



## REVIEW



## PINKY COLE FOUNDATION TO PROVIDE JOBS AND SCHOLARSHIPS FOR DJJ YOUTH



The Department of Juvenile Justice (DJJ) is partnering with the Pinky Cole Foundation to provide an annual scholarship of \$10,000 and jobs for DJJ youth. The Pinky Cole Foundation was established by Pinky Cole, owner of the Slutty Vegan restaurants, to empower generations of color to win in life, financially, and in the pursuit of their entrepreneurship dreams.

"I am excited about this new partnership that will strengthen our efforts to provide job-related services for our youth once released from our custody," said DJJ Commissioner Tyrone Oliver. "The Pinky Cole Foundation is giving these young people a

better opportunity to succeed in life and be productive workers in their community."

DJJ's F.R.E.S.H (Focusing Resources Effectively to Sustain Hope) Start Youth Initiative speaks to a collaborative effort to ensure youth receive a "fresh start" and a commitment to utilizing resources in the community to reach this goal. This initiative starts current and former youth on a path to develop careers in the restaurant and foodservice industry. The Office of Reentry Services leads DJJ's partnership efforts.

The Pinky Cole Foundation has agreed to employ, provide paid training and a ServSafe certification for

up to 30 current or former DJJ youth at Slutty Vegan restaurants and food trucks in metro Atlanta. The foundation will also provide a \$10,000 scholarship

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# A Message from the Chief of Staff



As we continue to navigate and adjust to our new norm, I just want to sincerely thank you for the passion, purpose and resiliency you exhibit each day for our agency, communities and youth you care for each day. Recently, the Commissioner and I have been able to get

out and travel to many of our facilities and CSO offices throughout our big state. After our tours and genuine discussions with leadership and personnel, we always discuss how committed, diligent and dedicated our employees are with all of the circumstances and trying situations you face.

From our housekeepers, JCOs, JDCs, JPMs, HITS Officers, medical personnel and supervisors, we see and feel the deliberate approach you have toward being a servant and a Guardian to each other, our communities, and youth.

Your actions and words are inspiring and we look forward to traveling to see more of you as we end the summer and enter the fall season.

I hope and pray you and your families remain safe and well. As I always say, we are a work in progress. We are continuing to Change our Culture but let's all "Be the Change" needed for our department, youth and communities we serve

Respectfully,  
Mark J. Mitchell  
Chief of Staff

## Our New Mission Statement

Earlier this year, the leadership team started to examine the words used to describe service here at DJJ. The leadership team and members of the Youth in Custody Practice Model workgroups began developing a new mission statement that would represent who we are, what we are striving to achieve, and the culture we want to build.

The new mission statement was voted on and unanimously approved by the DJJ Board. This mission statement reaffirms our commitment to the youth in our care and the 3,000 plus employees who deliver these vital services. Through our employee's efforts, this agency can continue to help improve the quality of life for all communities throughout Georgia.



### Mission Statement:

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



Commissioner Tyrone Oliver was appointed to the Board of Directors of the Council of Juvenile Justice Administrators (CJJA). Commissioner Oliver will be one of four Regional Representatives and Chair of the South Region for CJJA.

The CJJA was formed to improve local juvenile

# Oliver Named to CJJA Board



correctional services, programs and practices, so the youths within the systems succeed when they return to the community. The CJJA provides national leadership and leadership development for the individuals responsible for the juvenile justice systems. CJJA fulfills its mission through educational activities and programs, as well as research and technical assistance projects.

"I am honored to be chosen to be part of the leadership for the Council of Juvenile Justice Administrators," said Commissioner Oliver. "The work being done at CJJA to improve best practices and programs will not only help our DJJ youth in Georgia but those in juvenile justice systems across the nation."

During the announcement of his appointment, CJJA President Lisa Bjergaard made note that Commissioner Oliver's "knowledge, expertise and vision will be invaluable in helping the Board of Directors guide the CJJA and continue its mission."

## Be The Change

The following poem entitled "Teamwork" was submitted to the DJJ Review by Central Office Building Services Operations Manager Tolaya Skinner.

### Teamwork

Teamwork is an art  
In order for it to work you have to know where to start  
One's willingness to be open is a plus  
Which leaves no room for ME or I just US  
US as a whole to accomplish one goal  
Leaving no room for no one to fold  
The follow-ups, the meetings as well as the communication  
Sets the tone for a great representation







# CONGRATULATIONS TO OUR GRADUATES

**D**JJ held graduation ceremonies for Basic Juvenile Correctional Officer Training (BJCOT) class #238 on May 22, 2020 and class #239 and July 10, 2020 at the Georgia Public Safety Training Center in Forsyth, GA. Seventy-seven cadets joined the ranks of other juvenile correctional officers (JCO) across the state.

Basic Juvenile Correctional Officer Training is a 240-hour comprehensive program that provides basic skills training in security practices and procedures. To complete the program, a cadet must meet established standards on written examinations that evaluate cognitive knowledge, as well as performance-oriented examinations.

Congratulations graduates.





# INVESTIGATIONS DIRECTOR COMPLETES CHIEF TRAINING



**D**JJ's Director of Investigations Matthew Wolfe completed the 2020 Chief Executive Training class June 1 through June 10. The 60-hour course, administered and provided by the Georgia Association of Chiefs of Police (GACP), is required by state law for all newly appointed heads of law enforcement agencies.

The association strives to promote cooperative, professional relationships throughout the state, to evaluate the standards of police institutions and the profession, to offer quality training and continuing education for administrators, and to provide opportunities for police executives to exchange information and experiences.

"I am always looking to do my job better, new ideas, and training on measures to improve my professionalism in overall service to the Department of Juvenile Justice, particularly to the Investigators and

employees I lead. The Chief Executive Training was a tremendous honor and allowed me to build on that professionalism."

The curriculum is designed to give newly appointed law enforcement administrators and command staff personnel training on police management, as well as inform them of laws and policies affecting their departments.

GACP is the largest professional association for law enforcement administrators in Georgia, and one of the largest in the country.



## JENKINS SWORN IN AS CERTIFIED PEACE OFFICER

**O**n July 16, Security Management Response Officer Alesha Jenkins was sworn-in as a certified peace officer by Commissioner Tyrone Oliver. Jenkins 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 skillsbuilding sessions. All police officers in Georgia must complete this training to earn certification through the Georgia Peace Officer Standards and Training Council (POST).







# EMPLOYEE SPOTLIGHT MICHAEL BERRIAN JR.

C A D W E L L R Y D C  
S E R G E A N T

The road to becoming a leader often involves many twists, turns and unforeseen obstacles. Leaders are not born, they are developed through positive and negative experiences. Having the character to get up after falling or failing is a trait that many leaders share.

A good example of the long road to success can be seen in the story of Michael Berrian, Jr. Currently a Sergeant at the Cadwell Regional Youth Detention Center (RYDC), Michael Berrian started his career at the Macon Youth Development Center (YDC) nearly two years ago.

"Macon RYDC is and will always be 'HOME' and very dear to my heart," Berrian said. "I would like to thank Director Romenski Williams for giving me a chance and mentoring me along the way. It was an honor to work alongside some great people at Macon RYDC. I'm so excited about being promoted from JCO to Sergeant and moving to Cadwell RYDC, it was a

fresh start for me. Thank you to Mr. Gary Darrisaw and the team at Cadwell RYDC for accepting me as a Sergeant and giving me my first opportunity to be in a leadership role."

Berrian's first exposure to the Macon RYDC was when he was incarcerated there eighteen years ago.

Growing up in Macon's Pleasant Hill neighborhood, Michael Berrian, Jr.'s childhood was nice, living with his very devout mother. Unfortunately, in his own words, Michael "fell in love with the world" and by the age of 16 was smoking marijuana, involved with gangs, and selling drugs.

"When I was a teen, I dealt with a lot of peer pressure and had issues with wanting to be accepted by all the wrong people to the point that I was willing to do almost whatever for people to like me", said Michael. "That put me in a position to do things I wouldn't normally do, just so that my peers wouldn't think I was afraid. Honestly,

I was afraid. I was afraid to be a leader, so I followed the crowd and got myself in a lot of trouble doing so."

This hard headed behavior eventually led to a robbery spree that ended with four felony charges for Michael Berrian, Jr. and ultimately a ten-year sentence with four years scheduled at the Department of Corrections.

However, after three years of incarceration, Michael Berrian, Jr.'s path to maturity and leadership began in earnest with humility and a spiritual awakening.

"God spoke to me and showed me that the life I had chosen to live was in opposition to the way He desired for me to live my life," according to Michael. "I asked God to forgive me and that's the first day I knew I had been forgiven for all the wrong I did. I began to read the Bible, pray, and surround myself with other people who was following Jesus Christ as well. That was the beginning."

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Like other leaders, Michael Berrian, Jr. also accepted the help of others and saw the opportunity for redemption while at DJJ.

“There were specific individuals that helped me to see my path, but they weren’t officers. They were inmates and volunteers. My mom played a big part too, she prayed for me and sent me scriptures through the mail. I used to read those scriptures almost daily. My mom taught me about God when I was younger and when I got older, she continued.”

With a true understanding of self and direction, Michael was able to push forward to become the person that he always was and wanted to be. Through good work and deed, the ten-year sentence was reduced to three years. Soon Michael was out of DJJ custody and motivated to share his experiences to help others.

“Working at a Hephzibah Children’s Home (HCH), a group home in Macon, I realized I wanted to work with incarcerated youth. HCH housed youths from DJJ facilities. To me, it was like a “Halfway House” for juveniles. While working with these youths, I realized how much a lot of them were like me when I was younger. I was drawn to “the bad kids” and I found myself talking to a lot of them about life and about being a better person. Some of the youth had

children and I would talk to them about keeping themselves in a position that they could always be there for their children which included the importance of staying free. To a lot of them, I became like a father-figure or big brother. This inspired me to want to continue working with youth, especially “the ones like me”. After that, I enrolled into the Criminal Justice program at a local college in Macon with the desire to be a Juvenile Probation Officer and to work with DJJ youth.”



“Mr. Berrian came to me as a cadet and stated that he was worried about his background clearing the Georgia P.O.S.T. standards, which was necessary to attend B.J.C.O.T.,” said Director Romenski Williams, Michael’s mentor. “I told him that because I was so impressed with his character, positive attitude and desire to be a beacon of light for our youth, I would do all I could to have him be a part of the Macon RYDC team whether it be security, non-security or volunteer. I also told Mr. Berrian that due to him having gone through some of the same situations as some of our

youth at the Macon RYDC, that he could become a living, breathing example of what you can do after you make bad decisions, get in trouble but refuse to let those mistakes and decisions define the rest of your life.”

Michael is now inspired to continue the journey and make the most of his time working within the confines of juvenile justice.

“I desire to continue to grow within the agency and be an example to follow. I’m a leader at heart, but more than that I am a server, and I plan to serve DJJ until God comes for me. As far as my future goals, I would like to be a Juvenile Probation Officer, preferably in Bibb County, one day.”

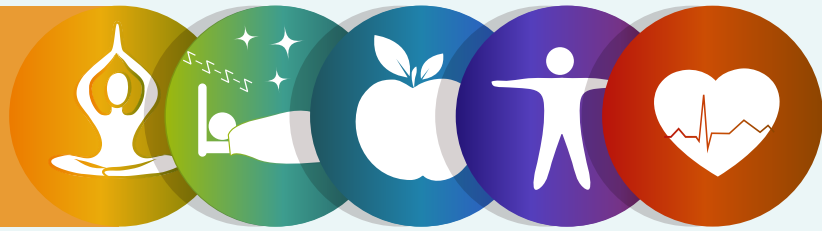
“I want to thank every employee of DJJ, especially those in blue (the JCOs), the real heroes and hardest working people within the agency. If you’ve never heard it or haven’t heard it in a while, I appreciate you and everything you do to make sure our facilities are secure and run properly. Whether you know it or not, the youth in our care are impacted by your presence. We will save many, just keep hanging in here and ‘be the change you want to see’. You never know who they may turn out to be. Inmate one day, officer the next.”





# Seven Steps to Wellness

DJJ's Clinical Program Manager Shares  
Seven Steps to Wellness



**D**JJ Clinical Program Manager Doug Jackson provided staff valuable steps to achieve emotional health and wellness during the August Office of Reentry Services' Task Force meeting. During his presentation on Self Care in a Time of Uncertainty, Jackson referenced Dr. Carol Lewis, Psychologist and Dr. Nadine Burke-Harris, Surgeon General of California who developed the following steps.

- 1. Healthy Relationships – Be kind, generous and think of ways you can help others.**
- 2. Sleep – Develop a consistent routine that allows yourself the opportunity to receive seven to nine hours of sleep nightly.**
- 3. Eat – Eat at least three meals a day that contain actual nutritional value.**
- 4. Exercise – Move your body for at least 30 minutes each day.**
- 5. Pleasant Activities – Develop a list of pleasant things that you enjoy doing each day of the week.**
- 6. Breathe – Take a one-minute break every hour for slow, deep, rhythmic breathing.**
- 7. Mindfulness – Notice your thoughts, gently let go, shift your focus and set aside some time for self-care.**

Jackson is also a certified trainer in the Community Resilience Model (CRM), a set of six easily learned skills you can use to reset your nervous system when you are feeling overwhelmed. His free on-line CRM training is comprised into an eight-video course that covers core CRM skills.

## 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**





annually for youth that they hire who have earned a High School Diploma or G.E.D. to use toward college or technical school.

“Being able to partner with the Georgia Department of Juvenile Justice to help kids in our community is what we are about at Slutty Vegan and the Pinky Cole Foundation,” said Pinky Cole. “I am thankful for the leadership of Commissioner Oliver for thinking outside of the box to ensure Georgia youth are given the tools necessary to thrive. We are excited about this partnership!”



According to the Youth in Custody Practice Model, a guide to best practices in youth corrections, to truly equip a young person for long-term success, system partners must contemplate a youth’s life beyond the end of the juvenile justice case. Occupational and

employment skills and job opportunities are key components of ensuring youth are successful post-release.

DJJ youth have already started working at the restaurant. “I love the job,” said 17-year-old Christian White in an interview. “For every dark day, there’s a brighter day coming ahead of you and everything is eventually going to be right as long as you want to do right.” White works as a fry cook at the Slutty Vegan restaurant in Jonesboro, GA and has plans to move into management. This is his first job since he was released from DJJ.





# Georgetown University and DJJ Partner to Improve Juvenile Justice System Through Youth in Custody Practice Model



The Youth in Custody Practice Model (YICPM) is an initiative with the Council of Juvenile Correctional Administrators (CJCA) and the Center for Juvenile Justice Reform (CJJJR) at Georgetown University's McCourt School of Public Policy. The initiative promotes safe, fair, and healthy environments throughout the juvenile justice system for youth, staff, and families. During the July Board meeting of the Department of Juvenile Justice, Deputy Commissioner Shawanda

Reynolds-Cobb provided an update of the agency's partnership.

The YICPM is an initiative that we started with Georgetown University and the Council of Juvenile Correctional Administrators over a year ago to help us achieve four primary goals:

- Improve outcomes for youth, families, staff and communities
- Build stronger partnerships with families, stakeholders, and communities
- Increase consistency in practices
- Create greater systems of accountability and quality assurance

When DJJ started this process, we were asked to do an agency assessment of nine areas of our system: Case Planning, Family Engagement, Racial and Ethnic Disparities, Healthy Environment, Supporting Staff, Youth Voice, Structured Programming, Physical Health, and Academic and Career Technical Education. As a result of completing

the assessment, we created subgroups to tackle some of the areas that we identified while completing the assessment to help us make identified changes, modifications or to implement new practices and processes.

We have five working subgroups that meet at least once a month: Family Engagement, Case Planning, Staff Support, Youth Voice and Education. These subgroups are comprised of staff from across the agency to ensure a balanced approach to addressing areas that we want to make improvements. Initially, we held quarterly onsite meetings with the Georgetown consultants and monthly accountability calls that include the Commissioner, Chief of Staff, Assistant Commissioner, the executive leadership team and implementation team members appointed under their position within the organization as identified by the YICPM model.

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## YOUTH IN CUSTODY PRACTICE MODEL



Center for Juvenile Justice Reform

• working across systems of care • georgetown university •

“Partnering with Georgia DJJ on the Youth in Custody Practice Model has been a wonderful experience,” said Umpierre. “Throughout the initiative, the DJJ team has carefully examined its existing policies and practices and crafted new ideas to enhance the way the agency does business. Our teams at CJJR and CJCA have been privileged to work with an agency so deeply committed to improving outcomes for youth, families, staff and communities. We look forward to seeing how DJJ fills the gaps it has identified, while also leveraging the many strengths it has discovered via the Practice Model work.”

Michael Umpierre,  
Director of the Center for Juvenile Justice Reform



The model allows us to have up to three pilot sites and our sites are Rockdale and Macon Regional Youth Detention Centers (RYDCs) and Macon Youth Development Campus (YDC). The directors and their leadership teams have been an integral part of this process. Kudos to Directors Appleberry, Williams and Dupree and their teams.

Agencies in the YICPM model are offered up to 15 days of training and technical assistance from a specialized subject

matter expert. However, we have not finalized our list because we are still going through the YICPM process. We have elected to receive assistance in the areas of racial and ethnic disparities and having a team of experts to look at our balance of being therapeutic vs. correctional as we work to improve outcomes for youth, families, staff and communities.

In addition, there is a data component that allows Dr. Jennifer Woolard and her team from Georgetown

University to work with us on data collection and analysis. The ultimate goal of this particular component of the process is to allow systems to have the necessary data to show the impact of the YICPM.

Thank you to Rusty Rodgers, Allyson Richardson, Martha Dalesio, Tricia Philips, Dr. Keith Jones, Dr. Christine Doyle, Chris Thomas, David Schwartz, and Jackie Delozier for their hard work in keeping this project on track.

## Join Our Team Today!



<https://djj.georgia.gov/>



# Evening Reporting Center Opens in Lowndes County



**D**JJ held a ribbon-cutting ceremony with partner Southwest Key Programs for a new rehabilitation center for at-risk youth in Valdosta, GA August 13, 2020. The Evening Reporting Center (ERC) for non-detained DJJ youth is an evidence-based program designed to provide structure and supervision to system-involved youth ages 12 to 17. The goal of the program is to keep youth engaged in pro-social learning opportunities and prevent youth from recidivating.

"If we can provide opportunities for young people other than criminal activities, we

help transform lives and reshape the state of Georgia as it relates to crime," said Commissioner Tyrone Oliver. "My team and Southwest Key Programs have been working incredibly hard to pull this amazing program together and we hope this community is looking forward to the positive results from this partnership as much as we are."

Southwest Key Programs, who will operate the center, is a private, non-profit organization with more than 30 years of experience creating effective and culturally responsive program

models for youth and families involved in juvenile justice.

"We are excited to be able to educate and provide counseling services to the children here at the Evening Reporting Center," said Joella L. Brooks, CEO of Southwest Key Programs. "I look forward to the continuation of this partnership as we together will change the lives of children and families."

According to the Youth in Custody Practice Model, a guide to best practices in youth corrections, once a young person is released from the facility and placed in the community, system

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partners must ensure he or she receives the services and supervision necessary to achieve positive outcomes. Connecting youth to effective community-based services is a key component of any reintegration strategy.

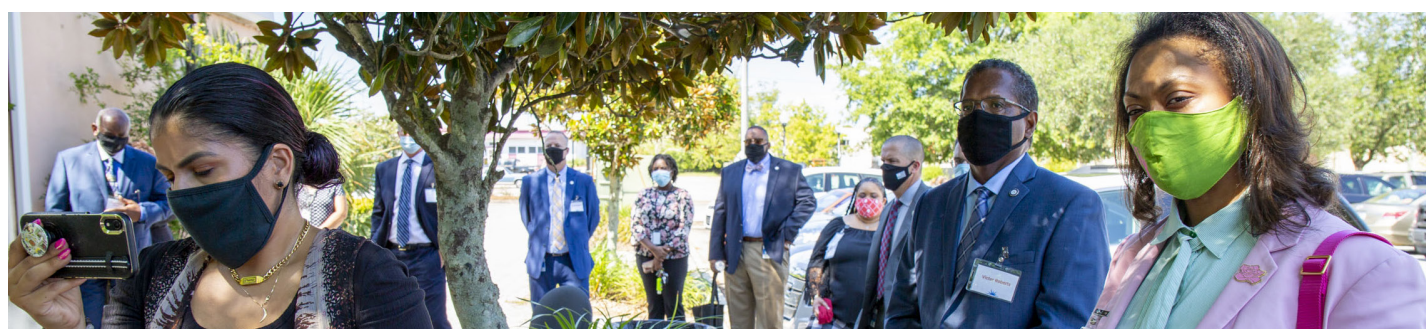
The Youth Reentry Task Force of the Juvenile Justice and Delinquency Prevention Coalition, says services should:

- Be based in the community where returning youth live;
- Proactively address developmental disabilities;
- Focus on permanency and housing;
- Link youth to mental health and substance abuse treatment;
- Recognize the diverse needs of returning youth;
- Address school attendance, workforce preparation, and employment; and
- Make better use of youth's leisure time

**Southwest Key Programs is a private, non-profit organization with more than 30 years of experience.**

The ERC is the first of its kind in the state of Georgia and will provide services including homework assistance, work-readiness training, recreation, and family engagement. Youth are enrolled in the program for 90 days and can only be referred by DJJ. Ten DJJ youth are currently participating in the program and report to the center from 2 p.m. to 10 p.m. Monday through Friday.

“A year ago, when I appointed to this position, Governor Brian Kemp gave me a mission not only to hold youth accountable for their actions but also to deter them from gangs and criminal activities,” said Commissioner Tyrone Oliver. “The Evening Reporting Center will help fulfill that mission in southwest Georgia.”





# DJJ Employees of the Month

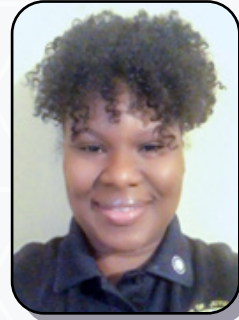
## Community Services



**Crystal Brown Lawrence**  
Residential Placement Specialist  
June



**Richard Fox**  
Statewide Case Expeditor  
June



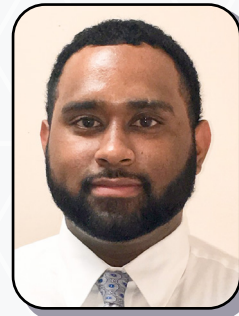
**Tracey Owens**  
Juvenile Probation Officer 2  
June



**Gina Coleman**  
Program Assistant  
June



**Keonna Armour**  
Juvenile Probation/  
Parole Specialist II  
July



**Delquis Olivo**  
Operations Support Manager  
August

## Central Office



**Tamara Mays**  
HR Manager of Employee  
Relations/Compliance  
June



**Bill Webb**  
Business Analyst  
August

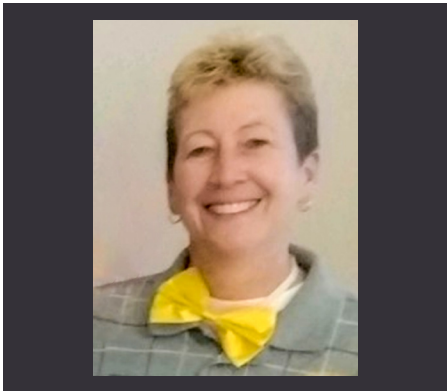
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# Secure Facilities

Arrion Ansley, Aaron Cohn RYDC	Betty Jean Taylor, Milledgeville YDC	Veronica Tinley, Eastman YDC	Velicia Cobb, Wilkes RYDC
Marcus Robinson, Atlanta YDC	Jasmine Rhine, Muscogee YDC	Adam White, Elbert Shaw RYDC	Demora Baxter, Savannah RYDC
Robert Evans IV, Augusta RYDC	Derisha Ross, Rockdale RYDC	Wanda Humphreys, Loftiss RYDC	Craig Goosby, Aaron Cohn RYDC
Martha Drewery, Augusta YDC	Olivia Holland, Savannah RYDC	Padesha Camp, Macon RYDC	Toinette Phillips, Atlanta YDC
Andrasia S. Wright, Cadwell RYDC	Amber Allen, Terrell RYDC	Shawanda Wells, Macon YDC	LaToya Selby, Augusta YDC
Kapri Gaines, Crisp RYDC	Naomia Jones, Waycross RYDC	Kawana Williams, Marietta YDC	Jeremy Boggs, Claxton RYDC
LaShonda Carthan, DeKalb RYDC	Larry Evans, Wilkes RYDC	Santarious Moncrief, Martha Glaze RY	Joseph Felton, Crisp RYDC
Torrey Miller, Loftiss RYDC	Larkezia Kelly, Aaron Cohn RYDC	Phillip Famber, Metro RYDC	Carolyn Hilburn, Eastman YDC
Theresa Walker, Macon RYDC	Dinah Scott, Augusta YDC	Niya Evans, Muscogee YDC	Milton Reed, Atlanta YDC
Elizabeth Wilson-Thomas, Macon RY	Linda White, Cadwell RYDC	Yolanda Snow, Rockdale RYDC	Felecia Howard, Crisp RYDC
Anthony McMillian, Marietta YDC	Jacquelyn Johnson, Claxton RYDC	Winifred Battle-Cozart, Savannah RYDC	Katherine Smith, Waycross RYDC
Teddra Watkins, Martha Glaze RYDC	Kylie Smith, Crisp RYDC	Ian Thomas-Brown, Metro RYDC	Misty Dykes, Terrell RYDC
Julia Inez-Minnitee, DeKalb RYDC			

# DJJ Farewells

Cheryl Denegall	Christopher Thomas	Jerry Little	Jacklyn Belton
Edwin Mathis Jr.	Devin Hudson	Andrew McGee	Annita Brown Jones
Rick Byars	Reginal Ashley	Janette Nihles	Christopher Garner
Shelia Phillips	Elinor Goode	Deborha Henderson	Linda Cameron
Tom Welborne Jr.	Patricia Hill		



In August, Statewide Positive Behavioral Interventions and Supports (PBIS) Administrator Janette Nihles retired after a distinguished career with the State of Georgia.

Nihles, who is a Navy veteran, began her Georgia career with the Department of Corrections holding a variety of positions with GDC including Warden before taking a position with DJJ in 2012.

# FAREWELL TO DJJ PBIS ADMINISTRATOR

Janette served as both a Director in a RYDC and YDC before becoming the first Director for the Intensive Treatment Unit (ITU), a specialty facility designed to provide intensive evidence-based treatment in a trauma informed environment for high risk, high needs youth in secure facilities. Under Nihles’ leadership, the ITU demonstrated good efficacy and outcomes for the high needs youth in her care.

In February 2016, Janette transitioned to the role of Statewide PBIS Administrator, another position that she originated. Under her guidance, a DJJ PBIS team was built and partnered

with experts to develop evidence-based supports and fidelity monitoring processes that are nationally recognized.

Nihles and her team have routinely been sought for consultation, technical assistance, and training by other entities across the United States and from abroad. Her passion and proficiency have made her name well known throughout the juvenile justice PBIS community.

Please join DJJ and the Office of Behavioral Health Services and the Division of Support Services in thanking Janette Nihles for her dedication and service, and in wishing her well in her retirement.





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