

**Board of Juvenile Justice  
Thursday, January 28, 2010  
10:00 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 January 28, 2010 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; Dr. Jack Catrett; Joan Carroll; Dr. Michelle Staples-Horne; Steve Hayes; Nathan Cain; Cherecia Kline; Deborah Moore; Bill Amideo; Yvonne Saunders-Brown; Fabienne Tate; Sam Clonts; Victor Roberts; Ronnie Woodard; Latera Davis; Bill Parks; Miguel Fernandez; Coy Satterfield; Shawn Banks

**Others:** Erica Smith – DJJ Intern; Lindsey Willis; E. Ann Gowdy – UGA Intern; Alexa Athedey – UGA Intern; Nancy Horton – UGA Intern; Gary Barnhart – UGA Intern; Heather Gone – DJJ Intern, Christi Hardeman – Barton Child Law & Policy Clinic; Destiny Washington – Attorney’s General Office;

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

**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; James Kelly; Elizabeth Lindsey; Perry McGuire; Judy Mecum; Daniel Menefee; Dr. Edwin Risler; Pastor Dexter Rowland; J. Daniel Shuman; Elaine Snow; Sandra Taylor

**Advisory Council Members Present:** Judge Quintress Gilbert (after roll call); Judge Steven Teske (after roll call);

Noting the presence of a quorum of the Board, Chairman Shuman asked for a motion to approve the agenda for the January 28, 2010 Board of Juvenile Justice and Board of Education.

Daniel Menefee moved to approve the agenda for the January 28, 2010 Board of Juvenile Justice and Board of Education meeting. Judy Mecum 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 December 10, 2009 meeting of the Board of Juvenile Justice and the DJJ Board of Education and asked if there were any corrections to the minutes. Judy Mecum stated she attended the December 10, 2009 meeting but noticed her name was not listed as present. Cherecia Kline will make corrections to the minutes.

Larry Barnes moved to approve the minutes from the December 10, 2009 meeting of the Board of Juvenile Justice and the DJJ Board of Education. Michael Baugh seconded the motion. The chairman called for the vote and the motion was carried.

Chairman Shuman stated since the last board meeting he lost hearing in his left ear. He said it is called single-sided ear deafness. Chairman Shuman described this condition and procedures that will be taken to hopefully lead to restoration of his hearing.

Chairman Shuman thanked the Board for their thoughts and prayers.

Chairman Shuman announced that Commissioner Murray's birthday was Monday, January 25, 2010 which coincides with his 6 year appointment at DJJ. The Board, staff and visitors applauded Commissioner Murray.

Chairman Shuman asked Dr. Risler to introduce his guests.

Dr. Risler asked the UGA interns to stand and stated they are in the Masters and PHD program and they are placed at various DJJ community offices. DJJ provides a small stipend for the interns.

Chairman Shuman also asked Larry Barnes to introduce his guest.

Larry Barnes stated Lindsey Willis is a student at Georgia Perimeter College and she is interested in a career at DJJ. Mr. Barnes stated Lindsey is at the Board meeting to observe and make contacts.

### **Commissioner's Report** Albert Murray, Commissioner

Commissioner Murray greeted the Board, staff and visitors. He stated it was nice to begin another year and he's looking forward to a productive year. Commissioner Murray stated he celebrated his birthday on January 25, 2010 but it also marked his sixth year as Commissioner of DJJ. Commissioner Murray said he is grateful to begin year number seven as DJJ's Commissioner.

Commissioner Murray said it is always good to have guests at the Board meeting. He also stated he is especially glad that DJJ and UGA interns are in attendance. Commissioner Murray said DJJ is always looking for new people and new talent.

Commissioner Murray made note of the Board photos that were placed on the wall of the board room. He stated DJJ wanted to recognize the Board in a special way.

Commissioner Murray stated he attended the American Correctional Association conference in Tampa, Florida along with several members of DJJ's executive management team. Commissioner Murray also stated Dr. Risler attended the conference, representing the Board.

Commissioner Murray said the legislative session began earlier in January. Commissioner Murray said he appeared before the joint house and senate appropriations committee for a budget presentation. He stated he will be attending another sub-committee presentation on January 28 and January 29. Commissioner Murray said he will be engaged in budget presentations and will meet individually with legislators and do all he can to advocate for DJJ over the next 3 months. He stated he appreciates the Board's support and encouraged the Board to attend the hearings and presentations at the Capital.

Commissioner Murray announced that Legislative Director Spiro Amburn resigned. Spiro left the agency to take a position as Chief of Staff for the new House Speaker David Ralston. Spiro was with the agency for five years, and he did a great deal to help advance the agency's goals through the legislative process. Commissioner Murray said he hated to lose him but he understood that this was an excellent opportunity for him, and DJJ wishes him well.

Commissioner Murray said Spiro received his Master's degree from UGA and believes his future is unlimited. Commissioner Murray said he does not plan on immediately filling Spiro's position and asked his Executive Management Team to work closely with him as DJJ moves through the session. Commissioner Murray said he is confident that the agency will be able to manage. He will keep the Board up to date on legislative initiatives and other legislation that may affect the agency as DJJ moves through the session.

Commissioner Murray stated the Board was forwarded an email concerning a US DOJ Bureau of Justice Statistics, first ever special report, on "Sexual Victimization in Juvenile Facilities Reported by Youth 2008-2009". The survey included results from site visits to interview youth at 5 DJJ YDCs during 2008. Commissioner Murray said he asked for additional analysis of the findings of the report as well as a comparison to DJJ's own data on these matters and will be discussing the findings further with the Executive Team, as well as looking forward to planning DJJ's overall response to the federal PREA standards. DOJ has not yet published the standards for juvenile facilities but DJJ has reviewed the draft standards and will have some work to do to review the published version of the standards once they are issued and make sure DJJ is in compliance.

### **Community Services and Intake Division**

Commissioner Murray reported that the CSI Division has had two important changes at the Director positions for the Metro and Macon RYDCs. At Metro, Associate Director Debbie

Alexander was chosen to fill the position left vacant by John Wright's departure. Wright left to take a position in Florida with a private juvenile justice company. Prior to working at Metro, Alexander was the Director at the Martha Glaze RYDC. She has an excellent record of achievement with DJJ and a wide range of experience.

Ronnie Richardson has stepped into his role as director at the Macon RYDC replacing Director Craig Ferguson who also went to Florida to run a juvenile treatment facility.

Commissioner Murray stated these are two significant appointments which allow DJJ to continue the good operations at both facilities.

RYDC population has remained surprisingly low even after the holidays. DJJ has benefited from lower intakes during a time that other pressures on bed space may have caused possible crowding. Commissioner Murray said hopefully, the trend continues.

Deputy Commissioner Rob Rosenbloom attended a meeting recently designed to assist the NW Collaborative with a federal grant. DJJ, DFCS, Public Health and Behavioral health state offices were represented. Judge Velma Tilley chaired the group meeting and provided a report on the process of the multi-county mental health initiative in NW Georgia. DJJ has been a long time partner and will continue to support the effort.

#### **Division of Programs and Secure Campuses**

Commissioner Murray said he was pleased to announce the appointment of Shawn Banks as Director of the Sumter Youth Development Campus, effective January 1, 2010. Commissioner Murray asked Mr. Banks to stand to be recognized by the Board. Mr. Banks has a Masters degree in Social Program Administration from Georgia Southwestern State University and has been employed with DJJ at Sumter YDC since 2000, having supervised both the security program and treatment programs. Mr. Banks was a key staff member during the successful MOA audits at Sumter, both in 2005 and in the most recent audits which were successfully concluded earlier this year. Mr. Banks also has previous law enforcement experience prior to joining DJJ. Mr. Banks will report to Mr. Ronnie Woodard, Director of the Office of Secure Campuses.

Commissioner Murray said he was pleased to attend the Macon YDC Graduation for the fall semester - Class of 2010 that was held on December 16th in the campus gymnasium. Four youth received high school diplomas, and five youth received general equivalency diplomas. The guest speaker was First Lady Mary Perdue, who encouraged the youth to continue on their path of education and self-improvement. Each graduate was awarded six red roses and a gift bag. Commissioner Murray said he believes this was one of the best graduation events he has attended, and he very much appreciated Mrs. Perdue for taking time to speak to the graduates with a very relevant message.

Commissioner Murray said on December 15, 2009, he attended the fall semester graduation at the Augusta YDC where thirteen students graduated. Newly appointed U.S Attorney Edward Tarver was the graduation speaker. Approximately 175 family members, friends, and employees attended the ceremony and reception. The Color Guard from the Fort Gordon Youth Challenge

Academy conducted the presentation of colors and music and poetry was contributed by some of the YDC residents.

On December 18, 2009, Deputy Commissioner Steve Herndon, Secure Campuses Director Ronnie Woodard and Associate Superintendent Jack Catrett attended the Sumter YDC fall graduation where 9 youth graduated, two with high school diplomas and seven with GEDs. Also, two students received course completion certificates from South Georgia Technical College. The mayor of Americus, and city council and school board members attended the graduation along with parents and family of the graduates.

Commissioner Murray said this was a great way to end 2009 to have graduation ceremonies at three of DJJ's facilities. Commissioner Murray said for the benefit of the UGA interns and others who may not know, these are youth that come into DJJ several grade levels behind. Going to school has not been high on their priority list but during their time at DJJ they have been able to catch up and earn diplomas or prepare to take and pass the GED. Commissioner Murray said this means they will leave DJJ with something that cannot be taken away. Commissioner Murray said educating the youth is the one thing that the agency does while the youth are in the system.

On December 10, 2009, 10 young men from Muscogee YDC graduated from the Quest for Change Program called W.A.I.T.; "Why Am I Tempted." This is a healthy relationship skills workshop. The 7 week program is offered to the youth at Muscogee on a voluntary basis and is a program provided by the Quest for Change organization.

Eastman YDC will hold their fall semester graduation on Friday January 29 at 10 a.m. Commissioner Murray said all Board members are invited to attend. Commissioner Murray asked Dr. Catrett to announce how many youth will graduate.

Dr. Catrett announced 27 youth will walk at the Eastman YDC graduation; 16 with GED's, 3 with high school diplomas, 3 with special education diplomas, and 5 with a certificate from Georgia Technical College.

The Board, staff and visitors applauded.

The Office of Behavioral Health Services implemented an automated Psychodiagnostic Evaluation process through DJJ's online case management system (JTS) on January 12. This tool supports the primary components of care and is the means by which our system psychiatrists and psychologists across the state (most of whom are part-time contract employees) document their evaluations of youth and complete their follow up care. This new module, along with existing modules, allows DJJ behavioral health professionals to operate more efficiently, to improve resource utilization and to provide a higher quality of care to youth.

The electronic Behavioral Health Record has allowed us to better manage care by generating management reports that provide action prompts to clinical staff, productivity reports to managers, which aid in monitoring workload and case flow information, and this new system has enabled the organization to have immediate access to clinical records as youth move throughout

our system. Automating the documentation of behavioral health services and providing electronic access has been a key focus of the Office of Behavioral Health Services for the past several years and is yielding good results.

On January 7th, DJJ hosted the signing of the Memorandum of Understanding (MOU) intended to improve care for HIV positive detainees and inmates that move in and out of correctional facilities. The project will include the medical directors for DJJ – Dr. Staples-Horne and well as those from the Department of Corrections and Georgia Correctional Health Care. Other correctional and public health agencies across the state are also participating.

### **Administrative Services Division:**

The Office of Human Resources is continuing its efforts to implement the Kronos timekeeping system statewide. The pre-implementation meeting with Metro RYDC for Kronos implementation was conducted on January 20, 2010. DJJ will schedule training dates and establish a target of late February or early March, for the facility to begin using the Kronos System. After implementation at Metro, DJJ will only have four additional facilities to be implemented.

Sam Clonts, Deputy Director of Human Resources, was elected to serve a one-year term on the Executive Committee for the Council for State Personnel Administration. Commissioner Murray asked Mr. Clonts to stand to be recognized. The Council for State Personnel Administration (CSPA) is an organization dedicated to advancing human resource management throughout state of Georgia government, as well as providing professional development opportunities for its members.

In November 2009, there was a Safe Crisis Management Special Incident Reporting training meeting that was attended by Macon YDC, Metro, Paulding, and Gainesville RYDC staff. There were a total of 85 employees trained. For the month of December, the training was attended by Muscogee YDC, Aaron Cohn, Blakely, and Albany RYDC facilities which made a total of 76 employees that were trained.

In addition, The Office of Training continues to focus on the Safe Crisis Management Training Rollout. Specifics on the rollout are available in the board folders.

The BJCOT #148 graduation was held on Wednesday, December 23, 2009. There were 37 Juvenile Correctional Officer graduates. Ms. Beverly Westbrooks, Facility Administrator, Paulding RYDC served as the graduation guest speaker. There were five honor graduates, who attained a grade point average of 95 or above. A list of those graduates is included in the information.

The BJCOT Class #149 began on Sunday, January 4, 2010 with 31 cadets in attendance. The upcoming graduation ceremony is scheduled for Friday, January 29, 2010, which is tomorrow. John Brady, Director, Augusta YDC is the scheduled guest speaker. Graduation will begin at 11:30 a.m. in the Georgia Public Safety Training Center Auditorium, Forsyth, Georgia.

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

Board member Elizabeth Lindsey stated she had the pleasure of watching Commissioner Murray on “Georgia Lawmakers” trying to defend DJJ’s budget. She stated one of the segments being reported was the Governor’s plan to close the 24 beds at the Macon YDC and the elimination of 18-19 administrative positions at DJJ.

Commissioner Murray said that information may have been misreported. Commissioner Murray then asked Jeff Minor to address Ms. Lindsey’s question.

Mr. Minor stated he did not see the segment but part of Ms. Lindsey’s question is true. Mr. Minor said what is being reported is a loss of 108 positions. That was 108 positions that were lost in the original 2010 budget. In addition to the 108 positions, DJJ will be losing 450 positions in the amended 2010 budget. There was a 24-bed housing unit closed at the Macon YDC and associated positions have already been eliminated. Mr. Minor said that decision was made because of the change to STP from 60 to 30 days. The housing unit was closed without impacting DJJ’s ability to serve the youths at the Macon YDC. The administrative positions that were cut in the 2010 amended budget are 24 positions instead of 18 positions. Mr. Minor said out of the 450 positions, 390-plus of those positions were eliminated due to the closure of the Bill Ireland YDC.

Ms. Lindsey asked if the Governor recommended any additional closures of DJJ beds or facilities.

Mr. Minor said everything in the Governor’s recommendation except for a few items were already in DJJ’s budget request and is already done. The Governor added an additional 3 days of furlough. The Governor required 6 days and DJJ is already taking 9 furlough days. Mr. Minor said DJJ is working with OPB and the General Assembly for an understanding that DJJ is already taking that budget cut and would like to manage those extra 3 days through lapses and hiring freezes. DJJ employees started taking 1 furlough day a month starting in October 2009 and will continue to do so until June 2010. Mr. Minor said if DJJ added 3 more furlough days, there would be months where employees would have to take 2 furlough days. Mr. Minor said that would be a 10% pay cut. Mr. Minor said this is a time where DJJ employees are already taking on additional duties because of the vacancies they are not being filled. DJJ will continue to not furlough their JCO and food service employees.

Mr. Minor said DJJ also added a few more cuts related to some Medicaid eligibility workers that are contracted from Department of Human Services. DJJ will make some adjustment there.

Mr. Minor said except for the few items mentioned previously, the Governor’s budget cuts were cuts that DJJ proposed as part of the agency’s required budget reduction plans submitted to the Governor’s Office.

Board member Jim Kelley stated as DJJ adopts the standards for PREA could someone make a presentation to the Board.

Commissioner Murray asked if Mr. Kelley if he would make his request to Chairman Shuman and let him make that request to the DJJ.

Chairman Shuman commented and Commissioner Murray agreed DJJ should be able to accommodate that request.

Mr. Kelly said this may be another opportunity for public foundation funding if various departments have to comply with new standards at a federal level. Mr. Kelley said DJJ could possibly ask for a grant from foundations because they are looking for model agencies who are doing things right.

Mr. Kelley also stated that DJJ has lost employees to private juvenile justice firms. Mr. Kelley asked Chairman Shuman if the Board can get a 15-20 minute presentation on the state of privatization of juvenile justice. Mr. Kelley said the presentation should address why DJJ is losing employees to private juvenile justice providers.

Chairman Shuman asked Commissioner Murray if that kind of information will be available.

Commissioner Murray stated DJJ can do some research and gather what information they find. Commissioner Murray said one of the downsides of going through an MOA and getting the national attention is people get to know about the great employees at DJJ. Commissioner Murray said many DJJ managers are getting offers from other states just because Georgia's reputation is really good.

Mr. Kelley stated his main concerns include why the state of Florida is using private juvenile justice firms and how common is that among other states and countries.

Commissioner Murray said it may take a few months but he will get back to the Board with that request.

Board member Perry McGuire stated he had some issues with his email and would like to have the PREA report sent to him again.

Mr. McGuire said if the federal government hasn't adopted regulations yet, is that something DJJ is trying to be involved in to be in compliance with PREA. Mr. McGuire also asked if DJJ anticipates the standards having a budgetary impact.

Commissioner Murray said PREA has application to all facilities both juvenile and adult nationwide. At some point there will be an expectation that all prisons and juvenile facilities are in full compliance. It is a work in progress and there are some employees that are involved. Commissioner Murray asked Steve Herndon to address Mr. McGuire's questions.

Mr. Herndon said there was a federal commission chaired by Judge Reginald Wilkinson who he believes is in the Washington area. The commission included practitioners, attorneys and people from adult corrections. Mr. Herndon said the emphasis on PREA is with adult corrections but it also applies to juvenile justice as well. That commission met for more than a year, and had

access to data from correctional facilities around the countries and expert testimony. Mr. Herndon said DJJ's participation was in 2008 with the visits of the agency's 5 YDC facilities. DJJ's RYDC facilities were not surveyed because the data collection wanted to include only post adjudicated youth and they did not want to visit smaller facilities nor facilities where the youth were very young like some of DJJ's RYDC facilities. Mr. Herndon said they did not visit the short term YDC either because of the youth length of stay there. Mr. Herndon said DJJ had a very high level of participation in the 85% range compared to other jurisdictions.

Mr. Herndon said the commission has done its work. He indicated that the information is on their website so Board members can review the draft standards. There are draft standards for adult corrections, jails and juvenile justice. The draft standards were turned into the US Attorney General. Mr. Herndon said under the statute the US Attorney General has up to a year to either change or adopt the standards and publish the standards. Mr. Herndon said the process is with the U.S. Attorney's General Office to issue the standards at some point.

Mr. McGuire asked about a comment period.

Mr. Herndon said he is aware of the notice and comments phase of the standards but he believes that period has already passed but he was not sure.

Commissioner Murray asked Dr. Michelle Staples-Horne to address the Board with additional comments.

Dr. Michelle Staples-Horne stated she did not have much to add but stated there was a comment period and there was a meeting that convened in Atlanta, Georgia with several medical practitioners since they are a huge part of the compliance piece with regards to sexual assaults and how they're handled, including follow-ups, testing, and mental health. Dr. Michelle Staples-Horne said input was given by the providers. Dr. Michelle Staples-Horne said most of the work has already been completed and they did solicit input from providers and practitioners within the juvenile justice system. She stated this was also done on the administrative side as well.

Mr. McGuire asked Dr. Michelle Staples-Horne if she anticipated the standards having a budgetary impact on DJJ.

Dr. Michelle Staples-Horne said there is a health policy committee within DJJ and they had already started putting together some of the policy pieces that would meet the requirements that they anticipated were needed for PREA. She stated most of the things that were required, DJJ was already doing. Dr. Staples-Horne stated if a child alleged they were sexually assaulted they are taken out to a hospital that has the rape kit and the appropriate testing apparatus to do what needs to be done including the medical follow-ups. Dr. Staples-Horne said a lot of that is already done in the facilities with existing policies. The major impact would most likely be around community corrections and young people that are under DJJ supervision in the community. Currently the youth go through the Department of Families and Children Services and the reporting systems that are already structured for allegations of child abuse and sexual abuse in the community. Dr. Staples-Horne said DJJ may need to do a lot more coordination with local jurisdictions and hospitals. She stated that piece is not as clear as to how DJJ will

implement because it will involve a lot of partnerships and pulling of resources that already exist. Dr. Staples-Horne said she doesn't see any budget impact as of right now.

Board member Michael Baugh said since DJJ lost Spiro Amburn, he suggested that the Board members who have contact with their state legislators talk to those legislators on DJJ's behalf.

Dr. Risler requested the Board be kept informed concerning important legislative meetings involving DJJ and asked if the Board could get announcements of the upcoming legislative and budget meetings.

Dr. Risler also stated the ACA conference in Tampa, Florida was a good conference. He stated the conference was well attended. Dr. Risler said there are currently 19 states that are under an MOA and DJJ is sort of the model as to how to do it and stated that may be part of reason why DJJ is losing employees.

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 Elizabeth Lindsey 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 said DJJ had several graduations in 2009. Dr. Catrett said DJJ will not know how well they have done until the end of the school year.

Dr. Catrett stated DJJ will have a graduation ceremony at the Eastman YDC on January 29, 2010. The Board is invited to attend. The speaker will be Dr. Virginia Dickson who is a long term administrator in Peach County Georgia. Ms. Dickson also taught at the college level at Fort Valley State University for several years. Dr. Catrett said he was thankful to the principal and staff at the Eastman YDC facility.

Dr. Catrett announced that there will be 2 days of In-Service planned for DJJ education on February 8 and 9. This in-service training is sanctioned by the state of Georgia. He stated he knows some of the Board members are currently certified personnel. Dr. Catrett said if Board members need their certification renewed Mr. Coy Satterfield can arrange training for them. The speaker on February 8 will be Commissioner Murray. The In-Service covers DJJ's school training objectives. DJJ is looking at Georgia Performance Standards and there will be some

workshops being offered. They will also work on Response to Intervention (RTI). They will also work on GED and vocational education.

Dr. Catrett encouraged the Board to attend.

Dr. Catrett also stated Dr. Coles continues her school visits. DJJ is down to 3 regional principals, DJJ did not want to lose control of those facilities and Dr. Coles will continue her visits.

Coy Satterfield checks compliance at DJJ's private programs. He will check to see if their computers are updated and if the teachers have the materials they need. Mr. Satterfield will start his visits in February.

On January 20, 2010 DJJ administered the Middle School writing test. The test is administered to 8<sup>th</sup> graders. DJJ administered 400 tests. The state does not require DJJ students to pass this test but many local school systems do. The results should be available by March 5.

Dr. Catrett said in January DJJ administered the ESOL test. He stated about 5-15 students are tested every year.

The Georgia high school graduation retest will be on February 24, 2010. Dr. Catrett said he was not sure when those results will be back.

Dr. Catrett said there are no teacher vacancies to report at this time.

Dr. Catrett said his department has been working hard on the DJJ Regular Education Manual. DJJ developed a Special Education Manual about 12 years ago that was a state of the art document. Dr. Catrett said it helped DJJ employees to be compliant. Dr. Catrett said he wanted a Regular Education Manual that did the same thing. Dr. Catrett said he asked Coy Satterfield, Martha Patton and Joan Carroll to take on that task. Dr. Catrett said he will give the Board there copy at the end of the Board meeting.

Dr. Catrett asked Commissioner Murray to come before the Board so he can dedicate the DJJ Regular Education Manual. Catrett stated that Commissioner Murray has been a great supporter of the DJJ's education department. He has stated on many occasions education is one of the best ways to rehabilitate the youth in the community. He has attended many education meetings and staff development training to support the teachers as they strive to give the youth the best education possible. This manual was designed to be a roadmap and a daily guide for DJJ teachers. Dr. Catrett said he could think of no better way of thanking Commissioner Murray by dedicating the manual to him. Commissioner Murray works everyday to help DJJ's youth to better them. Commissioner Murray is practical in his work and insightful in his decision making. Because of these enduring attributes, it is altogether fitting that DJJ dedicates this manual to Commissioner Albert Murray on this day the 28<sup>th</sup> of January 2010.

Commissioner Murray thanked Dr. Catrett, Steve Herndon and all others who may have had a part in this. Commissioner Murray said he will accept the DJJ Regular Education Manual on behalf of many educators within DJJ who work very hard and will continue to work hard in 2010

to make sure they educate DJJ's youth. Commissioner Murray said thank you and stated he will display the manual proudly in his office.

The Board recognized Commissioner Murray with applause.

Dr. Catrett asked if there were any questions or comments.

Board member Larry Barnes asked how DJJ was handling the youth on days when the teachers are furloughed.

Dr. Catrett stated the youth at DJJ facilities go to school year round so taking the 9 furlough days does not affect their accreditation or state school standards. Dr. Catrett said they put the furlough dates on days they would have teacher workdays to minimize the days the youth are out of school. Dr. Catrett said Coy Satterfield works on the calendar committee and DJJ's school will only be closed 4 days.

Dr. Catrett stated so far DJJ has not seen any lowering of the testing scores or in the graduation rates.

Mr. Barnes said the state of Georgia spends a lot of money on testing and asked from a budgetary standpoint if he thought there was any way some of the testing can be minimized.

Dr. Catrett said he would definitely appreciate some relief. Dr. Catrett said if he could get half the testing days back as instructional days the youth scores would increase.

Board member Judge Teske stated over the past few months he has changed his restricted custody orders where he would consider early release provided a youth receives their high school diploma. Judge Teske said this is provided that DJJ is agreeable to it. He stated this will create incentives for the youth. Judge Teske stated this would provide youth to comply with the program requirements of their treatment plan as provided by DJJ during their time of restricted custody.

Dr. Catrett said he applauds Judge Teske for his effort. He stated if the youth had an extra incentive that would be great.

Board member Dexter Rowland asked if Judge Teske's colleagues were also looking into offering those same incentives.

Judge Teske stated he started looking into it about 4 months ago and has not talked to any of his colleagues about it. Judge Teske said some of his colleagues don't want to get into the issues of early release and they would rather not deal with it. Judge Teske said he intends to offer early release to youth that get their GED or high school diploma but he will be very selective at first. Judge Teske said the courts, the District Attorney's office and DJJ will have to work together so that it ends up in the best interest of the child and the community.

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 Judy Mecum made the motion to close the Board of Education meeting and resume the Board of Juvenile Justice meeting.

Board member Elaine Snow seconded the motion.

The motion carried.

Chairman Shuman called for the next item on the agenda, the Legislative update.

Commissioner Murray stated Deputy Commissioner Amy Howell was put on the agenda to give a legislative update but will not be in attendance at the Board meeting because she is at the Capitol conducting business for DJJ. Ms. Howell will serve as DJJ's legislative liaison. Commissioner Murray also stated Jeff Minor will continue to represent DJJ on all budget issues. He stated DJJ has not dropped a Bill yet but hopefully will by the next Board meeting in February. Commissioner Murray said the Board will get a legislative update at the next board meeting.

Mr. Baugh asked if DJJ will try to minimize the 3 extra furlough days the Governor proposed.

Jeff Minor stated DJJ is working with OPB and the General Assembly to help DJJ manage the 3 furlough days. Mr. Minor said that is an additional \$1.5 million in budget cuts that DJJ will take. Mr. Minor said DJJ will try to manage those cuts by lapses and hiring freezes. He stated he believes that DJJ can manage those cuts but there are concerns because the General Assembly is looking for more money. Mr. Minor said right now there are no plans for DJJ employees to take any extra furlough days.

Mr. McGuire asked if the Juvenile Code Rewrite was part of the DJJ's anticipated legislative package.

Commissioner Murray told Mr. McGuire the Juvenile Code Rewrite is an ongoing process but it is not part of the legislative package.

Commissioner Murray made reference to an opinion piece in the AJC that Judge Teske wrote on detention and the DAI (Detention Assessment Instrument) that has been one of DJJ's legislative initiatives in years past. Commissioner Murray told Judge Teske he appreciated him doing that and the AJC in giving him the extensive coverage on it.

Chairman Shuman called for the next item on the agenda, the DJJ Employee Service Awards.

## **Employee Service Awards**

Deborah Moore, Director of Human Resources  
Department of Juvenile Justice

Deborah Moore greeted the Board and asked Commissioner Murray, Chairman Shuman and Deputy Commissioners to come to the podium to take pictures with the recipients as the services awards were given. Ms. Moore stated she will call the employee names by their respective division.

### **Division of Administrative Services**

#### **Human Resources**

James DeSantis – Transaction Team Leader – 5 years of service

Jeruisha Briggs – Operations & Benefits Sect Manager – 25 years of service

#### **Office of Training**

Mary Battle – Office Manager – 10 years of service

Yvonne Sanders-Brown – Assistant Director – 30 years of service

#### **Legal Services**

Terri Kight – Policy Coordinator – 10 years of service

Pamela Sloane – Legal Services Officer – 15 years of service

#### **Office of Investigations**

Dallis Davis – Director – 30 years of service

### **Division of Fiscal & Information Technology Services**

#### **Office of Privatization and Grant**

Roger Hubbard – Grants and Contracts Manager – 5 years of service

#### **Office of Audits**

Travis Belser – Auditor Supervisor – 25 years of service

#### **Office of Technology**

Gail Swift – AOC II – 25 years of service

### **Division of Community Services and Intake**

Tammy Willingham – Administrative Assistant – 10 years of service

Rob Rosenbloom – Deputy Commissioner – 25 years of service

## **Division of Program and Secure Campus**

### **Office of Behavioral Health**

Miguel Fernandez – Assistant Office Director – 5 years of service

### **Office of Campus Operations**

William Parks – Program Director II – 10 years of service

The Board, staff and visitors applauded the service award recipients.

Chairman Shuman called for the next item on the agenda, Customer Service update.

## **Customer Service Update**

Steve Hayes, Customer Service Chairperson  
Department of Juvenile Justice

Mr. Hayes greeted the Board, Commissioner Murray and visitors.

Mr. Hayes stated the Board Education training will most likely follow the May or June Board meeting and will be conducted by the Georgia School Boards Association (GSBA). Board members who are not able to attend the May or June Board meeting will have to attend their Board training in Savannah in June or at another GSBA workshop this spring. Further information will be sent out to the Board at a later time via email.

Mr. Hayes informed the Board that the Macon YDC news coverage of the graduation is on the DJJ website.

On January 24, 2010, the Governor's Office of Customer Service honored several state agencies one of which was DJJ with quarterly customer service commendations. The Stephens County Court Services office and the High Intensity Supervision Team (HITS) in that office were awarded a team award for customer service excellence. Mr. Hayes stated these staff received the recognition they deserved. He also stated the Stephens County Court Services Office and the HITS program will be highlighted in DJJ's next newsletter. Mr. Hayes stated the quarterly award winners are on the Governor's Office of Customer Services website at [www.georgiacustomerservice.com](http://www.georgiacustomerservice.com).

Mr. Hayes said DJJ is on track to announce its 2009 Customer Service Recognition Program award winners at the next board meeting in February. Four quarterly winners for 2009 and an overall winner for 2009 customer service award winner.

Mr. Hayes said the Governor's Office of Customer Service periodically sends out the latest postcard messages to all DJJ staff and Board members. The key message on the latest postcard is being responsive to your customers.

Joe Doyle, Director of the Governor's Office of Customer Service has passed along the information that the state customer service satisfaction rating is up to 76%. This number comes from a statewide customer service satisfaction survey that is administered by Georgia State University. The measure is comparable with similar nationwide customer satisfaction measurements done by the University of Michigan. Mr. Hayes said 76% is considered excellent for customers who get service from the state of Georgia.

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.

Board member Judge Quintress Gilbert said it would benefit the Board to see a presentation on how many juveniles are involved in probation services as well as what happens to a probationer once they are placed on probation and the involvement of the parent. Judge Gilbert said she would like to know how many juveniles are on probation in Georgia at any given period of time and how can DJJ more effectively use probationary services in lieu of STP. Judge Gilbert also stated she would like to know how furlough days are affecting the probation system.

Chairman Shuman announced the next DJJ Board Meeting will be at the Central Office on February 25, 2010 at 10:00 a.m.

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

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

Board member Sandra Taylor made the motion and Board member 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