



THE DJJ FORUM

Where DJJ employees gather to stay informed and celebrate our victories January 3, 2014



JCO
Recruitment
Event Takes
On A Merry
Tone

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The Charms of Virginia's

and Challenges Southwest



Left photo: Standing in downtown Gate City, from left: CSU 30-Gate City Supervisor Troy Funkhouser, CSU Director Mark Thompson, Probation Officers Blake Frazier and Jason Dishner, 30th District Juvenile Drug Treatment Court Coordinator LaVonna Price, Office Services Assistant Connie Griffin. Right photo: CSU 29-Pearisburg Senior Secretary Rebecca Flack, CSU 29 Director Ron Belay, and Giles County Probation Officer Felicia Gliotone.

CSUs 29 & 30 Seek To Serve Region's Kids, For Whom Mountains' Majesty Isn't Enough

Living immersed in the natural beauty that envelops many of western Virginia's communities has plenty of upsides for those who call the area home. But few have claimed over the years that earning a living is particularly easy in the traditionally blue-collar area where coal mining and other hard-labor industries have long been a way of life.

The situation has been exacerbated, say the directors of Court Service Units (CSUs) serving the southwest corner of Virginia, by the economic downturn of recent years that has proven to be especially cruel to the region. Many cities and towns scraping by on bare-bones budgets have been forced to eliminate programs that once provided after-school activities

for area youth, leaving the CSUs grappling with increasing delinquency from bored kids.

Ron Belay has served as the director of CSU 29 in Pearisburg for 37 years, making him the longest-tenured CSU director in the DJJ system. Having started with one of DJJ's predecessor agencies 45 years ago as a probation officer in Montgomery County, he has seen the area's fortunes rise and fall over two generations. It has been harder for some kids than others through the years, Belay says, but there is one current trend that he finds particularly troubling.

"Southwest Virginia has an extremely bad drug problem," he

(See "Southwest," page 2)

First-Ever "VisuVisit" By DJJ Family Takes Place In Roanoke

The DJJ Re-Entry Unit is turning to modern technology in an effort to increase family visitation of residents by creating the "VisuVisit" program, which allows family members to see and talk with an incarcerated relative via a pre-scheduled Skype-like two-way video feed.

Re-Entry Unit Coordinator Ashaki McNeil coordinated the VisuVisit program after hearing about the video visitation available to families through visits with the parole officers. Although the

(See "VisuVisit," page 6)



Southwest

(Continued from page 1)

says. “Most people don’t realize that. There are some industries here such as coal mining and logging that are very physically demanding, leaving many workers with extreme pain in their joints and back. One of the favored drugs they use in treating severe pain is OxyContin. It’s great if used properly, but it has the same addictive effect of heroin if it’s abused.” And it is – quite frequently, Belay has observed in the last couple of decades, by workers’ kids who have easy access to their parent’s medications.

Realizing that if anyone was going to get an effective youth drug rehabilitation effort going in the area, it would probably have to be himself, he implemented a program that was largely state-funded. (“Back then, if you didn’t do it, it didn’t get done,” Belay laments). Over the years, the community has gradually given increasing support to the program; today, it’s almost completely locally funded and also offers programs for sex offenders and anger management.

Mark Thompson, director of CSU 30 in Gate City, notes much the same scenario in this town of a little more than 2,000, tucked between mountain ridges in the southwest corner of Virginia. The CSU serves the counties of Lee, Scott, Wise, and the city of Norton, an area bordering Tennessee on the south and Kentucky on the west.

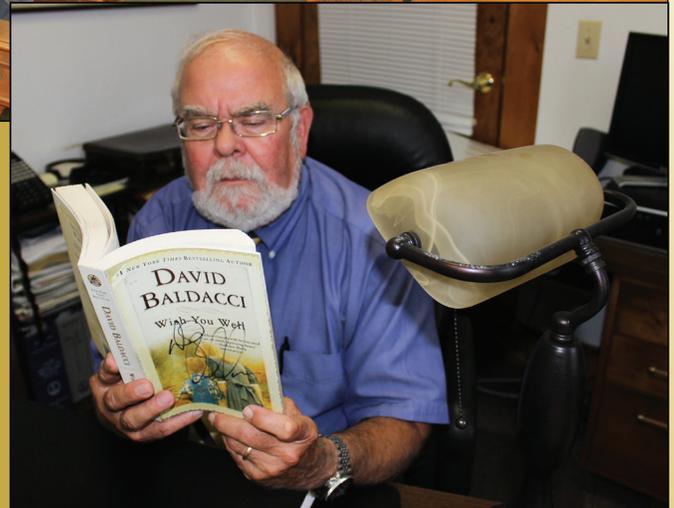
In fact, the drug situation became so prevalent that one of a few separate “drug treatment courts” in Virginia was created in 2002 to serve the area.

“We provide what we call ‘wraparound’ services in our drug program,” says former DJJ employee LaVonna Price, who now works directly for the 30th District Juvenile Drug Treatment Court as its coordinator. “Our goal is to literally ‘wrap’ our youth and their families with multiple services to assist them in meeting their needs. Services are reviewed regularly to see if these needs are being met and if fewer, more, or different services are needed.”

Thompson and Price agree that one of the biggest reasons for the program’s recent success is perhaps its biggest supporter: Drug Treatment Court Judge Elizabeth Willis,



Ron Belay, director of CSU 29 in Pearisburg, stands in Giles County's unusually configured, picturesque courtroom which recently served as one of the featured backdrops in the upcoming film "Wish You Well," based on the book of the same name by David Baldacci. At right, Belay inspects a signed copy of the book by the light of a special antique-style lamp, also featured in the film.



who works closely with the CSU to get kids re-directed in the most constructive way possible. The treatment curriculum the Drug Treatment Court uses is in three phases. In Phase I (first three months), the youth must meet with his/her probation officer, have a counseling session, and have a drug screen at least once a week. If the youth has stayed drug- and alcohol free, then Phase II (months 4-6) allows them to do these things once every two weeks. In the last six months of the program (Phase III), these visits occur once a month.

Aside from the formal programs Ms. Price administers, Belay and Thompson try to steer kids to whatever local recreational opportunities are available. Belay said the Little League sports teams in Pearisburg are a significant help. Thompson and his staff try their best to encourage kids and their families get involved with some type of community program which may include sports.

Belay and Thompson say they have loved life surrounded by the beauty of the area. Belay takes pride in the fact that the picturesque interior of the historic Giles County Courthouse was recently chosen to be the setting for the soon-to-be-released film “Wish You Well,” based on the novel of the same name by David Baldacci.

And both also can take considerable satisfaction in knowing that their efforts have given a lot of western Virginia young people a fighting chance for a bright future.

Farmer, Holmes Win VJJA Meritorious Awards

The Virginia Juvenile Justice Association (VJJA) has a proud history of recognizing and applauding work and accomplishments of juvenile justice professionals. Their annual Meritorious Awards in the Areas of Community Service, Court Services, Residential Services, and Administration recognize employees' extraordinary contributions in these areas. This year's awards were presented at VJJA's Annual Business Meeting and Awards Ceremony held in Charlottesville in November in conjunction with the 37th Fall Juvenile Justice Institute.

Awards are given to workers who demonstrate a high degree of skill and professionalism, embrace the philosophies upon which VJJA was founded, embody exceptional dedication, and consistently go above and beyond the call of duty to positively and significantly contribute to the juvenile justice field and the children it serves.

Katherine Farmer

This year's recipient in the area of **Community Service** is a career public servant of more than 25 years and consummate professional. She is described as a "caretaker," a "joiner," a "doer" and a "giver."

She is a natural born leader who has served in multiple leadership roles including serving as a volunteer for VJJA. She served for years as the chair of VJJA's Capital District, as well as its director of logistics for the Fall Institute for many years. In that role, she volunteered countless hours planning all facets of the fall conference. She arranged for nationally recognized speakers, contracted for hotel conference facilities, recruited exhibitors, led committees, maintained the registration database, and more.

Ms. Farmer has a long, distinguished list of volunteerism activities, including in the schools her children attended, and now in support of active duty servicemen and women and veterans, now that both of her sons serve in the armed forces. Through her participation in the group Proud Marine Parents, she assembles care packages to send to servicemen and women serving in Afghanistan. She also sends birthday cards to military members through the gratitude club of the group "Until Every Troop Comes Home" and she has cooked and served lunches to wounded warriors and family at McGuire Veteran's Administration Hospital through the group Honor and Respect. She currently serves on her workplace's Combined Virginia Campaign (CVC) and helped plan fundraising activities throughout the year including plant sales, bake sales, and raffles.

Ms. Farmer has worked in government for more than 25



years. With DJJ, she has served in numerous roles including at Beaumont and Oak Ridge JCCs, at CSUs in Richmond and Henrico, and in the Central Office.

Ed Holmes

VJJA's **Administration** Award recipient has spent 35 years in public and private enterprise service. Mr. Holmes began his career in 1978 in Hampton at the Less Secure Facility for Juveniles when he was a graduate student in social work at Norfolk State University.

In 1981, he began work as a Probation Counselor with the Norfolk CSU, and in 1984 was promoted to Probation Supervisor. In 1987, he became an adjunct professor in social work at Norfolk State University. He was well-known for his passion for teaching and his interest in inspiring the next generation of professionals to embrace the challenge and hard work required to work with at-risk and delinquent children and families.

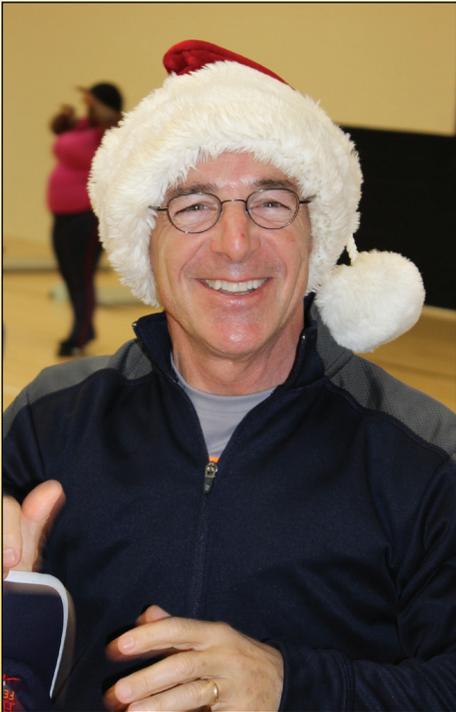
In 1988, Mr. Holmes became a regional manager for a private home-based company, Community Based Services. In 1990, he joined the Virginia Department of Criminal Justice Services (DCJS) as a criminal justice analyst. In 1993, Mr. Holmes returned to the Norfolk CSU to serve as the new deputy director. During this period, CSU 4 experienced a rapid expansion of staff, as well as the birth of a vast array of innovative programming and services for court involved children and families. He was instrumental in leading the Norfolk CSU toward the Balanced and Restorative Justice Model of intervention, and became a statewide subject matter expert and training resource.

In 1999, he was promoted to Regional Manager for DJJ's Eastern Region. In 2003, he became Field Operations Manager, transitioning to his current role as Regional Program Manager for the Eastern Region. During that time he has had oversight for court service units, a halfway house, and a juvenile correctional center.

CSU 23A's Merchant Wins Shepherd Scholarship

Lloyd Merchant, supervisor from CSU 23A-Roanoke, received one of two \$500 Robert E. Shepherd Professional Development Scholarships VJJA awarded. The scholarship is named in memory of longtime juvenile justice advocate and legal giant Robert "Bob" Shepherd Jr. Award winners have used the scholarship for academic courses, books, and travel in conjunction with academic courses, professional development seminars, and to support tuition and travel to national conferences.





JCO Recruitment Event Has A Holiday Air

Trainers and volunteers participating in the recent juvenile correctional officer (JCO) recruitment event at the Virginia Public Safety Training Center were definitely in holiday mode. Upper left: Lt. Susan Burnette urges a candidate through situps. Left: Assistant Deputy Director for Operations Jack Ledden dons a Santa hat during a break in the testing. Lower right: Risk Manager John Coble and Capt. Aaron Dixon join in during calisthenics. Above: Top row, from left: Eric Burdett, Jack Ledden, Lt. Susan Burnette, Sgt. Darius Robinson,

Dave "Grinch" Grubich, Diane Leiter, Lt. Gary Walker. Bottom row, from left: Bill Davenport, Maurice Johnson, Capt. Aaron Dixon, Dr. Christopher Moon, Maris Adcock, Lt. Dwayne Bullard.



She Did It – With 2 Seconds To Spare

When JCO Candidate Andrea Moore entered the final lap of the required mile run, she wasn't sure she could make it in the allotted 13 minutes. But on the home stretch, a group of trainers surrounded her, exhorting to her finish – which she did, with only two seconds remaining, much to her relief (right). Lt. Alton Sturdifan, left, and Training Supervisor Jerry Johnson help Moore celebrate.



DJJ NEWS BRIEFS

JDAI Marks 10th Year; Multi-Site Team Visits Model Site In Oregon

The Virginia Juvenile Detention Alternatives Initiative (JDAI) recently observed its 10th year.

JDAI is a project of the Annie E. Casey Foundation and has demonstrated jurisdictions can safely reduce reliance on secure confinement and generally strengthen their juvenile justice systems by promoting changes to policies, practices, programs, and implementing a series of interrelated reform strategies. Those strategies include collaboration, reliance on data, objective admissions screening, alternatives to secure detention, expedited case processing, rigorous facility inspections, and strategies to reduce racial and ethnic disparities.

JDAI is now being replicated in almost 200 jurisdictions in 39 states and the District of Columbia. Virginia's eight participating jurisdictions include Hampton, Hopewell, Newport News, Norfolk, Loudoun County, Petersburg, Richmond, and Virginia Beach. DJJ has served as the coordinating center for the work, but results have largely been accomplished through leadership, collaboration, and reform efforts at the local level.

To mark the 10-year anniversary of the initiative, a team of 17 Virginia professionals recently traveled to the Casey Foundation's National JDAI Model Site in Oregon. Model sites are learning laboratories for professionals to learn from their counterparts in seasoned JDAI sites. Among those attending were representatives from court services, the judiciary, prosecution, indigent defense, detention alternatives, law enforcement, secure detention, and city government. Workshops topics included structured decision-making, case processing efficiency, racial and ethnic disparities, detention alternatives, conditions of secure confinement, and family engagement.



Attending the JDAI Model Site in Oregon, front row, from left: Judge Tanya Bullock, Virginia Beach J&DR Court; Dawn Barber, Director, Newport News Juvenile Services; Brandy Newton, CSU 2-Virginia Beach Intake Supervisor; Kathy Jones, CSU 11-Petersburg Intake Supervisor/JDAI Coordinator; Valerie Boykin, Director, CSU 4-Norfolk; Sharon Jaronczyk, JDAI Coordinator, CSU 4-Norfolk; Michelle Smith, Detention Superintendent/Local JDAI Coordinator, CSU 20L-Loudoun; Rhonda Gilmer, Deputy Director, Richmond Justice Services. Back row, from left: Ron Batliner, Deputy Commonwealth's Attorney, Norfolk; Rodney Baskerville, Detention Superintendent, Richmond; Tracy Matthews, Senior Probation Officer, CSU 7-Newport News; Beth Stinnett, Program Manager/JDAI State Coordinator, DJJ Central Office; Naniita Cornish, Assistant Public Defender, Hampton; Irvin Carter Jr., Director of Finance, City of Petersburg; Lt. John Buckman, Lieutenant, Loudoun County Sheriff's Office-Youth Services Section. Not pictured: Mike Morton, Director, CSU 8-Hampton, and Daryl Whiten, CSU 20L-Loudoun PO/Supervised Release Coordinator.



Attending the recent celebration of the 10th anniversary of the Richmond team of JDAI, from left: Beth Stinnett, DJJ Program Manager and JDAI State Coordinator; Tiana Davis, Technical Assistance Provider from the Center for Children's Law and Policy; Stephanie Garrison, CSU 13-Richmond Director; Vanessa Grooms, CSU 13 Supervisor and JDAI Coordinator; Dana Shoenberg, Technical Assistance Provider from the Center for Children's Law and Policy; Lead JDAI Judge Angela Roberts.



CSU 11-Petersburg Staying Healthy As A Team

Sixty percent of the CSU 11-Petersburg staff participated in the 2013 Commonwealth of Virginia Free Flu Shot Program. Back row, from left: Alison Lawson, Marilyn Crute, Tracy King, Deandre' Artis. Middle row, from left: Michael Traylor, Caroltine Bowles, Frank Piotrowski, Michael Jones. Front row, from left: Sheryl Jackson-Wade, Walgreen's Pharmacist Beth Patterson, Debbie Dillard, Tim Beard. Not pictured: Kathy Jones, Tracey Lewis.

NEWS BRIEFS (Cont.)

VisuVisit

(Continued from page 1)

visits through parole officers enhanced visitation for families it required coordination on the behalf of the JCC counselor and the parole officer which could take away from an already busy day. Through VisuVisit families will have a set day and time available to visit with their children in the JCC. VisuVisit is designed to be a virtual form of the agency's visitation program. Because the days are planned, families can travel a short distance to a community site on a weekly basis, thus eliminating the hassle of scheduling visits during school or other scheduled activities. Volunteers from Straightstreet, a non-profit organization in Roanoke, supervise the community site.

In order for reentry to be successful, communities have to become involved in bridging the gap between commitment and release to the community. VisuVisit is made possible through a partnership with Straightstreet. (More information about Straightstreet can be found at www.straightstreet.org).

We are working to expand the program throughout the Southwest region of the state. Our next visitation site will be in the city of Danville and will be operational by the first of the year.

Hybrid Retirement Plan Available From VRS

Learn more about VRS' new hybrid retirement plan. Log on to the VRS website using this link, and learn about upcoming training sessions and other pertinent information.

<http://www.varetire.org/employers/member-benefits/hybrid-plan/index.asp>



3 Families' Holidays Brightened

The Secretary of Public Safety, the Richmond Police Department, and DJJ joined forces again this year to provide gifts for children of three less-fortunate Richmond-area families. Deputy Secretary of Public Safety Brian Swann, second from left, accepted gifts delivered to the Secretary's office by Executive Assistant Wendy Hoffman, Manager of DJJ's Gang and Internal Investigations Unit Jimmy Horn, and Administrative Specialist Vickie George.



Quilts Donated To Veterans Hospital

More quilts made by the Culpeper JCC students of instructor Roy Mitchell have been donated to a hospital, this time to the McGuire Veterans Administration Medical Center in Richmond. In the photo above, Culpeper JCC Superintendent Kathryn Dickerson and Mitchell present the military-themed quilts to Janell Giles, the hospital's voluntary service specialist. At right, Mitchell displays a quilt featuring an Army theme.



NEWS BRIEFS (Cont.)

CSU 9 Williamsburg



Barnes-Goodwyn

Patricia Barnes-Goodwyn, a part-time video intake specialist working out of CSU 9 in Williamsburg, was recently honored by the Virginia Correctional Association (VCA)

with its 2013 Member of the Year Award. She is a long-standing member of the VCA, and also serves on the American Correctional Association's Board of Governors. A U.S. Navy veteran, she also has worked for 23 years with the Virginia Department of Corrections, currently with the Franklin City Probation and Parole Office as a probation and parole officer.

CSU 12's Palmer Joins Certification Unit



Palmer

Shelia Palmer, who most recently served as probation supervisor at CSU 12 - Chesterfield, has joined the Certification Unit. Ms. Palmer has 24 years of service with

DJJ, starting in 1989 as an investigative counselor. From 2004 to 2009, she served in a leadership/supervisory position at CSU 13 - Richmond.

Ms. Palmer becomes part of the certification team that is responsible for conducting audits of programs and facilities regulated by the Department and the State Board of Juvenile Justice. She will be part of the team that inspects and monitors court service units, group homes, juvenile detention centers, juvenile correctional centers, and the Department's halfway houses for the purpose of ensuring that all programs and residential facilities are complying with regulatory standards and that the conditions of placement or confinement are safe and secure.

CSU 11 Petersburg Bids Ed Holmes Farewell At Holiday Gathering



CSU 11 recently used the occasion of its annual holiday gathering to bid farewell to retiring Regional Program Manager Ed Holmes. After presenting him with a congratulatory cake, they put him to work one last time helping to judge the unit's cookie-baking contest. The team recipe of Office Assistant Shannon Wilson and Probation Officers Kevin Jones and Frank Piotrowski was the prize winner, garnering the most votes for "best tasting cookie."

Top: CSU 11 Director Michael Traylor presents Regional Program Manager Ed Holmes with a cake in honor of Holmes' pending retirement. Below: Cookie bake-off judge Margo Hardy, administrative supervisor for the Petersburg Juvenile Community Crime Control Act, samples three cookies entered in the competition; the winning cookie-baking team of Office Services Assistant Shannon Wilson and Probation Officers Kevin Jones and Frank Piotrowski bask in the glow of their victory.



🌀 Welcome To the DJJ Team, New Employees! 🌀

Two New Regional Program Managers Start On Jan. 10

Stephanie Garrison



Stephanie Garrison, who served as director of the 13th District CSU in the City of Richmond for eight years, has been promoted to Regional Program Manager for the Eastern Region. Ms. Garrison began her career at Bon Air JCC. Under her leadership, CSU 13 has participated in a number of initiatives designed to improve practice and reduce recidivism. She served as vice president and interim president of the Virginia Court Service Unit Directors Association. She also served as the Chair of VJJA Capital District Chapter from 2010 through 2013. She received a BSW from Virginia Commonwealth University.

3 New Practice Improvement Coaches Join Operations Team

The Operations Division has hired three new Practice Improvement Coaches to serve as subject matter experts for the division. Together with Program Manager Beth Stinnett, their responsibilities will include helping to meet the agency's strategic and operational objectives, implementing the agency's risk-need-responsivity practice model for protecting public safety, facilitating behavior change, and reducing recidivism. They will implement a system of continuous quality improvement, assess fidelity to the Risk-Need-Responsivity (RNR) model, conduct quality assurance reviews and provide remote and on-site coaching to CSU and JCC staff. Particular emphasis will be placed on core correctional practices, assessment driven case planning, risk and need based supervision/intervention, and cognitive behavioral approaches. The positions will also provide software support on each of the modules of the Balanced Approach Data Gathering Environment (BADGE).

Our new coaches are:

Cherie Beecroft



Ms. Beecroft has more than 25 years of experience working in both residential and community-based settings including group homes, treatment centers, halfway houses, diversion centers, probation and corrections training academies. Most recently she served as the director of Abraxas House. Before that, Ms. Beecroft worked for the Department of Corrections where she served as a subject matter expert and trained staff on the Risk-Need-Responsivity Model. She is a certified trainer through the Department of

(See "Coaches," page 10)

Dolores "Dee" Kirk



Dolores "Dee" Kirk will assume the regional program manager duties for the Northwest Region. Ms. Kirk has been a manager with Prince William County Office of Criminal Justice Services where she managed the Woodbridge satellite office for seven years. Before that, Ms. Kirk worked with Prince William County Social Services and spent several years specializing in foster care youth with criminal and/or behavioral issues that were placed in county group homes. She also has worked as a Criminal Justice Instructor with ITT Technical Institute. She entered the military after high school and served seven years. Upon leaving the military she attended George Mason University where she received her B.S.W. Ms. Kirk then attended Virginia Commonwealth University where she received her M.S.W. Most recently, she became a Certified Public Manager, completing the George Washington University & Council of Governments Regional Executive Development Program.

Robert Callahan Jr., Probation Officer I, CSU 5 Suffolk
Carol Campo, Office Services Assistant, CSU 18 Alexandria
Dennis Cronin, Probation Officer I, CSU 16 Charlottesville
Brooke Henderson, Admin. Office Svcs. Asst., CSU 2 Virginia Beach
Eric Holloman, Probation Officer I, CSU 6 Hopewell
Monica Jackson, Re-Entry Program Assistant, Re-Entry Unit
Anthony Jennings, Probation Officer, CSU 23 Salem
Holly Johnson, Probation Officer I, CSU 21 Martinsville
Stephanie Lawrence, Intake Officer, CSU 2 Virginia Beach
Michael Lipka, Info. Tech Specialist, Technology Unit
Ashley Marriott, Office Service Assistant, CSU 13 Richmond
Ariel McDaniel, Field Probation Officer, CSU 2 Virginia Beach
Kathleen Mears, Business Mgr. Construction, Capital Outlay
Tasherra Newbill, Probation Officer I, CSU 2 Virginia Beach
Pamela Nieva, Probation Officer, CSU 18, Alexandria
DaxinaDevi Oruganti, Info. Tech Specialist, Technology Unit
Krystle Otey, Probation Officer I, CSU 24 Lynchburg
Kristi Robinson, Probation Officer, CSU 15 Fredericksburg
April Rogers-Crawford, Probation Officer, CSU 12 Chesterfield
Donnie Smith, Background Investigator, Human Resources Unit
Nia Wagner, Probation Officer, CSU 9 Williamsburg
Brittany Warren, Probation Officer I, CSU 21 Martinsville
Shannon Webster, Education Coordinator, Education Unit
Ashley Williams, Mentoring Program Coordinator, Re-Entry Unit

❧ Welcome To the DJJ Team, New Employees! ❧

Philip Anastasi



Philip Anastasi is DJJ's new Director of Information Technology. Mr. Anastasi comes to DJJ from the University of Virginia where he worked as the Information Technology Director for the Department of Medicine. Prior to his employment at UVA, he served in the United States Marine Corps as a Communications Officer. He obtained his bachelor's and master's degrees in science from UVA with a concentration in finance, marketing, and management of information technology.

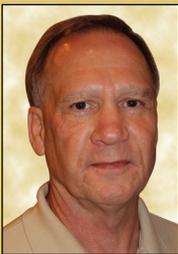
Tabitha Dowtin



Tabitha Dowtin has re-joined DJJ as a Senior Internal Auditor within the Administration and Finance Unit. She earned her B.S. in accounting from Hampton University in Hampton and is a Certified Internal Auditor through the Institute of Internal Auditors. She has more than 13 years of internal audit experience. She previously worked for DJJ as a senior internal auditor for four years and over nine years in the private sector performing internal audits throughout the world to include countries within Africa, Europe, Asia, and South America. Ms. Dowtin will be responsible for conducting financial, compliance, operational, and information system audits of DJJ units and systems.

Promotions

Kenneth Smith



Kenneth E. Smith has been named director of CSU 20L serving Loudoun County. Mr. Smith was previously the CSU director for the 20W Court Service Unit, serving Fauquier and Rappahannock counties. He began his career at the 31st CSU in Prince William County in 1975, where he worked as a Probation Officer, Parole Officer, and Probation Supervisor. Ken served as CSU Director for Fauquier and Rappahannock Counties since he left Prince William County in 1989.

Gary Downey

Gary Downey was promoted to Senior Probation Officer in the Downtown Probation Unit at CSU 7 Newport News. A Newport News native, Mr. Downey served as an intake officer for 17 years, overseeing a very successful Community Work Program and Hospital Emergency Room Program.

Jenna Easton



Jenna Easton is a new Community Program Specialist who will be responsible for VJCCCA and all community-based funding requests for CSUs and localities previously assigned to Natalie Dalton. Ms. Easton has previously held positions with a local CSB, local school system, and as a probation officer and supervisor in the 16th CSU. She brings a wealth of knowledge and skills to the unit through her education at James Madison and Liberty University as well as participating in Virginia Agents of Change Leadership Program and trainings in best practice and evidence-based programs.

Regina Eubanks



Regina Eubanks has joined the Accounting Unit as a Payroll Technician. Ms. Eubanks comes to us from the Department of Veterans Services where she served as Payroll Supervisor. She has more than 25 years of payroll, accounting, banking, and procurement experience. In the last eight years of her career, she served the Departments of Corrections, Motor Vehicles, Behavioral Services and Veterans Services.

Annie Robinson



Anna "Annie" Robinson has joined the division of Operations as an administrative assistant in support of three regional managers: Terri Stott in the Northern Region; Joyce Holmon in the Southern Region, and Dee Kirk in the Northwest Region. Before becoming a state employee, Ms. Robinson worked with DJJ through an agency contract for more than a year. She first started at DJJ at Bon Air in the Behavioral Services Unit (BSU), then was assigned to the Central Office with Juvenile Profile Data, and then the Central Infirmary at Beaumont. Most recently, she was at the Complex Administrative Services Building as an OSS in Reception and Diagnostic Center's (RDC) Behavioral Service Unit. Before coming to DJJ, she spent 10 years as a paralegal with a local law firm in Chesterfield County. From 1997 to 2001 she taught technology education to both students and teachers in Chesterfield and Powhatan County Public schools.



Tuition Reimbursement Is Available

Director of Training and Development Patrick Bridge announced tuition assistance is again available for the 2013-14 academic year. "I am very pleased that we will be able to provide assistance to many more deserving DJJ employees this year than in years past," Bridge said. All reimbursement funds have been obligated for the Fall/Winter semester. Applications for 2014 spring or summer courses will be accepted starting February 1. "We have raised the maximum amount for reimbursement per student from \$400 to \$650," said Bridge, "which will help our employees deal with the rising cost of education."



All full-time DJJ employees who are beyond the probationary period of employment, and who are expected to continue in their employment with the agency, are eligible to receive tuition reimbursement for approved courses.

To receive reimbursement, you must complete an Application for Educational Assistance. Your immediate supervisor will determine if the requested course or class is job related, thus qualifying for assistance, and will forward the qualifying application to the Registrar. The Director of Training and Development will notify you of the status of the tuition reimbursement request.

The course or class must be job-related, not available

through other training offered by the Department, and more than just a single event. An applicant is eligible for only one course per semester for the academic year, July 1 through June 30. The maximum assistance per course is \$650. Courses costing less than \$650 will be reimbursed based on the actual tuition cost. The Registrar will process applications in date order as received, and Mr. Bridge will send a letter of acknowledgement to the applicant.

Applicants must successfully complete the course and have a final grade of B or higher to receive reimbursement. If your course is approved, you must submit the following to the Registrar within 30 days after course completion to receive reimbursement:

- A certificate or diploma indicating successful completion OR a grade report indicating that the course was completed with a final grade of B or higher; and
- A certified bill or receipt for the course.

You must be employed by DJJ as fulltime employee at the time reimbursement is authorized. It is not intended to provide training that an employee was deemed to possess when appointed or is expected to gain through experience on the job. Assistance is not applicable to workshops or professional conferences.

Coaches

(Continued from page 10)

Criminal Justice Services and is qualified to lead the Train the Trainer series for Thinking for a Change. She has extensive experience delivering both individual and group-based cognitive behavioral interventions to include 12 years as a facilitator of Aggression Replacement Training (ART) groups and six years as a facilitator for Thinking for a Change (T4C) groups.

Kristy Livsey



Ms. Livsey has more than 12 years experience working in both residential and community-based settings including a residential treatment center, prevention programs, a Community Services Board (CSB) and juvenile probation. Most recently she worked for the Virginia Beach CSU as a Program Coordinator and Senior

Probation Officer. Ms. Livsey is a member of the Virginia Juvenile Justice Association's Tidewater District Chapter. In 2012 she was awarded VJJA's Meritorious Award in the Area of Court Services. She was also awarded the 2011 "Best All Around" Award by the Virginia Beach Youth Opportunities Office for her work in successfully building community partnerships.

Teresa Moore



Ms. Moore has 14 years of experience working in both residential and community-based settings including adult prisons, juvenile correctional centers, adult probation, juvenile court service units, an adolescent group home and the Department of Correctional Education. She has worked as a teacher, correctional

center counselor, counselor supervisor, probation officer, and parole officer. Most recently she was employed by the Henrico CSU and the Hanover Juvenile Correctional Center. She has been trained in and has experience using Motivational Interviewing (MI), thinking reports, the ABC Model/Though Behavior Linkage, Behavior Chains and Cognitive Restructuring, and Structured Skill Building. She has delivered professional training and coaching to both institutional and court service unit staff, including serving as an adjunct trainer for DJJ. She also has experience with automated case management and case planning software, data reporting systems and software packages to include Corrections Information System (CORIS) and the community-based and direct care modules of BADGE.



Top row, from left: De'Quan Neal, Alex Guinn, Jamal Parker, Kaiyell Sanders, Jeron Rawlings, Maurice Tolliver, Daniel Kinstetter, Darel Sweeden, Kieron Greene, William Davenport III, Elyse Bates. Second row, from left: Richard Turner, Brittney Bullock, Orion Rainey, Jason Baker. Third row, from left: DeAlisa Hildebrand, Shalanda Scott, Yanriell Brookins, Jason Barnes. Front row, from left: Angela Hill, Patrice Crayton, Yaa Dapaah, Shantel Holcomb, Anthony Sullivan, Lillian Slavin, Sarah Thompson, Jermaine Jones, Irma Walton. Below, from left: Student of the Month Anthony Sullivan thanks his classmates, gives them words of encouragement as they begin their careers; Capt. Russell Jennings from Beaumont JCC pins badge on Patrice Crayton.

JCO Class Enjoyed High Level Of Camaraderie



“From the first day they began their training, all of us at the Virginia Public Safety Training Center could tell that this group of students was something special,” DJJ Training and Development Director Patrick Bridge noted at the Nov. 22 JCO class graduation ceremony held in VPSTC’s Knox Hall. “From the get-go, they worked together to solve problems, supported and encouraged each other, and brought an extraordinarily positive attitude with them to class each day.”

Essential Skills For Supervisors Graduates



Recently completing the two-week course on Essential Skills for Supervisors course held at the Virginia Public Safety Training Center were, seated, from left: Lead instructor Sharon Basey, Sharon Collins, Denise Dowdy, Tiawana Matthews, Rosemary Walker, Lloyd Merchant. Standing from left: Jeannie Haislip, Rex Ellsworth, Ang Curry, Edward Waggoner, Lisa Hansen, Monica Newman, Gregory Hayward, Rebekah Price, Michael Bratcher, Stephanie Moy.

Basic Skills For Non-Security Personnel Graduates



Recently completing the Basic Skills for Non-Security Personnel class at the Virginia Public Safety Training Center, front row, from left: Gayle Mason, Chante Burton, Leland Frataccia, Pamela Turner, Robert Dixon, Stephanie Moy. Back row, from left: Amy Carroll, Bridgette Alexander, Stuart Longest, Scott Shahan, Stephanie Criss, Elizabeth Justice, Rebekah Price. Not pictured: Amanda Garrity.