



AS WE RISE TO THE CHALLENGE

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One of the many strengths of the Department of Juvenile Justice (DJJ) is the employees' ability to come together in times of crisis. Whether during natural disasters like tornadoes and hurricanes or the Coronavirus pandemic that is impacting communities across the world, DJJ employees strive to support each other and help ensure the safety and security of youth in the agency's care. "The teamwork displayed by DJJ professionals has helped minimize

the risk of spreading the coronavirus in agency facilities," said Dr. Michelle Staples-Horne, DJJ Medical Director.

A critical part of DJJ's response efforts to COVID-19 is rooted in planning by Dr. Staples-Horne. In 2009, Dr. Staples-Horne developed a Pandemic Plan for the agency. Originally designed to stop a flu epidemic at the Bill Ireland Youth Development Campus in Milledgeville, the plan included necessary mitigation measures

including postponing school activities, limiting youth and staff movement, extensive deep cleaning, and youth quarantine. This detailed plan has since been approved by the American Correctional Association (ACA) and used as a model for other agencies.

"The teamwork displayed by DJJ professionals has helped minimize the risk of spreading the coronavirus in agency facilities."

Dr. Michelle Staples-Horne, DJJ Medical Director



A Message from the Chief of Staff



Greetings,

I truly hope this message finds you and your family safe and well. We are now several weeks into the Coronavirus pandemic and it has impacted many lives and families across the world. For very good reason, this unparalleled

time has us anxious, worried and fearful for our loved ones and co-workers. However, it has not dampened your dedication, purpose, commitment and diligent spirit for our youth, agency and communities across our great state. Despite the overwhelming circumstances of the virus, you still report for duty to ensure the safety, rehabilitation and security of those we serve. You, as all public safety servants, are the true heroes during this unsettled period and we will prevail all because of your passion and hard work.

As I have stated in many e-mails over the past couple of weeks, we will get through these tough times together. Keep making a huge and noble difference!

You are the most valuable assets of our department and exhibit a true sense of DJJ Dedication.

I am honored, blessed and humbled to serve alongside you.

Sincerely,
Mark J. Mitchell
Chief of Staff

**EVERYONE
CAN RISE ABOVE
THEIR CIRCUMSTANCES AND
ACHIEVE SUCCESS
IF THEY ARE
DEDICATED TO
AND PASSIONATE ABOUT
WHAT THEY DO.**

Partnership with The Home Depot Provides Career Planning to Youth



In 2018, DJJ's Office of Re-Entry Services and The Home Depot created a career planning pilot program to help close the gap between youth in the juvenile justice system and their efforts to obtain gainful employment upon release. The Home Depot Career Planning Workshop is an eight-week program designed to teach soft skills and provide jobs skills training to students. Nine youth from the Atlanta YDC graduated from the program that same year.

DJJ and The Home Depot continued to build on the success of the program this year, with five female students graduating from the workshop on January 9, 2020 in a ceremony held at The Home Depot Human Resources Center in Atlanta, GA.

"Our partnership with The Home Depot is a key initiative that allows students to utilize the knowledge they obtain when they reenter their communities," said DJJ Commissioner Tyrone Oliver. "Our core mission is to provide opportunities for the youth in our care to become productive and law-abiding citizens. I look forward to continuing this partnership to help teach youth the essential skills they need to be successful."

"Our core mission is to provide opportunities for the youth in our care to become productive and law-abiding citizens."

Commissioner Tyrone Oliver

The workshop offers web-based learning using three to four-hour training sessions on topics including effective communication, career

planning relationships, resume writing, interview essentials, work goals and conflict resolution. The Home Depot representatives worked with the youth in the Macon YDC facility in Macon, GA.

Keith Jones, Director of the Office of Re-Entry Services, led DJJ's efforts with The Home Depot to bring the workshop to youth near their release date understanding the importance of students having essential skills for employment.

"DJJ will always look for opportunities to be able to support youth," said Jones. "This partnership is very important, and The Home Depot is committed to serving our youth."

(Continued on page 3)

Partnership with The Home Depot Provides Career Planning to Youth (Continued)



According to the Youth in Custody Practice Model, a guide to best practices in youth corrections, improving outcomes rests on the ability to involve youth in a meaningful array of programs that meet their developmental needs by teaching new skills and promoting attachments to pro-social people and activities.



Youth participating in the workshop are enrolled in the DJJ Connections Graduate Program (CGP) which is designed to prepare high school and GED graduates for college and careers. The CGP collaborates with community partners to offer a variety of programs and workshops to prepare them for a successful transition back to their communities.

The workshop teaches youth not only how to get a job in the corporate arena, but many different career fields. The Home Depot created conversation driven sessions that allowed youth to actively work through potential situations they may come across when trying to obtain employment and taught them how to stand out amongst other candidates.

“This is an opportunity for us to not only work within the community, which is something we are extremely passionate about, but it is the best opportunity for us to give back,” said Marci Scott, The Home Depot Human Resources Manager and the workshop instructor. “This has been a phenomenal partnership.”

DJJ and The Home Depot are now working to expand the program to additional facilities. ■

“This is an opportunity for us to not only work within the community, which is something we are extremely passionate about, but it is the best opportunity for us to give back.”



BizWhizz Program Teaches YDC Youth To Become Entrepreneurs



The DJJ Connections Graduate Program (CGP) often collaborates with community partners to offer a variety of programs and workshops to prepare youth for a successful transition back into their communities. This year, through CGP, youth at the Atlanta Youth Development Campus (YDC) participated in the BizWhizz. Org Entrepreneurship Program which is designed to teach youth how to become entrepreneurs. Founder Allan R. Bell, Jr. spent eight weeks teaching students at the YDC the essential steps to establish, operate, and grow a business.



More than three years in the making, the non-profit organization got its start in November 2016 through a conversation with his wife. “I wanted to come up with a tangible solution to make sure that our young people were positioned to be able to fulfill their dreams in spite of their current situation,” said Bell.

Seven youth completed the program and created their own businesses including a lawn care service, car wash, record label, shoe company, clothing design company, real estate agency and money management firm. In the program, youth conducted career and product assessments, market research, learned the importance of sales forecasting and financial reporting and developed business plans. Youth also created live websites for their businesses.

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EMPLOYEE SPOTLIGHT

MARYLYN MORGAN

OFFICE OF INVESTIGATIONS
SUPPORT INFORMATION ANALYST

Studies show that maintaining positivity in life has great benefits. A smile and the right attitude can aid in an increased life span, better heart health, a boosted immune system, and can even lower cholesterol.

Dr. Norman Vincent Peale, the author of “The Power of Positive Thinking,” once said, “Change your thoughts and you change your world.” For Georgia Department of Juvenile Justice (DJJ) employee Marylyn Morgan, these words are not just an encouraging cliché, but a standard she tries to live by each day of her life.

**“It is never too late.
Your time is your time.”**

As a Support Information Analyst in the Investigations Division, Marylyn develops background packages on juvenile offender and individuals interested in volunteering with the agency. However, twenty years ago, Marylyn’s life was radically different. Unable to finish high school, she was a teenage mother with limited employment opportunities.

While working as a housekeeper at Children’s Healthcare of Atlanta, Marylyn never gave up hope that her life would take a different direction. “There was something in me that wanted more,” said Marylyn. “It is never too late. Your time is your time.”

With that determination driving her forward, Marylyn went back to school in 2010 earning a General Education Diploma (GED) and started her academic journey.

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"I was the first of my mother's five children to have a high school diploma equivalent. Education is important because my mom stressed it."

Enter DJJ and the criminal justice system

"I was always interested in the criminal justice system and would ride by the DJJ's Central Office building on my way to Children's Hospital. I would tell myself that I was going to work in that building one day, the building motivated me."

After Marylyn got her GED, she immediately applied to Georgia Piedmont College, where she took criminal justice classes. In 2012, she transferred to Strayer University, where, in 2015 she received her Associates Degree in Criminal Justice. It was a significant milestone for Marylyn, but one that left her wondering what was next.

"I tried to figure out my next path?" For Marylyn, the path was forward. In 2017, she received her Bachelors of Arts degree in Criminal Justice Administration. When Marylyn Morgan applied to work as support services for the DJJ Investigations Unit, her dream became reality. Nervous during interview, Marylyn told her the panel that "if you give me an opportunity, I can do what's needed to accomplish the task."

With her heartfelt honesty and new academic background, in 2017 Marylyn Morgan obtained her dream and was hired at DJJ.

"Working at DJJ has exceeded my expectations. Every day is not the same day for me. It is always something different at work. The people whom I work with are all positive people. I like what I get to do. I love working at DJJ."

The dream is continuing for Marylyn. In 2019, she was accepted into Georgia State University's social work master's program. Her goal, once she obtains her master's degree, is to work with youth who have criminal justice issues, especially those with substance abuse problems or who have experienced sexual exploitation.

Marylyn asks, "What can we do to help the kids before they even come here (DJJ)? We need to find the things on the outside that can alleviate youth from coming here (to DJJ)."

With such a bright future for ahead, Marylyn offers this advice for anyone striving for more in their life and career. "You can do whatever you want to do, no matter how old you are; it does not matter. It has been an awesome experience. I have never forgotten the beginning and where I am now."

The Department of Juvenile Justice applauds the work of Marylyn Morgan and appreciates her continued drive to serve the youth.

"It is not where you start, it is where you finish. My success humbles me to keep going."



2010 – GED

2012 – Strayer University majoring in Criminal Justice

2015 – Associate Degree in Criminal Justice, Strayer University

2017 – Bachelor of Arts Degree in Criminal Justice Administration, Strayer University

2020 – Completed first year of Georgia State University's Social Work Master's Program

AS WE RISE TO THE CHALLENGE (Continued)



After initial reports of COVID-19 in Georgia communities and under the leadership of Governor Brian Kemp, DJJ began following best practices and guidelines from the Centers for Disease Control and Prevention (CDC) and the Georgia Department of Public Health coupled with the DJJ pandemic plan to protect youth and employees.

As part of prevention efforts, visitation at all 26 secure facilities were suspended to prevent visitors from bringing the virus into facilities. Although youth have not been able to have in-person visitation with their families, the Division of Secure Facilities began utilizing technology to allow youth to continue to speak

with their parents, legal counsel and mental health professionals. Youth have expressed their excitement about using tablets to have virtual visitations. Some youth are even seeing their families more often now since some parents do not live near the facilities and are unable to visit regularly.

“The youth and family members are loving the video visitation,” said Roy Lango, Director of the Martha K. Glaze Regional Youth Detention Center (RYDC). “They are able to see more of their family members instead of just two visitors. They also enjoy seeing the inside of their homes and especially their rooms.”

DJJ also established an agreement with the

Juvenile Court Judges to conduct hearings via videoconferencing to protect youth and staff.

Although some DJJ employees have the ability to telework, some essential employees including juvenile correctional

“I am extremely proud of the hard work and dedication employees have shown during this unprecedented time.”

**Commissioner
Oliver**

AS WE RISE TO THE CHALLENGE (Continued)

officers, medical and behavioral health professionals, food service workers, janitorial staff, facility administrators and many others are not able to work from home. These employees have gone beyond their call to duty to help prevent the spread of the virus in DJJ facilities across Georgia.

"I am extremely proud of the hard work and dedication employees have shown during this unprecedented time," said DJJ Commissioner Tyrone Oliver. "We are working diligently to protect youth, staff and their families against COVID-19."

DJJ medical staff is taking steps to prevent the spread of the virus by screening all youth as they enter facilities for the first time or if they are returning from a judicial appointment. These measures help to determine if the youth is displaying any symptoms of the virus that could infect others. Also, facility personnel and contracted maintenance workers receive a temperature check when they enter the building.

DJJ also encouraged staff to practice social distancing, provided instruction on proper handwashing techniques and notified staff to self-screen for signs of infection such as cough, fever, and shortness of breath. DJJ has purchased over 4,000



mask from the Georgia Department of Corrections for both staff and youth. The Office of Volunteer and Victim Services led efforts to distribute the masks to all 26 secure facilities.

Although several staff members and a youth has tested positive for COVID-19, DJJ continues to work hard to prevent additional spreading of the virus. Janitorial staff implemented an aggressive and extensive cleaning schedule for disinfecting all areas within the facilities and employees that may have been exposed were asked to self-quarantine.

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REMEMBER TO Do the Five

TO HELP REDUCE THE IMPACT OF THE CORONAVIRUS.

1. **Wash hands often and correctly**
2. **Cough or sneeze into your elbow**
3. **Don't touch your face**
4. **Stay more than six feet apart from others if possible**
5. **If you feel sick, please stay at home**

WATCH NOW ▶



CONGRATULATIONS TO OUR GRADUATES

On February 28, 2020 four officers graduated from Basic Juvenile Probation Officer Training (BJPOT) Class #18 and 24 officers graduated from Basic Juvenile Community Service Training (BJCST) Class #22. The graduation ceremony was held at the Georgia Public Safety Training Center in Forsyth, GA. BJPOT cadets complete a 360-hour basic training program designed to meet the requirements established by DJJ and the Peace Officer Standards Training (POST) Council. Basic Community Services Training (BCST) is a 200-hour course which provides new Juvenile Probation Parole Specialists the knowledge and skills necessary to perform their duties in support of the DJJ mission. Their Class Motto was Dedicated Professionals Molding the Minds of Our Youth, Stay Strong-Stay True, Hold it Down Class 018-022.





BASIC JUVENILE CORRECTIONAL OFFICERS TRAINING CLASS #237

On February 14, 2020, DJJ held a graduation ceremony for Basic Juvenile Correctional Officer Training (BJCOT) Class #237. Ninety graduates were sworn in at the Georgia Public Safety Training Center in Forsyth, GA. BJCOT is a 240-hour basic training program designed to provide basic skills training in security practices and procedures necessary to function in a juvenile facility setting. Their class motto was Overcoming Boundaries is Our Goal, Class 237, We Finish as a Whole.





SMRT Officers Sworn In By Commissioner Oliver

On March 25, Officer Laquisha Ward and Officer Pamela Cauley were sworn-in as a certified peace officer by Commissioner Tyrone Oliver. The officers graduated from Basic Law Enforcement Training on March 16. The 11-week program consisted of 408 hours of rigorous training that includes classroom-based lecture and practical skills-building sessions. All police officers in Georgia must complete this training to earn certification through the Georgia Peace Officer Standards and Training Council (POST).



Emory University Honors Chaplain Horne

The Office of Chaplaincy Services supports DJJ by ensuring First Amendment Rights to religious freedom, expression and resources to youth and staff. Whether inspiring youth to better themselves before rejoining their communities or encouraging employees to learn new techniques to teach youth in the agency's care, as leader, the Chaplain aids in the recovery and rehabilitation process by providing spiritual guidance, crisis intervention and religious education. Emory University Candler School of Theology named DJJ Chaplain Danny Horne the recipient of the 2020 Felicia Pearson Smith Award for outstanding work as an alumnus at the Black Student Caucus 12th Annual Heritage Ball on February 28, 2020.

The Felicia Pearson Smith Award is given to an alumnus for creating new paths at the Candler School of Theology. The recipient demonstrates continuous support and dedication to the spiritual formation of the students at the school and has been key in implementing opportunities for change and advancement in ministry. In addition, this person has remained connected to the Candler community with the intent to help build future leaders.

Chaplain Horne was honored for his legacy at the Candler School of Theology, contributions to mothers dealing with issues of incarcerated children in the United Methodist Church and as a chaplain supervisor for the Contextual Education I & II program at Metro Regional Youth Detention Center. The Office of Chaplaincy Services partnered with Emory University to improve pastoral care by adopting an enhanced personalized approach to pastoral care.

"The conversation about the DJJ Office of Chaplain Services and the Candler School of Theology began five years ago. We discussed spiritual interventions to prepare young people in the care of DJJ to develop and sustain productive lives," said Chaplain Horne. "Our institutional strategy has been visiting youth in the Intake area, working with youth in Reflection Groups, visiting youth on the living units and building relationships through youth contacts on a weekly basis with some graduate students volunteering to participate in institutional activities involving youth on weekends. We have observed growth and



"We have observed growth and maturity in DJJ youth."

Chaplain Danny Horne

maturity in DJJ youth who have participated in the program that will extend beyond the walls of the Department of Juvenile Justice."

Along with the work with mothers with incarcerated children and contextual education, this partnership has developed the LIGHTS (Leadership, Imagination, Growth, Heart, Transformation, Self-awareness) Devotional to encourage the DJJ youth to become responsible for their own spiritual growth.

BizWhizz Program Teaches YDC Youth To Become Entrepreneurs (Continued)



“Their mindsets and the language they speak is very different,” said Teresa Willis, CGP Instructor at Atlanta YDC. “I believe that they believe in themselves now which is something that I don’t believe they had very much of at the beginning. BizWhizz.Org has had a great impact.”

The Connections Graduate Program’s guiding principle, from correction to connection, provides the foundation for preparing youth for a successful transition back to their communities. The five programmatic thrusts focus on developing youth in critical areas including education, employability, leadership, wellness, and life skills and enrichment.

“Youth expressed a desire to learn more about becoming an entrepreneur.”

An important part of CGP is to prepare youth to adjust to everyday life and empower them to understand the social, moral and legal implications of what they do. According to the Youth In Custody Practice Model, in order to become fully functioning adults, youth need to know they are capable of achieving goals and exposure to a wide range of experiences and opportunities. The BizWhizz.Org program embodies the core mission and values DJJ strives to instill in youth.

“Youth expressed a desire to learn more about becoming an entrepreneur,” said Carrie T. Hamilton-Shavers, CGP Program Coordinator. “The impact that he has made on these kids is almost magical because they were willing to learn and to listen.”

The Atlanta YDC students were the first youth to graduate from the 8-week program. Students presented their business plans during a graduation ceremony held March 10, 2020 at the Atlanta YDC.

(Continued on page 14)

BizWhizz Program Teaches YDC Youth To Become Entrepreneurs

(Continued)



“My experience with Mr. Bell and the entrepreneurship program has been truly amazing,” said a program graduate. “Over the last 8 weeks he has not only helped me start my own business, but also taught me his full curriculum on how to do so. There is no way I can possibly repay him for all he has done for me.”

The graduate’s business is a full-scale lawn care service company that offers different contracts with perks for each contract. A three-month contract will provide customers with a 25 percent discount. The entrepreneurship program helped him determine that it will cost him a minimum of \$4,000 to start his business including equipment expenses. His first-year goal is \$30,000 in revenue. The sales forecasting he conducted let him know in order to reach his goal he needs to cut 440 yards a year equaling 37 yards a month and nine yards per week.

Bell says he could not have imagined how well youth would articulate their business plans. “The fact that they retained so much information is really rewarding to me because it helps me realize that it is relevant and they want the information,” said Bell. “It really gives me the assurance that they will be able to move forward with their own businesses.”

Students will soon move into phase two of the program on financial literacy. They will learn banking concepts like savings and checking accounts, whether they should rent or buy their home and the importance of insurance. ■



FIND A CAREER
BECOME A VOLUNTEER

AS WE RISE TO THE CHALLENGE (Continued)



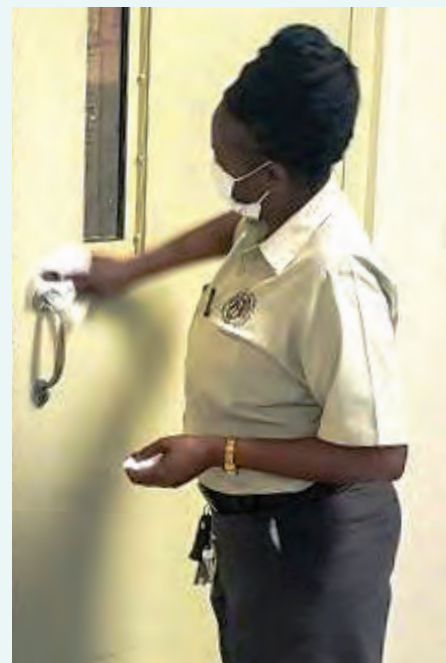
To minimize traffic in and out of the facility, during March alone, the Office of Nutrition and Food Services provided more than 4,700 meals to secure facilities' staff in addition to meals for youth. To protect youth, the Division of Education closed DJJ schools in facilities and Education Transition Centers, but continue to provide alternative educational services to youth.

DJJ also understands the importance of mental and emotional health of youth and staff. The Office of Behavioral Health Services has been talking to the youth about stress and offering additional counseling services. DJJ's Office of Emergency Management also activated a general



information helpline to address questions from staff and the general public regarding DJJ's response to the virus and the Office of Human Resources provided access to the Employee Assistance Program tip sheets to support emotional well-being.

As more employees work from home and to provide more availability to users, the Office of Technology and Information Services has offered extended hours for the IT support line and provided tips on how to maintain a secure remote work environment. The Office of Professional Development has worked to ensure that DJJ employees can still take training courses online. Programs range from leadership management



and stress prevention to understanding trauma-informed care for juveniles. During this uncertain time and as employees continue to work diligently on behalf of youth, DJJ leadership is genuinely grateful for the dedication staff has shown to the agency's mission, vision and values. ■



OUR VOICES #DJJDEDICATION



Thank you all for the dedication, hard work, and service provided to staff and the students of this agency.

Sandy Strickland
Education



I encourage everyone to remain positive and focused as we figure all of this out.

Tamara Barber
Community Services



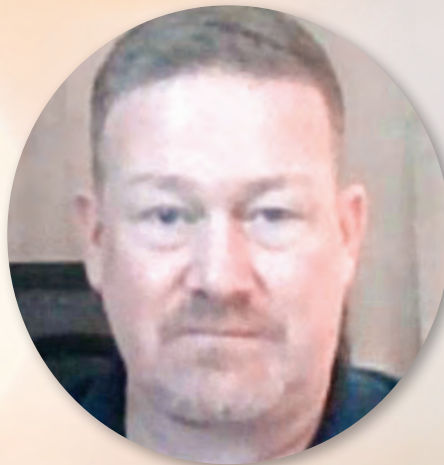
I'm inspired by the dedication of staff to further the work of this agency while keeping our own homes running. It is truly uplifting.

Robb Gilstrap
Community Services



As we continue to unite as a team, we will come back stronger than before.

Sammie Roper
Community Services



DJJ employees across the state are showing that they are dedicated to our mission despite the challenges. I feel so inspired by our can-do attitude.

Bill Martin
Community Services



There is no better place to be than in a classroom with kids who need us. I can't wait to get back to Rockdale.

Kim Holly
Education

DJJ CENTRAL Employee of the Month



Jacquelyn Christian

HR Generalist of Human Resources

FEBRUARY

Jacquelyn Christian continuously shows initiative and is a true team player. She assists other Human Resources units when needed and provides innovative, creative ideas to enhance projects. Jacquelyn is committed and dedicated to the Department and always exemplifies professionalism.

Helen Trouth

Program Coordinator, Community Services

MARCH

Helen Trouth is a vital asset to the Division of Community Services. Her integrity and work ethic demonstrates her commitment to DJJ. There is no project ever too big or too small for Helen to work on with others.



Joan Quinn-Cannon

DJJ Engineering Director

APRIL

The leadership that Joan Quinn-Cannon provides to her team makes her an outstanding employee. For more than seven years, Joan has demonstrated consistency, creativity, hard work, integrity, and a commitment to excellence and the professional development of her staff. Because of her consistency, the trust and bond amongst the engineering team has developed and flourished.

Dr. Michelle Staples-Horne

DJJ Medical Director

MAY

Dr. Michelle Staples-Horne has faithfully served DJJ as Medical Director. Michelle has demonstrated confident and never-ending leadership, making it her mission to ensure that DJJ youth and staff remain safe.



DJJ FACILITIES Employee of the Month

Beatrice Johnson
Glyvona Cox
Brenda Moore
Michael Joyce
Briana Hinson
Eddie Hill
Valerie Sandoval
Gregory Davis
Francisca Lau
Briana Henderson
David Russell
Keythe Griffin
Padesha Camp
Katrina Hogue
Shaqualyn Worrells-Davis
Kristin Esposito
Alexis Nelson
Candice Kemp
Debbie Brooks
Antangila Bracket

Larrineisha Gaines
Sherry Thoreson
Ronique Green
Loretta Miller
Queeney Williams
Robert Bishop
Mekedes Conteh
Latisha Hicks
Jasmine Terrell
David Oludimimu
Jillian Banks
Rudolph Johnson
Derrick Wimbley
Frances Campbell
Rebecca Stingley
Jamecia Mike
Beverly Walton
Cathy Wright
Tiona Thompson
Teleshia Binn

Debra Powell
Cynthia Scott
Brianna Murphy
Theresa Ware
Marysa Rivera
Willie Lewis
Shanerri Tolbert
Vanessa Robledo
LaShana Walker
Tiffany Hobson
ShaRonda Dunbar
Roy Flanders
George Andrews
Basheen Brown
Lynese Artis
Kawanna Williams
Anthony McMillian
Rozalynn Hill
Niya Evans
Kareem Moody

Antwanette Spencer
Travis Eaddy
Kiayanna Edwards
Sabrina Hansen
Shamonica Tremble
Nathony Sistrunk
Helen Dunlap
Geneva Curry
Aernesha Shields
Marilyn Calhoun
Rotosha Switzer
Rodney Allen
Gwendolyn Brazell
Henry Wimberly, Sr
Demora Baxter
Sheryl McClendon
Evette Herrington
Frederick Hand
Carolyn Collier
Ute Moore



**DJJ CONGRATULATES
OUR EMPLOYEES WITH
CLASS OF 2020 GRADUATES!**



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