



Building a Culture of Care and Excellence

At the Georgia Department of Juvenile Justice, our culture is the foundation of everything we accomplish. It shapes how we interact with each other, the youth in our care, and our community partners as we pursue our mission of rehabilitation and restoration.

The Georgia DJJ Culture Wheel

Our Culture Wheel represents the agency's core values and reinforces the commitment we have to our employees and the youth in our care. Each spoke of the wheel represents a different aspect essential to our success.

MISSION STATEMENT

The Mission of the Georgia Department of Juvenile Justice is to transform young lives by providing evidence-based rehabilitative treatment services and supervision, strengthening the well-being of youth and families, and fostering safe communities.



- POSITIVE RELATIONSHIPS
- RESPECT AND CARE FOR EVERYONE
- RESTORING YOUTH
- TEAMWORK
- DOING THE RIGHT THING
- SUPPORT HEALTH AND WELLBEING
- CAREER DEVELOPMENT
- SERVANT MINDSET

Positive Relationships



Why Relationships Matter

Forming meaningful connections with colleagues enhances our mental and emotional wellbeing, and making our jobs more enjoyable.:

- Job satisfaction and engagement
- Workplace communication
- Ability to collaborate effectively

When we invest in relationships, we create a supportive environment where everyone can thrive.

Respect and Care for Everyone

When our actions align with our words through consideration and compassion, we exhibit respect for one another.



What Respect Looks Like

- Active listening without interruption
- Valuing diverse perspectives
- Acknowledging others' contributions
- Speaking with kindness and professionalism



How We Show Care

- Checking in with colleagues regularly
- Offering support during challenging times
- Celebrating successes and milestones
- Maintaining appropriate boundaries

Restoring Youth

Restoring our youth by strengthening their wellbeing and providing high-quality education and essential services in a supervised rehabilitative environment.



At Georgia DJJ we are committed to restoring youth by:

- **Strengthening overall wellbeing through trauma-informed care**
- **Providing high-quality education tailored to individual needs**
- **Delivering essential services that address root causes**
- **Creating supervised rehabilitative environments that promote growth**

☐ Our focus is on rehabilitation, not punishment, preparing youth for successful reintegration into their communities.

Teamwork

Building and developing a team that can help get the work done.



Form

Bringing together individuals with complementary skills and perspectives



Build

Developing trust, establishing norms, and creating psychological safety



Perform

Collaborating effectively to achieve goals and overcome challenges

"Individual commitment to a group effort – that is what makes a team work, a company work, a society work, a civilization work." - Vince Dooley

Doing the Right Thing

Sustaining an effective organizational value system allowing us to maintain our integrity and principles over popular decisions.

Youth & Public Safety First

Make decisions based on what's best for youth and public safety.

Adhere to Policies

Follow established policies and procedures consistently.

Speak Up

Speak up when something doesn't seem right, fostering transparency.

Long-term Outcomes

Prioritize long-term positive outcomes over short-term convenience.

Support Health and Wellbeing

Providing employees with resources to promote their emotional, financial, spiritual, physical, mental, and occupational health.

Emotional

EAP services, peer support programs

Financial

Retirement planning, financial literacy workshops

Spiritual

Peer Counseling, Chaplain Services

Physical

Fitness programs, health screenings

Mental

Counseling services, stress management

Occupational

Ergonomic assessments, work-life balance policies

Career Development

Investing in how our employees manage their careers ensures they have the training and skills to progress in their chosen career paths.



Servant Mindset

We fostering an environment that allows personnel to focus on their team members' needs before considering their own, leading to stronger relationships with team members and other stakeholders.



Listen First

Understanding others' perspectives
before offering solutions



Empower Others

Providing tools and authority for
team members to succeed



Remove Barriers

Addressing obstacles that prevent
team effectiveness

"Leaders with a servant mindset serve others before they are served." - John Maxwell