



OFFICE OF LEGAL SERVICES

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**Board of Juvenile Justice &
Board of Education / Joint Board Meeting
Thursday, June 22, 2023
Board Meeting Minutes
(Audio/Zoom Conference)**

Opening Remarks:

Call to Order: On Thursday, June 22, 2023, Chair Sandra Taylor called a joint board meeting of the Board of Juvenile Justice and Board of Education to order at approximately 10:00 am. The meeting was held via audio/Zoom conference.

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

Invocation: Board Member Garland Hunt

Pledge of Allegiance: Led by Board Secretary Adam Kennedy

Roll Call: Conducted by Board Secretary Adam Kennedy. Members present – Board Chair Sandra Taylor (In-person), Vice Chair Willie Bolton (In-person), Board Member Danny Blackmon (In-person), Board Member Thomas Coleman (Zoom), Board Member John Edwards (In-person), Board Member Quintress Gilbert (In-person), Board Member Joyette Holmes (In-person), Board Member Garland Hunt (In-person), Board Member Margaret Kaiser (In-person), Board Member Penny Penn (In-person), Board Member Fred Stephens (Zoom). Quorum was declared.

Motion to Amend today's meeting to include an Executive Session: Motion to amend by Board Member Gilbert and seconded by Board Secretary Kennedy. Motion was approved unanimously.

Approval of Board Meeting Minutes May 25, 2023: Motion to approve by Board Member Kaiser and seconded by Board Member Penn. Motion was approved unanimously.

Commissioner Shawanda Reynolds-Cobb Report:

Commissioner Reynolds-Cobb thanked the staff for carrying out the mission of the agency and thanked the Board for their support. The Commissioner discussed:

- Graduations
- Recruitment - DJJ has contracted Delotte for recruitment and retention and to help with the strategic plan of DJJ. This is being done on a statewide basis also.
- DJJ signed a contract with Preview, a company that worked with other states' juvenile justice entities to complete an assessment with some of the long-term JCO's that are doing really good work and are very promising. This will allow DJJ to create interview tools to help with interview questions. They will also, help with assessments and getting the right people for the jobs.
- Quarterly Town Hall Meetings will be held 6/28/23 and 6/30/23 and it will be virtual.
- Internal Meetings will be held as a result of the Town Hall Meeting.
- Communication plan and methods will be created with our Communications Team.
- Statewide HITS Meeting and the results of that meeting. Also HITS will be collaborating with SMART to provide a better experience when working in the field.
- Building a stronger partnership with our sister agencies such as:
 - DFACS – working to recreate the agreement to ensure cases are staffed prior to court, and that we are advocating for our youth and providing needed services.
 - DCH – advocating for more mental health services and making sure that Amerigroup will look for a bed for our youth when needed.
 - DBHDD – The Commissioner attended a meeting which resulted in including our youth in their peer mentoring program.
- Training – this is an important part of DJJ. The Commissioner will advocate for and support our staffs' training needs.

Education Update:

- Dashboard – Vacancy report holding steady with teachers and support staff
- Education Presentation (Dr. Barbara Franklin)
 - Online testing update with student, staff and central office experiences.
 - Vaping curriculum is now part of summer program which includes:
 - Catch my breath curriculum, a prevention program focusing on vaping. They program also addresses the effects of Fentanyl and the impact of online peer pressure.
 - .
 - Human trafficking – DJJ's goal is to teach the difference between Human Trafficking and Sex Trafficking and promote online safety.
- End of Course Testing was discussed by DC Shelfer – the State BOE will meet in July and they will be voting on the amount to change the percentage to the end of course testing. Currently it is 20% of a student's grade, they are voting to reduce it to 10%. He will monitor for any changes.

Chair Taylor asked how we did on scores and Dr. Franklin stated that some facilities did better than others but a lot of the facilities remained the same. Participation had a lot to do with it.

- Erin's Law was passed in 2009 and is now in 38 states. Georgia was the 35th state to adopt it.
- The DJJ school counselors will provide staff training.

Divisional Update:

- Division of Administrative Services
 - Acknowledged management team in the Office of Human Resources and all their hardwork.
 - OHR structure changes and new hires.
 - Headcount/Hire Staff for June 2023
 - Turnover Data for FY20 to FY23 for JCO's, JPPS, Food Service, Teachers, and JDC.
 - Employee Exit Interview Update and how to access it. The responses are by calendar year.
 - Outlined the best and worst things about their experiences at DJJ and what is being done to fix the problems.
 - The Exit Interview Takeaway were outlined and the solutions being implemented.
 - New Fingerprinting Process and what is happening moving forward.
 - OHR Initiatives and how they will tackle everything.
 - Recruitment strategies.

The Commissioner mentioned the mediation process and what is being done.

- Recruitment and Retention Study and the proposed timeline and career paths strategy for JCP, SSP, JDC, and FSW.
- OHR Training Conference Overview.
- Collaborative initiatives for the onboarding steering committee.

Old Business: None

New Business:

- Declaration of Board Officers Nominees
 - Board Nominating Committee – Board Member Garland Hunt, Board Member Penny Penn and Board Member Fred Stephens who is the Chairperson.
 - Board Member Penn outlined the results of the nominations and explained that no one has expressed an interest in filling the offices of Chair, Vice Chair, and Secretary. The current Board Members have expressed an interest in remaining in their seats. The Chair opened nominations and there were no other nominations.

Board Member Stephens moved to close the nominations and it was seconded by Board Member Holmes. Motion was approved unanimously.

Retirement Presentation:

Recognition presentation of Margaret Cawood. She will continue to support DJJ on a PT basis as the legislative liaison.

Breakout in Executive Session:

Motion for a Breakout Session was made by Board Secretary Kennedy and seconded by Board Member Holmes. Motion was approved unanimously.

Sandra H. Taylor, Chair
Board of Juvenile Justice

Shawanda Reynolds-Cobb, Commissioner
Department of Juvenile Justice

Adam Kennedy, Secretary
Board of Juvenile Justice