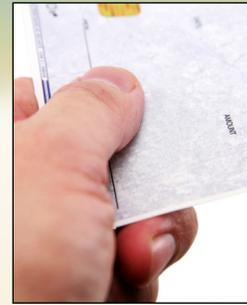




THE DJJ FORUM

Where DJJ employees gather to stay informed and celebrate our victories

Aug. 6, 2015



How The Two
Percent
Raise
Will Work

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It's Happening

First Community Model Units In Place; Physical Changes Create Relaxed Feel

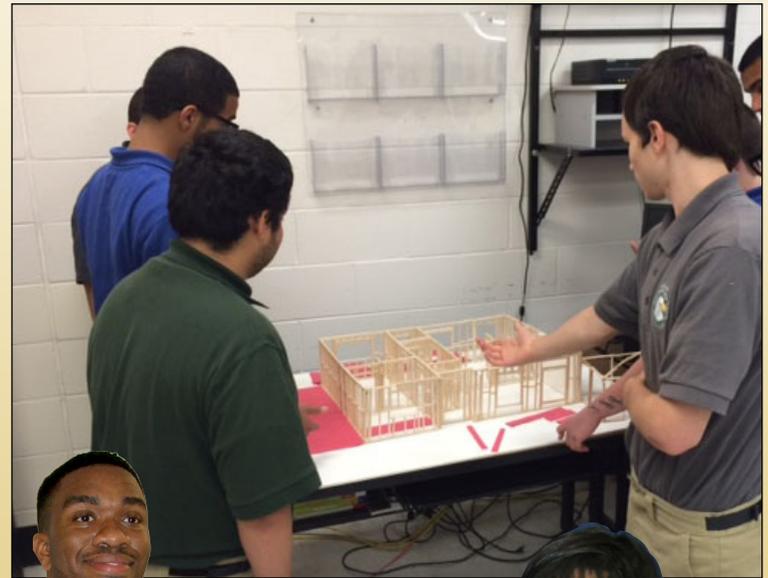
No longer is the Community Model just a concept: Newly-trained personnel are now in action at units at both Bon Air and Beaumont JCCs. And according to employees and consultants alike, positive results already are happening.

"There's a difference already. Guys aren't acting out as much any more. Kids that never opened up before are doing so now. There are bonds of trust being created. It's really remarkable to watch." – **Resident Specialist L. Jackson, Bon Air JCC**

"Some of the internal fences [at Bon Air] are down, and it changes the look and feeling of the facility – it feels like a completely new place. The kids are going outside even more frequently for recreation. When I spoke to some of the kids, they were ecstatic with getting out of their housing units, rooms and just being outside. The Department of Education is providing a Science, Technology, Engineering and Mathematics (STEM) program for 40 of our kids, and they're eating it up." – **Doug Vargo, Superintendent, Bon Air JCC**

"Staff and residents not in Unit 54 seem very interested in the program. Staff are asking questions like 'when is my unit going to training.' Residents are asking 'Can I go to Unit 54?' and 'What do I need to do to go

(See "Happening," page 2)



Bon Air JCC Resident Specialists D. Miller, left, and T. Kress.



Top: Bon Air residents participate in a STEM class where they designed a home using mathematics and engineering skills. Left: Residents use many different materials to "decorate" the new home.





Removal of some of the internal razor wire and fencing in the Bon Air JCC compound makes the facility feel like “a whole new place,” says Bon Air Superintendent Doug Vargo.



Happening (Continued from page 1)

to Unit 54?’ Most of the residents in the unit are buying into the group/team process. Even though transforming from the correctional model to the community model has not been easy on Unit 54, staff remain optimistic.” – **Joyce Holmon, Residential Program Manager**

“I know we’ve taken a big step forward by observing how our in-service meetings have changed. Staff isn’t asking questions any more about what the new program is about and how it will affect them. Now they’re asking what they can do to participate in it and make a contribution. It’s exciting stuff to watch.” – **Jack Ledden, Director of Residential Services**

“In observing the program over the last 4-5 weeks, we as a team have noticed a calmness about the unit. Several residents feel that they are safer, better able to express their feelings as well as receive support from the staff. They often ‘pull up’

each other in an attempt to motivate and support one another. Staff have been motivated and more relaxed as well and look forward to coming to work daily, mainly because the stress level has decreased tremendously. Residents and staff are actively participating in groups and circle-ups and often come up with topics for mutual help. It’s very inspiring to hear the positive and uplifting words that are often shared during our meetings.” – **Peggy Parrish, Superintendent, Beaumont JCC**

“It is an incredible undertaking and an extreme challenge for leadership to take on the reform of a system. For a system to decide to do that itself, is another remarkable footnote. To do the right thing is oftentimes not the easiest. Many staff have shared with me that ‘I was going to quit until I learned or heard we were going to do something different.’” – **Tom Breedlove, Consultant, Missouri Youth Services Institute**

An Invitation From Community Programs Director Valerie Boykin

With the recent observance of Pre-trial, Probation and Parole Week, I wish to thank you again for your contributions to the important work we do.

As you know, I assumed my new role of DJJ Director of Community Programs a few weeks ago and have recently transitioned fully into the position. I have met and spoken with some of you, and the coming months will allow for dialogue with many more. While some of you have shared problems or concerns, others have shared good news about your work accomplishments and success stories regarding our youth and families.

I am encouraged by these heart-warming stories, and



Valerie Boykin

believe that we can learn from them just as we learn from the “missteps.” As DJJ transforms and our Community Programs Division develops new skills and processes, we want to focus on our strengths and how we build upon them while implementing new and improved practices and interventions that produce positive outcomes for youth.

I invite you to continue sharing these stories with your Program Managers, who will pass them on to me. As I receive them, I also will share them with Public Information Officer Greg Davy, who will include them in the *DJJ Forum* employee newsletter, so that our successes may be shared with all.

They Worked – And Retired – As A Team

Joy Lugar was executive assistant for Deputy Director for Operations Ralph Thomas for as long as he was with DJJ – a period of more than four years. They forged a strong team, so much so that newer Central Office employees could not imagine one without the other. And now, fittingly it seems, they also have retired together.

Ralph was a DJJ employee on three separate occasions during his 37-year career, starting in 1978 when he joined CSU 31 in Prince William as a probation counselor. Since that time, he has brought his considerable skills in working with juveniles to various roles in the City of Falls Church, the Governor’s Office in the state of Maryland, and the District of Columbia’s Department of Youth Rehabilitation Services. With DJJ, Ralph also served as Regional Program Manager for 10 years between 1990 and 2000.

Joy began her career in 1983 in the Botetourt County Combined Court working as a court clerk. “Working in open court for several years gave me a deep appreciation for the human condition,” Joy says. She transferred to the Department of Corrections in 1986 where she worked with Director Edward Murray. In 1993 she transferred to the Department of Youth and Family Services, later to be known as the Department of Juvenile Justice. She worked at the CSU 23A–Roanoke and the Roanoke Regional Office before arriving at Central Office.

“I have experienced many changes with the department, but the one constant is the needs of the youth we serve,” Joy says. “Despite changes in philosophy over the years, the youth remain the reason we put forth our best efforts every single day. I am so proud to have been associated with the juvenile justice professionals at DJJ.”



Above left, Joy’s longtime friend DeeDee Bruce offers reminiscences at a retirement party held at Central Office. Several of Ralph’s former colleagues traveled a long way to attend his reception held at Cedar Lodge July 1. Front row, from left: Ralph’s wife Yasmin, Ralph and DJJ Chief Deputy Director Angela Valentine. Back row, from left: CSU 17A–Arlington Director Earl Conklin, Timothy Snyder, a former Maryland colleague, and Jim Rankin, retired CSU 31–Manassas director, who was Ralph’s first supervisor.



Gibbs Retires After 40 Years In Newport News

Aderon Gibbs saw changes in his native Newport News he couldn’t have imagined when he started at CSU 7 in 1975. He remembers when parades were a regular occurrence in the downtown area.

But one thing has remained consistent: His passion for serving the youth of the city he loves. After 40 years of service, Gibbs announced his retirement last month.

Gibbs served as director of CSU 7 for 12 years. Over the years, he has supervised the intake, probation

and parole units as well as the unit’s community service and restitution programs. He earned his bachelor’s degree in business administration from Christopher Newport University. He has served as past Chair of the Tidewater District Chapter of the Virginia Juvenile Justice Association (VJJA).

A native of Hendersonville, NC, Gibbs is a huge Indianapolis Colts fan and an avid reader of Dean Koontz, Stephen King, and authors of that genre. He and his wife, Patty, have one son, Jonathan Gibbs.

2 Percent Raise Effective Sept. 1; How It Will Work

State employees will receive the 2 percent salary increase authorized by the 2015 General Assembly effective with our Sept. 1 paychecks. Here's how it will affect DJJ employees, assuming satisfactory employee performance and no downward adjustments in the Commonwealth's revenue forecast:

1.) Full-time classified and other salaried employees (appointed and at-will) who have been employed in salaried positions as of May 10, 2015, and have received a performance evaluation rating of "contributor" or higher on their most recent performance evaluation will receive a 2 percent base salary increase effective Aug. 10, 2015. Employees hired between Oct. 25, 2014, and May 10, 2015, must have an Interim Evaluation or Probationary Progress Review in their personnel file to be eligible for the increase.

2.) Eligible salaried employees listed above with a "contributor" or higher performance evaluation will receive a compression salary increase of \$65 for each full year of continuous state service, up to a maximum of 30 years, for five years or more of continuous state service as of Aug. 10, 2015.

3.) The employees described above who occupy the following "high turnover" positions as of Aug. 10, 2015, will receive an additional 2 percent salary increase:

- Direct Service Associate II (Dental Assistant)
- Direct Service Associate III (Recreation Specialist)
- Registered Nurse II/Nurse Practitioner I/Physician's Assistant (Nurse Practitioner, Physician Extender, Registered Nurse Clinician)

- Licensed Practical Nurse (Licensed Practical Nurse)

The roles were identified as "high turnover" by a state employee compensation committee established by the General Assembly.

4.) Salaried employees who have been employed as of May 10, 2015, and occupy positions in the Security Officer III role (JCOs, JCO Sr. and Resident Specialist Trainee) as of Aug. 10, 2015, will receive a \$1,000 salary increase.

5.) Salaried employees listed in No. 1 above will receive the 2 percent general increase first. Any additional increases that employees are eligible for will be added to the 2 percent general increase.

In Memoriam

Terri Stott

1965-2015



Terri Stott, 49, who served as Regional Program Manager (RPM) for DJJ since 2011, passed away May 22 after a battle with cancer.

Princess Terri Jeun Gilliam Stott was born in Fort Lee, VA. After graduating from Potomac High School in Dumfries, she attended Norfolk State University where she earned a bachelor's degree in social work, graduating *cum laude* in 1988. She earned a master's degree from Howard University, graduating with honors in 1990. While at Howard, she also served as a graduate assistant in the office of the Associate Dean.

Terri began her career with Prince William County, where she enjoyed a successful career of 23 years of service. She became the first African American woman to become a Residential Services Director/Division Head.

A major part of Terri's life was her love of music. She showed musical aptitude at a very early age, composing and singing songs as a child. She eventually became an award-winning songwriter and producer, writing soulful music that garnered radio airplay in 22 countries. Her songs have been licensed by luxury hotels and high-end retail outlets. Her music also has been used on the MTV/Viacom network. She worked with well-known music sensations including Silver Logan Sharp (Chic), Latin American soul singer Meritxell, Broadway performer Yolanda Wynn, and Norwegian rapper Michael Kildal, aka Xzwer. Her soul ballad "I'll Come Running" was on the Amazon UK bestseller list.

"Terri was the ultimate social worker who spent her entire career working to help better the lives of others," said DJJ Director Andy Block. "She was a calming influence with a soothing manner who had a profound impact on the lives of children, families and her colleagues. As an RPM, Terri had many positive accomplishments and undoubtedly made her mark."



DJJ NEWS BRIEFS

CSU 10–Appomattox

Probation Officer **Torrie Patterson** and Office Services Assistant **Fonseca Holman**, who both work in the Lunenburg office of CSU 10, have recently begun several projects on their own time to help youth in the Prince Edward County area. One of their just-completed projects is a “mini-film” produced by an independent Chicago-based filmmaker that features them talking about their mission as members of the We Understand Youth (WYU) Outreach organization, which Patterson founded in 2013.

“Our mission is to educate youth on understanding their self-worth and provide free services and programs to help them become productive citizens in the community,” Torrie said. “Our ultimate goal is to open a youth center in Prince Edward County.”

Other WYU projects to engage community youth include holding “Teen Talks,” participating as a vendor at the Heart of Virginia Festival, providing free Zumba Fitness classes, and having an Annual Summer Jamboree and Fashion Show.

“I am inspired and proud to know we have staff so dedicated to helping youth that they do this in their spare time,” said CSU 10 Director Chuck Watts.

Click on this link to view the video: <https://vimeo.com/120437841>.

CSU 7–Newport News

Michelle Burroughs-Vanhook, probation officer with CSU 7–Newport News, was recently chosen to receive the CSU’s “Random Acts of Kindness” gift card for making several visits to the Commonwealth Challenge Youth Academy in Virginia Beach to provide encouragement and support to the young recruits there. She has secured school supplies, clothing, toiletries and a variety of other needed items for juveniles at the academy.

Ms. Burroughs-Vanhook is an active member of the Youth Gang and Violence Prevention Committee. She has been active in getting community youth involved in the Summer Training and Employment Program (STEP).



Torrie Patterson



Fonseca Holman



Michelle Burroughs-Vanhook

CSU 21–Martinsville

To allay CSU 21 staff concerns and increase comfort and skills regarding the use of the new trauma screening instrument, Director **Kevin Meeks** requested that Dr. Allison Sampson-Jackson lead a training to build on initial training the agency conducted last fall. Dr. Sampson-Jackson is a licensed clinical social worker and a certified sex offender practitioner in Virginia. The training, entitled “Trauma: Engaging What Is Strong, Not What Is Wrong,” discussed how this tool can best be incorporated into current required activities such as case planning and service linkage. More than 120 attendees from the community learned what trauma-informed therapeutic services should incorporate according to the National Child Traumatic Stress Network (NCTSN) Guidelines. “Our staff members were worried about the clinical nature and bluntness of the questions on the ACE screen,” Meeks said. “Dr. Sampson-Jackson was able to ease our concerns by strengthening our skills regarding the importance of being trauma informed.”



Meeks



Sampson-Jackson



From left: Clayton County, GA, Juvenile Court Chief Judge Steven Teske, Judge Angela Roberts, and CSU 13 Director Kimberly Russo.

CSU 13–Richmond

Staff from CSU 13–Richmond recently participated in the Youth Violence Prevention Consortium in Richmond. The event addressed youth violence prevention and cross-sector collaboration in creating healthier futures for our youth. Partner presentations were held by Richmond Public Schools and Richmond Police Department, followed by a panel discussion on current youth violence prevention strategies in Richmond with a public Q&A session. Steven C. Teske, Chief Judge of Clayton County, GA, Juvenile Court, led the discussion.

Teachers Get Help From Others Who've Been There

Alternative Settings Are CEEAS Specialty

Bon Air JCC English Instructor David Billikopf has attended many instructional workshops over the years, all of which have been useful. But the recent Teaching Fellowship he attended, sponsored by the Center for Educational Excellence in Alternative Settings (CEEAS), re-energized him as never before.

"The CEEAS people actually have experience working with juvenile correctional facilities around the country," Billikopf says. "This critical difference in how they run their workshops was wonderful: They were able to share what they personally have seen work in other facilities just like ours."

Deputy Director of Education Dr. Lisa Floyd chose to bring CEEAS' program to DJJ not as a means to evaluate teachers, she says, but to provide strategies for better instruction in an alternative classroom. "We knew we did not want to add 'one more thing' to our teachers' workload; rather, we wanted to provide support that would lead to improved learning for students. This coaching model and the experts who worked with us assisted staff to develop more engaging lessons and assessments. We are very pleased with the response from first eight teachers who participated."

Led by CEEAS Project Support Specialists Christy Sampson Kelly and Mi Ji Kim, the group met as



CEEAS Project Support Specialist Mi Ji Kim, left, and Instructor Michael Hawkins.



Bon Air JCC English Instructor Michael Billikopf shares what he learned along with next steps at the CEEAS workshop's final session.

a group to go over good practices and how to use them to support goals for improvement.

"Mi Ji and Christy would visit us and watch as we put our lessons to practice," Billikopf says. "They supplied us with materials to help make their suggestions a reality. It really was a pleasure to work with CEEAS and I feel that my teaching over the past six months has benefited from this experience. I also feel that it has benefited my students."

The teachers who participated in the first session in addition to Billikopf were Angela Bolling, Norman Crosby, Don Goddard, Michael Hawkins, Faye Walker, Erika Whitten and Deana Williams.



CSU 23A-Roanoke

The Court Service Unit Directors Association recently honored the late Rodney Hubbard's contribution to the field by presenting a plaque of appreciation to Debbie Hubbard, Rodney's widow, his son Rob Hubbard, and his mother, Nadine Hubbard. In attendance were directors from the Western Region, Martha Carroll, CSU 16-Charlottesville director, and Western Region Program Manager Robert Foster.



CSU 9-Williamsburg

CSU 9 staff gathered recently to celebrate 100 percent compliance on its Certification Audit. Back row from left: Joe Wright, Anna Hall, John Heath, Vanessa Patterson, Tyrone Jackson. Middle row, from left: Shawne Alston, Nia Wagner, Kathleen Kellar, Veda Frazier, Bruce Call, Caroline Fennell, Sharnise Jackson, Joe Jackson, Director Mike Scheitle. Front row, from left: Melanie Buckner, Amber Kirby, LaShawn Kelly, Dana Thomas, Dollie Lewis, Amanda Crockett, Jean Lane, Lamonica Schadow.

❧ Welcome To the DJJ Team, New Employees! ❧



Dr. Lynda Hickey

Dr. Lynda Hickey, DJJ's new Assistant Director of Education, comes to DJJ with 42 years of experience as an educator. She has taught in public and private schools in Virginia and Florida, and served Winchester Public Schools for 22 years as an elementary gifted resource teacher, coordinator of gifted services, and for the past 11 years as the director of Pre-K-12 instruction. Dr. Hickey has been an adjunct professor for 16 years at the University of Virginia and Shenandoah University. A native of Washington, D.C., Dr. Hickey earned her B.A. degree from Southeastern University in Lakeland, FL, in elementary education, a M.A. in educational psychology from the University of Virginia, and an Ed.D. from Walden University in administrative leadership. She also is a VA SPQA Baldrige Examiner.



Kimberly Jennings

Kimberly Jennings is the new deputy director for CSU 13–Richmond. She earned her bachelor's degree in criminal justice with a minor in English from ODU, and a master's degree in public administration from Troy University. She joined DJJ in 1996, and has performed in all capacities within court services to include processing intakes, and providing probation and parole supervision. For seven years Ms. Jennings was the project director for a Juvenile Accountability Block Grant which funded Portsmouth's Violation Intervention Program. She has served on the Reentry Planning Team (For the Second Chance Grant), Reentry Council, Mental Health Transitional Planning Team, Family Assessment Planning Team, and various other subcommittees.

Beth Stinnett, Gary Downey Receive VJJA Meritorious Awards

Statewide Program Manager Beth Stinnett has received the Virginia Juvenile Justice Association (VJJA) Meritorious Award in the category of Administration. She began her career as an intern with the CSU 25 in Lexington. She first joined Central Office as a Senior Management Analyst/Policy & Planning Specialist. For more than a decade, Beth has led statewide practice improvement and system reform efforts and has spoken at a number of national conferences. In her current role, she manages the agency's Community Programs Unit, which includes managing and ensuring quality assurance related to the Risk-Need-Responsivity practice model, managing the state's involvement in the Juvenile Detention Alternatives Initiative (JDAI), and managing statewide funding streams including 294/Transitional Services



Stinnett



Downey

and VJCCCA. **CSU 7–Newport News Probation Officer Gary Downey** received the award in the category of Court Services. Mr. Downey has worked a total of 39 years at CSU 7. He handles the most difficult cases, acts as a supervisor when needed, and assists other POs in working their caseloads. He serves as the CSU representative on the Family Assessment and Planning Team (FAPT), and was previously docket supervisor for all four courts on Thursdays. Mr. Downey started and ran the first Community Work Alternative Program and first Hospital Emergency Room Program in Virginia. He helped set up these programs in southwest Virginia, where they later became a model program in other areas. The Community Work program is still running in Newport News after 15 years.

Shantell Basking, Probation Officer I, CSU 8–Hampton
Clevon J. Belfield, Probation Officer I, CSU 8–Hampton
Kenneth W. Biernot, Probation Officer I, CSU 7–Newport News
Cornella Collier, Admin and Office Specialist, CSU 14–Henrico
Ruth Harrison, Probation Officer, CSU 24–Lynchburg
Lisa Hill, Office Services Asst, CSU 24–Lynchburg
Nina Joyner, Probation Supervisor, CSU 2–Virginia Beach
Susan Novak, Office Services Asst., CSU 3–Portsmouth
Kristen Proctor, Probation Officer I, CSU–10 Appomattox
Jessica Raines, Administrative Specialist, CSU 4–Norfolk
Megan Riggs, Account Facilitator, Central Office
Amy Witt, Probation Officer, CSU 24–Lynchburg

Promotions



Angela Hiatt

Angela Hiatt has been promoted to Practice Improvement Coach/Community Programs Specialist, and will be working primarily in the Western Region. In her new role she will monitor the delivery of community-based services by reviewing and assessing referrals and service levels, approving funding requests and assisting with evaluating program proposals received in response to solicitations.

Mark Legrys, CSU 26–Winchester, promoted to supervisor
Kim Lee, CSU 14–Henrico, promoted to supervisor
Greg Heyward, CSU 7–Newport News, promoted to supervisor

Retirements

Elaine Butkiewicz, CSU 18–Alexandria, retired as supervisor
Avon Miles, CSU 6–Hopewell, retired as supervisor