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**Board of Juvenile Justice &  
Board of Education / Joint Board Meeting  
Thursday, March 26, 2026  
Board Meeting Minutes**

**Opening Remarks:**

**Call to Order:** On Thursday, March 26, 2026, Chair Sandra Taylor called the joint board meeting of the Board of Juvenile Justice and Board of Education to order at approximately 10:00 AM. The meeting was held in person and via Zoom.

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

**Other Attendees:** Assistant Attorney General Shanna-Kay Gibbs. Guests in the audience and on Zoom.

**Invocation:** Chaplain Emily Kelly

**Pledge of Allegiance:** Board Member Garry McGiboney

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

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

**Approval of February 26, 2026, Board Meeting Minutes** – A motion was made to approve the minutes by Secretary Kennedy and seconded by Vice Chair Bolton. The minutes were approved unanimously.

**Commissioner's Report:**

- The Commissioner reported on the legislative session and the agency's work with Culture Partners.
- DJJ was a co-host of the American Probation and Parole Association National Conference.

- There were 4 Town Hall meetings held at the facilities with the Executive Team. These meetings were held at DeKalb, Rockdale, Rome, and Dalton.
- The Annual Women’s Symposium was held, and it was centered on “Wellness.” The men will have their own symposium later in the year.
- There was a graduation of 21 community officers that graduated from POST.
- Presentation for 10-year service to Deputy Commissioner Scott Cagle.

## **Divisional Updates:**

### **Education Update – Dr. Letunya Walker, Deputy Superintendent**

#### **Announcements and Invites**

- Saturday, March 28, 2026 – Voices of Change Youth Arts Recital hosted by the Education Music Production Department and Secure facilities – to be held at Atlanta YDC from 12 – 2:30 pm.
- Youth Graduation Ceremony – to be held May 21, 2026, in Macon.

#### **CTAE – From Facility to Workforce – Preparing DJJ Students for Georgia’s Talent Pipeline**

- Career Planning Survey from Focus Group
- Survey Snapshot
- Age Demographics
- Workforce Exposure Gaps
- Georgia’s High-Demand Career Pathways – Georgia Priority workforce Sectors
- Student Interest Alignment with Workforce
- Expand Career Pathways Aligned to Workforce Demand
- Strengthen the Education-to-Work transition by working more intentionally with the community
- Expand Workforce Readiness Skills
- Increase Hands-On Training Opportunities
- Strengthen employer partnerships
- Track Outcomes and Measure Program Impact
- Moving Forward

### **Office of Human Resources – Frederick Perry, Director**

- Structure of Human Resources
- Headcount/Hire Stats for FY2025
- Turnover Data FY22-FY25
  - o Exit Interviews
  - o FY25 Responses by Job Title
- Employee Engagement Survey
  - o Key Highlights
  - o Core Survey Questions and Comparisons
- Overview of FY22-FY25 Employee Engagement Comparison
- Recruitment Initiatives

- Facility Based Job Fairs
- Recruiting Events for FY25
- Community Partnership Job Fairs
- DJJ Internship Programs
- Key Updates and Accomplishments
  - Empathy Interview Questions
  - Retention Initiatives
  - Peace Officer Standards Training BCST Certification
  - POST BCST Certification
  - Mentorship Program
  - DJJ Succession Planning Program
  - Stretch Program
- Salary Initiatives
  - Increased Salary Benchmarks
  - FY25 Agency Salary Initiatives
  - Increased Salary Benchmarks
- OHR Highlights
  - SHRM Certification
  - 2025 Career Development Initiatives
  - Onboarding Survey Trends
  - Workers Comp Return to Work Program
- OHR Current Initiatives

**Old Business – None**

**New Business – None**

**Chair Comments** – Graduation is coming up on May 21, 2026. No time has been set yet, but the board meeting for May will be moved to where the graduation will take place. Chair Taylor asked that the board members block out that day on their calendars.

Adjournment – Motion to Adjourn was made by Secretary Kennedy and seconded by board member Hunt.

The next meeting will be held on April 23, 2026, in the Central Office Board Room

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Sandra H. Taylor, Chair  
Board of Juvenile Justice

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Shawanda Reynolds-Cobb, Commissioner  
Department of Juvenile Justice

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Adam Kennedy, Secretary  
Board of Juvenile Justice