

Directions

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Painting Their Future:
Murals at the Macon and
Muscogee YDCs

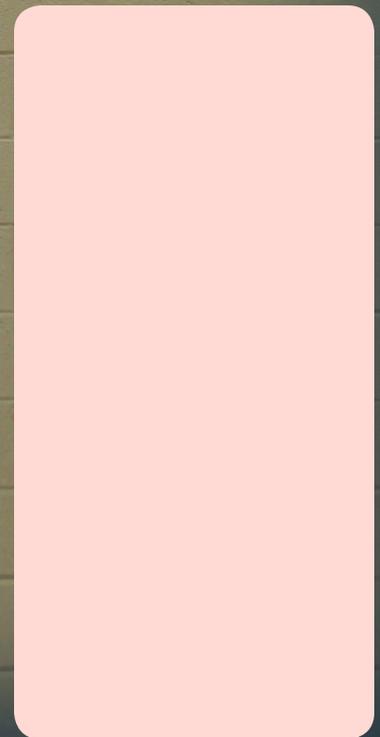
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MISSION STATEMENT

The mission of the Department of Juvenile Justice is to protect and serve the citizens of Georgia by holding youthful offenders accountable for their actions through the delivery of treatment services and sanctions in appropriate settings, and by establishing youth in their communities as productive, law abiding citizens.

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Howell Sworn In As Commissioner

Amy V. Howell was sworn in as the first female commissioner of the Department of Juvenile Justice by Governor Nathan Deal at the State Capitol on January, 18, 2011.

Prior to her appointment, Commissioner Howell worked at DJJ for five years, first serving as director of legal services, and later as deputy commissioner of administrative services, and deputy commissioner of the programs and support services division. In these capacities she had the opportunity to oversee many critical agency functions, including legal, human resources, training, internal investigations, apprehensions, classification and transportation, education, medical and mental health services.

Prior to joining the department, Commissioner Howell demonstrated her commitment to the youth of Georgia by working as an assistant public defender with the Stone Mountain Judicial Circuit in the DeKalb County Juvenile Court. Commissioner Howell also previously served as the managing attorney for the Southern Juvenile Defender Center (SJDC) at Emory School of Law. Commissioner Howell received a post-graduate Equal Justice Works fellowship to work at SJDC. Her work focused on policy and systemic improvements for youth with disabilities in the justice system. Commissioner Howell's publications include articles relating competence to stand trial in juvenile court and a comprehensive manual regarding holistic legal representation of youth in the juvenile justice system, *Representing the Whole Child: A Juvenile Defender Training Manual*. Commissioner Howell has also worked as an elementary school teacher for special needs and gifted children in North Carolina.



Governor Nathan Deal swears Amy Howell in as Commissioner of the Department of Juvenile Justice.

Risler Elected Chairman of DJJ Board Menefee Elected Vice-Chair and Taylor Elected Secretary



Dr. Edwin Risler

Dr. Edwin Risler was unanimously elected chairman of the Board of Juvenile Justice at the board's January meeting. Risler replaced Daniel Shuman, who resigned from the board in December. Risler received his Ph.D. from the University of Georgia where he currently is an associate professor in the School of Social Work. Dr. Risler teaches and conducts research on a variety of issues related to juvenile justice and poverty, and has numerous publications in scholarly journals. In addition to being a licensed clinical social worker, Dr. Risler has over 20 years of practice experience working for the Georgia Department of Juvenile Justice and he currently serves on a variety of state and professional boards.

Dan Menefee, of Columbus, was unanimously elected vice-chairman at the same meeting. Menefee, an at-large member of the board, currently serves on the boards of the Boy Scouts of America, the Boys and Girls Club of Columbus and is Chairman of Operation Drug Free Georgia. He owns and operates The Menefee Insurance Group. Menefee received his undergraduate degree from Ohio State University.

Sandra Taylor was unanimously elected secretary. Taylor is an attorney specializing in general law. In her practice, she has represented corporate clients in product liability matters. She also represented the Georgia Department of Family and Children Services as special assistant attorney general and represented indigent criminal clients in Troup County Courts on county appointed contract and general litigation. Taylor previously served as partner in the law firm of Daniel, Hadden & Meadors, P.C. Taylor holds an undergraduate degree from Emory University and a Juris Doctorate from Mercer University, Walter F. George School of Law. She is active in various political and civic organizations.

An Interview With Commissioner Amy Howell

Why did you choose a career working with children?

I think working with kids is what I enjoy the most. The reason I enjoy it is because I can remember very well being a kid and thinking that most adults didn't understand my perspective, what I was going through. I enjoy working with kids, and hanging out with kids, especially older kids, teenagers, because they are authentic, and there is a bit of a tough exterior. At the core they are kids, and they are honest and they are straightforward and they expect a lot from adults, and I think they deserve to. So, overall, I chose to work with kids because I found that refreshing. I wanted to be an adult who understood their perspective and could be able to advocate for kids and be able to give them what they deserved in terms of an environment and an opportunity to grow.



**Commissioner
Amy V. Howell**

What is your vision for the agency?

My vision is that we are an agency that makes sure that our communities are safe, but we also help to balance both the accountability and development of young people who need extra support, extra energy. My vision is that the agency is a place where hard working people thrive. An agency that has a strong team atmosphere and where we take care of staff and staff take care of the youth in our custody and under our supervision.

What do you hope to get out of the strategic planning process?

I see it as a long term process. In some ways it will set five-year goals, but then I also see a ten-year long term plan, and I'm somebody who likes a plan. If we can clearly articulate what our goals are and where we're headed then it's not just my vision and plan for the agency, but it's *our collective* vision and plan for the agency. So, I hope to get out of the strategic planning process a clear framework and outline of projects, objectives and goals, and more importantly, how do we measure success? How do we know we've done well? The biggest part of it I anticipate is shifting from measuring negative outcomes like recidivism to measuring positive outcomes. Are youth employed? Are they educated? Are they living, once they return to the community, in a stable environment? All of those questions are predictors that a youth will be successful. Additionally, measuring the things that staff are working on are more positive reflections of their contributions every day.

What does the agency do well?

Well, I think the agency does a lot of things well. But I think what we do best is caring about and really believing in the mission of the agency, this balance of safety, but also the opportunity to develop and rehabilitate young people. I believe that we have staff that really care about the young people we are responsible for and are really committed to seeing them change their lives.

What do you think the agency could do better?

I think we can do a better job of investing in our staff so that when they enter the agency they can see a trajectory for a career. I don't just mean training, but opportunities to learn, and to get feedback; to make some clear objectives and communicate when we don't meet those objectives, how to do a better job next time. So, I think we can do a better job of helping staff to develop and grow by providing meaningful opportunities to learn and give feedback about what they do well and how they can improve.

I also think we can do a better job of engaging our young people. The population is getting older, they're staying with us longer, so we need to stay up to date with young people and keep them engaged, and give them activities that help them to not only stay busy, but also to learn. Every minute we have them in custody is an opportunity to engage their minds and their hearts and their souls. **Continued on page 11**

Augusta YDC Students Shine at Mock Trial Competition

They went in as underdogs with something to prove, and they came away with their heads held high. After months of preparation, 12 youth from the Augusta Youth Development Campus (YDC) donned suits and ties and walked into a courtroom. Only this time they were not the accused. They were members of the YDC's first ever mock trial team competing in the Northeast Georgia Mock Trial Competition held at the University of Georgia School of Law.

It was the first time that YDC youth participated in such a contest. The young men competed against teams from seven other public and private high schools from northeast Georgia, and although they didn't make it to the final round, they came away with plenty of reasons to be proud. Tovarious Gordon was awarded outstanding witness, and Xavier Parker and Marcos Sandoval both won awards for outstanding attorney.

The youth said they were nervous at first, and preparation was not without its challenges. Some youth who were originally on the team quit and had to be replaced, and some important materials needed to prepare for the contest didn't come until the last minute, but the team persevered and pushed forward with their work. As it turned out, they had no reason to be nervous. Their hard work paid off.

"As we got into our first round we found out it was a lot easier than we thought it was," said Peter Jaing.

Parker said the experience taught everyone on the team a valuable lesson about their self worth. He said it taught them that just because they are serving a sentence does not make them inferior to other young people.

"We're just as capable as any other person," Parker said. "We really proved we are capable."



The Augusta YDC Mock Trial Team

The competition consisted of the students trying a civil case in which a police officer claimed he was wrongfully terminated from his job after posting comments critical of his boss on a fictional social networking website. The students were assigned roles as either plaintiff or defense attorneys, or witnesses. Then, with the help of six members of the Columbia County Public Defender's Office, the students learned their roles, as well as the rules of evidence, the facts of the case, and proper courtroom procedure.

"We're just as capable as any other person. We really proved we are capable." -Xavier Parker

The students said they were proud of their performance, but were disappointed to be eliminated in the semifinal round.

"It was heartbreaking," said Brandon Williams.

Still, the youth said they were not discouraged, and wanted the YDC to have another mock trial team next year.

"But we did so well they're expecting us to come again. They're looking forward to us coming again," Williams added.

Bonita Wallace, a language arts teacher at the Augusta YDC, served as the team's coach. She said watching the students work and have their negative thought patterns challenged was a rewarding experience.

"It has definitely helped boost the self-esteem of these kids," she said.



The Spirit of Education at the Muscogee YDC

Painting Their Futures

It started with matches and paper towels. When artist Emanuel Martinez was 13-years old he found himself in the Lookout Mountain Home for Boys after he and a friend were arrested for stealing a car. Martinez was bored, and he wanted to draw, but art supplies were forbidden inside the facility. He improvised, using ashes from burnt matchsticks as charcoal and paper towels as a canvas.

One day, Martinez showed his work to a nurse at the facility who recognized his talent and arranged for him to have access to art supplies. It was an experience that helped turn Martinez's life around. His artwork opened up a world of opportunities, and instead of ending up as an adult criminal, Martinez went on to be a successful artist, who has had a career that spans many decades.

Early this year, Martinez came to the Muscogee Youth Development Campus (YDC) and the Macon YDC to help give back. The Muscogee campus gymnasium was chosen as the site for The Art for Kids Emanuel Project's inaugural mural. The 90 by 27 foot painting, called "The Spirit of Education," was conceived and designed by Martinez and painted with the help of 19 students from the Muscogee YDC. It is intended to be one of many murals in juvenile correctional facilities across the nation that will expose youths to art, leave a lasting positive message, and hopefully change lives.

"After working with these boys for the last few weeks I am very hopeful for their futures," Martinez said.

Muscogee YDC Director William Samuel said Martinez got along very well with the youth, who quickly warmed up to him.

"Emanuel is a man of dedication and commitment to what he does," Samuel said.

The mural, which took a month to complete, was unveiled on January 26, 2011 in front of a crowd that included Commissioner Amy Howell, DJJ Board Vice-Chairman Daniel Menefee, members of the Muscogee YDC advisory board, members of the Columbus Police Department, and many others.

Commissioner Howell said she was proud that the department could work with Martinez and host the first of his many planned murals.

"I know that there are young men who will look at that mural and be inspired even if they don't know it," Howell said.

The initial mural project was considered such a success that Martinez returned in February to repeat the project at the Macon campus, which is DJJ's long-term facility for females. The mural there, entitled "Visualize Your Potential," was painted with the help of 16 students, who Martinez said did 80 percent of the work.

Martinez said he very much enjoyed the chance to work with the students there.

"In 40 years of painting murals," he said, "This is the first time I've come down off the scaffold and danced with my assistants."

Ebony, one of the students who worked on the Macon mural, said that she found the process of painting it uplifting.

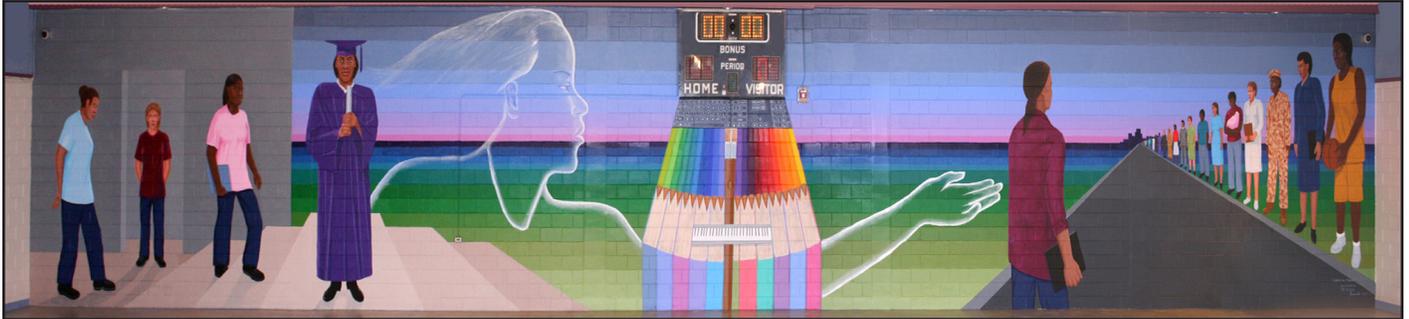
"I felt inspired to see what we can do and accomplish," she said. **Continued on next page**



(Left to right): Louisa Jornayvaz, William Samuel, Emanuel Martinez, and Commissioner Amy Howell at the Muscogee YDC

DIRECTIONS

Continued from page seven Georgia DJJ has been involved with the Art for Kids Emanuel Project since 2008, when then Sumter YDC teacher Randy Minnick contacted the project and received some art supplies for his students. From there, Minnick ended up leaving DJJ and working as a consultant for the Art for Kids Emanuel Project. Apart from the Emanuel Project, Art For Kids, which is run by Louisa Jornayvaz, one of Martinez's former students, supplies art materials to juvenile facilities so that they can be incorporated into the education curriculum. The idea, Jornayvaz said, is to give young people who find themselves locked up another way to communicate, and help them realize their potential.



Visualize Your Potential at the Macon YDC (photo by Chris Jervis)

Metro RYDC Celebrates Black History Month

Former Commissioner Albert Murray and former Deputy Commissioner Dr. Tom Coleman returned to the Metro Regional Youth Detention Center (RYDC) in February as part of the facility's observation of Black History Month. Atlanta School Board Member and Director of the Atlanta Victim Assistance Program Brenda J. Muhammad visited the facility and spoke as well.

Muhammad shared the story of her son, who was murdered by a friend when he was 16-years-old because the killer wanted his jacket. She said the young man who killed her son was someone she had welcomed into her home many times, and even 21 years later, she still struggles with the grief.

"Every time I see a young man I'm reminded of the son I don't have," she said.

She urged the youth to think about the consequences of their actions before they act.

"It was a decision (the killer) made to do what he did at that time, and he didn't think about who would be left with the pain," she said.

Murray urged the youth to create a "case file for greatness" in their minds, and to set goals and work toward them. He said that all the youth in DJJ had a file, but that file was not destined to follow them for the rest of their lives.



A youth recites Maya Angelou's "Phenomenal Woman" during Metro RYDC's Black History Month Celebration.

"You're going to get out at some point and have a chance to have a normal life," Murray said.

He urged the young people to learn about their ancestors and to pick a role model like Rep. John Lewis, who received the Presidential Medal of Freedom for his role in the Civil Rights Movement, President Barack Obama, or even an entertainer like James Brown, and keep that role model foremost in their minds.

"I see a room full of young people who are multi-talented,"

Murray said. "I see young people this morning with dreams unfilled and skills untapped, and energy undirected."

The ceremony also featured youth performances, including a reading of a Maya Angelou poem, a reenactment of a speech by Sojourner Truth, and traditional African dancing.

Deal Signs Good Behavior Bill

For many years, juveniles remanded to the custody of the department for certain designated felonies have had to serve their entire sentence, which can range from 12 to 60 months, regardless of their behavior, academic achievements and rehabilitation. With the passage and signing of HB 373, also known as the “Good Behavior Bill,” juveniles who show they are rehabilitated will be eligible for early release at the recommendation of the department and the discretion of a juvenile court judge.

“House Bill 373 will give youth in secure facilities an incentive to work on their attitude, education and behavior while they are in our custody,” said Department of Juvenile Justice Commissioner Amy Howell. “Getting youth to place their energy into achievement and reform creates a safer environment for DJJ staff, the youth and the community.”

The bill was signed into law by Governor Nathan Deal on May 11, 2011, and goes into effect July 1. It was sponsored by Representative B.J. Pak in the House and Senator Joshua McKoon in the Senate.

Pak said that, as a former prosecutor and lawyer who now practices criminal law, he thought it was important to sponsor HB 373 because it was “smart, efficient policy.”

“Any time there’s a way to make the system more effective and efficient, I’m interested,” Pak said.

The bill, once it takes effect, will allow the department to recommend youth who meet certain criteria have

their cases reviewed by a juvenile court judge in consideration for early release from a Youth Development Campus (YDC). The ultimate decision to grant early release will be up to the judge.

Designated felons account for most long-term bed placements, and occupy a significant number of beds in short-term Regional Youth Detention Centers (RYDCs). HB 373, however, is not a space management measure. Out

of DJJ’s current designated felon population, very few are qualified for good behavior recommendations to juvenile court.



Governor Nathan Deal signs HB 373 while surrounded by DJJ staff, youth, and legislators.

OBHS Adopts New Suicide Prevention Protocols



(Left to right): Deputy Commissioner Rick Harrison, Dr. David Jobes and OBHS Director Miguel Fernandez

As part of an effort to help change the way that youth are screened and treated for suicide risk, the office of behavioral health services (OBHS) held a two-day seminar in March that focused on “Collaborative Assessment and Management of Suicidality (CAMS).”

Miguel Fernandez, OBHS director, said the training was the result of a 2010 review of the department’s protocols for suicide treatment, prevention and evaluation.

CAMS differs from other approaches because it is focused on the development of a strong relationship with suicidal individuals, while traditional approaches to suicide assessment, prevention and treatment put the clinician in a role of authority, where they gather information and prescribe treatments. Conversely, CAMS encourages suicidal individuals to take an active role in saving their own lives.

“We are convinced that suicide prevention requires an everyone on board approach,” Fernandez said.

David Jobes, Ph.D., ABPP, who developed the CAMS model, performed the training, which was made available to mental health and other front line staff. Jobes said he was glad to do the training and extend the CAMS model to a new population.

“One of the things that made me really excited to be here was the chance to extend this (CAMS) to juvenile offenders,” he said.

Unquenchable Optimism

Former DJJ Youth Giovan Bazan has turned disappointment into opportunity.

Giovan Bazan has more than a passing acquaintance with disappointment. He spent most of his childhood in the foster care system, and running away got him into the juvenile justice system. Throughout his teenage years, he was on probation, and in and out of facilities, until he finally ended up in the now defunct Bill Ireland Youth Development Campus (YDC).

When the time came for his release, both he and his foster family agreed it was better if he didn't come home, so he ended up at Harrington House, a group home.

Bazan said the man who runs Harrington House told him he would push him hard and give him a second chance. Bazan said that was fine with him.

"I'd rather get pushed hard than stay locked up," he said.

Bazan started attending South DeKalb High School where he became interested in a career in the military through JROTC. He did so well that when it came time to graduate he was a candidate to attend the United States Naval Academy in Annapolis.

Unfortunately, his past came back to haunt him, and the offer was withdrawn because of his juvenile convictions. He was similarly rejected from the Marines and the Army.

At this point, many people would have given up, but Bazan did not let a long string of bad experiences break his spirit.

"I've experienced a lot of disappointment in my life," he said. "But the learning process for me has been to take that and use it in ways that not only I can learn from, but that others can learn from."

Instead of giving up, Bazan became an advocate for youth like himself, who find themselves in and out of the foster care or juvenile justice system. He works as a youth support specialist for the Division of Family and Children Services (DFCS). He is also involved with the Just Georgia Coalition, the umbrella group seeking to

pass a rewrite of Georgia's Juvenile Code. He talks with both juveniles and legislators about the bill.

He is also part of Georgia Youth Empowerment, a project of the Multi Agency Alliance for Children where he serves as a liaison between youth organizations and state agencies to help bring together resources.

Bazan said he hopes to bring some of the ideas that have been implemented in the foster system to DJJ. He also said he wants to help people view DJJ youth differently. He said he gets very different reactions when he tells people he was in foster care as opposed to telling

them he was in the juvenile justice system.

"I want to help work to eliminate the stigma that surrounds kids in DJJ," he said.

Bazan continues to visit several DJJ facilities, speaking to youth sharing hope and his positive outlook.



Commissioner Amy Howell with Giovan Bazan

An Interview With Commissioner Howell Continued

How do you think the public views the agency?

I think we seem to be viewed in extremes. We're often invisible to the public, and we're trying to do a better job of sharing our successes and the positive things we're doing to help young people. Historically the only time the public is focused on us is when we have challenges, whether it's an incident or something negative that has happened within the agency. The focus has not been as positive as it can be. As I said before, we have a lot of dedicated staff who spend their careers working with young people, and we need to make sure that the public sees those moments too.

What are the biggest challenges the agency will face in the next five years?

I think the largest challenge, and we don't even have to wait five years for it, is our population and our capacity. We have faced budget cuts and have had to close facilities and beds, and our population hasn't necessarily decreased, and that poses a real risk to the system. I think the other challenge that's part of that is not only sustaining the progress we made under the MOA, but continuing to move forward, and making sure we present clearly what the significance is of the work that we do and what types of resources we need for a dynamic population. Young people and youth culture change, and we need to change to be effective.

What would you like the staff to know about you?

I want staff to know that I believe in their commitment and their desire to do the best for the kids. I believe in making sure they have plenty of opportunities to grow, and that we're giving them the constructive feedback so that they also have an opportunity to grow. I also have high standards and high expectations. I care a lot about the kids in our custody, and want not only the best for staff, but the best for kids. I want to make sure that everybody in the system, staff and kids alike, have the opportunity to be their best.

Reshaping the Future, Honoring the Past

As part of Victims' Rights Week, which was recognized nationwide, April 10-16, DJJ staff were active in events throughout the state. Commissioner Amy Howell participated in multi-agency panel moderated by news anchor, Mark Winne, on victims' rights at the Georgia Department of Corrections headquarters in Forsyth.

During the panel, Howell touted the department's Balanced and Restorative Justice Program (BARJ), which emphasizes making young offenders understand the effect that their crimes have had on their victims by having them meet face to face with the person they victimized. Last year, the agency held 300 victim/offender conferences, where youthful offenders met with their victims.

"If we are doing our job well, then we are showing young people options beyond the behavior that brought them to us," Commissioner Howell said.

Program Coordinator Dee Bell, Victim Advocate Joycelyn Evans and Balanced and Restorative Justice Coordinator Cynthia Joyce were on hand at the event to speak to visitors and answer questions about the department's efforts to reach out to victims of juvenile crime.



BARJ Coordinator Cynthia Joyce answers questions as part of Victims' Rights Week.

"Victims' Rights week is very important," Evans said. "It gives us the opportunity to highlight the work we do every day all over the state to help repair the damage that juvenile crime does to the fabric of society and show young offenders that their actions have consequences."

DJJ staff throughout the state also participated in over 50 Victims' Rights Week events. For instance, the Cherokee and Cobb County Court Services Offices (CSOs) teamed up to serve lunch at a domestic violence shelter. The Jeff Davis and Appling County CSOs partnered with other local agencies for a musical tribute and the hanging of a proclamation honoring crime victims.

Promotions and Appointments

Angie Sims has been selected as the **juvenile program manager** (JPM) for the Morgan and Oconee County Court Services Offices. Sims began her career in juvenile justice in 1997 at the Walton County Juvenile Court. Shortly after, she was offered a position at the Newton County Juvenile Court as the intake supervisor. She worked there for three years. In 2000, she was promoted to juvenile court administrator. In 2009, Sims was hired as the JPPS III at the Morgan CSO. Sims earned a bachelor's degree in sociology and criminal justice from North Georgia College.

Theodore Carter, Jr. has been selected as **director** of the office of training. Since 2008, he has served as the chief probation officer for the DeKalb County Juvenile Court. He has also been a juvenile program manager (JPM) with the DeKalb County Court Services Office. Carter began his career in the juvenile justice system as a detention officer in Champaign County, Illinois in 1995. In Illinois, he also served as a program administrator. Carter earned his bachelor's degree in psychology and a certificate in mental health work from the University of Illinois.

Victor Roberts has been selected as the **assistant deputy commissioner** of the division of youth services. Roberts began his juvenile justice career in South Carolina in 1986. He came to Georgia in 1997 as a JPPS II. He has served as a JPPS III, a JPM, federal programs manager, assistant office director, district director, and, most recently, as a regional administrator.

Terri Kight has been selected as the **director** of the office of continuous improvement. Before coming to DJJ, she worked in public health and home health as a registered nurse. She worked for three years as the lead nurse at the Griffin RYDC and then for two years as an evaluator with the office of continuous improvement. Since 2001, Kight has been the policy coordinator/director. She earned a bachelor's degree in nursing from the Medical College of Georgia. She is currently pursuing a master's in public administration with a specialization in public management and leadership from Walden University.

Audrey Holliday has been selected as **policy coordinator**. Holliday began her career with DJJ as a JPPS II in Fulton County in 2000. She later served as a JPPS III, JPM, training program manager and most recently as a program coordinator with the office of secure campuses. She graduated from Georgia College and State University in 2000 with a bachelor's degree in criminal justice. She graduated with a master's in public administration from Georgia State University in 2005. She will receive her J.D. from John Marshall Law School in 2012.

Latara M. Davis has been selected as **external affairs coordinator** in the office of communications. She previously served as the assistant director of classification and transportation services. Her career with DJJ began in 1998. She has served as a JPPS, supervisor, and program coordinator. Davis has over six years of professional social service experience providing individual and group counseling, and assessment services to children and families in the foster care system. Her expertise encompasses program development, utilization reviews, case management, and policy analysis. She earned a master's degree in social work from the University of Georgia and a master's degree in public administration from Kennesaw State University.

Lisa Casey Bryson has been selected as a **program coordinator** in the division of youth services. She started as a JPPS II working Glynn, Brantley and McIntosh counties and most recently held the position of case expeditor for Region 2. She received a bachelor's degree in criminal justice from Valdosta State University and a master's in public administration from Columbus State University. A former police officer and certified law enforcement instructor, Bryson has conducted training across the Southeastern United States for both law enforcement and social services professionals.

Pamela Mitchell has been selected as a **program coordinator** in the division of youth services. Mitchell started with the department in 1998 as a JCO I at Metro RYDC. She worked in various positions within the facility until 2006. She accepted a position at Griffin RYDC as the assistant director, and in 2007 she was promoted to director. She received her bachelor's degree from Georgia State University in criminal justice and in 2009 she graduated from Troy University with a master's in public administration.

Miguel Fernandez has been selected as the **director** of the office of behavioral health services. In 2001, Fernandez began his work with DJJ as the mental health coordinator at Macon YDC. He was the director of Macon Behavioral Health Services residential treatment facility providing services to DJJ youth and later worked as the state director of residential substance abuse treatment programs. Since 2004, he has worked as the assistant director, and recently as acting director for the office of behavioral health services. Fernandez received his bachelor's degree in psychology from Florida State University in 1990 and his master's of social work from Florida State University in 1993. He has been a licensed clinical social worker since 1995 and a certified alcohol and drug counselor since 1999.

Carl Brown has been selected as the **deputy commissioner** for the division of youth services. He has had a long and distinguished career with the agency. He began his employment with DJJ in 1987 as a court service worker in Tifton and in 1989 was promoted to a senior court service worker in the same office. In 1994, he was promoted to juvenile program manager in Thomasville, and in 2000 promoted to multi-service center manager for the Bibb MSC in Macon. In 2001, he was promoted to district director for District 6. In 2007, he was promoted to regional administrator for the southwest region. Brown received his bachelor's degree in psychology from Georgia Southwestern University and later graduated from Troy University with his master's in management.

Diana Aspinwall has been selected as **chief of staff** for the agency. In her new role, she works closely with the executive management team and provides oversight for the Commissioner's Office and daily operations. Aspinwall began her career as an intake officer in the Richmond County Juvenile Court in 1990. From there, she worked as a JPPS II in the Toombs Judicial Circuit and was later promoted to expeditor in DeKalb County, a position she held until being promoted to assistant district director for District 3B. In 2005, Aspinwall became a program coordinator in DJJ's Central Office. Aspinwall is a graduate of Georgia Southern University.