

Brian P. Kemp, Governor

Shawanda Reynolds-Cobb,  
Commissioner



DEPARTMENT OF JUVENILE JUSTICE

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**Board of Juvenile Justice &  
Board of Education / Joint Board Meeting  
Thursday, August 22, 2024  
Board Meeting Minutes  
(In-Person and Zoom Conference)**

**Opening Remarks:**

**Call to Order:** On Thursday, August 22, 2024, Chair Sandra Taylor called the joint board meeting of the Board of Juvenile Justice and Board of Education to order at approximately 10:01 AM. The meeting was held in-person and by Zoom.

**DJJ Staff Present:** Commissioner Shawanda Reynolds-Cobb, DJJ Executive Team Members, and various DJJ Staff Members.

**Others in attendance:** Amy Radley (in person) and Elizabeth Crowder (virtual)

**Invocation:** Emily Kelly, Chaplain

**Pledge of Allegiance:** Led by Chair Taylor.

**Roll Call:** Conducted by Secretary Adam Kennedy (virtual): Chair Sanda Taylor (in person), Vice-Chair Willie Bolton (in person), Danny Blackmon (in person), Judge Lisa Colbert (virtual), Judge Quintress Gilbert (virtual), Tim McCulley (virtual), Michael Murphy (in person), Penny Penn (in person), and Fred Stephens (in person). A quorum was declared.

**Approval of Meeting Agenda –** A motion was made to approve the meeting agenda by Board Member Penn and seconded by Board Member Gilbert. The agenda was approved unanimously.

**Approval of July 25, 2024, Board Meeting Minutes –** A motion was made to approve the minutes by Vice-Chair Bolton and seconded by Board Member Stephens. The minutes were approved unanimously.

### **Commissioner's Report:**

The Commissioner extended her appreciation for the support shown to her and her family on the passing of her mother.

- She also recognized the efforts of the team members at the ACA meeting. Muscogee YDC and Wilkes RYDC were re-accredited.
- The Commissioner announced the recent BCST and BJPOT graduation ceremonies and the upcoming BJCOT graduation.
- Construction has begun at the Augusta YDC and should be completed by the end of October. This is for the new 56-bed housing unit as well as an education building. The transition of the youth and staff will probably take place at the beginning of the year once everything has been completed.
- Muscogee YDC has been taken off-line to start the construction of the new 56-bed housing unit. They are currently in the demolition phase and construction should be started by the end of next month.
- The Commissioner and the Executive Team visited Macon YDC and RYDC; and one of the things they heard from the youth with so much excitement, was how much they loved the new school menu. Thanks goes out to all the team involved in making the start of a school year a positive experience for them.

### **Education Update:**

**Middle School Data (Tammy Anderson, Curriculum and Assessment, Director)**

- Georgia Milestone End-of-Grade Assessment Spring 2024
- Instructional Resources
- Personalized Learning

**High School Data (Dr. Barbara Franklin, Assistant Deputy Superintendent)**

- Georgia Milestone End-of-Course Assessment Overall
- Instructional Resources
- Personalized Learning

**Human Resources Update: Allyson Richardson, Deputy Commissioner, Division of Administrative Services**

- Introduction of OHR Leadership team
  - Frederick Perry, Director
  - Montaeya Dixon, Deputy Director

- o Pamela Saulsbury, Deputy Director
- OHR Structure
- Exit Survey
  - o Headcount/Hire Stats
  - o Turnover Data
  - o Exit Interview Responses by Fiscal Year
  - o Responses by Job Title Group
  - o Core Survey Questions
- Employee Engagement Survey
  - o FY23/FY24 Comparison – Key Highlights
  - o Recruitment Efforts
  - o Retention Initiatives - Career Progression
  - o Retention Initiatives – Salary
- Office of Human Resources Highlights
  - o SHRM Certification
  - o Recruitment & Retention Special Projects
  - o FY24 HR Assessment Tier 1 HR Model Agency Award
  - o OHR Current Initiatives & Next Steps

**Training Update:** Latera Davis, Deputy Commissioner, Office of Professional Development (OPD)

- Navigating Growth: A Three-Year Analysis of Professional Development Trends
- Professional Development (Dr. Tania Appling)
  - o Key Three-Year Trends
  - o Action Card Training
  - o Digital Learning
  - o eLearning Interactive Content
  - o Soft Skills Training
  - o Safety and Well-Being
  - o Transformative Training – Blended Training
  - o The Way Ahead: OPD's Outlook

**Old Business:**

- None.

**New Business:**

- None.


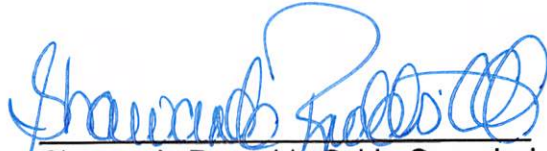
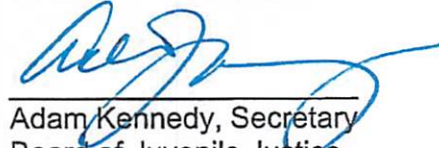
**Chair's Comments:**

- The training is cancelled. Chair Taylor reminded the Board regarding the importance of the board training, especially for the new members.

The next board meeting will be held on September 26, 2024, at 10:00 AM.

A motion was made to adjourn by Board Member Murphy and seconded by Vice-Chair Bolton.

Meeting adjourned.

  
Sandra H. Taylor, Chair  
Board of Juvenile Justice  
Shawanda Reynolds-Cobb, Commissioner  
Department of Juvenile Justice  
Adam Kennedy, Secretary  
Board of Juvenile Justice