

**Board of Juvenile Justice
Wednesday, June 18, 2008
7:00 p.m.**

**DoubleTree Hotel Historic Savannah
411 West Bay Street
Savannah, Georgia**

Opening Remarks

J. Daniel Shuman, Chair

Mr. Shuman called to order the June 18, 2008 meeting of the Board of Juvenile Justice and DJJ Board of Education. He noted the time as 7:00 p.m. He asked that all attendees stand and state their name and organization affiliation.

DJJ Staff Present: Albert Murray, Commissioner; Tom Coleman; Tom O'Rourke; Spiro Amburn; Nathan Cain; Steve Herndon; Steve Hayes; Pam Sloane; Jack Catrett; Adam Kennedy; Patricia Merritt; Brenda Davis; Kevin Foard; Keith Foard; Jackie Dixon; Jimmie Hooks; Mitchell Burley;

Others: Todd White, Attorney General's Office; Connie Murray; Eva Lou Shuman; Otis Johnson, Mayor of Savannah; Jeanne Seaver; Pete Liakakis, Chairman, Chatham County Board of Commissioners; Morgan Peek; Deborah Teske

The Chairman asked everyone to stand for the Pledge of Allegiance, followed by the invocation given by Chairman Shuman.

Roll Call

Chairman Shuman asked for the roll to be called. Steve Hayes conducted the roll call of attendance.

Board Members Present: Larry Barnes; Michael Baugh; James P. Kelly; Perry McGuire; Judy Mecum; Daniel Menefee; Dr. Edwin Risler; J. Daniel Shuman; Stephen Simpson; Elaine Snow; Sandra Taylor; Van Herrin; Bruce Garraway; .

Advisory Council Members Present: Judge Quintress Gilbert; Judge Steven Teske

Noting the presence of a quorum of the Board, Chairman Shuman asked for a motion to approve the minutes from the May 22, 2008 meeting of the Board of Juvenile Justice and Board of Education. Stephen Simpson moved to approve the minutes from the May 22, 2008 meeting of the Board of Juvenile Justice and Board of Education. Judy Mecum seconded the motion. Prior to the vote Board member Sandra Taylor asked that the minutes be corrected citing a comment attributed to her on page 21 that should have been attributed to Board member Judy Mecum. Noting the correction the chairman called for the vote and the motion was carried.

Commissioner's Report

Albert Murray, Commissioner

Commissioner Murray began his report by calling members attention to the fact that the Board had visited Savannah last year and held the meeting in conjunction with the board training as they were doing so this year. Commissioner Murray stated that Savannah was a great city to visit and to live and that no excuse was needed to come to Savannah. He welcomed all staff, board members and guests. He greeted staff from the multi service center and mentioned it was expected that other guests would arrive including Mayor Otis Johnson of Savannah.

Commissioner Murray noted this was the first of the off-site board meetings for this calendar year. Two more will be held but the first is here in Savannah. He acknowledged the planning that took place by the Office of Public Affairs in order to have the board meeting take place away from Central Office. Commissioner Murray noted that board members were welcome to tour the Savannah RYDC and multi service center and asked them to contact RYDC Director Rodney Dinkins. He added that the agency is very proud of the operations here in Savannah. Commissioner Murray noted the next meeting in July would be in Reidsville (Georgia State Prison), adding that it would be a very interesting board meeting and the agency wanted board members to get a view of the extreme end of the criminal justice system where our young men and women wind up if they do not succeed in DJJ and are later convicted and sentenced as adults. Commissioner Murray stated the prison would give board members a good look at prison life and how it differs from life in our juvenile facilities. He added that he hopes for a good turnout of board members next month for that board meeting.

Commissioner Murray continued and referenced the central office reorganization plan that he sent to the board members earlier in the month. He stated that he had created a fourth division within central office. The agency had operated with three major divisions for about four years and after having time to evaluate the central office he felt like the agency could be more efficient by reorganizing. The new division is called the Division of Administrative Services. The Commissioner has appointed Amy Howell as of July 1 as the newly appointed deputy commissioner of the new division. The Office of Legal Services, Classification and Transportation, Investigations and Apprehensions, Training and Human Resources will all be part of this new division. Jimmy Taylor will serve as the interim deputy commissioner until he retires later this year. He stated the goal was to bring more balance within the central office. Jeff Minor does an excellent job but both he and the commissioner agreed the original division under Mr. Minor was too large; it was an extremely big division, so much so it was difficult to deal with all the day to day issues. Long term and short term, the Commissioner believes the reorganization will make us more efficient and once again bring about more balance among the now four divisions. He added that the reorganization was completed with existing resources. No new positions or resources were allocated to these changes. He state that some may recall that the agency had the chief of staff position (now vacant) and it has been reallocated as the new deputy commissioner and some other changes have been made, again done within the agency's resources. Along with this new division the names of the existing divisions have been changed. Deputy Commissioner Rob Rosenbloom's division (Operations Division) will become the Division of Community Services and Intake as of July 1. Deputy Commissioner Dr. Tom Coleman's division which is now Program Services will become Programs and Secure Campuses as of July 1. Rob will continue to manage detention centers and community services and Dr.

Coleman will continue manage the YDCs and program functions. The functions don't change, just the titles. Steve Hayes' office, now the Office of Public Affairs, will become the Office of Media and Public Relations as of July 1. He concluded by saying these changes are made to better reflect what these divisions do and to make DJJ stronger as an agency. He asked all to congratulate Amy Howell when possible. She has served the agency well for three years as legal director and has demonstrated the readiness for the role that he's placed her in and he stated he's looking for good things from this new division.

The commissioner added more about Amy Howell. She was installed recently as president-elect of the Young Lawyers Division of the State Bar of Georgia. She was sworn in by Judge George Carley of the Supreme Court of Georgia at the organization's annual meeting at Amelia Island, Florida, June 5-7. Ms. Howell also received the Young Lawyers Division Award of Achievement for Outstanding Service to the Public for her work on the model juvenile code.

The Commissioner continued his report by thanking Board member James Kelly and Advisory Council member Judge Quintress Gilbert for taking part in the agency's juvenile code rewrite committee which has begun to meet. The committee has had several good meetings at the central office and progress is being made. He thanked them for coming out and taking part. The committee is led by Amy Howell. It is important that the agency review the proposed new juvenile code and prepare to participate in possible legislation that may be derived from it.

The Commissioner then briefed the Board about the agency's strategic planning. He briefly paused to welcome Savannah Mayor Otis Johnson who arrived. The (strategic planning) effort is the result of recent requirements communicated to DJJ from the Governor's office through the Office of Budget and Planning (OPB). Some of the important changes related to format, time frame and realignment of objectives to accomplish DJJ's mission. A consultant firm was hired that is used by both the Governor's office and other state agencies to facilitate the process. The time frames required by OPB for agencies to submit plans were very tight due to OPB's desire to match agency planning processes with the budget submissions required in September of each year. The agency determined very little was needed to change in DJJ's mission, vision and value statements. Instead a re-ordering of agency goals and objectives is where most of the work occurred. The goals as they were reestablished were to assure a continuum of high quality of services prevails. The objective is to offer the right service at the right time at the right place. Another goal is to establish successful outcomes to maximize the impact of the agency.

Commissioner Murray paused to greet Pete Liakakis, Chairman, Chatham County Board of Commissioners, who had arrived. The third goal is to promote partnerships, collaborations, to maximize positive impact on youth and families and maximize the effectiveness of our physical, human and financial assets.

The agency's WIGS, Wildly Important Goals, will represent our important objectives for the year. Scoreboards will be created to measure success in the following areas:

WIG A – Secure facility incidents; reduce self harm and youth on youth incidents

WIG B – Capacity management; creates RYDC and YDC days of operation within rated capacity

WIG C – Successful completion; new outcomes and objectives regarding no new offenses while youth are in our care.

Again more information will be available as the agency works to finalize and implement this plan.

He continued by moving to Campus Operations within the Program Services Division which will become Programs and Secure Campuses as of July 1. Campus Operations reminds all board members of their monthly youth development campus meetings held monthly at facilities or central office. The meetings allow for tours of the host facility and opportunities to share key information with staff. The next meeting will be at the Bill Ireland YDC June 25th at 10 a.m. A copy of all YDC meeting dates and locations have been provided to board members. As the meetings come to the board members' areas, or anytime the members choose, they are invited to attend these meetings. The Commissioner said there is a good information exchange and you can get really good information about what is going on within DJJ facilities (YDCs) as well as information about agency challenges and progress being made. He encouraged Board members to attend when and where they could.

On May 9th GED graduation ceremonies were held at the Bill Ireland YDC for ten current and former residents. The guest speaker for the event was Mr. Terry Sellers, head basketball coach from Georgia College and State University. Students were presented their diplomas and special gift items from the campus. Following the event students, teachers and guests enjoyed a luncheon prepared by the facility's dining staff. The youth at Ireland will play a major role in the Big Read grant program received by the Georgia College and State University in Milledgeville. The Big Read grant is an initiative of the National Endowment for the Arts designed to restore reading to the center of American culture. The NEA presents the Big Read program in partnership with the Institute of the Museum and Library Services and in cooperation with Arts Midwest. The Big Read project brings together partners across the country to encourage reading for pleasure and enlightenment.

The Augusta YDC has earned the Good Neighbor Award for contributing more than any other DJJ facility to the (State Employees) charitable contribution campaign held in 2007. Commissioner Murray says the agency wants to congratulate YDC Director John Brady and his staff for that initiative. Every year the state government agencies in Georgia participate in an employee contribution campaign for charitable contributions. The Augusta YDC raised more than \$6,000 for charitable organizations in Georgia and that represents a really good effort on Augusta's (YDC) part. Commissioner Murray also noted that as an Agency DJJ won the Governor's Award for charitable contributions this year. Saying it was quite an accomplishment, he commended DJJ staff for the good effort. DJJ was one of just two state agencies to win the Governor's Award for increased contributions.

A milestone has been reached in the implementation of the substance abuse treatment program in DJJ's long term facilities or YDCs. All necessary staff have been hired and training has been completed in the implementation of the Seven Challenges Treatment Program. The new residential treatment units at Eastman and Sumter have been brought on line. DJJ now has units at three YDCs, which are Ireland, Eastman and Sumter, and that represents 97 beds dedicated to substance abuse. The residential treatment units provide services for youth identified as having more severe substance abuse treatment needs. Commissioner Murray stated the 97 beds would be put to really good use. All long term YDCs have implemented the Seven Challenges Substance Abuse Treatment program on an out-patient basis. On-site program reviews will be

conducted in August by the Seven Challenges organization which will be monitoring DJJs progress of program implementation.

Commissioner Murray moved to the Operations Division. He noted the division has experienced several retirements of significance. He stated that all retirements are significant. He began with Assistant Deputy Commissioner James (Jim) Frazier. Mr. Frazier is leaving the agency after three years due to health reasons and will move back to California, which is his home. Commissioner Murray stated he hoped that all had met Mr. Frazier and gotten to know him. The commissioner said he could spend the rest of the evening talking about Jim Frazier because he believes Mr. Frazier is in a category all by himself as far as a juvenile justice professional is concerned and as a man. Commissioner Murray continued saying Jim Frazier worked with him in the state of Kansas when he (Commissioner Murray) served as commissioner there. Commissioner Murray recruited Mr. Frazier to Kansas from the state of California. He called Jim Frazier one of his strongest supports that he had during his tenure in that state. Commissioner Murray called Frazier an asset in so many ways during his tenure here in Georgia. He will greatly be missed by the Department of Juvenile Justice. A retirement activity will be held for Jim Frazier in central office on June 26th. Participation by the board members was requested if they could attend.

Preben Heidemann, Regional Administrator for Region III retired on June 1st. Preben has worked for the agency a long time for Region III which covers much of metro Atlanta. The interviews for this position will be held in the next few weeks. Also District 11 Director Rudy Gordon retired June 1. District 11 includes the Valdosta area and wide geographic area in South Georgia. Commissioner Murray stated these were significant DJJ managers who have served Georgia and the Department of Juvenile Justice for many years.

Several initiatives that were in the planning stages have been implemented as of June 1. The Intensive Supervision Program has been modified to be more evidence based by adding a counseling program and refocusing on supervision of high risk youth in our communities. All juvenile court judges in areas served by these teams are being directly contacted by district directors and their staff to share information regarding these changes. The new program is called HITS; High Intensity Team Supervision. This has been discussed before in previous board meetings so it won't be dwelled on but DJJ does want board members to be aware of the change. Also implemented in June was the revised CRN, Comprehensive Risk Needs assessment tool, used by DJJ to determine the supervision level of youth and to form the basis of their service plan. All probated and committed youth will now receive the same assessment. Before this change committed youth received a more comprehensive assessment (than probated youth). However with the change all youth both probated and committed will receive the same comprehensive assessment.

Finally Deputy Commissioner Rob Rosenbloom was an invited speaker at the Independent Court Association (conference) which took place last week. Mr. Rosenbloom presented on the relationship of DJJ to the courts and on alternatives to detention. Commissioner Murray stated that building these relationships is important to continue to improve the juvenile justice system as a whole in Georgia, so the agency is pleased that he could participate in that conference.

Moving ahead to the Office of Training, the Commissioner thanked to Dr. Craig Ferguson, director of the Macon RYDC for serving as graduation speaker for the May 2008 graduation at

the DJJ academy. The next graduation is scheduled for June 27th at 1:30 p.m. at the DJJ academy. The speaker for that graduation will be Gordon Fisher, assistant deputy commissioner for Campus Operations. Again the Commissioner afforded board members a welcome to attend if they could be there.

Commissioner Murray noted that he from time to time lobbies the board for commencement speakers. Once again he would like to make an appeal to new and older (veteran) board members to sign up for a time and date to speak to DJJ new recruits as they come through the academy. He added it is good for the recruits to hear from him and staff but that it is also good for them to hear from board members and to know that the board and the agency work very closely together. He welcomed board members' participation in upcoming graduation ceremonies.

In preparation for the next phase of the customer services training rollout to all DJJ employees all Office of Training trainers and some of the facility based trainers will participate in the Governor's Office sponsored Art of Exceptional Customer Service Train the Trainer course, which will be held July 8-12 at the DJJ academy.

The OJJDP National Youth Gang Symposium is scheduled for June 23 - 25 in Atlanta. It is cosponsored by the Boys and Girls Club of Atlanta and will be held at the Hilton. 13 DJJ staff are being sponsored to attend and board members if interested can attend.

Keisha Stanley who is a JPPS specialist II and the DJJ customer services employee of the year has requested to attend the upcoming APPA conference to be held in Las Vegas, Nevada August 3 - 6. The Commissioner reminded board members they would recall that this was the young lady who was recognized at the last board meeting in May and as a part of the recognition she was given the choice of a staff development conference to attend and she's decided to go to Vegas. (Audience laughs) Commissioner Murray laughed saying he's surprised she would choose Vegas. The Commissioner said he's sure Ms. Stanley will represent the agency well. The Office of Training will facilitate her registration and attendance.

Regarding intranet access, the Commissioner stated he knows that a couple of board members have successfully logged onto the Web site and completed the HIPAA training and completed the network access form and he's glad of that, however the HIPAA training is changing so therefore he requested the members hold off on completing the tasks and await further instructions since the process is changing and DJJ doesn't want to put members through the process twice. He asked board members to look for additional information forthcoming from Steve Hayes (OPA). The Commissioner noted as previously discussed this process will give board members access to the DJJ intranet and they will be able to get summaries of the department's OCI reports as previously discussed. It just can't be provided right now because of the changes that are taking place. The summaries (OCI) are ready or the latest is, so please allow these issues to be worked out and the summaries will be available in short order.

The Commissioner surveyed board members to determine if any knew who Clifford Harris is. Continuing he stated that Harris is known in the entertainment business as T.I., a highly recognized rapper who has also made some movies. T.I. has also made himself known for being charged with possession of guns, silencers and possession of firearms as a convicted felon. Mr. Harris is going to have to serve some time but as part of an agreement with the court, his

attorneys have worked out for him to perform a thousand hours of community service and Mr. Harris has made presentations at a number of schools around the state of Georgia and some churches. He's appealed to DJJ to be allowed to talk to some of the youth in the agency's facilities. After some thought and some reservation the Commissioner stated he decided to make an exception and allow Mr. Harris to come into the facilities and talk to the kids. So far so good, stated the Commissioner. He's been to two facilities, one YDC and one RYDC. There's no question he has the attention of the teenagers probably in ways that we'll never have and he actually has a good message considering what he's been through and what he's going to go through. Commissioner Murray stated this was allowed and will be evaluated to determine how much more of this activity may continue or be allowed. The Commissioner said he wanted to make the Board aware of that situation and that he would keep them informed.

Finally back on June 6th DJJ staff including the Commissioner, Assistant Deputy Commissioner Steve Herndon (Program Services), Rick Harrison, director of Behavioral Health, Nathan Cain of the public affairs department (office) sat for an interview with Gisselle Gabe (Guh –bay). Ms. Gabe is a filmmaker from Singapore working on a documentary about juvenile justice in the United States. She hopes to use her film to garner interest for a youth empowerment program in Singapore where she lives. Her ultimate goal is to start a youth empowerment program to teach job and life skills to ex-offenders. DJJ's participation was requested at the last minute by former DJJ Commissioner George Napper. Ms. Gabe indicated DJJ would receive a copy of the final product (film). The Commissioner thanked Steve Herndon, Rick Harrison and Nathan Cain for being a part of that. The Commissioner noted DJJ would be displayed in Singapore hopefully in a good light.

The Commissioner concluded his report and opened the floor for questions or comments.

Board Secretary Daniel Menefee took the floor and said he had recently attended a presentation by Clifford Harris in Columbus. He stated Mr. Harris gave a very responsible presentation to some local youth. Mr. Menefee described it as very "heartfilled." Mr. Menefee said Mr. Harris admitted his mistakes and the kids were very receptive to the message and it was very positive and if you would have not known the past trouble he (Harris) was in you would have thought it was a great, great message, which it was. The first thing Menefee said he thought, was hopefully Harris could talk to some of our (DJJ) children and know he can see that he already has. Menefee continued saying he thought it was a positive move (by DJJ to allow Harris in to speak to DJJ youth) and he believes Harris has some very responsible people around him to ensure that his message is going to positive and to the point. Menefee says he was very impressed with it.

Chairman Daniel Shuman then recognized two guests attending the meeting. The first was Savannah Mayor Otis Johnson. Mayor Johnson greeted everyone briefly stating he was glad to be at the meeting and that he had attended it before (last year at this time in Savannah). He continued saying he just wanted to thank the Board and DJJ for all the work they do here (Savannah) and across the state.

Next Pete Liakakis, Chairman, Chatham County Board of Commissioners took the floor. He acknowledged the Mayor's comments stating it was really important that they are partners in the community. He said he can see real successes the Department of Juvenile Justice has had in the past and it is important that we have more participation because in Savannah juvenile crime has gone up, and with innovative things and programs it can make a real difference in reducing

juvenile crime and hopefully that reduction will be seen in the not too distant future. Chairman Liakakis continued by saying he and the Mayor are committed to doing the things that they can do. He said if you look at the things the Mayor has done including the recent meeting he had which was concentrated on juveniles and many community leaders attended; much information was given out about the juvenile programs and what the city was doing in that area. Working together he stated that he thought we're going to have some good results and he thanked everyone because he knows this juvenile situation we have here (Savannah) and around the state is a complex problem. He added that we are working and doing the things that are necessary and showing that we have that love for one another and that we can make a big difference. In closing he thanked everyone.

Mayor Johnson made an additional statement citing the recent town hall type meeting he conducted. Mayor Johnson said he wanted to thank Commissioner Murray for attending along with his staff.

Customer Service Update

Dr. Thomas O'Rourke, Customer Service Chairperson
Department of Juvenile Justice

Dr. Tom O'Rourke, DJJ's customer service chair, took the floor. Dr. O'Rourke opened with information concerning the University of Georgia survey that was completed about two years ago to give the agency a baseline as to what the agency's needs were in order to have quality customer services within the agency. Dr. O'Rourke stated another survey was conducted and once all the data is pulled together and compared with the baseline data from the original survey a report would be given to the board. He added as a part of the survey there was an assessment of DJJ's customer service initiative and employees within the agency were asked about customer service and what they knew about it in relation to what they knew about it prior to the initiative. A couple of questions included to staff were if they were now being recognized for good customer services and there were tremendous results with about 95 percent of the staff indicating they were now being recognized by their supervisors and their fellow employees. Dr. O'Rourke said as a result the agency feels like the initiative has moved along very well. Another thing asked of employees was did they know about the policies that have been put in place related to customer service and were the policies being communicated to them. Again the result was upwards of 95 percent of the respondents being very cognizant of the DJJ policies and they felt like they were being communicated to them well. Another major point or another major area within the area of customer service was that DJJ wanted to make sure we had point of contact people and so as a part of this internal employee survey the staff was asked did we have point of contact people in our RYDCs, YDCs and other offices. Dr. O'Rourke said the results to that question were very favorable. Also as a part of this internal customer service survey DJJ staff were asked about visual aids and were they getting enough information and again were they aware of the emphasis being placed on customer service within DJJ both internal and external. The results of that as far as the brochures, posters and the Web site have been very favorable. All of the information the agency is getting back from our employees is that they realize customer service is something the agency wants to spend a lot of time on and the Commissioner has made it a very high priority and it seems more and more people are very much aware of it. The final question to this rather extensive survey was whether the agency's customer service initiative makes a difference and as employees did they feel it made a difference. 93 percent of

the employees were very much aware of it and felt it did make a difference in the job that they're doing. They're far more cognizant of the people that they work with daily again both internally and externally. Dr. O'Rourke said next the agency will take the results of this internal survey and put plans together for customer service for next year. He says the information received shows some good steps have been taken by the agency but also shows some areas where improvement is needed. It's an initiative that there's been a lot of emphasis put on it and we're moving in the right direction and our people are very much aware of it. Dr. O'Rourke concluded his report.

REGION V Update

Adam Kennedy, Regional Administrator

Adam Kennedy, Regional Administrator, Region V, greeted the chairman, the commissioner, board members and the meeting participants. Kennedy thanked Mayor Otis Johnson for his child advocacy that he gives to the department. He added that Mayor Johnson was a social worker and was the first director at Youth Futures Authority in Chatham County which was a flagship as far as a model for the nation as far as how community collaboratives get organized and he called the mayor a good partner for the agency. Kennedy again thanked the mayor for the support he gives DJJ.

Kennedy thanked County Commission Chairman Pete Liakakis for the support given DJJ by the county because DJJ works very closely with the juvenile court and the judges, (Kennedy) calling it a real good team effort that he and the mayor have been able to enjoy. Kennedy then referenced the chairman (DJJ Board Chairman) as being the person who hired him into DJJ 24 years ago and the chairman was his first boss and always told him to keep it short and he still tells Kennedy that so his (Kennedy's) staff will attempt to keep the presentation just as short as possible and he hopes the chairman will be proud of him after the presentation is completed.

Kennedy began his presentation stating you hear much about the facilities but lack hearing about what's going on in the communities. He said he's glad the mayor and county commission chairman are present to hear what is actually happening in their community with the collaborative DJJ has with the school system. Kennedy continued referencing his staff's PowerPoint presentation that included the hard copy slides that had been distributed to the board. Kennedy introduced from the Savannah RYDC; Kevin Foard and Mitchell Burley. Foard is a special education teacher and Mr. Burley is a juvenile detention counselor. Kennedy also referenced Keith Foard, Kevin's twin brother. Other local region staff introduced by Kennedy included Brenda Davis, the multi service center manager and Jimmie Hooks is the assistant director over programs at the Savannah RYDC at the meeting representing the director of the facility, Rodney Dinkins. Kennedy turned the floor over to his staff.

Kevin Foard began by saying they had prepared 250 slides but Adam Kennedy said to break it down, to which the audience responded with loud laughter. Foard, as a special education teacher, stated he loves what he does. He came to the RYDC as a teacher from the alternative school in Savannah, Georgia. He said that what he saw when he got to the Savannah RYDC was that a lot of the children from the alternative school were being transferred to the RYDC on a week to week basis. He saw a need to reach out to the community at that point. He referenced their presentation saying he and Mr. Burley put it together to show what has been done to reach out to the community in Chatham County.

Mr. Burley, a juvenile detention counselor at the Savannah RYDC, took the floor. He spoke about the Scott Learning Center in Savannah where troubled youth go to when displaced from their home schools and where they learn skills they need to go back to their home school. Burley pointed out to the Board that before the collaboration involving the center and the Savannah RYDC, the principal at the center made the comment that no one had taken the time to approach the center and try and address the problems (with troubled youth). Another effort was to foster collaborations with the community in order to bring about change. Topics addressed with the youth at the center included discussing consequences of bullying and the use of “catchy” phrases to keep the youth motivated and involved. Burley continued saying parents were involved in trying to build a collaborative with the community. He stated that there is among some in the community a negative stereotype of DJJ and as an agency we want to counteract that negativity, by saying we are here to help you and communicate any way we can to build that partnership and support that we graciously need. Burley said the collaboration is needed on both sides of the fence. Organizations, groups and businesses make up the community collaboration with DJJ. Chatham Parkway Lexus participated by speaking to the youth about building a business from scratch and entrepreneurship. Mr. Burley concluded his part of the Region V presentation by emphasizing the need to continue to work and strengthen community partnerships that would benefit the RYDC.

Keith Foard, juvenile program manager, took the floor. Another part of the partnership with the Scott Learning Center DJJ has is two school based probation officers located on campus. Key roles include working in collaboration with school personnel to ensure successful educational experiences for the students, promoting daily school attendance to DJJ committed youth and also participating in other programs designed to promote school attendance by committed youth. Also encourage parent participation in the child’s student success plan. Probation officers also supervise the youth that are assigned to the alternative school due to expulsion or suspension and youth who are designated felons. They monitor attendance, grades and behavior and utilize the graduated sanctions program for youth who are violating and are not attending school. They also participate in students’ SST plan (Student Success Team meetings), and parent-teacher conferences. DJJ collaborates with school personnel on behalf of students’ educational success. He added that since we’ve been involved with the school grades and attendance have improved as well as parental participation. We also try to get into schools to touch base with the younger kids, 11-12 year olds. He introduced Brenda Davis to talk about a program in the elementary schools.

Brenda Davis, Multi-Service Center Manager spoke of Project 5th Gear. It is about educating youth about staying out of trouble with the law. Basically this program is about prevention awareness for fifth graders making the transition from elementary to middle school. The goal is to build student awareness of the juvenile justice system, educate students on the consequences of negative peer pressure, educate students about bullying and encourage students to establish healthy relationships. Resources used in the program are the juvenile probation and parole officers, juvenile detention counselors, (she referenced Mr. Burley as being one that has helped out in the program) and JCOs in the RYDC. The regional case expeditor has participated and staff uses the Multiple Choice video provided by CYCC and also the Chatham County School District’s Student Code of Conduct. They also supply the kids with bullying cards and handouts and gift certificates for those students once staff completes the presentation (to the students). Future expansion plans include expanding the 5th Gear program to the PTA meetings to educate

the parents about students transitioning from elementary school to middle school. Possible expansion of the program to other schools in which DJJ has probation staff is being considered. Development prevention workshops for middle and high schools focus on gang prevention, abstinence information and awareness of consequences of the seven deadly sins; prosecution as an adult at age 13 through 16. These are done so through collaboration with the RYDC, the multi-service center and the juvenile court staff. Additionally the region has developed a school liaison position to be responsible for coordinating the teams and carrying out prevention activities such as Project 5th Gear with schools and to assist students who are attending school. A gang component to the program is also being added that will be facilitated by trained JPPS staff. She concluded by reading the final PowerPoint slide which stated that nothing would be possible without the tireless efforts of the staff at the Savannah RYDC and the multi service center. She ended by saying she's glad to be a part of a great team more than willing to help her with her project and she likewise was more than willing to help them with their project and the alternative school.

Adam Kennedy again stepped to the podium saying that one of the things that the department is trying to figure out is how we can do more in the way of prevention. He stated that we find it hard often times to get involved in prevention because of the high number of cases that we have to deal with day in and day out. This was an opportunity, in fact one of the few in the region, that we can say we are actually involved in a prevention program in Chatham County. For example Kennedy referenced the negative connotation that kids that go to the Savannah RYDC are the troublemakers and that Savannah kids are worse than any other kids. He added that staff really want to make a difference and shed the light to the community that good things are happening at the Savannah RYDC.

On the other hand, referencing the school based supervision; Kennedy said this was an initiative that was championed by Commissioner Murray and started within the department several years ago and it has really been a huge success. Referencing staff he said they mentioned about how attendance and grades have improved and these are good things that are happening that we can go back into the community and say we are doing things that are making a difference. Especially with the school based supervision program DJJ can show effective case management on site in the school system whereas when a kid has a problem they can be redirected and have that immediate contact and that's making a difference in the success rate. He said these are two programs that the agency feels are really making a difference in Chatham County and he's grateful the Mayor and County Commission Chairman were here to hear this as well as the board members. Kennedy then complimented his staff calling them some of the brightest in DJJ.

Board member Stephen Simpson identified himself as representing the 8th district which is Macon. He stated how impressed he was with the presentation, staff and their enthusiasm.

Simpson asked how the 5th Gear concept came about. Brenda Davis says she came up with the idea. She stated she has a fifth grader and she's talked to him about some issues and that most of our (DJJ) population is at the middle school age. She thought about her own kid making the transition to the sixth grade. She came up with the title, Project 5th Gear, (as) something catchy. She wasn't able to get it off the ground until this month, June. She talked about how she had wanted to get it started sooner for her son's school, even though he gets it first hand from her. She thought how these kids are really immature and don't even understand what they will be facing as they prepare to go to middle school. She stated with the support of staff they were

simply able to go in and start sort of freestyle, because as she stated, “we know our job” and they know what information needs to get out to the kids. She added they were able to do presentations in two schools and now the principals want a presentation at the beginning and ending of the next school year. They are planning to expand next year. Simpson congratulated Davis and staff on the successful start of the program.

Board member Larry Barnes who is a school board member for his local district in Douglasville stated that his district does an orientation for each student, because they do not know what can happen and how easy it is to get into trouble. He added that they are looking for more ways to be effective. He added that anytime an actual youth who has been in the system can speak to other youth it is more effective. He closed by saying he would share information about their program and that he’s sure others are interested in getting more information about 5th Gear because it sounds a lot like much of the same thing.

Judge Steven Teske commented saying Clayton County now mandates similar student orientation to take place in the first three months of the school year. He complimented DJJ staff for this prevention effort discussed here, saying this is a program that is effective for these kids because they are at the age where they encounter these situations and the age where they are getting in trouble, arrested and brought into the juvenile justice system.

Board member James Kelly stated that this is an effort that should really be expanded upon by seeking public/private partnerships. He said it should be done with non profits, forming a non-profit agency and tracked through charitable donations and foundations. He said these are far too good ideas not to replicate elsewhere with public charity donations.

Judge Teske added that he received notice today from Washington, D.C. that Senator’s Arlen Specter and two other senators did introduce the reauthorization of the Juvenile Justice Delinquency Prevention Act. He called it a “big deal in juvenile justice in this country.” Teske says it was introduced in the Senate Judiciary Committee. He said what is good about it is that this one is asking for significant increases in federal funding. Over the last several years there’s been an attempt to zero out federal funding and much of the federal funding has been depleted to the point that some states are wondering whether they should seek compliance with the act because they aren’t getting much money at the local level. He turned to Kelly and said that it’s that type of money that is going to non-profit organizations, and many non profits are getting out of the business because the federal money has been depleted. He added that as board members, we know our congress members; know our senators. He said that’s one reason for being on the board because as board members you know and have influence with your members of congress. He implored the members to talk to the congress men and women and tell them to support the reauthorization act that was introduced today. He stated it helps Georgia. He says in past years there have been attempts to hurt Georgia, but he’s read the wording (in the Act) and it is exactly what we want in Georgia and it will help us.

Board member Perry McGuire stated that from what he’s hearing it sounds like an initiative for the department to determine how we take this idea and be able to distribute it throughout the state, potentially with input from local governments. He said he’s not sure we need to recreate the wheel for example in Douglas County and Chatham County if we have something in our system that is working and he encouraged the department to include it in its planning for next year.

Advisory Council member, Judge Quintress Gilbert agreed saying several of the programs should be incorporated including measures Mayor Otis Johnson is implementing. She thanked the Mayor's office for supplying her with a copy of a video he played at his recent Youth Development Summit held in Savannah. She stated she thought it would be a good idea for the board to form a committee to put all of these types of ideas together with a program.

Chatham County Commission Chairman Liakakis departed and thanked everyone for their efforts.

Chairman Shuman called for a motion to close the regular meeting of the Board of Juvenile Justice and open the DJJ Board of Education meeting. A motion was made by Sandra Taylor and seconded by Stephen Simpson. It was carried.

Education Update

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

Dr. Tom O'Rourke introduced himself. Dr. O'Rourke called the board's attention to the "Think Exit at Entry" transition program information that was distributed to them. He said it (the previous presentation) was a wonderful segue into the particular initiative that education has because on one hand we're trying to be preventive which is the best way to go with education, no question. Dr. O'Rourke stated that once they (youth) get with us, in our facilities, we are still trying to push and educate our youth as much as we possibly can, trying to get them diplomas, GEDs, etc. At the last meeting Coy Satterfield, director of support services, introduced a young lady, (former student who went through the program) who also presented. At that time Think Exit at Entry information was passed out but what has been distributed today is the updated version. Dr. O'Rourke stated this information includes information for the employers and youth but it also has the career facilitators (listed). He added that the information was changed because it was kind of dated previously and as board members read it he believes they will find it to be very good and very helpful to people and the youth. The DJJ goal is to get youth employed; get them educated and then get them employed in the community. Then they won't recidivate and that's obviously a high goal of DJJ. Also he directed members to the (DJJ school) calendar included in their folders of information. Dr. O'Rourke told the board he needed the affirmation of the board of the acceptance of the school calendar. He described it as the school calendar for the DJJ school program. DJJ offers a 220 day program, 180 days plus the summer program as well. The calendar mirrors the school calendars for school systems throughout the state. The calendars vary a bit on spring break for example, but overall it closely mirrors other school systems and DJJ's from previous years. He asked the chair for the Board's approval to accept the DJJ school calendar. The Chairman asked for a motion. The motion to approve the school calendar was made by Michael Baugh and seconded by Larry Barnes. The vote was called for and it was approved unanimously.

Dr. O'Rourke introduced Dr. Jack Catrett. In doing so Dr. O'Rourke mentioned DJJ is proud of having all of its schools accredited by the Southern Association of Colleges and Schools and he

believes a key person in the whole initiative, in DJJ's accreditation, is Jack (Catrett) who's done a remarkable job of getting DJJ accredited and coordinating the effort. He turned the floor over to Dr. Catrett.

Dr. Catrett began his update on accreditation of DJJ schools by the Southern Association of Colleges and Schools or SACS. He referred Board members to the fact sheet included with their information, something they could use to follow along with his presentation and then take the information back with them. SACS is basically an accreditation body that represents colleges and schools that first of all meets high academic standards in student standards of achievement. SACS schools are also engaged in continuous improvement and demonstrate quality assurance. SACS accredited schools must meet seven comprehensive standards and these standards are demonstrated by fifty-six (56) indicators of practices and policies. Catrett rhetorically asked what process did DJJ go through to achieve SACS accreditation. First all of the DJJ schools underwent a year-long self study of their practices, policies, and curriculum guided by the SACS commission. Once the year-long self study was over, the information was taken and was developed into an individual school improvement plan for each one of the DJJ schools. After the school improvement plans were put together for each school the SACS visiting committee came to the schools and applied the seven comprehensive standards to each one of our schools. Catrett stated that it was about a year and a half long process to get all this done. At that time, DJJ schools met all of the standards by SACS and the schools were afforded initial accreditation. Dr. Catrett says that was a good thing because when you talk about SACS accreditation, what you're talking about is a seal of endorsement, that the schools are not only good but they are very good. He continued that not only is getting the endorsement hard but keeping it is also very hard. He referenced other schools (outside DJJ) as having difficulty. Once achieved, what has to be done to maintain it? First of all DJJ applies the same seven standards and 56 indicators each year to each DJJ school. The regional principals conduct this assessment. At that point when the standards are applied it's determined whether the schools still meet those standards. At this point all DJJ schools do meet the standards. After the standards are applied the information is taken and the school's plans are reviewed and a new school improvement plan is developed for the upcoming or next year. This is so DJJ schools can get better and better each year. In maintaining DJJ quality assurance regional principals apply 28 DJJ school standards every quarter. A report is sent back to the central office (Office of Education). The Office of Continuous Improvement also visits DJJ schools and applies school standards to DJJ programs. Finally every five years the SACS visiting team comes back to apply those seven standards again as another external source. Dr. Catrett stated that the status is that all DJJ schools are accredited. He added the DJJ schools are now preparing for the fifth year visit and that will happen the second semester of the next school year. He said we're optimistic that we know we're going to make those standards and we can again report that we are fully accredited. Continuing he said they are now asking what can be done to raise the bar higher. They are now looking at the Correction Education Association, a body that has school standards strictly for correctional education agencies. It was felt it was a good fit and something DJJ should aspire for. What has occurred is the SACS and CEA have agreed to correlate their standards and in the second school semester these two will come together and apply the standards at the same time to our schools. At that point DJJ will be able to say that not only we will have SACS accreditation, we will also be CEA accredited. When you add that with the fact that we've met all state school standards, that we've met the MOA (memorandum of agreement), that we're in full compliance with state and federal special education rules, it just doesn't get much better than that with our schools. He closed by saying, "we're real proud of where we are, we again are pushing the bar a little higher so that we can

truly say that we operate a quality school program for these youngsters in our care.” He stated that was a quick wrap up of where we are and opened the floor for questions.

Dr. Risler asked if Education was in the process of updating the necessary self-study. Dr. Catrett said yes, they are engaged in the process. Dr. Risler asked Dr. Catrett to keep the board’s education committee apprised of the progress of the self-study.

Chairman Shuman asked for a motion to close the DJJ Board of Education meeting and resume the regular meeting of the Board of Juvenile Justice. The motion was made by Judy Mecum and seconded by Michael Baugh and was carried.

Chairman’s Comments

Chairman J. Daniel Shuman
Board of Juvenile Justice

Chairman Shuman noted the next board meeting will be July 24th (at 10 a.m. at the Warden’s Guesthouse near the Georgia State Prison in Reidsville) but also the Board will be meeting the night before on the July 23rd at Wayne Dasher’s Clubhouse in Glennville. The Chairman stated he’s encouraging everyone who can come to stay in the Hampton Inn in Vidalia, it being the nicest hotel there in the area. He asked them to please work with Steve Hayes and give him a confirmation as soon as possible. The social hour will be from 6:00 p.m. to 7:00 p.m. then Senator Jack Hill will address the group at 7 p.m. and the Board will then enjoy a catered meal. It will be really helpful to have RSVPs on everybody because of the catered meal and because of the prison activities. Chairman Shuman continued saying the prison staff is working really hard (preparing for the board meeting on the 24th).

Regarding the 24th and the scheduled prison tour, the Chairman noted that men should not wear neckties and women should wear slacks or pantsuits. The tour will start at 9 a.m. at the prison (Georgia State Prison) and the Warden, Steve Upton will try and have all the board members finished with the tour by 10 a.m. and at the Guesthouse for the meeting. It will be casual dress for both events in July. Guests to be invited will include state senators, state representatives, the sheriff and other people will attend. He added that it should be a good time.

Continuing, the chairman said the DJJ Board had really turned over in the last two years and probably two-thirds of the members have not had the tour (prison). He added he thought it would be eye opening to go through there as the Commissioner said and see the other end of the system and he feels members will be glad if they do go. He again asked members’ cooperation with sending in RSVPs concerning their attendance.

Steve Hayes, OPA Director, then stated that his office would be sending out information regarding these plans and events. He stated a block of rooms are being held in Vidalia and a deadline would be set for members to RSVP and lock in a room for the night of the 23rd. He said there would be transportation provided from the hotel to the clubhouse on the 23rd for the board members.

Sandra Taylor inquired about bringing guests on the prison tour and that children were not recommended even though they may need to see it. The Chairman agreed saying they don't want children going through, that there are some things they don't need to see.

Chairman Shuman asked for a motion to adjourn.

Van Herrin made the motion and Judy Mecum made the second and the motion was carried.

The meeting was adjourned.

J. Daniel Shuman, Chair
Board of Juvenile Justice

Albert Murray
Commissioner

Daniel A. Menefee, Secretary
Board of Juvenile Justice