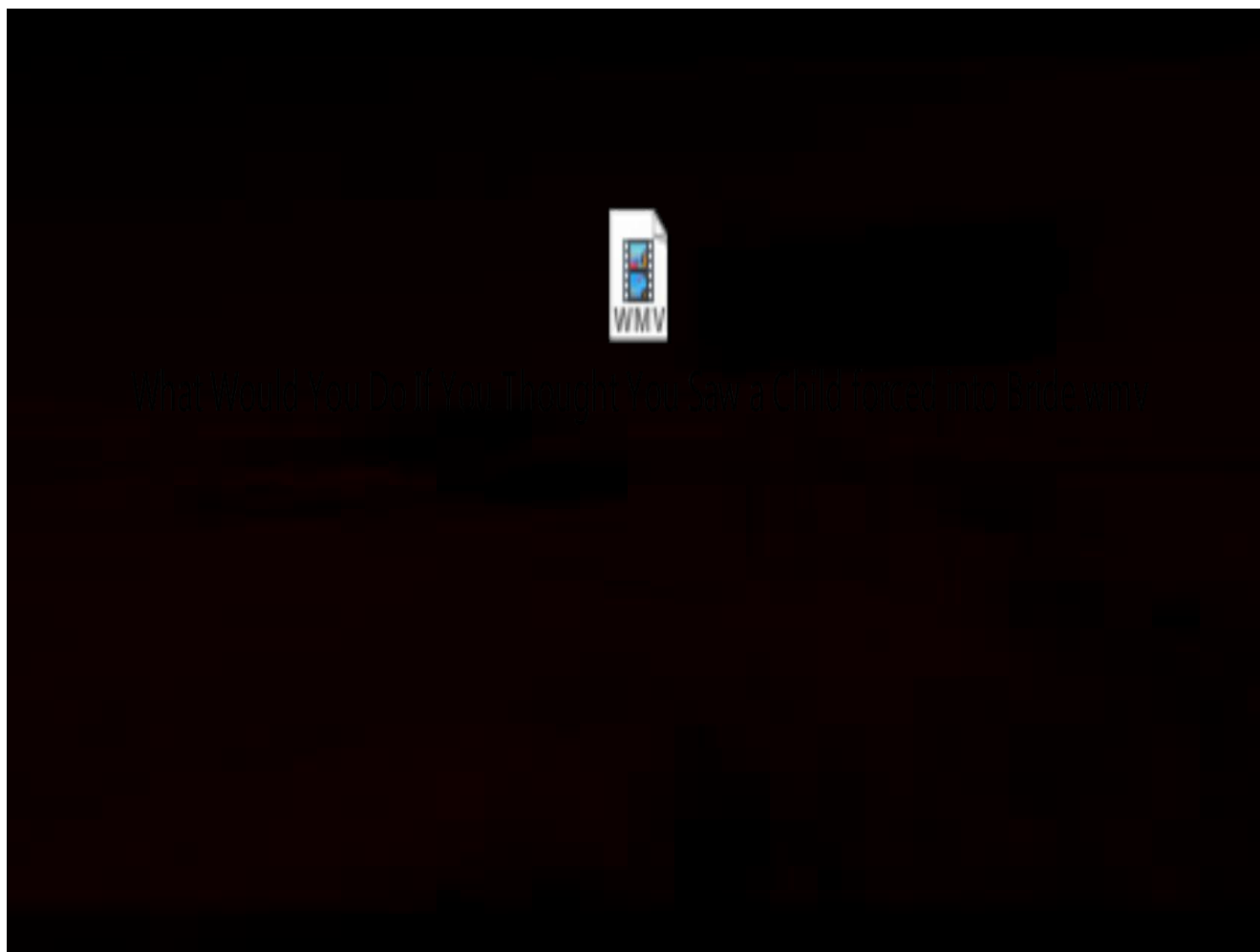
Most child abuse cases are never reported

- ✎ **Only 40% of maltreatment cases and 35% of the most serious cases known to mandated reporters are reported (Finkelhor 1990)**
- ✎ **65% of social workers, 53% of physicians and 58% of physicians assistants do not report all cases of suspected abuse (Delaronde, et al, 2000)**

Most child abuse cases not reported

- ✎ **Study of 57 tribes (21 states): 62% of known child abuse cases were not reported to federal government (Fox 2003)**
- ✎ **Study of 197 teachers: only 26% would report familial sexual abuse & only 11% sexual abuse at hands of a fellow teacher (Kenny 2001)**

If you don't believe the research, will you believe you own eyes?



Reasons for failure to report

- ❧ **Insufficient evidence**
- ❧ **Lack of certainty**
- ❧ **Belief report will cause additional harm**
- ❧ **Need to maintain good relationship with patients, clients, parents**
- ❧ **Ambiguity in some reporting laws**
- ❧ **Ignorance of the law**
- ❧ **Fear of retaliation**
- ❧ **Fear reporter's name will be revealed**
 - **(Kenny 2001; Bailey 1982)**

Inadequate training at the heart of problem

- ✂ **57% of master's level social workers, pediatricians, physicians, & physicians assistants received less than 10 hours of training on mandated reporting**
(Delaronde, et. al. 2000)
- ✂ **74% of teachers describe “minimal” or “inadequate” training in college and 58% claim “minimal” or “inadequate” training in the field**
(Kenny 2001)
- ✂ **24% of reporters received no training; clear correlation between training and reporting.**
(NIS-4 2010)

Inadequate training in Pennsylvania

- ∞ **In a survey of 1,400 mandated reporters from 54 counties:**
- **14% had never been trained**
 - **24% had not been trained in five years**
 - **80% suggested training received was inadequate (not approved for CEUs or not sure)**
- (Mandated Reporter Survey, Protect Our Children Committee)**

Reforming mandated reporter training



Abused children must be reported into the system & the reports must be high quality

- ✧ Undergraduate students majoring in fields where they will be mandated reporters should complete a full semester course on recognizing and responding to child abuse.
- ✧ Piloted at Winona State University
- ✧ MR course part of CAST certificate or minor currently in 30 undergraduate or graduate programs with 40 additional universities in the mix
- ✧ Research is positive (Knox 2011; Knox 2012)
- ✧ Realistic goal: 500 universities by 2018
- ✧ Mandated reporters must receive annual training (MDTs can already do this)—and require it by law

The inadequate investigation of 1998 report



The 1998 Investigation of Sandusky

- ✎ In 1998, Sandusky was investigated for “inappropriate intimate contact with a boy” by University Police, State College Police, Centre County District Attorney, PA Dept. of Public Welfare
- ✎ Sandusky picks up boy at his house on multiple occasions. One time, takes him to “work out.” While driving, puts hands on boy’s thigh. Plays games, “wrestles” and then showers. Boy showered some distance away, but is called over to be near Sandusky.

The 1998 Investigation of Sandusky

- ✎ The boy is bear hugged from behind, picked up and put under shower head.
- ✎ When dropped off, mother sees wet hair and is upset Sandusky showered with boy—and reports the incident.
- ✎ In two recorded calls with mother, Sandusky admits showering with other boys, wouldn't promise to stop, said his penis "maybe" touched the boy in question and when told he couldn't see the boy again said "I understand. I was wrong. I wish I could get forgiveness. I know I won't get it from you. I wish I were dead."
- ✎ When questioned by authorities, Sandusky admits showering naked with the boy and hugging him and says it was wrong.

The 1998 Investigation of Sandusky

- ∞ Authorities also investigate incidents involving a second boy “subjected to nearly identical treatment in the shower...”
- ∞ Prosecutor declines to file charges, investigation ceases, no other action taken, says case “severely hampered” by MH opinion that pedophiles don’t start at age 52

Grand jury indictment re: 1998 incident

- ✎ Unlawful contact with a minor
- ✎ Corruption of a minor
- ✎ Endangering welfare of a minor
- ✎ Sandusky jury convicts re: 1998 incident

Failure to act in absence of criminal charges

Even if admission of hugging boy while both naked not enough for criminal charges, could have been enough for:

- Disciplinary actions by PSU
- Removal from Second Mile
- Additional inquiries of parents of other children (according to grand jury, Sandusky had access to “hundreds of boys, many of whom were vulnerable due to their social situations.”)

Inadequate investigations or assessments by law enforcement, CPS and prosecutors not uncommon

- ✎ Only 50% of the nation's *identified* abused children received child protection investigation and only 30% of the children suffering “serious harm” received child protection investigation (NIS-4 2010)
- ✎ NIS-4 researchers labeled “serious harm” as child abuse or neglect cases in which “an act or omission result in demonstrable harm.”

Inadequate investigations or assessments by law enforcement, CPS and prosecutors not uncommon

Percentage of *identified* abuse cases not investigated:

- 47% physical abuse
- 45% sexual abuse
- 64% emotional neglect
- 70% of cases involving “serious harm”
- 71% of cases involving “moderate harm”
- These are “liberal” estimates (NIS-4 2010)

This has been going on for decades

- ✂ NIS-4 concludes its findings not new
- ✂ “Throughout its history, the NIS has consistently found that child protective services agencies (CPS) investigate maltreatment of only a minority of the children NIS identifies.” (NIS-4 2010)
- ✂ NIS suggests more an emphasis on reporter than report with hospital, day care, teacher reports more likely to be screened out even though these cases more likely to involve serious harm
- ✂ Assuming all cases reported and agencies followed their own screening policies, 80% of the cases would be investigated (NIS-4 2010)

Cases not investigated or that are “unsubstantiated” involve victims

- ✎ Unsubstantiated reports “comprise more than 3/4ths of the victims that later return to the attention of the child welfare system.”
- ✎ “...the high level of recidivism among unsubstantiated cases show unambiguously that such cases are at high risk for subsequent maltreatment...” (Drake, et. al, 2003)

Decades of inadequate investigations rooted
in our reliance on “on the job training”



Social work students/CPS workers

✎ Reporter Anna Quindlen: “Their training is inadequate, and the number of workers is too small for the number of families in trouble. Some cases would require a battalion of cops, doctors and social workers to handle; instead there are 2 kids fresh out of college w/ good intentions and a handful of forms.”

Marc Parent (Turning Stones)

✂ Commenting on his training, Parent says he received “two weeks of solemn discussion on child protective issues, but little on getting a drug dealer to let you into an abandoned building or talking a restless police officer into sticking around until you get through with a case and back into your car.”

Psychology students

✎ Study of APA accredited graduate programs found many of the programs “fall far short” of guidelines proposed by the APA for minimal levels of competence in handling child maltreatment cases (Champion, et al 2003)

Dr. Anna Salter

✎ “In the two years I spent at Tufts getting a masters degree in Child Study & the five years I spent at Harvard getting a PhD in Psychology & Public Practice, there was virtually nothing on child sexual & physical abuse in any course I took...Ironically, many of the lectures were on maladies so rare I’ve yet to see them in 20 years of practice.”
(Salter, Predators 2003)

Medical schools

- ✎ Dr. Ann Botash: “more than 40 years after the diagnosis of BCS entered the literature, our pediatric residency programs do not have a significant education requirement for preventing, recognizing or managing child abuse.” (Botash, Child Abuse & Neglect 2003)
- ✎ 31% of AHT/SBS cases not recognized by physicians who first evaluated them (Jenny et. al, 1999)
- ✎ Misdiagnosis common (Starling, et al 2012)

Law schools

- ✎ Little or no training on:
- ✎ Developmentally appropriate oaths
- ✎ Court schools
- ✎ Developmentally/linguistically appropriate questions
- ✎ Ethics of working with child witnesses (Leippe 1989)
- ✎ Judges (University of Illinois 2004)

The need for seminary training

- ✎ 93% of sex offenders describe themselves as “religious” (Abel study of 3,952 male offenders)
- ✎ In a survey of 2,864 church leaders, 20% knew of a sex offender attending/member of their church (Christianity Today 2010)
- ✎ Hard core offenders maintaining significant involvement with religious institutions “had more sexual offense convictions, more victims, and younger victims.” Eshuys & Smallbone, *Religious Affiliations Among Adult Sexual Offenders (2006)*
- ✎ Church provides “cheap Grace”, gullible religious people, and easy access to children (Vieth 2010)
- ✎ Few seminaries provide training on child maltreatment (Grossehoeme 1989)

Teaching the next generation of child protection professionals



Undergraduate/graduate reforms

- ✧ Mastering investigative skills begins in college: the first and second semesters of CAST
- ✧ The process of repairing families begins in college: the third semester of CAST
- ✧ CAST has expanded to a minor & certified by MNSCU
- ✧ Research and market the program
- ✧ 100 universities by 2013, and 500 by 2018
 - CAST unfolding at over 65 campuses
- ✧ Model curriculums for law schools, medical schools, seminaries, and other graduate programs

CAST colleges, universities, law schools, medical schools, and seminaries

WINONA
STATE UNIVERSITY

ASU
ARKANSAS STATE
UNIVERSITY

UNIVERSITY OF THE
DISTRICT OF
COLUMBIA
1851

JUDSON
UNIVERSITY

MONTCLAIR STATE
UNIVERSITY

NWACC
NORTHWEST ARKANSAS
COMMUNITY COLLEGE

Kennesaw
State UNIVERSITY

MCKENDREE
UNIVERSITY



Upstate



OKLAHOMA CITY UNIVERSITY

nu
northern *State* university

University of Pittsburgh
at Johnstown

N Northeastern
Illinois
University

Missouri State
UNIVERSITY

NM STATE
UNIVERSITY

WILMINGTON
UNIVERSITY

Florida Institute
of Technology

THE UNIVERSITY OF
SOUTHERN
MISSISSIPPI

LIBERTY
UNIVERSITY

ATHENS STATE
UNIVERSITY

BETHANY LUTHERAN
THEOLOGICAL SEMINARY

UHD
University of Houston
DOWNTOWN

WILLIAM MITCHELL
COLLEGE OF LAW

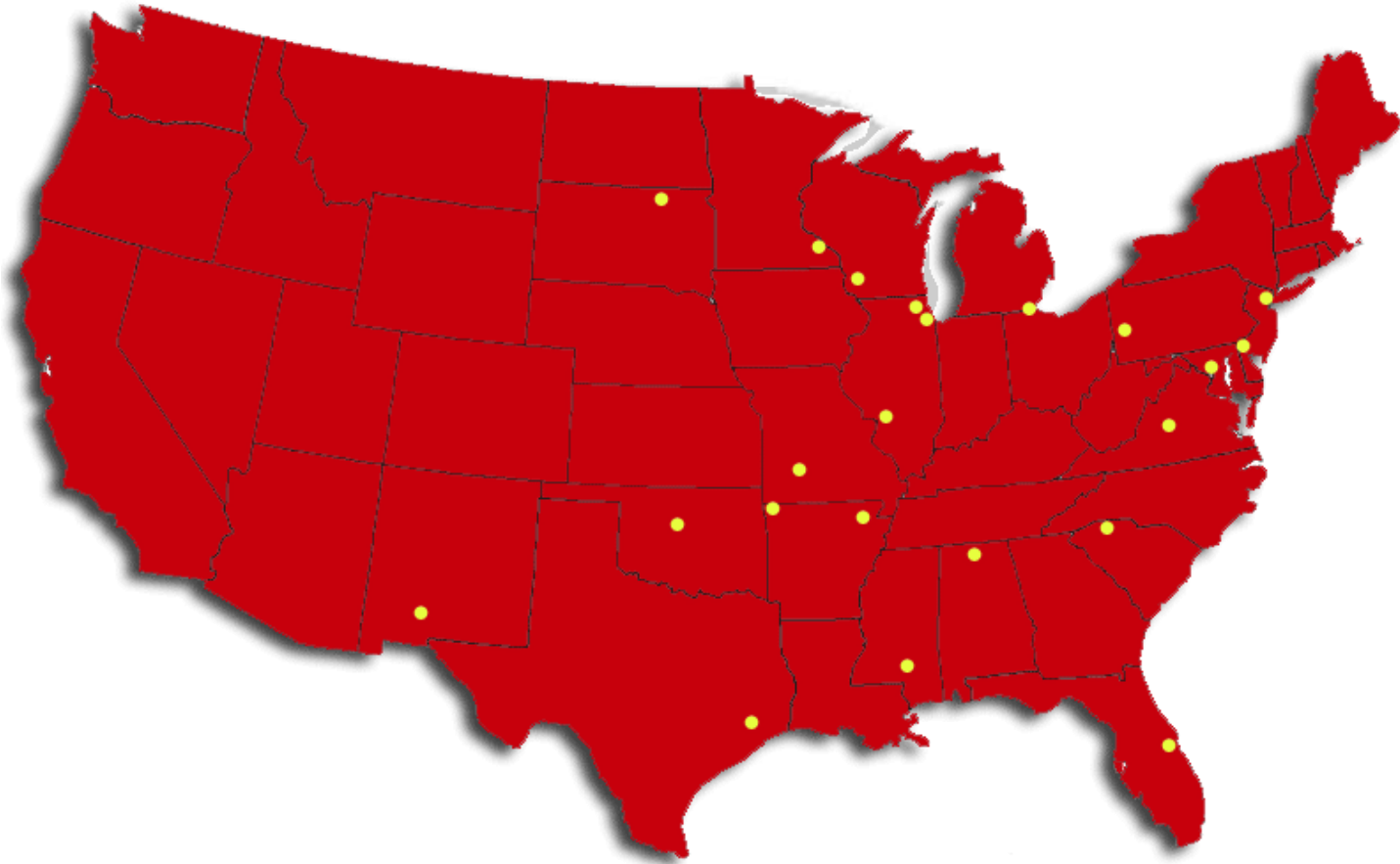
UT THE UNIVERSITY OF
TOLEDO
1872

HAMLINE UNIVERSITY

WISCONSIN LUTHERAN SEMINARY

N.C.P.T.C.
NATIONAL CHILD PROTECTION
TRAINING CENTER

States with CAST universities or colleges



**Four facilities for teaching the child protection
professionals of today and tomorrow**



Four CAST Training Centers

- ❧ Four-five universities or colleges, one in each region of the country, will implement CAST and take a leadership role in disseminating it throughout their respective regions.
- ❧ This concept based on the CAC regional center model
- ❧ Each of the regional centers must construct a “laboratory” training center ideal for training future child protection professionals
- ❧ These centers will also provide a total of 60 weeks of realistic, intensive MDT training for professionals in the field

Video of *Crime Scene to Trial* course



Winona, Minnesota



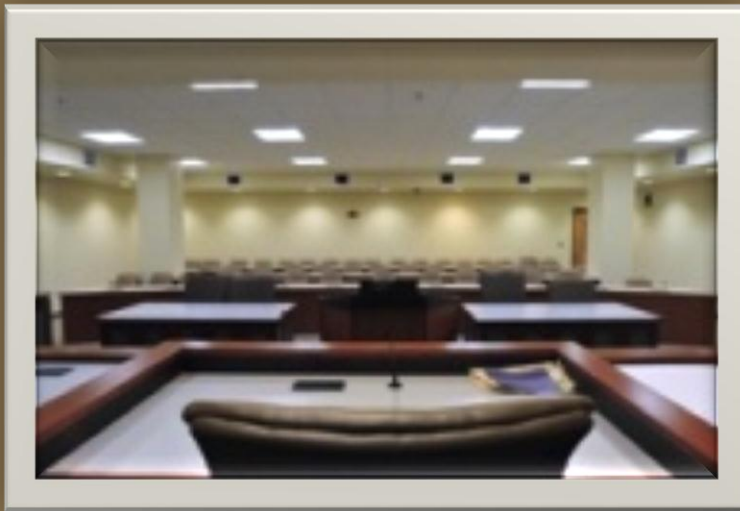
Winona State University

Mock House



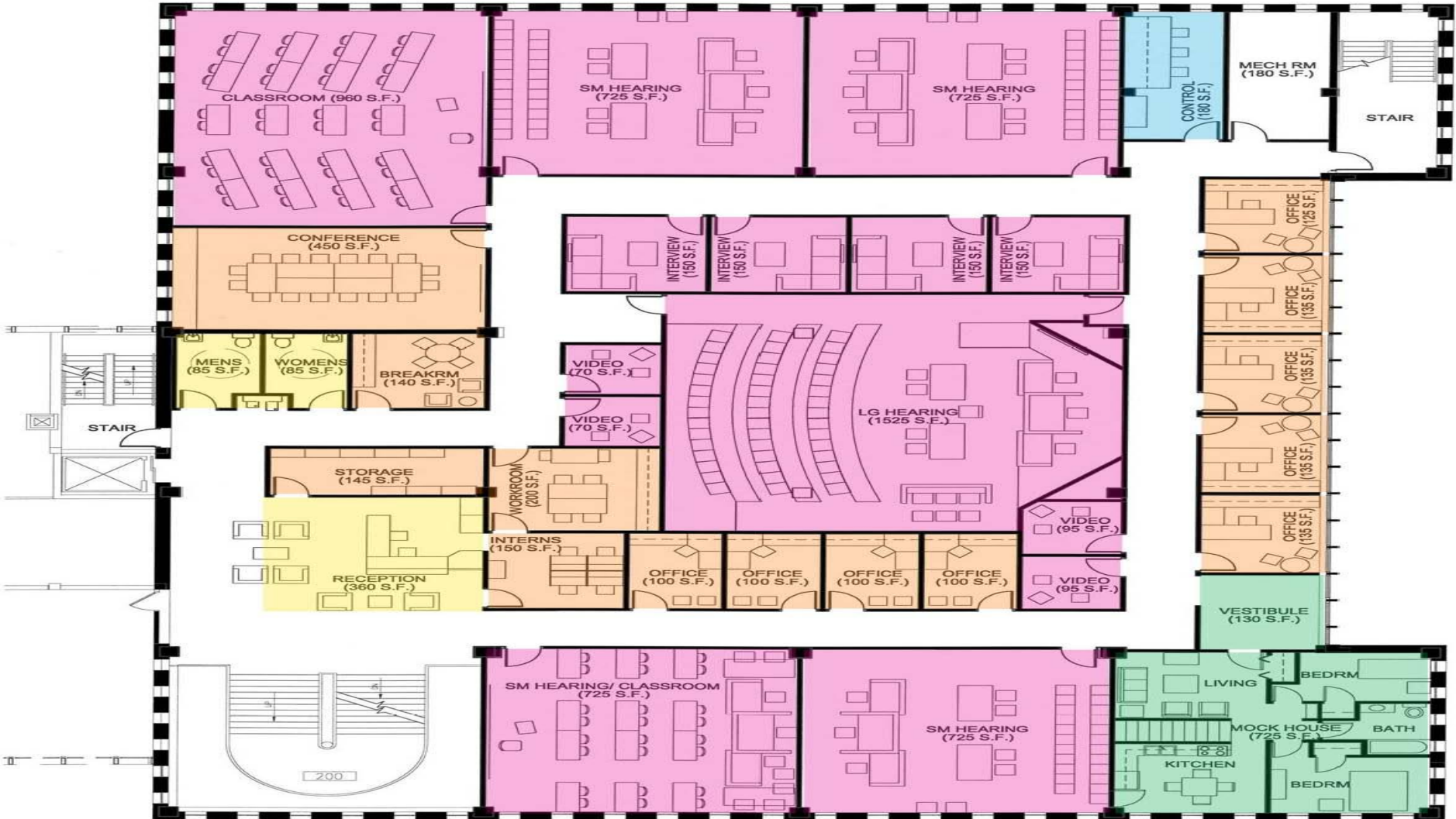


Mock Court Room





NCPTC Training Site



The 2nd CAST Training Center



NWACC Opens Child Abuse Training Center.wmv

Bentonville, Arkansas



NorthWest Arkansas Community College



NCPTC Regional Center



NorthWest Arkansas Community College

Future regional centers

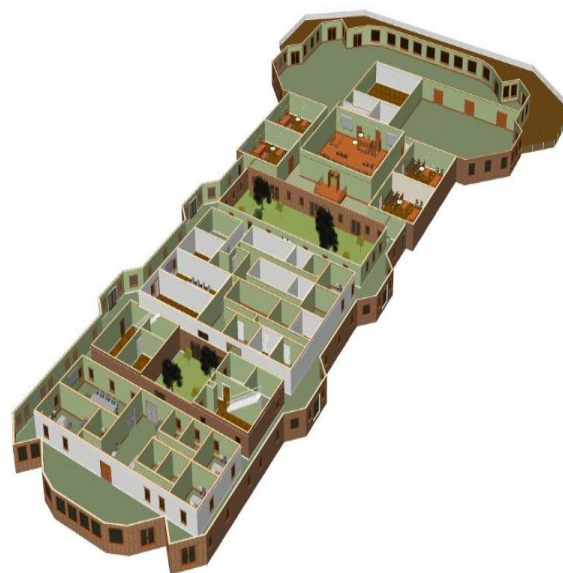
- ✎ Application from New Mexico State University accepted
- ✎ Application from Alliant University
- ✎ Anticipated application from the University of Utah
- ✎ International center in Belarus
- ✎ Coalition in Pennsylvania working on a proposal for regional center

Proposed NE Regional (PA)

Exterior



Interior



We must be the change we seek

- ✧ What you did for the CAC movement, must now be done for the CAST movement
- ✧ Speak with the undergraduate and graduate institutions you attended or that are in your community
- ✧ Speak with your state and federal legislators about this reform and the importance of funding it
- ✧ Volunteer as an adjunct CAST professor
- ✧ Provide internships for CAST students at your CAC, social service agency, law enforcement department or prosecutor's office.
- ✧ Support National Collaborative, NPEIV, etc.

Thank You

