



THE DJJ FORUM

Where DJJ employees gather to stay informed and celebrate our victories

Nov. 8, 2014



Natural Bridge And Barrett Today

Pages 2-3

Together, We Can Make The ‘Leap To Greatness’

CSUs To Complete EBP Survey

By **Stephanie Garrison**
Regional Program Manager – Eastern Region

I am privileged to lead the newly-created CSU and Community Programs Transformation Team, which has begun examining and transforming CSU and community programs practices.

Remember the book called “Good To Great” by Jim Collins? That’s what this effort is all about: To make the leap to greatness by securing better outcomes for both the youth we serve and the DJJ staff who serve them.

There are about 13,400 juveniles currently receiving services from our 35 CSUs. CSU staff serve as gatekeepers, interventionists, compliance officers, and case managers within the juvenile justice system, making decisions every day as they balance the needs of juveniles and their families with preserving community safety. With their help, we will develop short-term, intermediate-term, and long-term goals that will result in the development and implementation of an Evidence-Based Practices (EBP) system while enhancing staff professional development.

Four subcommittees will concentrate on specific areas: Evidence-Based Practices, Evidence-Based Programs, Organizational Development, and Evidence-Based Principles Infrastructure. The following long-term goals have been identified:

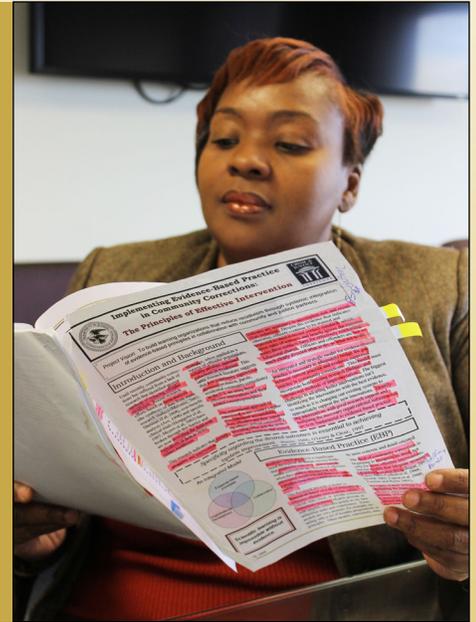
1. Protect victims from further harm and prevent crimes that create new victims.
2. Provide EBP supervision, interventions, programs that will provide offenders the tools to become responsible and productive following intervention and supervision.
3. Improve public safety outcomes.

While our CSUs all have common standards, there are diverging local approaches. I know that each community is different, with differing needs, partners, courts, and resources. But we all need to use data, research and proven strategies to make sure we are making the most effective use of DJJ resources. The CSU Transformation Team will propel us further in this direction. This will be a transparent process that will evolve over time, and will also include Community Programs employees at all levels. The CSU Transformation Team also will play a key role in the implementation of the recommendations from ongoing third-party assessments of our system.

In the coming weeks, look for an organizational survey that all CSU staff will be asked to complete. This will allow all concerned

“Remember the book called ‘Good To Great’ by Jim Collins? That’s what this effort is all about.”

– **Stephanie Garrison**

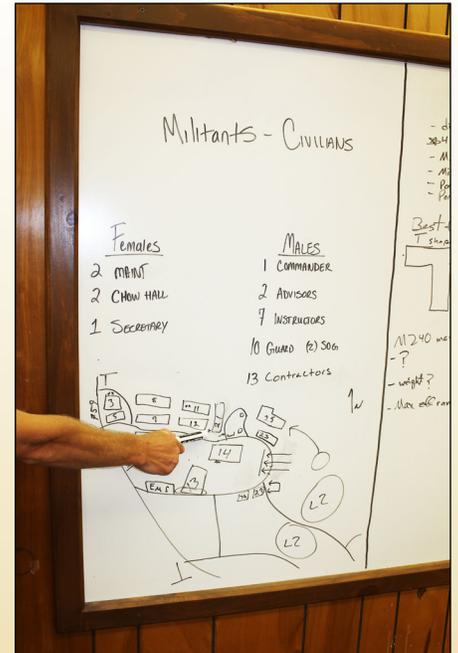


The CSU Transformation Team

- Stephanie Garrison**, Regional Program Manager
- Maris Adcock**, Lead Budget Analyst
- Robert Bermingham**, Director, CSU 19–Fairfax
- Valerie Boykin**, Director, CSU-4 Norfolk, Eastern Region
- Kecia Brothers**, Re-Entry Specialist/Community
- Vince Butaitis**, Director CSU 15–Fredericksburg, Northern Region
- Dee Kirk**, Regional Program Manager/JCC Transformation Team
- Carolyn Minix**, Director, CSU 23–Salem, Western Region
- Ronnie Moore**, Asst. Superintendent of Programs, Bon Air JCC (Southern)
- Jim Nankervis**, Director, CSU 12–Chesterfield, Central Region
- Barbara Peterson-Wilson**, Regulatory and Policy Coordinator
- Jerri Smith**, Trainer/Instructor III
- Beth Stinnett**, Program Manager, Community Programs
- Mike Traylor**, Director, CSU 11–Petersburg, South/Central Region

to provide feedback. Our long-term aim is to put everyone in a constant learning mode in which we strive for Continuous Quality Improvement (CQI). The sub-committees will take the results of the survey and develop an action/training plan for each area.

If you have any questions about the CSU transformation, do not hesitate to contact me at (804) 338-7849 or by e-mail at stephanie.garrison@djj.virginia.gov. In the meantime, I ask your help in providing our team members information when they request it.



So Whatever Happened To ...

Natural Bridge and Barrett?

Ever since Barrett JCC and Natural Bridge JCC ceased operations in 2005 and late 2009, respectively, many have wondered what became of the properties. The great news is that, after many years serving the youth of Virginia, they continue doing active duty on behalf of the taxpayers of the Commonwealth and the country as excellent training facilities for public safety agencies and the U.S. military.

DJJ still owns and maintains the properties (see following page), and regularly partners with local and federal agencies. As these photos show, many servicemen and women and public safety employees are getting vital

training in outstanding natural settings. Above left: Capt. Keith Toucey, Assistant Operations Officer of U.S. Marine Corps Expeditionary Unit, speaks to the media prior to a recent military anti-terrorist exercise at Natural Bridge. Above right: A schematic shows the grounds and where role-players will be stationed. Virginia Military Institute also has used the facility for training.

Below left: Virginia State Police Canine Unit officers train a German shepherd on the grounds of the former Barrett JCC. Below right: Norfolk Fire Department firefighters practice rappelling down a makeshift multi-story building.



'For The Overall Good Of The Commonwealth'

Dedicated DJJ Employees Keep Former JCCs Ready

You can't go to any corner of the former Natural Bridge JCC without feeling the impact Ronnie Marshall and Gayle Patrick have had at the facility for the last 30+ years.

You name it, and they've done it: daily inspections of 40 buildings including the well and pumphouse, physical plant and Camp New Hope, where residents once learned how to build cabins and live off the land; mowing, trimming, pruning and general maintenance of 100 acres of land (40 cleared and 60 wooded); guided tours of Natural Bridge during which they provide visitors a history of the facility; and deterring trespassers during winter months using staggered work schedules.

When Natural Bridge was teeming with residents, Marshall recalls working with them for 10 years in the "Bridge Program" at Camp New Hope. "We taught them how to use saws, axes and hammers," he says. "They built cabins using these tools only, and then lived in them. We took them backpacking, fishing, canoeing, and into the community to help senior citizens with their painting and mowing."

Special challenges sometimes arise that require all the expertise they have



Ronnie Marshall, left, and Gayle Patrick have served a combined 71 years at Natural Bridge.

"Working at Natural Bridge was great, and still is. It was like working with family ... and the scenery, fresh air and mountains aren't too bad either."

– Ronnie Marshall

amassed. Patrick recalls a recent winter when a steam leak from the main trunk line under the asphalt parking lot proved tough to locate. "We had to use a pick and digging bar to remove the asphalt. We dug up about 28 feet of line before we found and repaired the damaged area," he says.

"Working at Natural Bridge was

great, and still is. It was like working with family ... and the scenery, fresh air and mountains aren't too bad either," says Marshall.

"What we appreciate the most about our jobs is that we feel we are still contributing something positive to the overall good of the Commonwealth," Patrick says.



The maintenance team that serves the Virginia Public Safety Training Center also takes care of the grounds at Barrett, located only about three miles from VPSTC. From left: Lead Plumber Paul Ennas, Trades Utility Technician William Washington, Senior Electrician Kevin Ford, DOC Work Crew Foreman Carlos Hughey, Groundsman David Ardy, Building and Grounds Superintendent Brad Wilcox, Senior HVAC Technician Brandon Porch, Painter Kevin Carter, Wastewater Treatment Plant (WWTP) Operator Mark Sabourin, Mechanic Bill Carroll. Not pictured: Lead WWTP Operator Bipan Jain, Locksmith Antonio Sharp and Groundsman Alfred Gray.



DJJ NEWS BRIEFS



From left: Elizabeth Walton-Jones, Reentry Specialist at Bon Air Juvenile Correctional Center; Melissa Smith, Transition Specialist Coordinator; Ashley Williams, Mentoring Program Coordinator; and George Peoples, Reentry Specialist at Bon Air Juvenile Correctional Center.

Youth Connections Open House Provides DJJ Strong Networking Opportunity

Those who attended the fourth annual Youth Connections Open House and Vendor Fair, held recently at the Henrico County Training Center, learned about mentoring and other volunteer opportunities at DJJ from Reentry staff. The open house, sponsored by the Capital Area Youth Workforce Transition Council, provides an opportunity for professionals who work with youth to network with each other and learn more about resources in the greater Richmond area.

“The biggest benefit from participating in the event is the opportunity for the collaboration of state and community agencies who serve at-risk youth that will help ensure awareness of services,” said DJJ Transition Specialist Coordinator Melissa Smith. “It also is an opportunity for DJJ to form partnerships and relationships with other service providers of at-risk youth.”

Appomattox Circuit Court Clerk (and former CSU 10 Senior Secretary) Janet Hix and retiring CSU 10–Appomattox Probation Supervisor Bruce Williams’ grandson Braylon help him celebrate his 40-year career at a recent gathering.



CSU 10’s Williams Retires After 40-Year Career

CSU 10–Appomattox employees gathered recently with family members and other community providers to celebrate the retirement of E. Bruce Williams, who spent nearly 40 years ensuring that youth of his district were treated fairly and respectfully. Williams joined CSU 10 in 1975 as the probation officer for Appomattox County. He remained in that position for 26 years, and was then promoted to Probation Supervisor for the Charlotte, Mecklenburg, Halifax and Lunenburg offices in October, 2000. Williams also served in the Army Reserves for many

years, and is a retiree from that service as well.

While Mr. Williams was known as a soft-spoken, quiet individual, he was nonetheless willing to share his views about operations when he felt compelled to do so. He touched the lives of many, both in the field and within the office.

“His calm demeanor and dry wit will be missed by everyone with whom he worked,” said CSU 10 Director Chuck Watt. “His level of dedication to his job was immeasurable, and his shoes will be hard to fill by those who will follow him in the years to come.”

CSU 18–Alexandria

Angela Lee, Youth Services Coordinator with CSU 18–Alexandria, received special recognition during a recent CSU team meeting when Alexandria City Manager Rashad Young surprised the CSU staff, and Ms. Lee in particular, by dropping in on the meeting and presenting her with the City’s “Just Say Thanks Award” and a \$100 gift card.



Ms. Lee was nominated for the award by several City staff members after she volunteered, with a very short deadline, to

work with a court-involved girl to translate and record Spanish voiceovers for a mentoring video, using different intonations and expressions to maximize the video’s effect. The video was presented in El Salvador last July, during a USAID-funded crime-prevention exchange program called Municipal

Partnerships for Violence Prevention in Central America. The video emphasized mentoring as a best practice in preventing juvenile criminal behavior and gang involvement.

NEWS BRIEFS (Cont.)



JCO Academy Graduates Oct. 10, 2014

Rear step, from left: K. Reynoso, J. Dennis, T. Hughes, C. Ford, J. Pistolarides, J. Fowler, J. Hamm, C. Travers, G. Kenneybrew, D. Battle, W. Fells, E. Ross, J. Astin, N. Conteh, T. Moore, A. Robinson, S. Key, K. Goode, B. Ingram, J. McDonald. First step, from left: T. Massey, N. Holland, C. Ward, H. Rohm, L. Williams. Second step, from left: B. Ashburn, J. Sydnor. Ground level, from left: B. Bidgood, K. Pritchett, R. Chandler, D. Vinson, C. Carrington, S. Branch, R. Bailey. Inset: Outstanding Participant J. Fowler.

Pathways Program Provides Hazmat Training To Residents

What appeared at first glance to be a group of bright blue aliens wandering the grounds of Beaumont JCC recently was in fact a class of post-graduate residents learning how to handle hazardous materials as part of a special program offered by the Petersburg office of the Pathways program.

The Hazardous Waste Operations and Emergency Response (HAZWOPER) program was created in 1986 as a way to protect workers who handle hazardous materials. The course includes subjects such as heat stress, personal protective equipment, work practices and engineering controls. Students get hands-on training by wearing Level A fully encapsulated suits and performing a variety of tasks including soil sampling, isolation and decontamination procedures.

Students who successfully complete the course become certified, and are then able to apply for entry-level positions with various environmental companies. The BP oil spill in the Gulf of Mexico used HAZWOPER-trained employees to do the cleanup; they also continue to help clean up after Hurricane Sandy destroyed much of the northeastern U.S. Their certifications are accepted nationwide and are valid for one year, at which time they must take the annual eight-hour refresher course.



“The course is offered to both Beaumont and Bon Air post-graduate residents who show an interest in this subject,” says Director of Post Graduate Programs Reggie Branch, who administers the program for DJJ. “Ten residents have been certified since the program started being offered last summer.” Transitional Specialist Sasha Davenport also is instrumental in the program’s success.

Welcome To the DJJ Team, New Employees!



Douglas Vargo

Doug Vargo is the new Assistant Superintendent for Security/Operations at Bon Air JCC. Mr. Vargo has served as the Assistant Warden for the Deerfield Men's Work Center since August 2013. He has served as the Assistant Warden for numerous facilities throughout the Commonwealth.

He started his career at Greensville Correctional Center as a Corrections Officer. He has held many positions within the Department of Corrections to include Counselor, Corrections Lieutenant, Unit Manager and Security Analyst. He holds a B.S. degree in criminology from Florida State University and a Post-Baccalaureate in Public Safety from VCU.



CSU 23-A Roanoke



New CSU 23-A Roanoke Director Colleen French was recently sworn in by District 23 Juvenile Court Judge Leisa K. Ciaffone (inset). Above: Joining her for the occasion, from left: Western Region Program Manager Robert Foster, Probation Supervisor Kim Doyle, Senior Secretary Cathy Plunkett, Colleen French, CSU 23-Salem Director Carolyn Minix and CSU 23-A Probation Officer Jim Harper.



Basic Skills For Non-Security Class Graduates

From left: Kim Roulhac, Jessica Thompson, Jamanda Byam, Morgan Kinney, Gary McDonald, Quinnchel Dixon, Deana Williams, William Freeman.

Michkala Deforest, Intake Probation Officer, CSU 4-Norfolk
Tiffany Barnes, Probation Officer, CSU 14-Henrico
Marcy Beall, Office Services Assistant, CSU 26-Winchester
Kista Opoku-Achampong, Probation Officer, CSU 26-Winchester
Amy Queen, Probation Officer, CSU 14-Henrico
Nyla C. Smith, Probation Officer, CSU 22-Rocky Mount

Promotions



Aaron Dixon

Aaron Dixon has been promoted to the position of Assistant Superintendent for Security at Beaumont JCC. Mr. Dixon brings 26 years of experience with DJJ to Beaumont. He started his career at Hanover JCC as a JCO. He was promoted to Unit Manager, then to shift commander and then to hearing officer. In 2012, he became Chief of Security at Culpeper JCC. He has been at Beaumont since last April as Acting Assistant Superintendent.



Felix Romero

Felix Romero was promoted to Business Manager for Beaumont JCC. Mr. Romero has been with DJJ for more than 17 years and has served as the Business Manager for Oak Ridge JCC and the Reception & Diagnostic Center. He played an integral part in the closure of and disposition of property at Culpeper JCC. Mr. Romero brings a wealth of institutional knowledge to his new position.



Victoria Virvos

Victoria Virvos has been promoted to Leadership Training Program Manager at the DJJ Training Academy. Ms. Virvos joined DJJ in 2009 as a special education teacher at Beaumont JCC before coming to the Training Unit as a training and development coordinator in 2013. In that role, she delivered instruction for Institutional In-Service, JCO and Non-Security Basic Skills, Essential Skills for Supervisors, Essential Skills for Caseworkers, as well as Safety and Security for CSUs. Before coming to DJJ, she held various positions during her 34 years in education, including working as a classroom teacher for emotionally disabled students and staff development specialist. She also was co-owner of an educational consulting firm where she developed and delivered training programs on leading people through change, communication, mentoring, and team-building. She holds B.S. and master's degrees in education from VCU.