

Board of Juvenile Justice
Thursday, April 28, 2011
10:00 a.m.

Department of Juvenile Justice
3408 Covington Highway
Decatur, Georgia 30032-1513

Opening Remarks

Dr. Edwin Risler, Chair

Chairman Dr. Edwin Risler called to order the April 28, 2011 meeting of the Board of Juvenile Justice and DJJ Board of Education. He noted the time as 10:00 a.m. Chairman Dr. Risler asked that all attendees stand and state their name and organization affiliation.

DJJ Staff Present: Commissioner Amy Howell; Rob Rosenbloom; Jeff Minor; Richard Harrison; Victor Roberts; Dr. Jack Catrett; Tina Piper; Terri Kight; Diana Aspinwall; Scheree Moore; Cherecia Kline; Nathan Cain; Janssen Robinson; Dr. Michelle Staples-Horne; Latera Davis; Jewell Betts; Patrick Patterson; John Allen; Beverly Westbrook

Others: Normer Adams (GAHSC); Joseph Drolet (Attorney General's Office); Karla Dulby (State Law Department); Lindsay Kling (AMI Kids); Helen Sloat (Nelson Mullins); Chuck McMillan (AMI Kids); youth

Chairman Dr. Ed. Risler asked everyone to stand for the Pledge of Allegiance by DJJ youth, followed by the invocation by Board member Larry Barnes.

Roll Call

Chairman Dr. Ed Risler asked for the roll to be called by the Secretary of the Board. Sandra Taylor conducted the roll call of attendance.

Board Members Present: Larry Barnes; Michael Baugh; James Kelly; Elizabeth Lindsey; Perry McGuire; Judy Mecum; Daniel Menefee; Dr. Ed Risler; Pastor Dexter Rowland; Stephen Simpson; Sandra Taylor

Advisory Council Members Present: Judge Quintress Gilbert (late); Judge Steven Teske (late)

Noting the presence of a quorum of the Board, Chairman Dr. Risler asked for a motion to approve the agenda for the April 28, 2011 Board of Juvenile Justice and Board of Education meeting.

Michael Baugh moved to approve the agenda for the April 28, 2011 Board of Juvenile Justice and Board of Education meeting. Daniel Menefee seconded the motion. Chairman Dr. Risler called for the vote and the motion was carried.

Chairman Dr. Risler asked for a motion to approve the minutes from the March 24, 2011 Board meeting of the Board of Juvenile Justice and the DJJ Board of Education and asked if there were any corrections to the minutes. Stephen Simpson moved to approve the minutes. Daniel Menefee seconded the motion. Chairman Dr. Ed. Risler called for the vote and the motion was carried.

Commissioner's Report Amy Howell, Commissioner

Commissioner Howell greeted everyone and thanked the Board and staff for their kindness, patience and prayer during the last weeks. Commissioner Howell said it was great sadness that she lost her mother and said it was reassuring to know how many people care about her and how much support she has. She stated it has been difficult but she is grateful for having such a caring group around her.

Commissioner Howell said she will give the Board an update on couple of activities throughout the state. Commissioner Howell said they held a joint meeting of direct reports and task force that will focused on the Eastman YDC facility. Commissioner Howell said they have direct report meetings twice a month. She stated her interest is to make sure the managerial focus that has been placed on the Eastman YDC in helping to bring them back from some challenges. Commissioner Howell said she is glad to report that there are a number of improvements taking place at the Eastman YDC. She stated the Eastman YDC was in a very challenging place so there is still work to be done. There are one of order and a sentiment among the staff of hope and encouragement. Commissioner Howell said she is please to hear about the number of staff that may have previously left employment with the facility and have come back. Commissioner Howell thanked the Eastman YDC director George Smith and the strong leadership he has showed. She stated she heard from staff how grateful they were to have Mr. Smith there to help rebuild the campus. She also said there is a different energy there that is much more positive. She said the task force is focused around the campus includes many of the same managers that are in the direct report meetings that are from every area of DJJ's operation that are focused on helping the Eastman YDC get back on its feet. Commissioner Howell said she will be giving the Board an update at future meetings about the work at the Eastman YDC.

Commissioner Howell said while they concentrate on the Eastman YDC, they have plenty more offices and facilities statewide that need some attention. She stated another facility that is getting their attention is the Augusta YDC. Commissioner Howell said there has been some leadership changes with the previous director retiring. John Brady was a long term director at the August YDC came out of retirement to help DJJ move things back where they need to be. Commissioner Howell said John Brady will reinstate some of the strong leadership that is needed from the directors. She stated there were some challenges and weaknesses in staffing and

leadership that the youth took advantage of and resented as they reestablish order. She stated there are a number of initiatives like Eastman that are going on at Augusta that have their focus. The director position has been posted and is very thankful that John Brady can be there for DJJ for a couple of months as they try to reestablish order and get staffing where it needs to be.

Commissioner Howell stated HB373 passed the legislator. She said DJJ requested a public signing and hopefully they will be able to accomplish that. Commissioner Howell said as a follow up from that Bill they will be educating staff, youth and the community, with the judges, about what the impact of the Bill will be. She also stated she will be focused on accountability for staff that is assaulted. Commissioner Howell said they have mechanism through the law to make sure that there is accountability there beyond DJJ's system. She stated it is important to her that in those cases where it is clear that there was a real intent and serious bodily injury to staff; those youth will be held accountable to the degree that they can. Commissioner Howell said from both ends of the spectrum they are trying to encourage youth to do the right things and give them the opportunities and she stated she thinks this Bill will do that. Commissioner Howell said it is important to her that they are running safe facilities not only for the youth but for the staff as well.

Commissioner Howell said whenever they receive words on whether there will be a public signing of HB373, they will let the Board know.

Commissioner Howell said in relationship to the storms throughout the state, they are just beginning to get word on what the impact is on DJJ's offices and facilities. She stated their Morgan County Court Services Office was impacted. Commissioner Howell said as they receive more information, they will notify the Board.

Commissioner Howell said State Employee Recognition Week is May 2 – 6, 2011. Throughout the department they have a number of activities both on the local level and at the Central Office that they will be doing to recognize and appreciate the contribution of the staff and the hard work they are doing. Commissioner Howell thanked the Deputy Commissioner in advance for joining her in a number of activities where they will try to show through their actions how they appreciate staff. She stated, she along with the deputies will be answering the phone at the front desk for a period of time each day of the week. She stated Rob Rosenbloom will be traveling throughout the state to go to some of the events. Commissioner Howell said they will also be serving ice cream the Ice Cream Social.

Commissioner Howell said she have a list events from the Master's Calendar that they will distribute to the Board of upcoming events including some graduations that will take place in May 2011. She stated August YDC graduation is May 20, 2011 and the Eastman YDC graduation will be on May 25, 2011.

Commissioner Howell recognized Karla Dulby who is from the State Law Department. Ms. Dulby is taking on DJJ as an agency to represent and will be attending DJJ's board meetings.

Commissioner Howell concluded her report and asked if there were any questions; there were none.

Chairman Dr. Risler called for the next agenda item and asked for a motion to close the regular meeting of the Board of Juvenile Justice and open the DJJ Board of Education meeting.

Board member Bruce Garraway called for a motion to close the regular meeting of the Board of Juvenile Justice and open the DJJ Board of Education meeting. The motion was seconded by Sandra Taylor. The motion carried.

Education Update

Dr. Jack Catrett, Associate Superintendent
Department of Juvenile Justice

Commissioner Howell said it is with great pride that they see DJJ’s youth graduate. She said the significant for her is the work she knows the teachers, security staff, and the facility staff put in to make sure those youth get to school and succeed. She said she is excited to hear about the testing report and a number of other things that the Education department has been working on.

Dr. Catrett greeted everyone and stated give them an education update.

Testing Report

Dr. Catrett said they are working on positive behavior support system at the Augusta YDC. He stated DJJ received a grant from the federal government to work on positive support on how to work with the youth in ways that are non-punitive that does not response cost. He said the grant will give DJJ a chance to be a national model. He said in the future he would like to give the Board a presentation on that.

Dr. Catrett said in reference to their consortium meetings, they are working on high school and middle school Science, physical education and health. He stated they are rewriting their GED curriculum action packets (CAP). He also stated, they are working on reworking their computer information system.

Dr. Catrett asked the Board to review the handout that shows the enrollment numbers by grades for the March 2011.

| Grade Level | Enrollment | | | Departure | | | End of Month Snapshot | | |
|------------------------|------------|-----|-------|-----------|-----|-------|-----------------------|-----|-------|
| | RYDC | YDC | TOTAL | RYDC | YDC | TOTAL | RYDC | YDC | TOTAL |
| 1 st Grade | | | | | | | | | |
| 2 nd Grade | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 3 rd Grade | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 4 th Grade | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 |
| 5 th Grade | 10 | 0 | 10 | 11 | 0 | 11 | 4 | 0 | 4 |
| 6 th Grade | 64 | 0 | 64 | 57 | 1 | 58 | 28 | 0 | 28 |
| 7 th Grade | 156 | 3 | 159 | 151 | 3 | 154 | 70 | 3 | 73 |
| 8 th Grade | 279 | 7 | 286 | 274 | 6 | 280 | 127 | 7 | 134 |
| 9 th Grade | 586 | 26 | 612 | 567 | 25 | 592 | 282 | 21 | 303 |
| 10 th Grade | 238 | 6 | 244 | 223 | 9 | 232 | 89 | 5 | 94 |
| 11 th Gide | 62 | 1 | 63 | 61 | 0 | 61 | 22 | 1 | 23 |

| | | | | | | | | | |
|------------------------|-------------|-----------|-------------|-------------|-----------|-------------|------------|-----------|------------|
| 12 th Grade | 8 | 1 | 9 | 61 | 0 | 61 | 22 | 1 | 23 |
| GED/Audit Ed | 16 | 28 | 44 | 23 | 25 | 48 | 8 | 27 | 35 |
| HS Graduate | 1 | 2 | 3 | 0 | 2 | 2 | 1 | 2 | 3 |
| GED Completed | 3 | 10 | 13 | 3 | 16 | 19 | 1 | 9 | 10 |
| Unknown | 18 | 0 | 18 | 20 | 0 | 20 | 0 | 0 | 0 |
| Grand Total | 1442 | 84 | 1526 | 1394 | 89 | 1483 | 637 | 76 | 713 |

Dr. Catrett asked the Board to look at the amount of youth that came and left the RYDC and the amount of youth they enrolled in school. He asked them to look at the 5th grade level and stated there was one more 5th grade departure than enrollment.

Graduation Update

Dr. Catrett said in March, eight youth earned a high school diploma.

Number of High School Graduates for March 2011

Dr. Catrett asked the Board to refer to their GED Graduates School Year 2009-2010.

| Month | Augusta | Eastman | Macon | Muscogee | Savannah | Sumter | |
|---------------------|-----------|-----------|----------|----------|----------|-----------|--------------|
| August | 3 | 1 | | | | | |
| September | | 3 | 2 | | | 1 | |
| October | | | | | | 1 | |
| November | | 11 | | | | 1 | |
| December | | | 1 | | | 4 | |
| January | 1 | 8 | | | | 2 | |
| February | | | | | 4 | 3 | |
| March | | 6 | 5 | | | | |
| April | 2 | | | | | 2 | |
| May | 5 | 10 | | | 2 | 3 | |
| June | | | | | | 3 | |
| July | | | | | | | Grand Totals |
| Center Total | 11 | 39 | 8 | 0 | 6 | 20 | 84 |

Dr. Catrett said they were very proud of their GED results last year.

Dr. Catrett also asked the Board to refer to their GED Graduates School Year 2010-2011 results.

| Month | Augusta | Eastman | Macon | Muscogee | Savannah | Sumter | Monthly Totals |
|-----------|---------|---------|-------|----------|----------|--------|----------------|
| August | | 11 | 3 | | | 2 | 16 |
| September | | | | 1 | | 5 | 6 |
| October | 1 | 9 | | | | 4 | 14 |
| November | 1 | 4 | 2 | | | | 7 |

| | | | | | | | |
|---------------------|-----------|-----------|----------|----------|--|-----------|--------------|
| December | 3 | | 0 | 1 | | | 4 |
| January | | 1 | | | | | 1 |
| February | 7 | 3 | | | | | 10 |
| March | | 8 | 2 | | | | 10 |
| April | | | | | | | |
| May | | | | | | | |
| June | | | | | | | |
| July | | | | | | | Grand Totals |
| Center Total | 12 | 36 | 7 | 2 | | 11 | 68 |

Dr. Catrett stated so far the numbers for this fiscal year is 68 and hopes that they can surpass the number with less youth for this school in GED. He said if they have a good of the year, they can put some big numbers on the board for the youth.

Dr. Catrett then asked the Board to review the Eastman Progress Report Spring Semester 2011 handout. He stated Commissioner Howell is focused on the Eastman YDC. Dr. Catrett said the information was taken from the beginning of the spring semester until now.

| | January | February | March | Total |
|-------------|----------------|-----------------|--------------|--------------|
| Certificate | 27 | 29 | 21 | 77 |
| HS Diploma | 3 | 3 | 2 | 8 |
| Asset Test | 4 | 5 | 4 | 13 |
| Work Ready | 11 | 10 | 9 | 30 |
| GED | 1 | 3 | 8 | 12 |

Dr. Catrett asked the Board to review the totals in each category. Dr. Catrett said in 2006, 53% of youth that were released to go home or to DOC left the Eastman YDC with either a GED or HS Diploma. He stated in 2010, that number went up to 75%. He stated right now for 2011, they are at 71% but there is still time for them to boost that number by the end of the spring quarter. Dr. Catrett said at future board meetings, he will report the numbers for other facilities.

Board member Stephen Simpson asked if they track the youth enter DOC with their GED or High School Diploma.

Dr. Catrett said no, not to his knowledge and stated some other office may track those youth once they enter DOC.

Jeff Minor said DJJ tracks the youth for three years.

Board member Judge Gilbert asked how many youth goes on to college.

Dr. Catrett said no they don't keep those figures but stated he know the youth they work within the transition programs goes on to college and said he did not have the figures for the Board. He stated he can provide those numbers to the Board at a later board meeting.

Stephen Simpson said he thinks it will be good ammunition for the Board to have when they have to talk to legislators about DJJ's youth.

Commissioner Howell stated one of the things they will focus on is the idea of measuring successful outcome. She said based on the data, there is a lot that DJJ is doing well. Commissioner Howell said as hard as you do strategic planning to figure out what else can be done. She said instead of measuring recidivism they will also be looking at the successful outcome. She stated they will be looking at what happens next for these youth and look at things that will be a better measure of whether in the long term will end up in DOC or will they have the stability and the roots that will help them to become a contributing member of society. Commissioner Howell said when they start measuring this they moved the bar in the number of diplomas and certificates. She stated they now need to determine how they will challenge themselves further. She said the idea of the transition board that was started in Education is a great example of that.

Dr. Risler said about a year ago, him along with former Associate Superintendent Tom O'Rourke published an article in the American Correctional Association journal that addressed some of those questions. He stated they did some comparisons across the state because it varied from economic conditions. He said some areas of the state the unemployment rate were very high. He said there are other contributing factors and looking at recidivism is really not the only thing to consider. Dr. Risler said he will forward a copy of the article to Stephen Simpson.

Board member Pastor Dexter Rowland asked if there has been any research to understand bell curve the way that it is in terms of enrollment and the significance of the nine grades.

Dr. Risler said the nine grades is the grade where youth turn 16 years old and can drop out of school. He said in the nine grades they start counting Carnegie Units that counts towards graduation

Board member Larry Barnes said nine grades is a critical year because children are transitioned from middle school to high school and the numbers at DJJ reflects the way that it is.

Judge Gilbert asked if there was a way those numbers can be measured against other states.

Dr. Catrett said they have not measured their numbers against other state from his office.

Judge Gilbert said it would be good for them to have those numbers for the next time there is a SAC's Accreditation. She stated that information will be very useful for the Board to have.

Dr. Risler said he liked Judge Gilbert question and stated he have a doctoral student that can work on that information. He said he liked the idea of comparing data to other states. He said as far as he know, there is not another state in the union that have state operated correctional

facilities for youth that are accredited. Dr. Risler said that is a big deal that they don't shout it out enough.

Board member Elizabeth Lindsey said some of these youth are older to be enrolled in the nine grades and asked if there was an age specific for DJJ.

Dr. Catrett said things are different now than they were several years ago. He said as a principal, he can place a child up to the nine grades. He said once Carnegie Units starts there are rules and testing that must take place. He said the gate keeping test is administered in the third, fifth and eighth grades.

Board member Perry McGuire asked if DJJ places the youth in the ninth grade or are they already in the ninth grade.

Dr. Catrett said the youth comes to DJJ from the fifth grade on up to having GED's and High School Diplomas. They are place where they are in their Carnegie Unit track. He said DJJ picks up where their public school education left off.

Perry McGuire said he would like to see the handout break down by age versus grade.

Dr. Catrett said he will try to get that data for Perry McGuire in the future.

Dr. Risler said the age varies from facility and the handout gave a breakdown of RYDC and YDC.

Board member Daniel Menefee said high school is based on achievement and said if you don't cut the grade and don't pass the course a youth will be 15 or 16 years old in the ninth grade. He said most of the youth have been suspended or expelled.

Board member Judy Mecum asked where the special education students fit into the numbers.

Dr. Catrett said the special education student goes through the same distribution and they are not pulled out.

SAC/CEA Report

Dr. Catrett said SACS revised their standards and had a meeting to make sure DJJ schools were in line. He said they also met with the local chairs of their schools to pass the standards on down. Dr. Catrett said DJJ continues to meet all SAC and CEA standards and accreditation.

After School Enrollment Report

Dr. Catrett said DJJ Afterschool program has 85 students enrolled at the Macon YDC; 150 at Augusta YDC and 90 students at the Muscogee YDC.

Supervision Report

Dr. Catrett said in March 2011 they had 46 visits by a principal or principal supervisor to look at the curriculum or to help them get ready for an audit.

Formal Teacher Observation

Dr. Catrett said the number of formal teacher observation was 31. He stated formal observation is when the teachers are observed throughout the day and then have an exit with the teacher.

Audit Reports

Dr. Catrett said DOE made two visits to DJJ schools so far. He said they are actually special education visit audits. Dr. Catrett stated DOE was currently visiting the Savannah RYDC.

Dr. Catrett said OCI Audits is being conducted at the Waycross RYDC, Judge Thomas Jefferson Loftiss II RYDC, Claxton RYDC, and Savannah River Challenge.

Vacancy Report

Dr. Catrett said there is a math teacher vacancy at the Gainesville RYDC. He stated due to an unfrozen position they were able to hire an instructional supervisor for the Savannah RYDC. He also said there is a GED Instructor vacancy in Columbus, Georgia.

DOE Update

Dr. Catrett said DOE has approved a plan to do away with the basic skills test. He said the weight on this particular test will count as 20% instead of 15%.

Dr. Catrett concluded his report and asked if there were any questions.

Judge Gilbert said recently she has seen an increase on youth on youth and youth on teacher crime that seems to be revolving around the use of cellular phones. She stated it involved cyber bullying and the terroristic treat that are made on other youth through social media such as Facebook and MySpace. Judge Gilbert asked if there was a way to incorporate DJJ educational programs that utilize counseling that will be directed toward proper usage of cell phone.

Commissioner Howell said this would fall outside of the Office of Education realm and stated she is sure their school based probation officers are facing at school. She stated it is perhaps something they can incorporate into balance and restorative justice in terms of those victims who are subject to cyber bullying. She said in terms of preventive measures, DJJ have staff that go into the school system to educate youth on the impact and consequences of certain behavior. Commissioner Howell said it is something they can incorporate in those discussions.

Perry McGuire said it may be something they can bring up to the State Board of Education. He stated children are getting those electronic devices much earlier than before and their needs to be some etiquette taught somewhere.

Pastor Rowland said he agrees and believe the problem starts at home.

Hearing no further questions, Chairman Dr. Risler called for the next agenda item and asked for a motion from the Board to close the DJJ Board of Education meeting and resume the regular

meeting of the Board of Juvenile Justice. Daniel Menefee made the motion. Pastor Dexter Rowland seconded the motion. The motion carried.

Chairman Dr. Ed. Risler called for the next item on the agenda; Demolition of Augusta YDC Buildings.

Employee Satisfaction Survey Results Deborah Moore, Director of Human Resources

Deborah Moore greeted everyone. Ms. Moore asked the Board to refer to the Employee Satisfaction Survey handout. She stated the project is called Making Georgia “A Great State to Serve.” She stated the project included eight state agencies. Part of the reasons for this is due to the initiative that was set by former Governor Perdue to make Georgia safer, educated, growing and best managed. Ms. Moore said the best way to do that is make sure that employees are satisfied with the jobs that they do.

Ms. Moore said the goals of this project were to raise satisfaction by 2 points and adopt uniform commitment which is promises to the employees. Ms. Moore said they also wanted to create a model for other state agencies to follow.

Ms. Moore said they focused on three areas; communication, inspiration and recognition. She stated under inspiration, research has shown that pride is the number one driver for employee satisfaction. She also stated under communication, credibility is the number two driver of employee satisfaction. Ms. Moore said they wanted to focus on these areas within the agency.

Ms. Moore asked the Board to turn to their handout to see the result for DJJ and other state agency. She stated DJJ was able to exceed their goals which were 2%.

Ms. Moore said in Workplace Satisfaction Index (WSI), DJJ was able to increase its percentage by 6% over the previous year. She stated Employee Satisfaction was increased by 8%.

Ms. Moore stated the survey consisted of 45 questions that focused on workplace satisfaction, employee satisfaction, customer service commitment, job security. She stated 42 of the questions were in the workplace satisfaction area. She said the survey is done every January and from 2010 to this year they increase 6 points in workplace satisfaction, 8 points in employee satisfaction, 2 points in customer service committee, and 2 points in job security index. Ms. Moore said job security measures how people feel about the economy and what is going on where they work. She said that is a hard area for state agencies to increase in based on the economic issues in the country.

Ms. Moore said the workplace satisfaction index is composed of credibility, fairness, respect, pride and camaraderie. She stated research has showed that fairness and respect are the critical areas in building trust in an organization. It also represented the relationship between

management and employees. DJJ increased between 4-6 points in the area of workplace satisfaction.

Ms. Moore said the areas where DJJ did the best in pride and respect. She said the questions at the bottom of this slide were questions that the agency scored at least 75% of the respondent rated DJJ to either a 4 or a 5. On the survey, respondent could have picked from 1 to 5 as the answer with 1 being the lowest and 5 being the highest. DJJ scored at least a 75% rating.

Ms. Moore said there are some areas for improvement. This came under the area of fairness and respect. She said in 2010 DJJ scored less than 50% on 7 out of the 45 questions on the survey. This year DJJ scored less than 50% on 3 out of the 45 questions. Ms. Moore said they saw an overall improvement. She stated they make great strive to improve DJJ communication within the agency. The Office of Communication has done a wonderful job in term of getting information out to employees. They instituted a FaceBook page, Twitter account, and they changed the entire newsletter with more of a focus on what is going on with the employees like accomplishments and achievements. Ms. Moore said the Office of Communications also instituted a monthly newsletter which has a different focus than the quarterly newsletter. She said it allows them to get information out quicker to employees.

Ms. Moore said DJJ improved in the area of customer service. She said customer service is a big emphasis for Commissioner Howell and they want to make sure they are spending the time and commitment to make sure they are doing what they need to do for their customers.

Ms. Moore said the job security index was a difficult one for all of the agencies. DJJ only improved overall by 2% but in the questions they improved a little bit more in some of the areas.

Ms. Moore discussed what worked, lessons learned, our commitment and next step:

What Worked

- Leadership commitment, ownership and involvement
- Regular agency meetings: insights & best practices
- Standard methodology with flexibility deployment
- Established “Employee Action Teams:
- Use of collateral materials
 - Ms. Moore asked the Board to look the pictures of two DJJ employees. Ms. Francine Holmes is a nurse at the Augusta RYDC and Wendel Clark is a JPPS in the Fayette County Community Service Office. Ms. Moore said these are the faces of DJJ and have these pictures in poster size, 8 ½ x 11. She stated they have been distributed to all of the facility and locations across the state.

Lessons Learned

- Communication actions deployed based on:
 - Number of employees, locations & technology
- Set & manage expectations:
 - Resource & time required; Varying rate of change

- Management (at all levels) buy-in
- Power of working as a group

Our Commitment

- Improve customer satisfaction
- Improve employee satisfaction
- Implement actions that will make a difference
- Conduct another survey in Jan. 2012

Next Steps

- Identify areas to make the biggest impact on employee satisfaction
- Engage the Employee Action Team
 - Interview employees to solicit input
 - Make recommendations to leadership
- Implement Actions
- Measure and monitor progress
- Celebrate success

Ms. Moore concluded her report and asked if there were any questions.

Commissioner Howell said she was please with the results and takes no credit for them and stated it was really the work of the HR staff, employee action team, and the communication staff. Commissioner Howell mentioned that during the process in 2010 when the survey was conducted, DJJ had three different Commissioners. She stated that is the period where staff was being asked about their satisfaction, facility was closed and there were a lot of changes within the agency.

Chairman Dr. Risler asked if the Commissioner thought more of the job and security was the reflection of the economy rather than the feelings of the department.

Commissioner Howell said yes and stated as the economy improve, DJJ turnover rate will probably go up. Commissioner Howell said her goal is to try to make this a better place to work and are responding to staff and making use of the feedback they received from data from years ago.

Chairman Dr. Ed. Risler called for the next item on the agenda; Legislative Update.

Legislative Update

Scheree Moore, Director of Communications

Commissioner Howell recognized Scheree Moore and staff for her hard work during this year legislative session.

Ms. Moore stated HB373 passed. She stated they requested a special ceremonial signing and she will notify the Board once she hears back from the Governor's Office.

Ms. Moore thanked her staff for their hard work and especially thanked Latera Davis and Audrey Holliday for their support. Scheree said this summer; Commissioner Howell along with the Executive Management team will be visiting the facilities, and community service offices. Scheree said during those visits, they will invite legislators as well, in hopes of connecting with them. She also stated she will invite the Board ahead of time. Ms. Moore said Commissioner Howell and the Executive Team will discuss what legislation they will pursue next year. Ms. Moore said that way they will be able to give the information to the Legislators and the Board early and keep everyone updated. Ms. Moore thanked the Board and Commissioner Howell for their support.

Scheree concluded her report and asked if there were any questions.

Board member Stephen Simpson asked if there were any hot button issues that DJJ will be pursuing this summer.

Commissioner Howell said a Bill passed on the House side, the Juvenile Code Rewrite. She said the process will continue on in the summer. Commissioner Howell said Governor Deal is committed to moving that right along and DJJ will be participating in that process to make sure they give feedback on the impact of certain provisions. Commissioner Howell said during this period and in between DJJ will start the process at looking at the new Bill that have been dropped to make sure it is consistent with the conversations that they have. She stated that will keep them busy during the off session with the Juvenile Code Rewrite process. She also stated in terms of other Bills that have been passed, there are things they have evaluated and looked at that have some operational changes but there are not any controversial measures in relationship to juvenile justice or otherwise that passed during the session that will have a dramatic impact on the agency. Commissioner Howell said the biggest thing moving forward is the Juvenile Code Rewrite and DJJ's participation in that process.

Chairman Dr. Risler called for the next item on the agenda; Budget Update.

Budget Update

Jeff Minor, Deputy Commissioner

Jeff Minor greeted the Board and stated it was a pleasure to give an update on the budget. He stated the handout gives a synopsis that lays out a comparison between the Governor's budget recommendation and the Conference Committee report which is the final budget for FY2012.

Mr. Minor reminded the Board he discussed the House version and the Senate version already and stated the Conference Committee worked out those differences. He reminded the Board the House version mirrored the Governor's recommendation for DJJ except for some state health benefits money. The Senate version added additional budget cuts to the hiring freeze and a 3% withhold for the American Reinvestment Recovery Act Funds. He stated that was about a \$1.5 million additional budget cut. Mr. Minor said DJJ went into the Conference Committee with that difference. He stated the Conference Committee is in charge of working out that difference one way or the other or making some other decisions. He said he is happy to report that the conference committee showed to restore the funding to the Governor's cut level for the hiring freeze. He said those additional funds were put back into budget. He also stated the 3% withhold of the American Reinvestment Recovery Act Funds were reduced to 1%. Mr. Minor said the total of \$1.5 million ended up only being about \$290,000.

Mr. Minor thanked the Board for their support and those that contacted their Representative about DJJ. He stated he really appreciated Commissioner Howell and her testimony. He also thanked his budget staff in preparing the documentations on the impact on what those budget cuts would mean for DJJ. Mr. Minor said DJJ came out successful.

Mr. Minor said DJJ budget has not really changed since September 2010. He said DJJ is in the process of closing down the two facilities. He stated DJJ extended the riff notification for another month to give employees more time. A complete update will be given out to the Board as to what that full version will be. Mr. Minor said they are having more success at the Griffin RYDC than at the Blakely RYDC which they anticipated due to the distances to other facilities in that area and lack of jobs in that community.

Mr. Minor said Deborah Moore and staff, Rob Rosenbloom and staff are working really hard to make sure there are positions available to give those employees every opportunity if they want to continue on with DJJ. Mr. Minor said the rest of the budget cuts have been taken and residential slots have been closed for a while.

Mr. Minor said DJJ have not heard anything yet about DJJ's budget proposals. He said they will begin to hear that soon in preparation for next year. He said Georgia revenues are up consistently for months. He stated he wants to be optimistic and say the budget will not be quite as bad as it was over the last few years.

Mr. Minor said DJJ have found a way to manage the budget cuts and stated legislation has really helped change policies and directions to try to manage the population. Mr. Minor said he hopes that DJJ get funding for new beds that are ready. He said he hopes that DJJ is on the high priority list for new money.

Mr. Minor concluded his report and asked if there were any questions; there were none.

Chairman's Comments

**Chairman Dr. Ed Risler
Board of Juvenile Justice**

Chairman Dr. Risler reminded the Board that Employee Recognition Week was May 2 – 6, 2011 and asked the Board to visit a facility in their area and thank the staff for their hard work.

Chairman Dr. Risler stated the Board Retreat will possible be on June 23, 2011. He said that is the normal Board date but the Board will take June 23 – 24, 2011. He stated the Board retreat will be in Athens, Georgia and he has lined up some things that will be discussed. Chairman Dr. Risler said the Board will also review the Board Bylaws revision. Dr. Risler said Elizabeth Lindsey and Jim Kelly volunteered to serve on the Board Bylaws committee. He said they will have some recommendations for the Board at the retreat. He said he really wanted the Board to take their time and have the Board Retreat in conjunction to the school board training. Chairman Dr. Risler said the board retreat will also coincide with the board of education training on June 23, 2011. He stated they can probably have the board meeting on June 24, 2011 followed by some sort of event that evening. He said the Board will get some information about that shortly.

Chairman Dr. Risler announced the next DJJ Board Meeting will be at the Central Office on May 26, 2011 at 10:00 a.m.

Chairman Dr. Risler asked if there was any old business. Hearing none, he asked if there was any new business.

Board member Sandra Taylor said recently Rob Rosenbloom filed in for Commissioner Howell on two occasions in Lagrange, GA at a child abuse awareness event and at the Rotary Club. She stated Mr. Rosenbloom was well received at both events. Ms. Taylor thanked Mr. Rosenbloom for literally filling in at the last minute.

Board member Daniel Menefee stated Regional Administrator Carl Brown filled in for Commissioner Howell at an event in Muscogee County. He said in Muscogee County when they have their roundtable discussions everyone is invited and he was glad that Commissioner Howell was invited. Mr. Menefee stated that the Mayor of Columbus, Georgia is Teresa Tomlinson and she is the first female Mayor of Columbus Georgia. He stated the Mayor wanted to present Commissioner Howell with the key to the city of Columbus. Mr. Menefee said the event was held at Columbus Bank and Trust. He presented Commissioner Howell with the key and stated the key opens up the hearts of 200,000 citizens of Muscogee County. Mr. Menefee stated Commissioner Howell will be invited back to an event in Columbus, Georgia in the future where the Mayor Teresa Tomlinson will formally present her with the key to the city.

The Board applauded and Commissioner Howell said thank you.

Commissioner Howell also thanked Rob Rosenbloom, Carl Brown, Diana Aspinwall and many others who stood in for her over the past several weeks.

Sandra Taylor presented the Commissioner Howell with a sympathy card from the Board. She stated the Board got together and wanted to give her something in memory of her mother. Ms. Taylor also presented Commissioner Howell with a picture of a tree that will bloom every year in the month of April. She stated the tree was too large to bring in the Board room but she will present it to Commissioner Howell after the meeting. Ms. Taylor said it is a Chinese Fringe tree and she hopes when the tree blooms each year it will bring back pleasant memories of Commissioner Howell's mother.

Commissioner Howell thanked the Board and stated her mother would appreciate the opportunity to be rooted close to keep a good watch over her.

Chairman Dr. Risler asked for a motion to adjourn the regular meeting of the Board of Juvenile Justice.

Board Member Daniel Menefee made the motion, and Board Member Pastor Dexter Rowland made the second.

The motion carried.

The meeting was adjourned.

Dr. Ed Risler, Chair
Board of Juvenile Justice

Amy V. Howell,
Commissioner

Sandra Taylor, Secretary
Board of Juvenile Justice