

LEMON CREEK JOURNAL

TRAINING, NEWS & EVENTS FROM LEMON CREEK CORRECTIONAL CENTER

JUNEAU, ALASKA



July 1, 2018

Volume VIII



In this Issue:

Message From The Superintendent	1
Employee Of The Quarter	3
Leading With Emotional Force	4
So, There I was!!!!!!	7
Gear Head	13
Recruitment	17

To our readers:

The Lemon Creek Journal is a quarterly publication of Lemon Creek Correctional Center, Juneau, Alaska. The Journal's mission is to provide cutting edge training to Lemon Creek personnel, to contribute to a healthy workplace community, and to open our institution to public view. So that we can be more responsive to our readers, please share with us your impressions and suggestions by emailing daryl.webster@alaska.gov.

Employee of the Quarter photography by Gabe Edwards

Cover & dedication photographs depict the Hard Rock Miners sculpture (1980), by Juneau Artist Ed Way, displayed on the Juneau waterfront. Photographs by Bonnie Webster

IF STATUES COULD SWEAT.....



Thanks to errant raindrops, we see perspiration dripping from the weathered features and clothing of Alaskan hard rock miners, wrestling a machine drill in one of early Juneau's gold mines. Our little town was built on the nerve, sweat, and labor of Alaskan men and women who came before us and that work ethic survives, right here at Lemon Creek Correctional Center. This issue is dedicated to the hardworking correctional officers, parole officers and support staff who make up our professional family. Your statues have yet to be built.



A MESSAGE FROM THE SUPERINTENDENT

When I was 16 years old my father asked me to help my mother make dinner, so I went to the kitchen and asked her what I could do to help. She looked around and then responded, “I think I have it covered son, but thank you anyway.” Off the hook, I happily went to my room to continue working on a project that I was anxious to complete.

A few minutes later my father came in and asked me why I wasn’t helping my mother with dinner. I responded, “Oh nothing to worry about dad, it is all good since she really didn’t need my help anyway.” He gave me that look, which I knew all too well, and I knew that I had given him the wrong answer!

He asked me to come with him to the kitchen and when we arrived he began to quiz me. “What is your mom making for dinner?” I replied, “Stew.” He then asked, “What goes into her delicious stew?” I thought the question was a little silly but I stated, “Potatoes, deer meat, carrots, celery, onion, and uh...spices?” He then said, “What needs to be done still?” I looked on the countertop and responded, “The carrots haven’t been peeled or cut yet.” He then taught me an invaluable lesson that I carry with me to this day and always strive to apply. “Son, when you see something that needs to be done, you don’t ask how you can help, you jump in and do it...understand?”

My father had been trying to teach me this lesson through his example for many years, while working on our farm, cutting and gathering firewood, or helping our neighbors with their projects. That evening in our home he finally achieved his goal with the last piece of the puzzle, which he had created in my mind, being snapped into place and I finally got it.

Dad had been trying to teach me that when you see others in need, you help lighten their loads or burdens by selflessly lending a willing hand. I understood as well that finally getting it wouldn’t make any difference in the world if I didn’t act upon the opportunities to serve others when they were in need.

As correctional staff it is not enough to do the bare minimum in our occupations, in fact there is no bare minimum in a correctional setting, there is always something that needs to be done. We are in a people business that demands our full, unwavering attention to every detail. We are required to labor tirelessly as we ensure that public safety is our top priority, and this can only be accomplished as a unified team. Assisting others with their duties builds unity, our collective pride in each other, and reinforces our personal dignity and care for one another.

In January’s publication of the Lemon Creek Journal I discussed some ideas on how to improve our time management, and touched a bit on the value of both receiving assistance and giving it

when needed. Opportunities to serve one another are all around us and I feel as a whole we do a great job in assisting each other with our workloads. Seeing a coworker in need, even if the need is small, should be acted upon without second thought. As my dad taught me, when we see something that needs to be done we should jump in and do it, even if it isn't our main responsibility.

There are many factors that contribute to the cohesive unity that exists here at Lemon Creek. A positive work environment is built on factors such as staff's positive attitudes with the work itself, relationships amongst co-workers, supervisors and subordinates, organizational culture, open communication, give and take, and recognizing the value of each person.

Our teamwork here may be the main contributing factor that makes us so unified. I hear it on the radio daily, see it in the hallways, and witness it in the booking office often. Staff jumping in to help each other out by offering to do strip searches, assist with paperwork, escort inmates, clean up messes, and so much more.

There are many different personalities and workstyles that coexist within these walls. The unity here is added upon when an individual realizes that they are working toward something bigger than themselves. When we recognize that we are working toward a shared common goal we start to look beyond each other's differences and understand the big picture.

Thank you to so many of you who set a good example and remind me of who we are and what it is we do here.

Stay in the fight!

Bob Cordle

Yesterday is not ours to recover, but tomorrow is ours to win or lose.

-Lyndon B. Johnson



EMPLOYEE OF THE QUARTER

Trevor Cox

Trevor Cox has worked for Lemon Creek Correctional Center for nearly 28 years. He inspires our staff with his dedication, demonstrating the highest level of professionalism in a difficult environment, day in and day out without any fanfare. Trevor is a workhorse, always jumping in to do whatever needs doing. The responsibility is immense for the man in charge of feeding the entire inmate population each day, under the strictest of guidelines. The manner in which Trevor handles his daily workload, the potlatches and all of the special events that are staged here at Lemon Creek is legendary. In 2001 he was voted the Employee of the year and 17 years later, he brings to work the same lofty standards and the same energy. We are proud to recognize Trevor Cox as Employee of the Quarter.

LEADING WITH EMOTIONAL FORCE

By Daryl Webster



Winston Churchill in RAF Uniform = Artist Unknown

What motivates the people you lead? Are they inspired, not just performance-effective, but *moved* by the conviction that something important and virtuous needs to be accomplished? As their leader, they look to you for direction and inspiration, pretty daunting stuff if you're not accustomed to thinking of yourself as the inspirational type.

But if you are caring and operationally competent, then you already have the basic tools to get the job done, provided you are willing to let your guard down and lead with emotional force.

Ceremony & Symbolism:

In every organization where loyalty and self-

sacrifice are necessary virtues, leaders employ ceremony and symbolism to appeal not just to their team members' intellect, but to their emotions. Have you ever attended the funeral of an officer whose life was lost in the line of duty? Heartbreak and pride intermix as colleagues honor courageous selflessness, powerfully reminded that they too might one day be called upon to make the same sacrifice. Somewhere in the forefront of that funeral ceremony is a leader

Professional ritual, powered by sincerity forms a bond between leaders and their teams.

helping his people make sense of the tragedy and recommit to their mission

But ceremony doesn't have to be tied to heroics. Visiting the breakroom to recognize an outstanding employee permits a leader to draw on the motivational power of ceremony. Publicly and formally thanking a conscientious team member reminds the team that hard work and loyalty mean something. Professional ritual, powered by sincerity forms a bond between leaders and their teams. This is so intuitive that one wonders why so many leaders fail to recognize the value of ceremony or waste powerful bonding opportunities through inadequate preparation or half-hearted performance of ceremonial duties.

Finding the Right Words at the Right Time:

Officers want their leaders to be a cut above average. Particularly in crisis, they need reliable and approachable leadership to move them with the right message at the right time. Learn to speak to your team and to your wider audience with confidence, clarity, and honest emotion. No one did this better than Sir Winston Churchill. In 1940, after narrowly failing to annihilate the British expeditionary force on the beaches of Dunkirk, the Axis turned its attention to England. Invasion seemed imminent. People were afraid. This set the stage for Churchill's June 18, 1940 speech to the House of Commons, which famously concluded:

Let us therefore brace ourselves to our duties, and so bear ourselves that, if the British Empire and its Commonwealth last for a thousand years, men will still say, "This was their finest hour."

There was an air of theater in Churchill's speech, both stirring and subtly calculated. At this critical moment, he needed to reach deep into his listener's hearts, so he dramatized his appeal.

The word, "Drama" comes from the Greek term for an "Act" or "Deed." In the hands of a skilled communicator, drama elevates communication to a motivational plane by introducing a performance element that

stimulates and influences the listener.
Drama lifts the message out of the cold

*Drama lifts the message out of
the cold and mathematical
shallows of objectivism and
shifts the discussion into the
deeper subjective realm, where
emotions, values, and
aspirations reside*

and mathematical shallows of objectivism and shifts the discussion into the deeper subjective realm, where emotions, values, and aspirations reside. In this emotional domain, Churchill came face to face with his countrymen and made common cause with them.

Use Humor to Displace Negative Emotions:

On March 30, 1981 a would-be assassin shot President Ronald Reagan outside a Washington D.C. hotel. From the swirling confusion, reports emerged of the gravely wounded President joking with the medical staff at George Washington University Hospital. “Please tell me you’re Republicans,” he quipped as surgeons entered the operating room. Whether

strategic or spontaneous, his choice of words injected humor into dire circumstances.

When we are confronted with an event that conforms to what we expect, we may not pay close attention. But let a challenge make a hash of our comfortable expectations and we immediately perk up. Put another way, people tend to ignore the messages they expect to hear, but their attention is captured by messages or images that are discordant or unexpected. Like humor.

Just as you cannot be simultaneously anxious and relaxed, the psychological state of being amused is incompatible with the psychological state of fear. The two conflicting emotions cannot inhabit the same space and time. That was the point of President Reagan’s humor, combined with a bit of bravado to convey hope and comfort to an uneasy nation.

We can’t all captivate an audience like Churchill or perform gallows humor like Reagan. Formidable wordsmiths are notable for their rarity. But there is tremendous power in truth – simple sincerity, artfully conveyed. As you strive to motivate your officers, keep in mind the value of symbolism, language, and humor, and don’t be afraid to lead with your heart on your sleeve.

(This article originally appeared in lawofficer.com)

¹ *Winston Churchill in RAF Uniform*, artist unknown. Copyright The National Archives (United Kingdom) – Central Office of Information. 1939 – 1946. INF 3/3.

So, There I Was!!!!!!!!!!!!!!

By Lt. Ed Irizarry

How many times have we heard or said this ourselves? It has become a humorous segue into a story we will tell others. I would like to share a true security story with you that that I believe everyone can relate to and that is relevant to our mission success here at Lemon Creek Correctional Center. I will leave out the names to protect the two individuals mentioned in the account but let me make it clear that these people do NOT work for the State of Alaska. Now, you will ask yourself why or how this could be relevant to our Corrections job? I will allow you to come to that conclusion after your read the story.

It all began on a very normal day of operations when two men were working a checkpoint, one of them a supervisor and the other a subordinate. During their time together, the supervisor had served as Training Officer for the man now working with him. They had performed checkpoint duty together so often and worked so closely that each trusted the other without question. They could finish each other's sentences as though they were in tune. You could say they were "Co-Workers in tune." On this brisk morning, both manned a checkpoint monitoring the movements of like employees and local nationals who were also assigned to the area. So, I am sure you get the point now that these two co-workers and close friends felt something like the Batman & Robin team of the century. Nothing escaped them and no job was too tough.

On this morning they had their expensive radio next to the window playing their favorite tunes from a local radio station when a local national came to them and began asking numerous questions. English was not this local guy's native tongue, so these tuned-in partners had an opportunity to display their skills in communicating with the local populous. They were so intent on showing off their foreign language skills that they lost all "situational awareness". They were so focused on impressing this fellow that they did not notice the accomplice behind them with a small transistor radio. This accomplice tuned into the same station playing on the expensive boom box and turned up the volume on his little set, simultaneously turning down the volume on the expensive boom box and carrying it away. Both Batman & Robin were oblivious to the exchange as they continued to hear music. In the end the troubled local national seeking help ended the conversation in perfect English, saying "Thank you for your time. Have a good

day”. Batman & Robin looked at each other in confusion, then returned to the checkpoint building to find they now were the proud owners of a very small and cheap transistor radio. They had been duped, sleight of hand, so to speak, and both wallowed in humiliation. Luckily, all that was lost was just a radio and not a sensitive item such as a weapon or vehicle.

There are several lessons to take from this episode. First and most obviously, always maintain a positive position of advantage to increase your security and not be distracted. Second, just because you have trained someone or mentored them doesn’t make you perfect or immune to setups. Third, just because you know your people or co-workers, do not blindly trust them. As the partners in our story learned, blind trust created a gap between them that they were not aware of. Double checking each other’s work or perceptions may have helped them keep that expensive boom box.

Ten simple rules for developing a mentor–mentee expectations document

By Kristyn S. Masters & Pamela K. Kreeger

Rule 1: Write it down

This may seem obvious, but it is important to remember that a written document more clearly and consistently communicates your expectations than conversations. Written documents also allow for both mentor and mentee to revisit the expectations as the mentoring relationship develops and provide documentation should a situation arise where either mentor or mentee does not adhere to the predetermined expectations. While it can be challenging to construct the initial document, even an incomplete draft could offset major clashes between mentor and mentee. To get started, you may be able to get a template from your institution, department, or training program, which will incorporate university policies and procedures. Alternatively, to help you as you start this process, we have included a sample expectations document (Suppl. File 1). This document is a modified version of the documents we utilize with our graduate student trainees. Which brings us to Rule 2.

Rule 2: Tailor the expectations document to your audience and environment

In most research labs, there are personnel at a variety of career stages—postdocs, graduate students, undergraduates, and other scientific staff. Each of these groups has unique needs to address; as a result, it is useful to have separate documents for different personnel groups.

Examples of graduate specific elements in the provided sample include indicating that the student is responsible for fulfilling course requirements, but that the mentor is available to help guide these decisions. For undergraduates, you may choose to discuss your grading policy, while for staff you may discuss their role in lab management, and the version for postdoctoral researchers may emphasize expectations regarding leadership and independence. You will also want to tailor your document to the type of research environment that your mentees work in. As discussed in a later rule, expectations may differ for research settings that are theoretical, computational, experimental, fieldwork based, or a combination of these environments.

Rule 3: Convey the big picture

Ideally, the expectations document should provide the mentee with an understanding of your lab culture and approach to their training. Providing an overview of the lab environment as well as describing your mentoring philosophy can assist the mentee in establishing a positive relationship with both you and the other lab personnel. This information can also help prospective mentees determine whether your lab is an environment where they can picture themselves thriving. In our example, we provide both an overview paragraph summarizing these elements as well as comments throughout that relate our mentoring philosophy.

Rule 4: But don't forget the nitty gritty

At this point, you may be wondering if it would be easier to use the published mentoring guidelines from the AAMC [7, 8]. While these guidelines provide an excellent source for developing your big picture philosophy, in our experience it has been beneficial to move beyond the mentoring philosophy and also convey some of the specific rules of the lab. It is not feasible to concisely list all guidelines related to lab performance or work expectations—however, clearly stating these rules can prevent significant conflict in the mentoring relationship. In our example document, we discuss hours and vacation, detail the overall requirements for lab safety and lab jobs (leaving further specifics to our lab protocols), conflict resolution, and outline how authorship is determined. For research that is theoretical and/or computational, it may be important to discuss policies on working remotely and documentation requirements for codes, while for fieldwork, discussion of expectations related to conduct and safety would be appropriate. Ultimately, you will want to confirm that the expectations that you outline for your mentees are consistent with the rules and regulations of your institution.

Rule 5: Expectations are a two-way street

Just as you will outline your expectations for the mentee's behavior, it is important to outline

what they can expect from you. Mentoring styles differ, and alignment between mentoring style and a mentee's self-identified needs can benefit both parties. For example, a student who wants regular feedback may struggle while working with a mentor who prefers a hands-off approach.

Rule 6: Articulate boundaries

When constructing your expectations, be mindful of the power differential that exists between you and your mentee. The expectations document may be used to communicate professional boundaries, such as whether the mentee will be expected to contribute to work commonly performed by the mentor (e.g., our example includes discussion of assistance with grant preparation, advising other group members). Additionally, you can use the expectations document to articulate personal boundaries. For example, to maintain work–life balance, we have included information in our example on how much time a student should expect for answers to their questions and situations where it would be appropriate for the mentee to call on a personal number.

Rule 7: Work with others to develop your expectations document

Are you feeling stuck or overwhelmed? Getting input from people with different perspectives may make it easier for you to develop your expectations document and determine sections that need more detail or clarification. For example, you may want to discuss your document with your own mentors, colleagues, or your more senior mentees. One especially effective strategy is to develop a small writing group with a few colleagues where each member develops an expectations document over the span of several meetings. In addition to their insights, the peer pressure to have a completed document for the next meeting may help to motivate you to complete this task.

Rule 8: Plagiarism is okay (sort of)

As you look through examples or work with your colleagues, it is likely you will find statements that resonate with your approach. Because one aim of drafting an expectations document is to simplify the job of being a mentor, we would encourage you to ask for permission to copy and/or modify existing statements. Consistent with this, we grant permission for you to copy and/or modify sections of the example expectations document (Suppl. File 1). However, we encourage you to think critically and be certain that any statement that you use truly reflects your actual mentoring approaches—this is essential to prevent sending mixed messages to your mentees.

Rule 9: Encourage regular conversation about the expectations document's interpretation

When first starting in a lab, a mentee's understanding of the expectations document will be largely theoretical. However, as the mentee progresses through their training and sees the mentoring expectations put into practice, new questions may arise regarding the interpretation and implementation of these guidelines. Regular conversations about the expectations document can help maintain an open channel of communication, head off misunderstandings, and provide feedback for document revision. In addition to informal conversations, it may be beneficial to set aside a part of one group meeting each year for this or incorporate it into your lab's evaluation process. These conversations lead to our final rule.

Rule 10: This is a living document

As noted in Rule 1, it is appropriate to start with a smaller expectations document and add or refine content over time as needed. Even for those who start with a complete expectations document, unforeseen situations will arise. In addition, the rules of the graduate program or institution may change over time. Regular revisions to the expectations document allow for these changes in expectations to be incorporated so that all members of the lab remain on the same page.

Conclusions

Like any other type of relationship in a person's life, the relationship between a mentor and a mentee requires intentional effort and clear communication to be healthy and successful. Providing your mentees with a guiding document about the expectations in your research lab benefits all parties. Sharing this expectations document with prospective lab employees can help them assess whether your lab is an environment that is likely to meet their needs and help you avoid a hiring mismatch. Once a mentee has joined your lab, the presence of written expectations can reduce the potential for conflicts and misunderstandings, which are damaging to the productivity and happiness of both the mentor and mentee. We hope that these 10 simple rules help you to develop an expectations document that works for your lab in order to lessen conflict and improve productivity.

References

1. Dolan E, Johnson D. Toward a holistic view of undergraduate research experiences: an exploratory study of impact on Graduate/Postdoctoral mentors. *J Sci Educ Technol*. 2009;18(6):541–9.
2. Solorzano D. *The road to the doctorate for California's Chicanas and Chicanos: a study of Ford Foundation Minority Fellows*. Berkeley: California Policy Seminar; 1993.
3. *Making the Right Moves: A Practical Guide to Scientific Management for Postdocs and New Faculty*. 2nd ed: Burroughs Wellcome Fund and Howard Hughes Medical Institute; 2006.
4. Pfund C, Branchaw J, Handelsman J. *Entering Mentoring*. 2nd ed: W.H. Freeman; 2015.
5. Barker K. *At the Helm: A Laboratory Navigator*: Cold Spring Harbor Laboratory Press; 2002.
6. Pfund C, Byars-Winston A, Branchaw J, Hurtado S, Eagan K. Defining Attributes and Metrics of Effective Research Mentoring Relationships. *AIDS Behav*. 2016;20 Suppl 2:238–48.
7. *Compact Between Biomedical Graduate Students and Their Research Advisors*. Association of American Medical Colleges; 2017.
8. *Compact Between Postdoctoral Appointees and Their Mentors*. Association of American Medical Colleges; 2017.
9. Computational Biology, by Kristyn S. Masters and Pamela K. Kreeger [Masters KS, Kreeger PK (2017) Ten Simple Rules For Developing a Mentor-Mentee Expectations Document. *PLOS Comput Biol* 13(9): e1005709. <https://doi.org/10.1371/journal.pcbi.1005709>].



GEAR HEAD

BY SERGEANT JERROD ANDREWS

With the facility having so many new valuable employees joining the ranks here at the Department of Corrections, some of you may be reading “Gear Head” for the first time. A brief background on me is that I am a contingency planner. I feel the need to be prepared for every situation before there even is one, whether it is keeping extra tow straps or tools in my vehicle or packing a carry-on suitcase when flying with basic necessities just in case the airlines lose my luggage. As Louis Pasteur once said, *Fortune favors the prepared*. If that is the case, then I plan to be a billionaire.

As children, we are blessed with innocence. Kids just go where their parents go and get

fed without thinking of the work that goes into preparing it or even the cost. Holidays come and go as they ask for and receive presents, completely oblivious to the behind the scenes effort it took to get to that point. Things like how we as parents sacrifice that morning coffee or work overtime or put off buying the new car we have always wanted, just to save a buck to help provide a better life for them.

Growing up my father was a self-employed Snap-on franchise owner. He went to work every day without anyone telling him what time to start or when to end. No one was there to cover his shift when he was sick. The work had to get done in order to put food on the table and to keep the lights on,

and like every other task in life, it had its highs and lows. There would be times he would come home from work on one of the low days and simply say, "Pack up. We're leaving." A few hours later we would be on the road in our brown 1987 Ford Aerostar, heading south to our destination. After a 16 to 18 hour night-long drive, we would arrive at our favorite destination, Walt Disney World, just south of Orlando Florida. As we entered the resort I could see the years of stress melt away from my parents, and I caught a glimpse of my dad turning into that adult child who just didn't want to grow up. I called it the Disney bubble. While we were there we were completely immersed in the magic. Disney prides itself on making your trip not just a vacation, but an experience for the whole family. Each time we went we felt as though we were in a different realm. Everything that was going on in the outside world was just set aside and forgotten, as we just enjoyed each other's company, making memories that will last a lifetime.

As dedicated Correctional Officers we have one of the toughest jobs there is. It may not always be physically demanding, but psychologically it can certainly take a toll on us and our loved ones. Often times when walking out of the front gate of Lemon Creek, we feel the need to leave it all behind. Stepping away from our careers for a vacation can not only relax your mind and body, it can also help you to feel re-energized and more focused. Not to mention that it is a great way to reconnect with your family and build incredible memories they will cherish forever, just as I cherish mine. And like my father, my favorite destination

to leave the outside world behind is Walt Disney World.

My family was very fortunate that we had the ability to easily jump in the van and just leave. Living in the lower 48 gave us that flexibility, whereas here it is clearly more difficult and expensive to just pack up and go. As a child though, I did not understand the complexity of planning a vacation. In the 1980's and 90's Disney World was about half the size it is today. Planning a last minute trip could be done on the road in 5 minutes with a phone book and one of those old brick style cell phones. Plus, we went so often we knew when and where to go, what we wanted to see, and the most affordable way to achieve all of this. Fast forward to today and you can easily get overwhelmed with preparing for such an adventure! My goal is to help make the process of "De-stressing" easier for you if you're planning your first trip to Disney World, or perhaps make planning your next trip just a little more simple.

You can go to www.disneyworld.com to begin your adventure and look up hotels and the four theme parks. Create a log-in and you will definitely want to utilize "My Disney Experience" to help plan and manage your trip. There is also an app for Android and IOS device which I highly recommend you use.

For starters you will need to contact Walt Disney World (WDW) and speak to a cast member to get your reservation. They can assist with just about everything. Cast members are a pleasure to work with and are very helpful. However, there is so much more than just asking for a hotel room and

park tickets when it comes to this kind of adventure. Once your reservation is made you can choose what color “Magic band” you and your group would like to wear so they can be mailed to you before departure. These bands, worn on your wrist, will allow you to make purchases with them, act as your room key, your park ticket, and many other useful things during your stay! I’ll share some more insightful tips below.

Getting there alone will take the better part of a day. When traveling with little ones I have found that planning the trip around flights is sometimes necessary. If you can get your time down to less than 12 hours from takeoff to landing, you are doing pretty well. Alaska Airlines offers direct flights from Seattle to Orlando. Although it may be nice to stop somewhere along the way to let everyone stretch out a bit, we prefer to power through it and reduce travel time. Keeping children, or even adult children occupied during the long flight across the country is Step One for being successful. New coloring or activity books are a great way to pass the time. Adding new movies or games to an electronic device with headphones is also a great idea.

Once you arrive at MCO (Orlando International Airport) you can either pick up your bags at baggage claim, or skip it and Disney will take care of your bags for you and deliver them to your resort room. You will need to notify Disney of this prior to leaving home. They will then send you special tags to place on your baggage so that they know to pick them up upon arrival. Be advised that it can take 4-6 hours sometimes for your baggage to arrive at the hotel.

Sometimes after a long journey, a quick freshen up in the room can make everyone feel better. If you don’t have your belongings with you, that may be difficult to do.

No rental car? No problem! Find your way to Disney’s Magical Express pick up in the airport and you will be greeted by friendly cast members to help you find your way. This is a great time to put on your Magic Band, as this will be the first place you use it! Once cast members scan your band, they will whisk you away to your resort with or without your baggage. This also requires notifying WDW prior to departing that you wish to have them transport you. There is no cost in using the Magical Express, though tips for the driver are welcomed. You will relax in a comfortable touring bus as a brief video plays to show you what you will soon be experiencing. Once at the resort you can use early check in and go straight to your room. Your magic band is the key to convenience and you will learn to love it.

Choosing the right hotel is also an important step. I cannot recommend staying on Disney property enough! For starters, the Magical Express is fantastic and a great way to save money by not getting a rental vehicle or UBER to get to the hotel. You will not need one unless you want to explore outside of the Disney property. Disney will transport you anywhere on property and the transportation system is extremely easy to use! There are 3 primary categories to separate all of the resorts. Value resorts start at \$110 a night, moderate \$204, and deluxe at \$332. There are food courts, restaurants, or even both at every resort. They have a

wide array of food for every type of eater no matter how picky they are. Most if not every resort has a bar and is typically located near the main pool. What sets the three categories apart are primarily room size, food options, and the type of pools you will find.

For starters find out what matters to you and base your hotel choice off of that. I have stayed at almost every hotel on property, and one of my favorites is also one of the cheapest. Disney's Pop Century has great food, incredibly fun theming, is recently renovated, and is located in an ideal location for traveling around on the buses to other locations. For a moderate hotel, Caribbean Beach Resort is fantastic if you don't mind walking a lot. It is a very spread out, but very beautiful hotel. The trick is to try and reserve a room close to the food and pool area. Having small children at this hotel is not recommended in case you are not located in an ideal location. Walking a great distance for something as simple as getting a snack from the food court will eventually become a burden. Cast members are always helpful and will do their best to assist you with the location that you like. The Cabins at Fort Wilderness gives you the rustic feeling you may be longing for and they feature multiple beds, a full kitchen and a personal barbeque just outside of your door. They even give you the option of using a boat instead of the bus to get to many destinations.

My top choice for a deluxe resort is difficult to determine. If money were no object, staying in the main area in the Contemporary Hotel would be my dream. The theming and memories I have of this

hotel make me beam with excitement. This is the only hotel where the monorail actually travels through it! The restaurants here are some of the best on property and Chef Mickey is a buffet style, character meet and greet restaurant that is incredibly fun for the young at heart. The Polynesian Hotel is also on the monorail line and offers styling and food choices from the Polynesian culture. Can't make it to Hawaii? This is the next best thing! They also offer a great character breakfast at Ohana's, starring characters like Lilo and Stitch! (Stitch is my favorite character by the way). Animal Kingdom Lodge has an actual African safari in its back yard! Wake up to zebras, giraffes, and many other amazing creatures every day!

There are 4 theme parks which have all undergone major improvements in the last few years, with many more amazing areas opening up in the near future. So much has changed that I can't even begin to tell you about it all! Toy Story Land opens June 30th this year at Hollywood Studios. Star Wars land, which is a massive 15 acre expansion will open in Fall of 2019. Pandora, the world of Avatar opened recently at Animal Kingdom. Like shopping? Disney Springs hosts a variety of incredible shopping and eating experiences sure to please anyone in your group. This is just a small taste of the exciting recent updates to help you leave the stress and complexities of the world behind.

There are many more exciting things to know to help you enjoy your WDW experience and planning is very important. Building "a plan of attack" or what most normal people call an "itinerary" is key to helping you and your loved ones get the

most from your vacation. Before you arrive, be sure to obtain your FastPasses for the attractions you wish to ride. Fastpass is a convenient way to pick a date and time to show up at the selected ride and get right on with little or no wait times. Dining reservations are also very important if you wish to get into that special restaurant.

After watching my father enter the Disney bubble, I can honestly say that I do the same thing upon arrival and so does our very own Superintendent Cordle. Planning is the key to having a stress-free adventure and I cannot emphasize that enough. Making the most of the opportunity to bond and grow closer as a family is priceless. Enjoying those memories in a very safe (I do mean safe! Disney Security is top notch!) and family-friendly environment just makes it that much better of an experience.

If you are planning your first trip to WDW I would recommend getting a Disney approved travel planner or just ask me for free to help you plan your Walt Disney World experience. It is something that I have a passion for and would love to help you. I have much more information and recommendations to share, from what

attractions to ride, where to eat, what to see and how to see it, to getting an inexpensive rental car off property, and a great way to save money while on vacation. Prices vary, depending on the time you are traveling, and Disney offers other discounts and perks throughout the year. Special events include the very popular Food and Wine festival, Epcot's International Flower and Garden Festival, Mickey's Not So Scary Halloween Party, and many more events. And don't worry, even if you don't have kids, Disney has something for everyone!

Stay safe!

Jerrod

Life is a journey to be experienced, not a problem to be solved.

~ Winnie the Pooh

Lemon Creek Correctional Center wants YOU!!



Lemon Creek Correctional Center in Juneau, Alaska is currently recruiting Correctional Officers. To apply go to Governmentjobs.com/careers/Alaska/ and look for the Correctional Officer I position in Juneau, AK.

Why be a Correctional Officer at LCCC:

- Great Pay/Benefits
- Career advancement opportunities
- Premium schedule (7 days on/ 7 days off)
- Generous vacation leave
- Excellent training
- Great community to raise a family



If you have any questions contact Lt. Hoff at (907)465-6288 or Sgt. Headings at (907)465-6205. We are looking forward to talking to you.