



## **BOARD MEETING SUMMARY**

### **September 26, 2019**

Members Present: Chair Sandra Taylor, Secretary Adam Kennedy, Angie Holt (via telephone), Dick Yarbrough, Dr. Thomas Coleman, Danny Blackmon, Fred Stephens, Penny Penn (via telephone), John Edwards (via telephone), Judge Lisa Colbert, and Willie Bolton. Judicial Advisory Council Members Present: Judge Quintress Gilbert.

#### Motions and Other Business:

1. Chair Taylor called the meeting of the Board of Juvenile Justice to order on Thursday, September 26, 2019 at 10:01 AM.
2. A motion to approve the September 26, 2019 agenda was made, seconded, and approved unanimously.
3. A motion to approve the August 22, 2019 minutes was made, seconded, and approved unanimously.
4. The Commissioner's report was included in the materials. Commissioner Tyrone Oliver updated the board on recent staffing changes. He introduced the new Chief of Staff, Mark Mitchell. Announced the resignation of Andrew Laarhoven, Chief Financial Officer and the appointment of Pamela Johnson as the interim Deputy Commissioner of Secure Campuses, thus making her responsible for both the Division of Secure Campuses and the Division of Secure Facilities.
5. Senior Human Resources Manager Tamara Mays presented the Faithful Service award. Assistant Deputy Commissioner Gary Tolar presented an Award to SMRT Officer Teri Farrow for his actions during a recent car accident involving a fellow law enforcement officer's family.
6. Director of Human Resources Dana Kilpatrick presented an update on human resources. Human Resources is currently piloting an exit interview that is sent to only employees that resigned. The exit interview questionnaire is currently being provided to former staff via email and mail to the last known address. There are plans to develop a version of the form that can be answered via cell phone text messages. Chair Taylor asked about holding former employee's final paycheck to ensure the exit interview is completed. Mr. Bolton would like to know if we can hold an employee's benefits (e.g. leave payout) to encourage completion of the

exit interview. Mr. Edwards inquired about the tracking process and using the tool as part of the performance management process. Judge Colbert would like to see the entire form, including the available responses on the various dropdown tabs.

7. Deputy Commissioner of Administrative Services Shawanda Reynolds-Cobb presented a video recent hiring event held at a local church.
8. Deputy Commissioner of Community Services Victor Roberts presented an update of the number of DJJ youth currently placed in residential facilities. Director of the Office of Residential and Community-Based Services Raquel Watson provided additional information regarding the audit process, audit tool used for residential programs and the average daily number of DJJ youth in placement. Ms. Watson provided the additional details about items covered in the audit process.
9. Secretary Kennedy expressed his appreciation for Commissioner Oliver's attendance at the evacuation location during the August storm impacting Coastal Georgia. Secretary Kennedy stressed that he is not opposed to ACA accreditation, he wants DJJ to use the best practices for the agency.
10. Commissioner Oliver presented the staffing report. Discussions regarding low facility retention rates, particularly POST trained staff leaving DJJ for other law enforcement agencies. Commissioner Oliver mentioned possible having a 24 month contract that would require staff to reimburse the Department if they resigned prior to the contract expiration. Judge Colbert suggested that DJJ review job satisfaction as a means of maintaining staff. Secretary Kennedy would like to explore how DJJ can utilize the resources gained by reduced community caseloads. Mr. Yarborough would like to see an improvement.
11. FY20 budget cuts were met without an impact on staff and expecting the same for FY21 budget cuts.
12. A motion to adjourn the Board of Juvenile Justice and to reconvene as the Juvenile Justice Board of Education was made, seconded, and approved unanimously.
13. Interim Associate Superintendent Dr. Rufus Johnson presented on teacher retention, student achievement data, professional development, CTAE, Education vacancies, AdvancED, and plans for parent engagement. A new curriculum guide is being developed and will be ready by for the October board meeting.

14. A motion to adjourn the Juvenile Justice Board of Education and to reconvene as the Board of Juvenile Justice was made, seconded, and approved unanimously.
15. Chair Comments: No comments.
16. Old Business: No old business.
17. New Business: No new business.
18. With no further business before the Board, the meeting was adjourned. The next scheduled meeting will be on October 24, 2019, at 10 AM in the Central Office, Decatur, GA 30032.

---

Jajuana Dewberry, Staff Attorney