

**Board of Juvenile Justice  
Thursday, March 22, 2007  
11:00 a.m.**

**DJJ Central Office  
3408 Covington Highway  
2<sup>nd</sup> Floor – Board Room  
Decatur, Georgia 30032**

**Opening Remarks**

J. Daniel Shuman, Chair

Mr. Shuman called to order the March 22, 2007 meeting of the Board of Juvenile Justice and DJJ Board of Education. He noted the time as 11:00 a.m. He asked that all attendees stand and state their name and organization affiliation.

**DJJ Staff Present:** Albert Murray, Commissioner; Dr. Thomas Coleman; Miguel Fernandez; Gordon Fisher; James Frazier; Steve Hayes; Steve Herndon; Amy Howell; Dr. Thomas O'Rourke; Rafael Rosato-Ortiz; Rob Rosenbloom; Fabienne Tate; Lena Wilson

**Others:** None

After introductions, Mr. Shuman asked those present to please stand and join in the Pledge of Allegiance followed by the invocation given by Commissioner Murray. After the prayer, Mr. Shuman clarified the participation of two Board members by conference call. He then asked for the Roll to be called.

**Roll Call**

Lena Wilson then called the roll.

**Board Members Present:** Larry Barnes; James Kelly; Elizabeth Lindsey; Judy Mecum; Daniel Menefee (conference call); Dr. Edwin A. Risler; J. Daniel Shuman; Sandra H. Taylor

**Advisory Board Members Present:** Judge Quintress Gilbert (conference call); Judge Tom Rawlings; Judge Steve Teske

After Ms. Wilson announced the presence of a quorum of the Board, Mr. Shuman asked for a motion to approve the minutes from the February 22, 2007 meeting of the Board of Juvenile Justice and DJJ Board of Education. Judy Mecum moved to approve the minutes from the February 22, 2007 Board of Juvenile Justice and DJJ Board of Education. The motion was seconded by Elizabeth Lindsey and, hearing no questions or comments, the motion was carried.

Chairman Shuman then called for the Commissioner's Report.

### **Commissioner's Comments**

Albert Murray, Commissioner

Commissioner Murray greeted everyone and welcomed them back to Central Office. He extended a special welcome to the newest members of the Board: Judicial advisory members Judge Steve Teske who attended last month's meeting, and Judge Tom Rawlings; Mr. Larry Barnes of Douglasville representing the 13th Congressional District, and Mr. James Kelly of Alpharetta representing the 6th Congressional District. He stated that he is delighted to have new Board members and that he had the opportunity to meet with them earlier. He informed the new members that Central Office is the location that the Board typically meets in but we also have off site meetings during the summer months, which he will talk about later in his report. He introduced Steve Hayes, Director of Public Affairs and Lena Wilson, Secretary stating that they are responsible for planning Board activity. Commissioner Murray stated that the Board has helped to provide stability to the Department; not only do we use the Board, we need the Board. He added that he has had the pleasure to be in juvenile justice for many years but this is the first time he has had a leadership role that included a board of directors to work with.

Commissioner Murray provided some background information on the Board's newest members:

- ***Judge Steven C. Teske*** is a judge of the Juvenile Court of Clayton County, where he has served since 1999. He is also on the executive board of the Georgia Council of Juvenile Court Judges as vice president and on the Georgia Children and Youth Coordinating Council as vice chairman.
- ***Judge Thomas C. Rawlings*** is a judge of the Juvenile Courts for the Middle Judicial Circuit covering Emanuel, Jefferson, Toombs and Washington counties, a position he's held since 2000. He serves as a member of the Georgia Supreme Court's Committee on Justice for Children and the board of directors of the Washington County Historical Society. And he's an adult Sunday school teacher so that definitely is a fine addition to our Board.

- **Mr. Larry F. Barnes** is a retired administrator in the Douglas County school system. He also taught in the Fulton County school system. He is a member of the Douglas County Board of Education, the Georgia Retired Teachers Association and the Leadership Douglas Board of Directors. Mr. Barnes is a welcomed addition especially in light of our duties and responsibilities as Georgia's 181st School District.
- **Mr. James P. Kelly, III** is the founder and president of Georgia Community Foundation, Inc. and director of international affairs for the Federalist Society for Law and Public Policy Studies. He serves as the official representative of the Federalist Society on the U.S. National Commission for United Nations Educational, Scientific and Cultural Organization (UNESCO). He is a member of the State Bar of Georgia, Georgia Judicial Nominating Commission and the Atlanta Estate Planning Commission.

Commissioner Murray expressed his sentiment, and that of Chairman Shuman, that it is good to have additional new members to serve on the Board. He stated that he believes the strength of the Board is the diversity of its members: judiciary, legal, and education components are all represented. He added that they all bring varied experience to the Department and welcomed them once again.

At this point Commissioner Murray deferred to Chairman Shuman who inquired if the new members had been sworn in. He stated that the Board would like to know when the ceremony is scheduled to take place so that they can show their support. Commissioner Murray stated that the Governor's Office will let them know when that is scheduled to take place and that it will be coordinated through DJJ. Judge Teske stated that depending on how busy the Governor's Office is, there may not be a physical ceremony, instead, it may be done through paperwork. Steve Hayes added that through some preliminary discussions, we may be able to work out a group swearing-in depending on the Governor's schedule.

Continuing, Commissioner Murray stated that former Vice Chair Mary Wilhite will not continue with the Board. Mary has left the Board, but she won't be forgotten. He stated that the Department plans to recognize her service in a more appropriate manner at a future board meeting. Ms. Wilhite is a dedicated public servant who has served on the Board since 2001 and as Vice Chair of the Board since 2003.

Commissioner Murray continued with his report as follows:

**Legislative Services:**

The 2007 legislative session has now completed 29 days. They are currently in recess but will reconvene next Tuesday which will be legislative day 30. That will also be "crossover" day which means that bills must pass at least one chamber for the bill to

remain alive for consideration. Last month our legislative packet was given clearance by the Governor's office and members were provided with a copy. New members will also be given a copy of the report.

Commissioner Murray stated that there were four proposals in our packet. One proposal that we are moving forward on addresses the statute on Commitment of Deprived Children. He stated that we have had good meetings with juvenile court judges, including Judge Teske and Judge Rawlings, on this proposal. He stated that our proposed language will ensure that DJJ receives the youth that we are statutorily mandated to serve. The requirement is that the youth must have a delinquent charge in order to be committed to DJJ. He stated that even though we recognize the need for a child to be properly served, we are not in the business of serving deprived children.

Since the last meeting, Commissioner Murray honored the commitment he mentioned last month to sit down with the Council of Juvenile Court Judges once our legislative packet was approved by the Governor's office. He stated that the meeting with the judges on all of our proposals was a very open and productive one. He added that after the discussions, they decided that it would be in the best interest of the judges, the agency and the children we serve to hold off on moving forward with most of our proposals this year given the late date of the session. And, taking all into consideration, other than the proposal dealing with a deprived child, we will hold on to the remaining parts of the proposals so that the agency and the judges will have more time to discuss and collaborate on the packet.

### **Operations Division:**

The Operations Division through February and March has been managing an increasing detention population. He explained to the new members that the population will be mentioned in just about all of the reports he makes as it is what drives what we do and how we do it; that we have to ensure safety and balance in our detention facilities and our long term facilities. While not unexpected due to the cyclical nature of population trends each year, it remains a focus and a challenge. Commissioner Murray also informed the new members that we have a position called Case Expeditor, which is a key component to help us manage our populations. Essentially, their responsibility is what their job title entails, to expedite cases; making sure that young people do not fall through the cracks and that the Department is making every effort to move these young people and making sure that the right services are being provided to them. They are working hard to use the alternatives we make available to the courts and the district directors along with detention staff to move youth between centers each day to balance our available bed spaces. Over the past several weeks we have remained over capacity statewide but within the 120% allowable capacity. He explained that this capacity was established by the US Department of Justice, who has provided oversight to DJJ for nearly ten years.

Recently questions have arisen in Fulton County regarding the use of our detention assessment instrument (DAI). Local law enforcement in talking to elected community leaders raised concerns. Judge Sammy Jones invited DJJ staff to attend a meeting on the subject to help explain the use of the objective instrument during the intake process. Fulton County Juvenile Court has embraced this process over the years and we were glad to lend support in the meeting. It went very well and all parties came away with a better understanding of how the instrument helps in deciding which youth pose a risk and should remain in detention pending their juvenile hearings. Next week in DeKalb County, Deputy Commissioner Rob Rosenbloom has been asked by the juvenile court to attend a meeting with public defenders and judges related to the use of the DAI. In DeKalb they have started to detain all probation violators regardless of the score and the public defenders have objected to this practice. Our staff will be on hand to clarify how the instrument is to be used and to make sure that the right kids and coming into DJJ and are being placed in the right programs with consideration for their risk.

The Operations Division has worked recently to take a new approach to our gender specific programming for female youth. The vendor we had previously used for a female group home for committed females ended their contract. We have now decided to regionalize these beds. Each region will now have six group home beds specifically offering programming for female youth. This regional approach will allow for the youth to stay closer to their families and support systems. There are cost savings that will allow us to also offer community based female youth programs in the districts. These programs will be evidenced based and open to all females that we serve; not just committed females. Commissioner Murray expressed his belief that this change will work well for the districts and the young people being served.

Deputy Commissioner Rosenbloom represented Commissioner Murray and the agency at the recent meetings of the Council of Juvenile Correctional Administrators and the meeting of the National Juvenile and Family Court Judges in San Diego, California. Mr. Rosenbloom was able to bring back information on various topics that the agency is considering. Some of those topics relate to evidenced based practices, cost benefit analysis of programs to reduce recidivism, and the use of performance measures.

School based supervision continues to expand and as an outgrowth of this interaction with schools comes opportunities to provide presentations to schools and communities about DJJ and delinquency. Commissioner Murray explained for the benefit of the new members that school based supervision is a practice DJJ started months ago, dating back to 2006, which allows our probation staff to work closely with educators in middle and high schools to provide early on site intervention with kids who are about to get in trouble or may already be in trouble. We had a formal program in Richmond County last month and we also did a week's worth of presentations in Burke County. He stated that we will continue to invest in school visits because we know it will continue to do good things for the state of Georgia and for the kids.

Community staff working with sex offender caseloads has been invited to attend joint training sponsored by DHR / Mental Health. The training involves working with sex offenders in community settings. This important topic and responsibility requires keeping up with the latest strategies and effective techniques. Commissioner Murray stated that he will provide more detail about the training and benefits at a later date after this training is conducted.

### **Campus Operations:**

Commissioner Murray reminded everyone of the destruction caused by the recent tornadoes in Georgia and Alabama. He stated that he and Dr. Thomas Coleman, Deputy Commissioner of Programs, had the opportunity to visit the Sumter YDC and the Americus area in the last few weeks and was able to view the aftermath of the tornadoes. He stated that having lived in the mid west he has seen tornado damage before but what he witnessed in Americus far exceeded anything he had seen, as if a bomb had been dropped in the middle of town. The local state hospital was literally destroyed but our facility was spared, which is just a short distance away. As a result of the damage DJJ, specifically at the Sumter YDC, “Americus Recovery” was launched. Utilizing BARJ (Balanced and Restorative Justice), youth groups are assisting in the clean up and a special private fund was established to help affected DJJ families financially.

Property devastation resulting from the March 1, 2007 tornado which struck Americus was wide-spread. Sumter County Sheriff Pete Smith advised Assistant Deputy Commissioner Gordon Fisher and Regional Administrator, Ronnie Woodard that he could use any help available to assist in the cleanup.

Commissioner Murray stated that the decision to use some of the youth for the clean up provided an opportunity to see our youth at work. The youth had only one thing in mind: to help. This type activity involving DJJ youth is somewhat out of the ordinary in that we don't usually make the youth available for community projects, however in light of the devastation, a much needed exception was made.

### **Program Services:**

The Office of Health Services is continuing implementation of the American Heart Association Medical Provider CPR training for DJJ medical staff. Statewide training was initiated on March 12 and is expected to be completed by the end of April 2007. The Department continues to move toward acquisition of AEDs (Automated External Defibrillators) for all facilities; we have recently received demonstrations of various AED units from several vendors and will be making a purchasing decision soon.

Through a collaborative partnership with the Department of Public Health, DJJ is now able to conduct STI (Sexually Transmitted Infection) screenings for only the cost of postage. The Office of Health Services conducted a meeting for Nurse Managers on

February 23 at the DJJ Training Academy. The meeting covered the new STI testing procedures and laboratory procedures. This is an excellent example of DJJ improving on our procedures in a cost effective manner.

The Office of Behavioral Health Services held a 2-day clinical training meeting in Forsyth on March 1st and 2nd to lay the foundation for the New Freedom Treatment Program. The program, which is based on the “Stages of Change Theory and Motivational Interviewing,” will be utilized by DJJ mental health staff throughout the state in providing mental health care to youth in our facilities. OBHS has developed a steering committee which will oversee the implementation, ongoing supervision, coaching and support that will be required to effectively implement this program. Commissioner Murray informed the Board that Rick Harrison, Director of Behavior Health Services, or another person on his staff can share more information on this program if there are questions.

OBHS partnered with the Georgia Department of Education, the Department of Human Resources and the Georgia Council on Substance Abuse to hold the 2nd Annual Summit on Substance Abuse, Mental Health and School Safety and Discipline on March 11–14, 2007 at Callaway Gardens. Miguel Fernandez, Assistant Director of OBHS, served as the DJJ representative in planning and carrying out this event. Approximately 35 DJJ staff was in attendance or served as presenters for breakout sessions. Commissioner Murray, along with State School Superintendent Kathy Cox helped to kick off the summit by welcoming participants and encouraging the various child serving agencies to continue their collaborative efforts around the many substance abuse issues facing our youth.

#### **Office of Training & Development:**

BJCOT graduation is scheduled for March 30, 2007 at 1:30 p.m. at the GPSTC Auditorium in Forsyth, Georgia. There are a total of 57 candidates for graduation. Angela Cosby, District Director, District #7 will be the guest speaker.

Commissioner Murray indicated to the new members that their participation in these ceremonies is welcome and that at some point they may be called upon to possibly serve as speaker for one of the ceremonies. He explained that these ceremonies take place throughout the year and usually involve 50 to 100 officers and other staff who have completed training. He thanked Judge Gilbert for her support and attendance at the last BJCOT graduation on March 2, 2007.

Executive BJCOT will commence on April 1, 2007 with a maximum of 16 participants. The participating candidates consist of new Trainers, Recreation Directors, Assistant Facility Directors and Facility Directors. This group will attend training in one week increments, over a four month period, with graduation scheduled for August.

DJJ will present its second graduating class from our Management Development Program on April 12, 2007 at 10:00 a.m. at Lake Lanier. There are 16 candidates for graduation. Commissioner Murray will serve as graduation speaker with supporting comments from Kennesaw State University Faculty, Cameron and Associates Personnel, Career Concepts Personnel, and The Georgia Pacific Institute Personnel.

DJJ hosted an Executive Forum on Managing Staffing and FLSA Issues on March 13-14, 2007 at the Ramada Plaza in Macon. All Deputy Commissioners and Senior Level Leadership assigned to the field were required to attend. There were a total of 48 in attendance. The primary focus of the forum was to identify issues and possible solutions for maintaining adequate staffing levels and ensuring that the agency is in full compliance with FLSA. Many possible solutions and commitments resulted from this Forum and a task force will be identified to continue with the oversight of identifying strategies and resources needed to ensure compliance with FLSA and to minimize staff turnovers.

The Office of Education and the Office of Training collaborated to ensure that all personnel assigned to Education received their Agency In-Service Training, March 6-9, 2007. This training strategy served as a mechanism to ensure a budget savings to DJJ in regard to hiring substitute teachers and to minimize the staff scheduling concerns when all staff is scheduled throughout the training year. This was a pilot that contained minimum flaws. We will support this training strategy in future training years.

Information on Board training will be distributed soon. Annual Board training is slated for later this summer, most likely in July.

Commissioner Murray mentioned that during the summer we will have some off-site Board meetings that will provide an opportunity for the Board to see some of DJJ operations and for field staff to interact with the Board. Preliminarily, the May meeting is scheduled to take place at the Sumter YDC in Americus; the June meeting at the DeKalb Multi Service Center; the July meeting will consist of Board training and will be held in Central Office; and the Georgia Public Safety Training Center (GPSTC) in Forsyth is being considered for the August meeting.

He then concluded his report and opened the floor for questions and/or comments from the Board.

Elizabeth Lindsey inquired if there had been any recent complaints about overtime and management of individual RYDCs or YDCs? Commissioner Murray asked for clarification, asking if she meant from within the agency. Ms. Lindsey asked if there was specifically any interaction from Washington about people making/formalizing complaints about violating the FLSA. Commissioner Murray responded that he doesn't believe there have been any new complaints. He indicated that in 2006 the agency received some signals that we were having some FLSA issues and it was at that time we

increased our efforts to make sure that we are on top of those issues. He stated that we are in contact with the Department of Labor (DOL) on these issues but feel that we are in compliance with the standards. Commissioner Murray added that Jeff Minor, Deputy Commissioner of Fiscal and Administrative Services, although not currently present, would be able to provide follow-up to the inquiry. He stated that we are having training on this issue to minimize any future problems. We are making progress but this will require constant training and attention.

Dr. Risler inquired about the bills in our legislative packet. He wanted to know about the bill regarding detaining youth under the age of 16 and the current status of the bill. Commissioner Murray deferred to Amy Howell, Director of Legal Services, to address this inquiry. Ms. Howell responded that her understanding is that the bill was passed by the House Judiciary Committee and is hoping to get out of Rules. She stated that Tuesday is day 30, 'crossover' day, and the language in the bill was modified to address status offenders who had no prior offenses and offenders who had prior offenses or were in violation of a standing order, and the process they have to go through.

Judge Rawlings added that the bill, as modified, is in line with what federal law requires that was a needed change and a little less severe than the original proposal. Judge Teske stated that from a CYCC standpoint, it's who's responsible for auditing the statute that would be the standards by which we are audited, which would be a perfect fit. He added that he supported Judge Rawlings' recommendation.

Sandra Taylor inquired if there was anything new from the Georgia Accounting Office (GAO) regarding the report they received regarding medical audits.

Dr. Thomas Coleman, Deputy Commissioner of Programs, responded that an audit was conducted by GAO about 1 ½ years ago after which we submitted our report. They then requested additional comments from us. After attending a hearing a year ago, they have asked us to notify them of any changes or corrective actions we have taken. This response was due on March 16<sup>th</sup>, which they have received. He indicated that a copy of the information was distributed to the Board. Ms Taylor acknowledged that this was the correspondence she referring to and wanted to know if they should anticipate any further hearings. Dr. Coleman responded in the negative, stating that this was just a follow-up. He added that, based on the recommendation from the Governor's Office, AC Kearney, came out looking at costs and efficiency. Once they reviewed our system of purchasing medication, they thought it was a model system and wanted to use it and talked with other agencies about our system. He added that Dr. Michelle Staples-Horne, Director of Medical Services, is part of an informal policy group they put together.

Hearing no other questions or comments, this session was concluded.

Chairman Shuman then asked for a motion to close the regular meeting of the Board of Juvenile Justice to convene the meeting of the DJJ Board of Education. Sandra Taylor

moved to close the regular meeting of the Board of Juvenile Justice to convene the meeting of the DJJ Board of Education. The motion was seconded by Elizabeth Lindsey and carried.

### **Education Update**

Dr. Thomas O'Rourke, Associate Superintendent  
DJJ Office of Education

Dr. O'Rourke greeted everyone and welcomed the new members to the Board. He informed the new members that, each month, he provides an update of the education program to the Board.

Following on Commissioner Murray's comments about Board training, Dr. O'Rourke stated that it is legislated that the Board receives training annually and that information will be distributed as soon as it has been finalized.

Dr. O'Rourke notified the Board of the following:

- As the 181<sup>st</sup> school district in Georgia, we are subject to the same guidelines as all other school systems in the state.
- A plus to our system is that we meet all the state standards. We are also required to comply with all of the Federal IDEA Standards which relates to the identification of special education students.
- In our school system, about 40% of our students are identified as having special education needs
- We are responsible for meeting the requirements of the 'No Child Left Behind' legislation: accountability, qualified teachers, etc.
- Our school system is SACS (Southern Association of Colleges and Schools) accredited.
- A link to education can be found on our web site through the internet and intranet.

Dr. O'Rourke also notified the Board that we are a part of the statewide testing program and kids in our system are being tested throughout this month and next month. In addition, we have regional principals throughout the state; five regions that serves our RYDCs and YDCs. We have a new regional principal, Dr. Gregg Maybin in Region V.

After hearing no questions or comments, Dr. O'Rourke concluded his report.

Chairman Shuman called for a motion to adjourn the meeting of the DJJ Board of Education. Dr. Risler moved to adjourn the meeting of the DJJ Board of Education and reconvene the regular meeting of the Board of Juvenile Justice. The motion was seconded by Elizabeth Lindsey and carried.

## Chair's Comments

J. Daniel Shuman, Board Chair

Mr. Shuman announced that the next scheduled meeting of the Board of Juvenile Justice and DJJ Board of Education will be April 26, 2007 at 11:00 a.m. at Central Office.

He stated that because Mary Wilhite was not reappointed, the position of vice chair has become vacant. He added that all the Board officer terms expire in July and he will have the Executive Committee name a Nominating Committee next month and have a slate of officers rather than naming that one position at this time.

At this time Dr. Risler commented that he surprised Rob Rosenbloom by attending one of his regional meetings. He stated that the meeting was well attended and he was impressed with the way Mr. Rosenbloom ran the meeting. There was a committee group of people to include Adam Kennedy who was recently appointed as Regional Director of Region V.

Commissioner Murray stated that he was pleased that Dr. Risler was able to attend and he welcomed all Board members to attend any of our standard meetings as their participation will help to enhance the meetings. He stated that they can come as a surprise or by notice.

Judge Gilbert welcomed the two new judges, Judge Rawlings and Judge Teske, to the Board and offered her support during their transition period. She encouraged them to attend the graduation ceremonies and make visits to the facilities.

Hearing no other questions or comments, Chairman Shuman asked for a motion to adjourn.

Sandra Taylor moved to adjourn the March 22, 2007 meeting of the Board of Juvenile Justice. The motion was seconded by Judy Mecum and carried. The meeting was adjourned.

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J. Daniel Shuman, Chair  
Board of Juvenile Justice

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Albert Murray  
Commissioner

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Dr. Ed Risler, Secretary  
Board of Juvenile Justice