

High Intensity Team Supervision

JUNE 2018
THIRD QUARTERLY

BEHIND THE BADGE

HITS Mission

The mission of High Intensity Team Supervision (HITS) is to ensure the safety of the citizens of Georgia, while promoting positive reinforcement for our youth, by providing individualized and effective services, through evidence based practices.

HITS '3P's'

We **PROMOTE** positive reinforcement by **PROVIDING** individualized and effective services to **PREVENT** youth recidivism.

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Statewide HITS Meeting



Law enforcement officers were provided a vast amount of information during the meeting, including the POST recertification process, reentry planning and human trafficking. Officers participated in ice-breaker activities and networked with their counterparts throughout the state. Special thanks to our guest speakers and presenters.

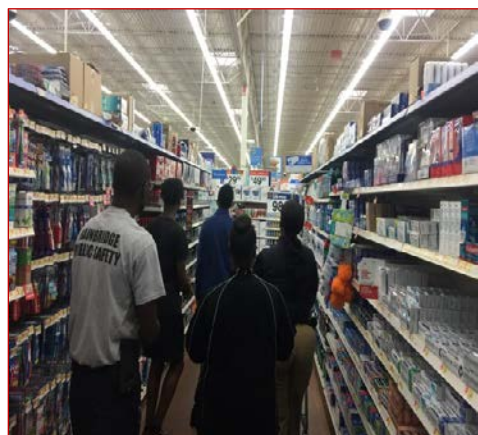




Decatur HITS: Shop with a Cop

During the Christmas holidays Decatur HITS participates in the Annual 'Shop with a Cop' program in Bainbridge. Families selected for this program were provided with a Christmas dinner package. Private donors contributed Walmart gift cards so each participating youth could purchase a Christmas gift for their family.

The officers and youths had a great time shopping with each other and getting into the holiday spirit. DJJ and the City of Bainbridge would especially like to thank Ms. Foster for her support and participation in the 'Shop with a Cop' program.



Important Gang Information and Trends in Our Communities

Throughout the year, it is important that we take time to familiarize ourselves with DJJ Security Risk Groups (SRG). To best serve our youths and effectively do our jobs as caseworkers, we need to know what our youths are involved in and the patterns that are emerging within our agency.

DJJ has 26 secure facilities in metro and rural areas throughout the state. The metro facilities have seen an increase in the number of gang affiliated youths. Rural facilities are receiving more youths from RYDCs in metro areas to help keep facility populations balanced. Consequentially, rural facilities are developing more intensive gang cultures.

Hybrid gangs are also on the rise. The cultural differences between RYDCs and YDCs result in SRG population differences. As youth enter the YDC, they are dropping neighborhood (hybrid) gang affiliations and adopting national gang affiliations. This trend has been observed in Georgia Department of Corrections prisons.

Additionally, each YDC has a distinct culture. For example, Augusta YDC has a large prevalence of Gangster Disciples, while Metro YDC has a large Bloods population. Latin gangs, such as Sur 13, are sometimes overlooked due to our lack of familiarity and lower population numbers. However, Latin gangs are represented in DJJ facilities as well.

Overall, there has been an increase in gang-related violent crimes and gang-related property crimes (including burglary); hybrid gangs are increasingly involved in these crimes. November and December 2017, saw a larger than normal increase in property crimes. Additionally, community workers should expect to see the typical downturn in delinquency through February and March with a seasonal increase in June and July.

What can the community worker do with this information? How can they know what gangs are active in their areas and if their clients are involved? Workers should, first and foremost, familiarize themselves with Policy 22.2 – Security Risk Groups. This policy provides a general outline of what the worker should look for, including: clothing, pictures, and codes. This policy also explains how community workers are to respond to discovered paraphernalia (hint: there's paperwork involved!).

Moving beyond policy, there are simple actions workers can take. When out in the community, workers should pay attention to their surroundings, for example: graffiti, high traffic areas, and clothing trends. Look around the office and check for graffiti on furniture and bathroom walls, monitor the work youths are turning in to you. Are those more than mere doodles on their 'New Freedom' assignment or something gang-related? Workers should monitor clients' clothing and tattoos, familiarize themselves with the areas clients frequent and the people with whom they associate. When youths are in the office, watch how they interact with each other. And, of course, workers should always remember to keep the following updated and current in JTS: Enemies and Associates, Marks/Scars/Tattoos, and Gang Information. Know your clients, know your community, and know your policy.

The Division of Community Services would like to thank Investigator II Ray Ham for providing his expertise in current gang-related trends.

Please take advantage of all community resources within your local communities:

Gwinnett County PD
Monthly Gang Intel Meeting
Every 2nd Wednesday, 10 am

Norcross Community Center
10 College St. Norcross Ga. 30071

Georgia Gang Investigators Association
Eastern Region Gang Intel Meeting
Thursday: August 2, 2018, 09:00 am

Pooler Police Department
100 U.S. Hwy 80 SW, Pooler, Ga. 31322

Youth Perspectives on High Intensity Team Supervision

HITS Probation Officers serve on the front lines of the justice system, holding offenders accountable for their actions through delivery actions with positive reinforcement at high intensive levels. Cases involving juvenile offenders present HITS probation officers with a unique set of challenges and opportunities.

In recent years, the policy standards and supervision modules have changed to improve outcomes for youth offenders. HITS probation officers have been important players in these deliberations.

Read this interview with a current HITS youth who has been placed to receive 36 months of supervision, with 12 months restricted custody as a designated felon.

Q: What were your first concerns being placed on HITS probations?

A: I didn't think anything of it at first, because I have been on probation before. The only difference is that you all carry weapons and look like the police.

Q: What are your dislikes about being on HITS?

A: I didn't like the constant call ins, popups and curfew checks. Prior to HITS, I saw a probation officer once or twice a month. But HITS, you see and talk to them 5 to 6 times a week. HITS officers have a counselor talking with you and they get all in my business on Facebook and Instagram.

Q: What are your likes about being on HITS?

A: I know my mother likes the HITS officers, because they do not let me get away with anything. I like the fact that, I am encouraged by HITS probation officers to complete my GED or High School Diploma. I obtained my GED early with highest record scored at the RYDC. I like the fact that HITS shows up and provides positive reinforcement and everything is not negative. I haven't fully changed all my ways, but I have a start to a new path thanks to HITS.



Transforming Today's Youth

On January 13th, officers from DeKalb HITS volunteered to assist the South DeKalb Police Precinct with their First Annual 'Transforming Today's Youth' Symposium. The purpose of this symposium was to reach out to school-aged males enrolled in 3rd-12th grade by empowering and supporting them and providing mentorships. South DeKalb Precinct Major K.D Johnson presented celebrity guest speakers, the likes of Atlanta's V-103 The Beat's, DJ Greg Street, DEA Agents, DeKalb County's Drug Task Force Unit, former DJJ youth who have changed their lives around, and our very own ADC Victor Roberts. There were also several local companies that participated by providing information and resources for our local families.





A Parent's Perspective

- 1. How long have you and your child been involved with the DJJ?**
 - A. My son has been involved with DJJ for 3 years.
- 2. In your opinion, have you seen growth and positive change in your son since he was committed to DJJ?**
 - A. For the first couple of years, it seemed my son was intentionally showing no respect for authority and he acted out in a discontent and violent manner. Since he became a part of the HITS program with DeKalb County, he has shown a desire to change. He also trusts his probation officer, Mrs. Bailey, as well as the other officers with DeKalb HITS
- 3. What do you feel as though is the greatest thing DJJ has done for your son?**
 - A. The greatest thing DJJ did for my son was to put him in an independent living program that was designed to help and rehabilitate him.
- 4. Can you think of any ways DJJ could improve its programs and services?**
 - A. First, when juveniles are sent back into the community they should have concrete placement. Whether it's job services or educational services. Just placing them back in community with no structure is guaranteed failure.
- 5. Overall, how would you describe you and your son's involvement with DJJ?**
 - A. DJJ and his HITS officer Mrs. Bailey have steered my son in the right direction. He has been provided with support, resources, and Mrs. Bailey is always there when we call on her. Of course, I wish my son had never been arrested. However, a part of me feels as though, if DJJ hadn't of stepped in, my son would have been dead and gone due to the streets.
- 6. Is there anything else that you would like for the H.I.T.S: Behind the Badge readers to know?**
 - A. Mrs. Bailey and her team are simply amazing! This includes all the other PO's who were involved with my son. God bless them. I hope DJJ will continue to have more success stories in the future.

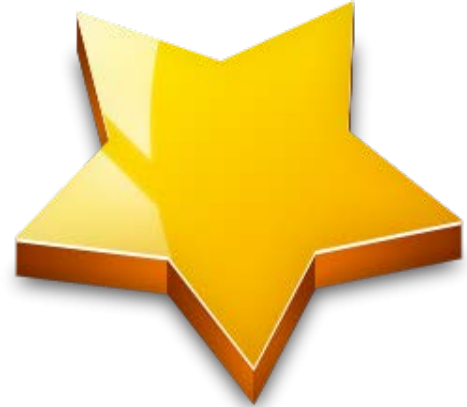
From the Desk of JPO Tracy Owens:

This year has already started with so many highlights from all our HITS officers and the communities we serve! Let's continue to keep the momentum of excellence, hard work, dedication and positivity high as we continue throughout the year.

“Teamwork is the ability to work together toward a common vision. It's the ability to direct individual accomplishments toward organizational objectives. It is the fuel that allows common people to attain uncommon results”. –Andrew Carnegie



Congratulations to Denise Digby, PO2 Bibb HITS, for 20 years of faithful service. Ms. Digby was honored at the DJJ Board meeting in January. Thank you, Ms. Digby, for service and dedication!



Congratulations to our newly certified HITS officers!

On January 12th, Commissioner Avery Niles swore in the newest members of High Intensity Team Supervision as POST certified probation officers.

- Reginald Henry
- Chelsea Wakefield
- Brice Abrams
- Mychelle McCrimon



What is 2018 Governor's Initiative training requirement for POST certified High Intensity Team Officers?

The new Governor's Initiative required training classes are as followed:

- » Autism and De-escalation (2 hours of P.O.S.T. credit)
- » Building Positive Community Relations (1 hour of P.O.S.T. credit)
- » Mental and Emotional Wellness (2 hours of P.O.S.T. credit)
- » Serving Georgia's Diverse Communities (2 hours of P.O.S.T. credit)

Use of Force and De-escalation Options for Gaining Compliance are required of all sworn law enforcement officers in the state. The other courses are electives, chosen by the officer. Officers must complete at least one elective course every year. These courses are inclusive of, not in addition to, the 20-hour continuing education required by O.C.G.A. §35-8-21.

The Use of Force of Deadly Force and De-escalation online will not replace the Use of Deadly Force offered by the Office of Training. POST certified High Intensity Team staff will still have to register for Deadly Force training in TRIS offered by Office of Training.

If you have not completed 2017 Governor's Initiative online training, you are required to do so.

- Cultural Awareness
- Foster Positive Community Relations
- Police Legitimacy and Procedural Justice for Community Relations

The newsletter committee would love to hear from you to receive feedback and information on what's going on within your offices and communities. This will allow us to continue producing the best informative newsletter.

Newsletter Committee:

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