

**Board of Juvenile Justice
Thursday, October 22, 2009
10:30 a.m.**

**Department of Juvenile Justice
3408 Covington Highway
Decatur, Georgia 30032-1513**

Opening Remarks

J. Daniel Shuman, Chair

Chairman Shuman called to order the October 22, 2009 meeting of the Board of Juvenile Justice and DJJ Board of Education. He noted the time as 10:00 a.m. He asked that all attendees stand and state their name and organization affiliation.

DJJ Staff Present: Commissioner Albert Murray; Rob Rosenbloom; Jeff Minor; Steve Herndon; Amy Howell; Bill Amideo; Spiro Amburn; Jack Catrett; Steve Hayes; Nathan Cain; Cherecia Kline; Helen Trouth; Shirley Turner; Debbie Morris; Meri Dean; Heath Holloway; Jackie Dixon Martha Patton; Doris Maddrey; Adam Kennedy; Jeffrey Wilkes; Diana Newell; Dr. Michelle Staples-Horne; Victor Roberts; Clyde Smith; Sylvia Lowe;

Others: Belinda Smith; Anne Marie Riether; Kamron Mitchell – Emory Law School; April Morgan – Nelson Mullins; Taylor Menefee; Rev. Myron Milk; Karla Dolby – Attorney General Office (via conference call)

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

Roll Call

Chairman Shuman asked for the roll to be called. Cherecia Kline conducted the roll call of attendance.

Board Members Present: Larry Barnes; Michael Baugh; Van Herrin; James Kelly; Elizabeth Lindsey (after roll call); Perry McGuire; Daniel Menefee; Dr. Edwin Risler; Pastor Dexter Rowland; J. Daniel Shuman; Stephen Simpson

Advisory Council Members Present: Judge Quintress Gilbert

Noting the presence of a quorum of the Board, Chairman Shuman asked for a motion to approve the agenda for the October 22, 2009 Board of Juvenile Justice and Board of Education.

Michael Baugh moved to approve the agenda for the October 22, 2009 Board of Juvenile Justice and Board of Education meeting. Stephen Simpson seconded the motion. The chairman called for the vote and the motion was carried.

Chairman Shuman asked for a motion to approve the minutes from the September 24, 2009 meeting of the Board of Juvenile Justice and the DJJ Board of Education and asked if there were any corrections to the minutes. There were none. Daniel Menefee moved to approve the minutes from the September 24, 2009 meeting of the Board of Juvenile Justice and the DJJ Board of Education. Larry Barnes seconded the motion. The chairman called for the vote and the motion was carried.

Commissioner's Report Albert Murray, Commissioner

Commissioner Murray said good morning to members of the Board, staff and visitors. Commissioner Murray reminded the Board that there is no meeting in November and the Board will meet again December 10th. Commissioner Murray stated at the December meeting DJJ will plan to have its regular holiday activities and he hopes all board members will be able to attend.

Commissioner Murray began his report with Campus Operations in the Programs and Secure Campuses Division.

Commissioner Murray stated the Campus Operations staff had been very busy during the last month assisting with the start up of the transition program at Savannah River Challenge Program and the close out of the Bill Ireland YDC. As of Tuesday October 20, DJJ had a population of 99 at Savannah River and all youth have now been transferred from the Bill Ireland YDC. The last few youth left the facility Tuesday.

Commissioner Murray said the handout in the board folder shows the breakout of where the youth at Bill Ireland have been transferred. The majority were transferred to other YDCs as anticipated; 213 of the 290. 49 youth were placed in the community under DJJ supervision and 24 at RYDCs. 2 youth were sent to other vendor treatment type programs and 2 youth had their sentences terminated. Your handout also shows the YDC youth distribution and a breakout of the youth placed in the community and detention by their legal status.

In planning for the closure of Bill Ireland, DJJ personnel staff worked diligently to set up a process for the Reduction in Force (RIF). On Monday October 19, deputy commissioner's Steve Herndon and Amy Howell along with HR Director Deborah Moore and her staff met with the Ireland employees to go over the RIF process. The RIF notices were sent to employees last Friday, which included a 60-day notice of the jobs being eliminated. This is twice the length of notice usually given however DJJ wanted to do everything it could to assist employees in securing either DJJ employment or allowing them to find other employment. Two meetings

were held. They were very orderly and provided a great deal of information about the process to the employees.

Continuing with Programs and Secure Campuses;

In conjunction with the Division of Community Services and Intake, DJJ is planning a joint staff meeting in Forsyth on October 28 to review relevant management and planning issues. This is something DJJ has not done in recent years but hopes to do more of in the future.

In order to resume the successful “After School” program DJJ previously had in the YDCs, the Augusta and Muscogee YDCs are each beginning the first year of a three-year grant provided by the Georgia Department of Education, 21st Century Division. DJJ received a first year grant award of \$187,236, which increases to \$346,026 for the third year. Classes started this past Monday, October 12, 2009 at the Augusta and Muscogee YDCs. The program is designed to 1) increase reading and math scores, 2) provide services to student's families during weekend visitations, 3) maintain a customer friendly approach to students served and 4) maintain a safe and secure environment during program operation.

The Epiphany Ministry has been serving Augusta YDC youth for almost 10 years and mentors many residents with a faith-based approach. The National Convention was held in Augusta at the end of September and the facility was invited to participate in the Saturday closing dinner along with Director, John Brady, who was the dinner speaker. The evening helped to bolster the positive view of DJJ in the community while serving to give back to a group of volunteers who do so much for incarcerated youth.

From Health Services;

Commissioner Murray stated October is Domestic Violence Awareness Month. Statistics show one in six high school students in Georgia have been intentionally hit, slapped, or otherwise injured by their boyfriend or girlfriend in the past year. DJJ is a collaborating partner in the Start Strong Atlanta Initiative funded by the Robert Wood Johnson Foundation to prevent teen dating violence and abuse. The project is being coordinated by the Jane Fonda Center at Emory University School of Medicine. The curriculum will be presented to DJJ youth in the Atlanta area both in RYDCs and in the community as the project progresses.

No additional cases of H1N1 at Bill Ireland have occurred since the last DJJ Board meeting. Even with the distribution of youth across the state that occurred with the closing of the facility, DJJ was able to contain the spread of the flu outbreak. H1N1 vaccine should soon be widely distributed and we will begin administration of the vaccine to youth in the secure facilities.

The Office of Behavioral Health Services was awarded again this year a Residential Substance Abuse Treatment Grant of \$249,000 from the US Department of Justice, Office of Justice Programs through the Criminal Justice Coordinating Council. These funds will allow DJJ to continue to provide intensive residential substance abuse services treatment through September

1st, 2010 to 114 youth housed in the YDCs. These federally funded residential units are located at the Eastman and the Sumter YDCs and use the Seven Challenges Treatment Program which is an evidenced based program that can be continued as the youth transitions back into the community through core community providers.

Also, OBHS staff is providing training to the Savannah River Challenge Program YDC on the DJJ substance abuse treatment model. This will enable the facility to complete the treatment of any youth who are referred to the program but may not have finished their treatment at the sending facility.

The CSI Division, Community Services and Intake, in managing the detention population have seen a continued decrease and low girl population statewide. This is good news in that any decrease in detention bed utilization is helpful and lower risk girls are not coming into detention beds. The challenge is that the detention centers are set up with separate capacities for boys and girls. This is dictated in many instances by building design and historical needs in various parts of the state. Girl utilization is approximately 50% below bed capacity and at the same time boys are over capacity statewide at most centers. The CSI Division is working on a plan on how best to reduce girl bed capacity at centers and redirect it to boy capacity. Commissioner Murray said a plan will be submitted to him so DJJ can make sure they are best utilizing resources.

The proposed budget reduction plan included a cut to our Juvenile Apprehension Unit which closed its function. That unit also entered juvenile warrants into GCIC for youth who absconded supervision. The CSI Division has modified its processes in order to continue to issue juvenile warrants for committed youth but will work directly with local law enforcement to have the warrants entered. The challenge is that the local law enforcement has the option to enter our warrants. Local staff will work to forge these new relationships and hopefully we will get full cooperation. It does represent an additional workload for law enforcement.

Next is a report from the Southeast Region on the efforts last quarter to involve families, youth and victims in restorative group conferencing. We have heavily invested in training our community staff to provide this restorative justice process. Our investment is mostly in time and our division staff offering the training to over 300 staff statewide with 50 of them being volunteers. An example on return of this investment is that over 120 restorative group conferences were held during the quarter in this region and resulted in a deferral of formal charges on youth, victim satisfaction with the outcomes and families working to help their kids. Adam Kennedy is the Southeast regional administrator reporting to Rob Rosenbloom.

Director of the Elbert Shaw RYDC, Bobby Hughes received the Leadership Award from the National Juvenile Detention Association. It is their highest award and it was presented by Dr. David Roush who was the monitor for DOJ during our successful closeout of the MOA. Deputy Commissioner Rosenbloom accompanied Director Hughes to Indianapolis to represent the department and participate in the conference earlier this month.

The youth at the Loftiss RYDC recently participated in a fine arts contest at the facility. The top two students' work was entered in the Deep South Fair Fine Arts Competition in Thomasville, Georgia. One of the students placed 3rd in his grade level (9th) in the category of colored pencil

and was awarded a \$10 prize. Art work was displayed at the fair from October 6th through the 10th.

DJJ recently had a situation in an RYDC that I want to tell you about. A JCO fell ill recently at the Aaron Cohn RYDC, collapsing near a shower area with only a few students in the area. There were 18 youth on the unit, and the other officer had left the area as directed to assist with other temporary duties.

A group of six (6) youth immediately went to the stricken officer's aide and this group was led by two Superior Court youth. The youth pulled the officer to the day room area, got his radio and called for assistance. These youth made no attempt to take the officer's keys or exit the unit. The officer at the time was unresponsive. He had to be revived twice by medical responders and was taken to the hospital for medical care. The officer is doing well and we're hopeful he will return to regular duty soon. We are looking into any issues this incident has revealed regarding staffing on the unit and whether any policies were not followed. This however shows a tremendous act of human compassion on the part of the youth involved. There may be something the facility is planning to indicate this on the part of the youth.

BJCOT #146 graduation was held on Friday, October 16, 2009. There were 35 juvenile correctional officer graduates. Ms. Annette Rainer, District Director, District 5 served as the guest speaker. BJCOT Class #147 is scheduled to begin on Sunday, October 25, 2009 and there are 40 juvenile correctional officers enrolled in the class.

The Office of Training's priority continues to be Safe Crisis Management Training for security and non-security staff. The new component of training added this month, effective October 15th is the Debriefing Facilitators Training. The Debriefing Facilitator Training is competency-based, policy required training to oversee and assist with the debriefing conversation. A debriefing conversation is a verbal interaction between the youth and officers following each incident that involved a physical intervention technique. The youth and staff involved will have a debriefing conversation in an effort to discuss behaviors of concern and agree upon a plan for future behavior.

There are two facilities, Claxton RYDC and Elbert Shaw RYDC that have been 95% trained and will begin the transition from the PPCT (Pressure Point Control Techniques) Model to the SCM (Safe Crisis Management Model) as local operating procedures are being developed. SCM will be implemented with a target date of December 1, 2009.

The 10th Annual Child Placement Conference and Permanency is scheduled for November 17-19, 2009 in Athens, Georgia. The conference will focus primarily on the newest changes and the evolving world of child welfare. This conference is attended by over 500 people from different aspects of the child welfare field, including: private providers, DHS staff, DJJ, CASA, Juvenile Court, educators, attorneys and more. DJJ will sponsor 12 participants.

Additional training courses offered by the Office of Training since the September 2009 Board Meeting are provided for you in the information in your board folder. Commissioner Murray asked the Board to follow up with him if they have any questions about those items.

Safe Crisis Management Special Incident Reporting training for the month of September included those staff at the Bob Richards, Elbert Shaw and Marietta RYDCs. For the month of October, there were two (2) classes scheduled for four (4) hour blocks. Thirty (30) slots were made for each block. These classes will include the Savannah and Claxton RYDCs as well as the Macon RYDC and the Macon YDC.

Governor Sonny Perdue recently announced the members of the newly-formed Complete Count Committee, a commission that will educate and coordinate community awareness and action for the upcoming 2010 federal census. Business, government and community leaders from around the state have agreed to serve on the committee. Among those selected is DJJ's Legislative Services Director Spiro Amburn.

Commissioner Murray said the committee will be responsible for establishing a census education program that will motivate community residents to get involved and respond for more accurate census results. This is quite an honor for those members selected and it is an indication of the good work Spiro Amburn and the others have been doing for them to be selected for this worthy task.

Commissioner Murray said his final item is the request for budget updates. As the Board requested at the last board meeting, DJJ has provided in your materials a handout which is a brief Summary Expenditure Report. This report provides very basic summary level information on where we are in terms of Budget versus Expenditures through the end of September 2009. This report is intended to give you a general idea of where we stand. In the future, this report will be emailed to you on a monthly basis. Of course Deputy Commissioner Jeff Minor will be available to answer any questions you may have regarding the report.

The commissioner concluded his report and asked if there were any questions.

Board member Michael Baugh stated he knows there were several job openings at Central State Hospital in Milledgeville, Georgia and they should be completely staffed. Mr. Baugh asked if there is a breakdown as to how many DJJ staff went from the Bill Ireland YDC to Central State Hospital.

Commissioner Murray said he met with Dr. Shelp who is the Commissioner over the department that is in charge of the Central Hospital (Georgia Department of Behavioral Health and Developmental Disabilities) and he made him aware that DJJ will have staff that will most likely be putting in for jobs at the Central State Hospital. Commissioner Murray said Dr. Shelp made a commitment to him that he will try to work with DJJ to some extent. Commissioner Murray said that detail information should be available by January 2010 but he will keep the Board informed.

Board member Stephen Simpson asked what percentage of the total number of employees in the RIF, how many are up for retirement. Mr. Simpson also asked if under the state retirement system, if there is a maximum time that a person cannot work for the state and then rejoin the state and then bridge that time for their retirement purposes.

Commissioner Murray said DJJ is helping employees get reassigned from the Bill Ireland YDC to the Eastman YDC and other facilities. JCO's are making the trip daily and DJJ is currently running a van and will continue to do so for a while.

Commissioner Murray asked HR director Deborah Moore to answer Stephen Simpson's question.

Deborah Moore said she was not sure but stated there are instances where an employee can buy back time if they had a break in service but she would have to do some research to find out. If an employee leaves state government they can choose to leave their retirement money with the retirement system in case they do decide to come back.

Commissioner Murray told Mr. Simpson that Ms. Moore will do some research and follow up with him via email.

Board member Perry McGuire asked if the employees from the juvenile apprehension unit were reassigned.

Commissioner Murray said if he can recall, there were about 16 employees and DJJ was able to work something out to retain all those employees in other jobs. Commissioner Murray asked Amy Howell to also address Mr. McGuire's question.

Ms. Howell stated 1 employee found employment outside the department but the rest of the employees were reassigned to other positions within the department.

Mr. McGuire asked about the outstanding warrants that cannot be enforced.

Ms. Howell said the enabling legislation only gives DJJ the authority to have sworn police officers who have the authority to both issue and execute the apprehensions warrants.

Mr. McGuire asked if the warrants that are issued for juveniles who have not complied with the terms of their probation, if they were being enforced.

Ms. Howell said yes. Ms. Howell said in the closure process DJJ withdrew the warrants that were entered in the criminal information terminal and there's a process of securing them through local law enforcement. There were some warrants that no longer needed to be in the system.

Mr. McGuire asked if there was any gap in coverage as far as warrants being executed.

Ms. Howell replied and said not that she was aware of.

Commissioner Murray said the problem DJJ faces is with local law enforcement priorities. DJJ warrants will get more or less priority depending on their workload.

Board member Daniel Menefee asked if the 24 youth that were transferred from the YDC to the RYDC's were going to be released soon.

Commissioner Murray said DJJ's rationale for sending the 24 youth to the RYDC's is because it is close to their release date. Commissioner Murray asked Rob Rosenbloom to further address Mr. McGuire's question.

Rob Rosenbloom stated the youth that were close to release date coming out of DJJ's YDC facilities were transferred for convenience. They will then be transitioned out of the RYDC to their home.

Chairman Shuman stated 2009 was a significant year for awards at DJJ. Chairman Shuman requested Mr. Bobby Hughes be honored at the December 10, 2009 board meeting. He stated Mr. Hughes was a major role player in DJJ getting out from under the MOA.

Chairman Shuman called for the next agenda item and asked for a motion from the Board to close the regular meeting of the Board of Juvenile Justice and open the DJJ Board of Education meeting.

Board member Stephen Simpson called for a motion to close the regular meeting of the Board of Juvenile Justice and open the DJJ Board of Education meeting. The motion was seconded by Daniel Menefee. The motion carried.

Education Update

Dr. Jack Catrett, Associate Superintendent
Department of Juvenile Justice

Dr. Catrett greeted the Board, Chairman Shuman, staff, and visitors. Dr. Catrett thanked Board member Jim Kelly. Dr. Catrett stated Mr. Kelly attended the principals meeting on October 15. Dr. Catrett also stated Steve Hayes attended the meeting and did a presentation on customer service.

Dr. Catrett said about a year and a half ago the education sub-committee conducted a study on the outcome of kids who received their GED. This information was published in the September issue of the Correctional Education Journal – Thinking Exit at Entry: Exploring Outcomes of Georgia's Juvenile Justice Educational Programs. Dr. Catrett stated the head writer on that was board member Dr. Ed Risler along with DJJ retired employee Dr. Tom O'Rourke. Dr. Catrett thanked Dr. Risler for his hard work and asked him if he wanted to make a few comments.

Dr. Risler said DJJ wanted to look at their education programs to see how the youth were doing once they got out with their GED's and high school diplomas. They took a small sample and compared them across the regions through the state. Dr. Risler said in areas of the state where there is high unemployment, the youth did not do well. Overall the youth are doing pretty good.

The board, staff and visitors applauded Dr. Risler.

Dr. Catrett said it is not everyday a sub-committee board of education report gets published. Dr. Catrett thanked Dr. Risler and members of the sub-committee again for their hard work.

Dr. Catrett said school is going well. Dr. Catrett said they have been worried about the movement of the youth (from Bill Ireland). Dr. Catrett stated so far things look real good with that. The youth that were relocated to other facilities are still doing well.

Dr. MeMe Coles will continue her school visits to DJJ's RYDC facilities.

Dr. Catrett said there is no vacancy report to announce to the Board because the jobs are all frozen. The Bill Ireland YDC teaching staff will have the first shot at the positions when they become available. Dr. Catrett said he wishes there were more vacancies for them to apply for.

Some of the Bill Ireland YDC teachers commute on the DJJ bus to the Eastman YDC to assist other teachers while others stay back at the Bill Ireland YDC to work on the youth records. Dr. Catrett said DJJ closed a lot of their YDC's over the past several years and the records are now being stored at the Macon RYDC. Coy Satterfield is in charge of the records and a crew of teachers from the Bill Ireland YDC is currently working on organizing those records.

Dr. Catrett stated the curriculum department is in the process of reviewing books for language arts. The new curriculum and new books will be available in the fall. Dr. Catrett said Martha Patton wanted to establish a professional learning community within DJJ teachers. Dr. Catrett asked Martha Patton to make a few comments to the Board.

Ms. Patton stated the professional learning community is something the education department has looked at over the years and is trying to provide more consistency in how DJJ youth are served in school. Ms. Patton said sometimes teachers in detention centers feel alienated and they don't have an opportunity to meet with other teachers. DJJ received federal money that will be used for the program to provide quality time for content areas such as math, science, social studies and language arts. Those teachers would get together on a regular basis and share ideas about how they are going to correlate DJJ curriculum with the Georgia Performance Standard. Ms. Patton said the teachers will have an opportunity to call in experts in their particular areas to meet with them on a regular basis. Ms. Patton also said DJJ will monitor the program. Ms. Patton said DJJ will use groups to look at those content areas to see how DJJ can improve the achievement.

Dr. Catrett spoke again about the DJJ principal and leadership meeting. Dr. Catrett said the meeting usually consists of DJJ principals, regional principals and assistant principals. Since DJJ lost more than half of its regional principal staff, Dr. Catrett felt it was important to include

its lead teachers. Dr. Catrett handed out to the Board the agenda for the regional principals and principals meeting.

Dr. Catrett showed the Board DJJ's regular education resource manual. Dr. Catrett said Ms. Patton and her department has been working to put the information together and they were able to finish the manual and give it to DJJ's principals and lead teachers at the meeting in Forsyth on October 15.

Dr. Catrett said the education resource manual will be dedicated at the December Board meeting and the board members will also get a copy of the manual. Dr. Catrett said this is a milestone for DJJ because it puts everything that DJJ does in one place.

Dr. Catrett said Dr. Virginia Mickish will give board an update on DJJ's testing results.

Dr. Mickish greeted everyone. She stated as a result of no child left behind there are 16 tests that are mandated by the law to be given to every student in Georgia. Dr. Mickish said it is her responsibility to make sure those tests are given to the youth at DJJ facilities. The Georgia Department of Education has very strict guidelines as to how those tests should be given. Dr. Mickish also said it her responsibility to make sure those tests are given following those guidelines.

Dr. Mickish made reference to the handout and made reference to the test calendar for 2009-2010:

September 14-18, 2009 – Fall High School Graduation Retest – Dr. Mickish said she received the electronic information about how DJJ youth did on the test. That information was sent out to the schools. Dr. Mickish said DJJ has not received any state statistical information as yet.

September 30, 2009 – Fall High School Writing Test (Main Test) – Dr. Mickish said all students must pass the High School Writing Test in order to graduate. Dr. Mickish said 63 tests were given. DJJ has not received the results from the High School Writing test as yet.

November 2-6, 2009 – Winter High School Graduation Retest – Dr. Mickish said DJJ will give another round of the High School Graduation Retest. Dr. Mickish also stated students have 5 chances to pass the test.

December 1-10, 2009 – End o Course Tests – Dr. Mickish said those are the 10 tests for certain courses and count 15% of the final grade.

Other mandatory tests for 2010 are highlighted in the handout.

Dr. Mickish made reference to the handout that explained the percentage of DJJ Program 11th graders passing the Georgia High School Test from 2000 – 2009.

Dr. Mickish said in the English Language Arts section the grey bar represents 2009 where 63% of 11th graders passed. Dr. Mickish said the results are from new 11th graders that have never taken the English Language Arts test before.

Dr. Mickish made reference to the Mathematics chart. In 2009, 81% of DJJ students passed the Mathematics High School test. The Georgia Performance Standard has not been implemented in Mathematics.

Dr. Mickish made reference to the Social Studies and Science chart. In 2009, 56% of DJJ students passed the Social Studies test and 57% passed the Science test. Dr. Mickish said these are two areas where DJJ needs to do some work.

Dr. Mickish said there is a separate High School Writing test that students must pass in order to get their high school diploma. In 2009, 84% of DJJ first time testers passed.

Dr. Mickish referenced the summer 2009 data. She stated the youth tend to do better on the retesting. During the summer, 192 High School graduation retests were given, where 41 of the students passed.

Dr. Mickish made reference to the end of course test passing scores for summer 2009. She stated the blue bars represent DJJ and the red bars represent the state of Georgia. Dr. Mickish said this is the test that counts as 15% of the student grade. Dr. Mickish said the end of the course test is given 3 times a year.

Algebra

DJJ youth that took the test – 14

DJJ – 25%

State – 24%

Geometry

DJJ youth that took the test – 9

DJJ – 0%

State – 47%

9th Grade Literature

DJJ youth that took the test – 32

DJJ – 33%

State – 49%

Biology

DJJ youth that took the test – 19

DJJ – 19%

State – 37%

Physical Science

DJJ youth that took the test – 17

DJJ – 29%

State – 34%

U.S. History

DJJ youth that took the test – 16

DJJ – 8%

State – 25%

Economics

DJJ youth that took the test – 30

DJJ – 10%

State – 31%

Board member Perry McGuire asked if every student takes the mandatory tests.

Dr. Mickish said yes every student that is in the course long enough takes the tests.

Mr. McGuire asked if this is the same for the High School Graduation test.

Dr. Mickish every student that is eligible for graduation must pass the High School Writing and, High School Graduation test in order to get a diploma.

Mr. McGuire asked what percentage of DJJ's population doesn't take the test and does not graduate.

Dr. Mickish said it is her job to make sure everyone who is eligible to take the High School Graduation test takes the test. Dr. Mickish said that number would be 100%.

Mr. McGuire said he wanted to get an idea of the number of DJJ youth that are of graduation age who end up not graduating.

Dr. Mickish said if they don't graduate it is not because they are not taking the High School Graduation test.

Mr. McGuire asked what percentage of DJJ's youth end up leaving a facility at graduation age and end up not going back to school and end up not graduating or getting a GED or diploma.

Dr. Catrett reminded the Board that some of DJJ's youth comes to the facility already behind. Those students will not be eligible for graduation because they are not juniors or seniors. Dr. Catrett said the students that arrive at a DJJ facility that are seniors perform well on the tests. Dr. Catrett said if they get a student and it looks like there is any way for DJJ to get that child graduated whether by GED or high school diploma the department makes sure that student leaves with their exit papers.

Dr. Mickish continued with her report. Dr. Mickish made reference to the Spring 2009 CRCT Performance Level summary for Grade 8 - Reading. Dr. Mickish explained 121,229 students in Georgia took the test and 376 students at DJJ took it. Dr. Mickish said a student must pass this test in order to go to the ninth grade. Dr. Mickish said the blue bar represents the state of Georgia and the red bar represents DJJ. In the meets standards level 2 charts, 53% of DJJ students met the standard compared to the state at 62%. Dr. Mickish said special education students are included in this information.

Dr. Mickish made reference to the Spring 2009 CRCT Performance Level summary for Grade 8 – English/Language Arts. In the meets standard level 2 chart, 45% of DJJ students met the standard compared to the state at 59%. In Georgia 121,093 students took the test and 357 DJJ students took the test.

Dr. Mickish made reference to the Spring 2009 CRCT Performance Level summary for Grade 8 – Mathematics. Dr. Mickish said this is an area that Ms. Patton will focus on during her visits to the facilities. Dr. Mickish said she provided Ms. Patton with test data from 2007 to 2009 so that she can get a feeling for what the trends are in testing. Dr. Mickish said it is hard to compare students because you would have to have them in a classroom setting for 2-3 years and match their scores. In the meets standard level 2 chart, 6% of DJJ students met the standard compared to the state at 47%. In Georgia 121,362 students took the test and 350 DJJ students took the test.

Dr. Mickish made reference to the Spring 2009 CRCT Performance Level summary for Grade 8 – Social Studies. In the meet standard level 2 chart, 7% of DJJ students met the standard compared to the state at 44%. In Georgia 120,399 students took the test and 304 DJJ students took the test.

Dr. Mickish made reference to the Spring 2009 CRCT Performance Level summary for Grade 8 – Social Studies. In the meets standard level 2 chart, 8% of DJJ students met the standard compared to the state at 51%. In Georgia 120,915 students took the test and 326 DJJ students took the test.

Dr. Mickish said the last page of the handout is the superintendent's certification. Twice a year Dr. Catrett signs this form indicating that DJJ gave all the mandatory tests on the dates set by the state and followed the guidelines set by Department of Education. Dr. Mickish said the principals also sign a certification form as well stating everything was done at their facility according the Department of Education guidelines.

Dr. Mickish concluded her report and asked if there were any questions.

Dr. Catrett reminded the Board that 40% of DJJ students are special education.

Dr. Catrett made reference to a press release and stated the Augusta YDC was one of ten schools recognized for the improvement in the end course test. They had a 40% gain. The Bill Ireland YDC received a 7th and 8th grade award in reading in the CRCT for the improvement they made. The Savannah and Macon RYDCs were also recognized for their CRCT improvement. Dr. Catrett said the DJJ education program is sound and is on track.

Board member Jim Kelly said he was very pleased to attend the principals meeting. Mr. Kelly said they talked a lot about accountability and Response to Intervention (RTI). Mr. Kelly stated they reviewed the education process the students are making. Mr. Kelly also stated they spent a lot of time talking about supervisors monitoring the education looking for inconsistencies.

Mr. Kelly said what he found interesting is the statistic on recidivism in the south west region where a large amount of students who are released recommit crimes and are found back in the system. Mr. Kelly asked if the Board can receive DJJ recidivism rates on a quarterly or annual basis.

Commissioner Murray stated he could not give Mr. Kelly a firm answer but will let him know via email or by the next board meeting.

Board member Larry Barnes asked if the education resource manual will be on DJJ's website so it can be accessed by everyone.

Dr. Catrett said he agreed with Mr. Barnes.

Board member Michael Baugh commended Dr. Catrett and his staff for the hard work they are doing.

Dr. Catrett said they try to keep in mind that they are looking for exit documents such as Carnegie units, GED's, vocational certificates, and high school diplomas and anything that can move the students out. Dr. Catrett stated he really appreciates Mr. Baugh's comment.

Dr. Risler said he is glad DJJ's afterschool program is back and asked who wrote the grant for the program.

Dr. Catrett said Dr. John Rickicki wrote the grant. He is a part-time DJJ consultant. Dr. Catrett said if they need somebody in Title 1 or afterschool program, DJJ is able to pay someone an hourly rate. It is paid by federal money and not charged to the state.

Chairman Shuman asked how the DJJ staff deal with a child that is trying to sabotage the test scores.

Dr. Catrett said his staff see that all the time and often come across students that are not so excited about the curriculum. The staff work with the kids through RTI and that helps that student to go to school.

Mr. Simpson said it was good that DJJ was able to move youth records to one location and asked if DJJ will continue to maintain student records in paper form or are there any plans in the future to image those documents. Mr. Simpson said this would be cheaper to maintain and they would be more accessible.

Dr. Catrett said part of the juvenile tracking system has the ability to scan those documents and put them in electronic folders. Dr. Catrett said that is something that DJJ will consider doing in the future.

Dr. Catrett concluded his report.

Chairman Shuman asked for a motion to close the DJJ Board of Education meeting and resume the Board of Juvenile Justice meeting.

Board member Stephen Simpson made the motion to close the Board of Education meeting and resume the Board of Juvenile Justice meeting.

Board member Pastor Dexter Rowland seconded the motion.

The motion carried.

Chairman Shuman called for the next item on the agenda, the Eastman RYDC Recognition, OCI Evaluation Performance.

Eastman RYDC Recognition, OCI Evaluation Performance

**Rob Rosenbloom, Deputy Commissioner
Department of Juvenile Justice**

Rob Rosenbloom said he will introduce 2 long term DJJ professionals, Ms. Shirley Turner – director of the Office of Continuous Improvement and Debbie Morris – director of the Eastman RYDC.

Mr. Rosenbloom stated Ms. Turner has worked in the juvenile justice for a long time and has been a moving force in DJJ's effort to have continuous quality improvement. The Office of Continuous Improvement was reconfigured along the way but was mainly an outgrowth of the MOA which set up a quality assurance process. Ms. Turner has been working with that process all along.

DJJ has developed a very comprehensive performance based system of looking at how its detention centers are operating as well as its long term facilities and if they are meeting policies as well as looking at performance of those facilities when they do audits. Mr. Rosenbloom said there are several national standards that look at performance of juvenile facilities. One is by the Juvenile Correctional Association and the ACA has standards that the department can go through and get certified. All of DJJ's policies are based on ACA standards. Mr. Rosenbloom said the other is with the Juvenile Correctional Administrators called PBS. It is a process of looking more detailed at the performance issues and processes around detention along with long term

facilities. DJJ would rank their process with any of those national processes and have received accolades through the MOA audits about the way they conduct their own continuous improvement processes. Mr. Rosenbloom said one of the major factors in DJJ getting out of the MOA was having an Office of Continuous Improvement.

Mr. Rosenbloom introduced Ms. Shirley Turner.

Ms. Turner said good morning to Commissioner Murray, Board staff and visitors. Ms. Turner said it is with much pride that she stood before the Board participating in recognition of Director Debbie Morris and staff for their performance in the comprehensive evaluation. Ms. Turner said she has been involved in the Office of Continuous Improvement since its conception. She stated this is the first time a facility has achieved this status; the status of only missing one standard. Ms. Turner said while everyone at DJJ strives for excellence, today DJJ has an example of it and should celebrate it. Ms. Turner stated the Office of Continuous Improvement was created as a result of the MOA to ensure the operation of DJJ facilities meet constitutional requirements and to determine the level of performance in the quality services. The comprehensive evaluation process is very thorough and it is intended to ensure the facilities are prepared to be examined by any outside agency. Ms. Turner said that was done by the successful completion of the MOA. The process identifies strengths as well as opportunities for improvements. The office is divided into two multi-disciplinary team specialists, one for the southern areas of Georgia and the other for the northern areas.

Ms. Turner said Jackie Dixon, program coordinator, serves as a supervisor for the southern team. Included in this area is the Eastman RYDC. Mr. Dixon was on site and participated in the evaluation of the Eastman RYDC. He served as a team leader and as a facilitator of the process. Ms. Turner said Mr. Dixon will provide the Board with more detail about the facility's performance.

Mr. Jackie Dixon greeted Commissioner Murray, Chairman Shuman and the Board. He stated the performance of the Eastman RYDC staff during the comprehensive evaluation of the Office of Continuous Improvement is considered outstanding because it exemplifies the ultimate goal of all continuous improvement activities and exceptional customer service. Mr. Dixon said before he talked about why the Eastman RYDC performance is so significant, he said he will discuss the process used to arrive at such a conclusion. The instrument used to evaluate the facility was DJJ's standards of excellence which is composed of 193 standards and is based on DJJ's policies, national and state standards. Mr. Dixon said the 193 standards are organized into 10 service areas, leadership and program management, medical services, education, behavior health, student rights and services, behavior management system, admissions and release, safety and security structure, food service and training. Mr. Dixon said the evaluation process takes 3 days. It includes a tour of the entire facility and grounds, review of documentation of performance for each of the 193 standards going back 3 months or more, interviews with youth and staff regarding the services and requirements associated with each standard as well as the conditions of confinement. The facility is responsible for satisfying all 193 standards. Mr. Dixon said to really appreciate the Eastman RYDC performance; one has to discuss this year's evaluation in context with their previous year's comprehensive evaluation.

During the Eastman RYDC evaluation in 2005, the facility missed several standards. During the 2007 evaluation, the facility only missed 3 standards and during the 2009 evaluation the Eastman RYDC only missed 1 standard. Mr. Dixon said also of significance is the fact that out of the 193 standards during the 2009 evaluations, 10 facilities received a rating of excellent, 12 facilities received a rating of commendable.

Upon the team arrival to the Eastman RYDC, the team noticed how clean and organized the facility appeared. The floors in the kitchen shined and there was no smell of wet paint in the air. Throughout the facility the atmosphere was one of calm. Observed staff and youth interaction was without hostility or tension. The staff and youth interaction was later supported by the fact that the facility records reveal a low number of disciplinary reports and youth grievances. Mr. Dixon said the Eastman RYDC is a customer focused facility driving to provide the best service to the youth in its care.

The Board applauded Mr. Dixon.

Mr. Rob Rosenbloom recognized Adam Kennedy; regional administrator, and Jeff Alligood; district director.

Mr. Rosenbloom said there are 22 RYDC facilities that are subject to these inspections and audits along with the YDCs which Steve Herndon is in charge of. Mr. Rosenbloom said there is a healthy sense of competition between the facilities to do well. Mr. Rosenbloom said Debbie Morris and Bobby Hughes have had the highest level of healthy competition. Mr. Rosenbloom said he is proud of their efforts and leadership they have shown. They take ownership in their facility and the programs. Mr. Rosenbloom said because of that attitude, it crosses over to staff and the youth. Ms. Morris takes a personal interest in the youth that DJJ serves and the staff that helps her do the job. Mr. Rosenbloom said that personal touch and the feeling of concern that she has is a key ingredient as to why they are so successful.

Mr. Rosenbloom said he has worked with Debbie Morris for over 10 years and he values her opinion and he looks to her for statewide leadership in detention issues. Mr. Rosenbloom said Ms. Morris is a valuable member of the DJJ family.

Ms. Debbie Morris said she was very honored and humbled to be at the board meeting. She stated she has an amazing staff at the Eastman RYDC. She stated her staff works very hard and she wishes all of them could have been at the board meeting. She also said her staff is very stable and believes that contributed to their success. Ms. Morris said one of the things she did before the OCI audit was to take a snapshot of the years of service there. There are 55 full-time employees and 10 part-time employees at the Eastman RYDC. Ms. Morris said in her facility there is over 600 years of experience. She stated she created a work environment where employees come to work there and they don't want to leave. Ms. Morris said Commissioner Murray has visited her facility more times than all other DJJ commissioners combined.

The Eastman RYDC was built in 1978 and opened in 1979. Ms. Morris said the facility took the first kid on October 12, 1979. She stated the standard at the Eastman RYDC has always been

high. Ms. Morris said she tells her staff all the time that they have the greatest opportunity to impact the youth. She said sometimes they are the first DJJ person that they have an encounter with. She said she believes if she makes a difference in their day she can make a difference in their lives. Ms. Morris said her staff believes that as well and they work very hard to move the youth and for them to leave better than when they came in, whether their stay at the facility is for a day or a month. Ms. Morris said what is in the heart and the minds of the youth are what they are most proud of.

Mr. Rosenbloom presented Ms. Debbie Morris and staff with a plaque and certificate to commemorate the Eastman RYDC achievement.

The Board, staff and visitors applauded.

Commissioner Murray stated Ms. Morris is one of the best managers that has ever come through DJJ. He said Ms. Morris is a perfect example of how one can preserve and enjoy upward mobility. Commissioner Murray informed the Board that Ms. Morris came to DJJ at the level of a secretary, and then later moved into a bookkeeper role, system director and now a director. Commissioner Murray congratulated Ms. Morris.

Pictures were taken of Debbie Morris, staff, Chairman Shuman and Commissioner Murray.

Customer Service Update

Steve Hayes, Customer Service Chairperson
Department of Juvenile Justice

Mr. Hayes said the staff can read about the Eastman RYDC facility in the DJJ newsletter that will be out in a few weeks.

Mr. Hayes said he attended the principals meeting and it was a great opportunity for him to get out and talk to the staff about customer service. Mr. Hayes said he conveyed to the lead teachers and principals that there are many opportunities to talk about the good things that are going on at DJJ's facilities and schools. Mr. Hayes said DJJ has some great teachers and those stories need to be told through the DJJ customer service recognition program.

Mr. Hayes said he had his first opportunity to attend a quarterly agency heads meeting with Commissioner Murray and Governor Sonny Perdue. Mr. Hayes stated it was a thrill for him and it was out of the norm for their quarterly meeting. The meeting was customer service focused and the Governor gave a message about striving for the best to make everyday count and to sustain the gains that employees have made as far as improving service in the state of Georgia and making Georgia the best managed state in the nation. Mr. Hayes said Commissioner Murray, Jeff Minor and Rob Rosenbloom also attended Governor Perdue's quarterly agency heads meeting. Mr. Hayes asked Commissioner Murray to make a few comments.

Commissioner Murray agreed with Mr. Hayes and stated it was a good meeting. Commissioner Murray stated Governor Perdue has been consistent in having a quarterly meeting with agency heads. He stated it is a meeting where agency heads have direct contact with Governor Perdue and discuss where he sees the state going and discuss things that are going well and things that may need attention. Commissioner Murray said the theme at the meeting was making every day count. Commissioner Murray said there are 444 days remaining in Governor Perdue's administration.

Mr. Hayes announced that Mr. Clyde Smith received the Governor's Customer Service Award for Excellence. Mr. Smith is a Probation and Parole Specialist in the Fayette CSO and he was 1 of 4 employees in the state to receive this honor. Mr. Hayes stated one of the things that stood out about Mr. Smith is his willingness to go beyond the work hours and to work with the families that are under his supervision. Mr. Smith talks to the parents and gives them ownership of the issues involved with bringing the youth back to where they need to be. Mr. Smith also works with families that are not even in the system yet as a way of pre-intervention to keep them out of the system. Mr. Hayes introduced Mr. Smith and also asked all his guests to stand.

The Board, staff and visitors applauded Mr. Smith.

Mr. Smith said he gives honor to God for allowing him to attend the board meeting. He stated it has been an honor and a privilege to receive the Governor's Customer Service Award for Excellence. Mr. Smith said he not only received the award for himself but received it for his department. Mr. Smith said on November 30th, he would be on the job 30 years and he's seen many changes within the department. He stated even though his work environment has changed, DJJ has always had the children's best interest in mind.

Mr. Smith said he likes the team concept at DJJ. He said the award is not a team award it is an individual award but he knows he could not have gotten the award by himself. Mr. Smith said he would like to recognize a few people that have helped him make it through his journey. Mr. Smith said he is from district 3A which he feels is one of the best districts. Mr. Smith recognized a few employees from his district: Victor Roberts – Regional Administrator, Tim Suddreth – District Director, Helen Trough – Juvenile Program Manager.

Mr. Smith also gave special recognition to his wife Belinda Smith.

He also thanked Keely Haynie who is the program assistant in the Fayette CSO. Mr. Smith said he will match Ms. Haynie against any program assistant in Georgia. He stated Ms. Haynie sees the children before he does. She has a way of letting him know their attitude so he will know how to prepare himself when he does intake. Mr. Smith said he sometimes sits in his office and he hears Ms. Haynie on the phone explaining what he does better than he can explain it. Mr. Smith said it is good to have a program assistant that thinks like you and has a desire to serve the youth.

Mr. Smith also thanked Anne Marie Riether. Mr. Smith stated he met Dr. Riether through her son where restitution was required. Mr. Smith said Dr. Riether told the judge she did not have

the money so her son was put on probation until the restitution was paid. It took about a week for the family to come up with the restitution. Mr. Smith said the judge told him to close the case but upon a visit to Dr. Riether's house he noticed some issues between Dr. Riether and her son. Mr. Smith said he continued working with Dr. Riether and her family for 6 months before he closed the case. Mr. Smith said Dr. Riether's son is now a straight A student. Mr. Smith said at the end of his 6 month visit to Dr. Riether's home she presented him with a detailed binder of everything they had done that included photos, cutouts, and clippings from when he first met her. Mr. Smith said Dr. Riether calls him the "Man." He said he accepted it because sometimes you have to be a man to deal with the youth. He stated sometimes these youth need men in their lives that not only set examples but live by examples.

Mr. Smith introduced Dr. Anne Marie Riether to the Board.

Mr. Smith said there is a man that he called his hero who has now passed on. Mr. Smith said his name was Jim Frazier. Mr. Smith said Mr. Frazier helped him get his position in Fayette County. He said Mr. Frazier, an assistant deputy commissioner at the time, made him promise to do two things: go to Fayette County and bridge the gap between the juvenile court and DJJ and make him and the department proud. Mr. Smith explained he works for two people; a judge and DJJ.

Mr. Smith thanked Dr. Riether for nominating him and thanked everyone that voted for him. Mr. Smith said receiving the award can be compared to the birth of his children and the marriage to his wife. As he sat at the Governor's award ceremony, he thought of his hero Mr. Jim Frazier knowing he kept the promise.

Mr. Smith said after 30 years he can say he still loves his job and he thanked everyone for having him at the board meeting.

The Board, staff and visitors applauded Mr. Smith.

Mr. Hayes announced that Dr. Riether will make a few comments.

Dr. Reither introduced herself and stated she was a psychiatrist with the state of Georgia. Dr. Reither said customer service is about responsibility and accountability and that is what Mr. Smith is all about. Dr. Reither said Mr. Smith exceeded her expectation and never missed an opportunity to intervene with her and her son.

Pictures were taken with Mr. Smith and his family.

Mr. Hayes concluded his report.

Chairman's Comments
Chairman J. Daniel Shuman
Board of Juvenile Justice

Chairman Shuman asked if there was any unfinished business. Hearing none he asked if there was any new business.

Chairman Shuman announced the next DJJ Board Meeting will be at the Central Office on December 10, 2009 at 10:00 a.m. Chairman Shuman also announced that DJJ will have their regular holiday activities following the board meeting in December.

Chairman Shuman asked if there were any other questions.

Chairman Shuman asked for a motion to adjourn the regular meeting of the Board of Juvenile Justice.

Board member Larry Barnes made the motion and Board member Pastor Dexter Rowland made the second.

The motion carried.

The meeting was adjourned.

J. Daniel Shuman, Chair
Board of Juvenile Justice

Albert Murray
Commissioner

Daniel A. Menefee, Secretary
Board of Juvenile Justice