



THE DJJ FORUM

Where DJJ employees gather to stay informed and celebrate our victories July 10, 2014



Gathering Honors Ron Lemley's 40-Year Career

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JCC Transformation Effort Will Take Everyone's Help

Director Andy Block has asked for all DJJ employees' assistance and support as an immediate effort to transform how our juvenile correctional centers (JCCs) operate gets underway.



Jack Ledden

Assistant Deputy Director of Operations Jack Ledden will spearhead an effort to make immediate programmatic and operational changes needed at the JCCs, Block announced.

"The most important thing to keep in mind about this effort is that we're not 'fixing,' we're transforming," Ledden said. "We will not be making changes simply for the sake of changing. We will be implementing what we call the 'community concept' at our JCCs, in which all employees become part of the treatment team."

Ledden said the ultimate goals of the transformation are to reduce recidivism, reduce the number of serious incident reports, and to create a safer environment for everyone at the JCCs, both residents

and employees alike.

An Institutional Transformation Team (ITT) that reports to the Director will develop short-, intermediate-, and long-term strategies. In addition to Ledden, team members include Patrick Bridge, George Drewry, Dr. Lisa Floyd, Daryl Francis, Susan Heck, Don Inge, Livia Jansen, Capt.

Russell Jennings, Dee Kirk, Joy Lugar, Art Mayer, Clarence McGill, Ashaki McNeil, Mark Murphy, Janet Van Cuyk.

All DJJ staff will have the opportunity to participate in the process. "The watchword in the coming weeks and months will be 'communication,'" Ledden said. "This will be a transparent process that will evolve over time, and will involve all DJJ employees. Look soon for your Transformation Team representative to call a meeting, or ask for your ideas to help us do our jobs better in the future. If you have a question anytime during this effort, don't hesitate to ask one of the ITT members."

Legislative Training Sessions Coming Up

Here is the latest schedule of legislative training sessions, to be led by Janet Van Cuyk, DJJ's Legislative and Research Manager:

July 10, 1-2:30 p.m. | Cedar Lodge, Maple Conference Room.

July 17, 9-11 a.m. | 31st CSU, Woodbridge Office, 15950 Sindlinger Way, Woodbridge

July 17, Noon-2 p.m. | 19th CSU, 4110 Chain Bridge Road, Suite 201, Fairfax

July 18, 10-11:30 a.m. | The Lyceum,

201 South Washington Street, Alexandria
July 30, 1-2:30 p.m. | Municipal Building North, 215 Church Avenue, Roanoke

Aug. 1, 10-11:30 a.m. | Woodstock. Location TBA.

Aug. 29, 10-11:30 a.m. | Charlottesville. Location TBA.

Register for sessions on the Knowledge Center. Questions about the sessions can be directed to Ken Davis in the Policy and Planning Unit, (804) 588-3839.

Paperwork Reduction Ideas Needed By July 17

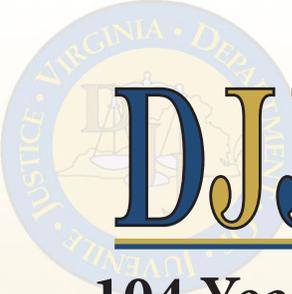
Recognizing that an overabundance of paperwork can be a barrier to providing critical services to youth and their families, Director Andy Block has asked employees to help identify documentation requirements that could be greatly reduced or eliminated as part of the Paperwork Reduction Initiative.

"We are asking all employees to purposefully identify any reports that could be reduced or eliminated," said Regional Program Manager Dee Kirk, who is helping to lead the initiative. "We hope that having a streamlined process which encourages employees to identify both the issue and the solution will increase our chances of achieving success in the reduction of unnecessary paperwork."

Forms are available to simplify the process; links to the forms can be found between pages 1 and 2 of the *Forum* below. Please send your suggestions to your regional program manager or organizational unit head as quickly as possible to move forward with reducing any unnecessary burdens.

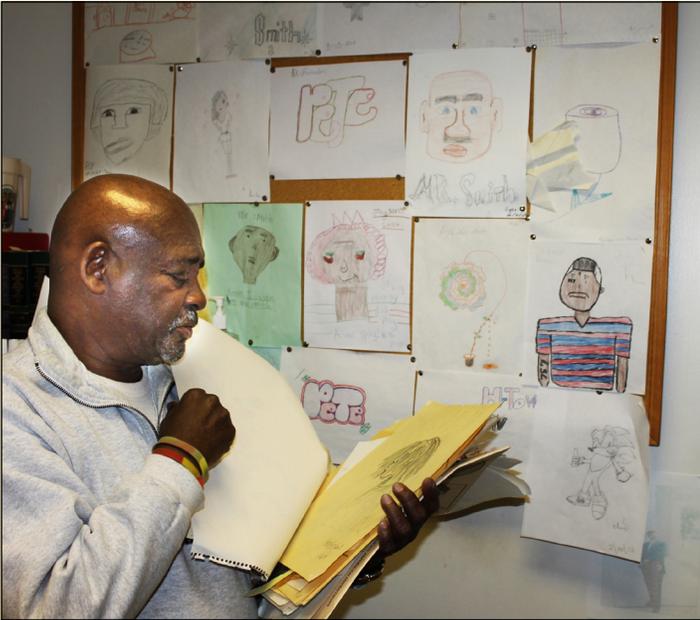
Some questions to consider:

- Are there forms that are duplicative?
- Are there forms capturing information that does not support DJJ priorities and requirements?
- Is appropriate information being captured, and is it being gathered appropriately?
- Is there a more efficient way to capture required information?



DJJ NEWS BRIEFS

104 Years Of Experience Retires From CSU 4–Norfolk



Former CSU 4–Norfolk Intake Probation Officer Pete Smith looks through artwork drawn for him by the hundreds of youth he worked with over his 34-year career.

For Intake Probation Officer **Pete Smith**, the lineup of children’s artwork covering nearly every available inch of his CSU 4–Norfolk office told the story of his 34 years of service providing probation supervision and intake with DJJ.

As he was cleaning out his office recently on his last day, he sifted through the piles of drawings and recalled what led to the collection he now held so dear. Many years ago, a particularly hard-to-reach child was sitting in his office, looking glum and not talking. Smith had tried everything he knew to get the young man to open up to him. Finally, on a whim, he picked up a pad and pencil, handed it to the child and said, “Draw me a picture of how you’re feeling.” Smith figured he had failed again when the child at first protested. But then, he drew a picture – followed by a long discussion in which Smith found out a great deal of useful information about what the child was thinking, and how he could help.

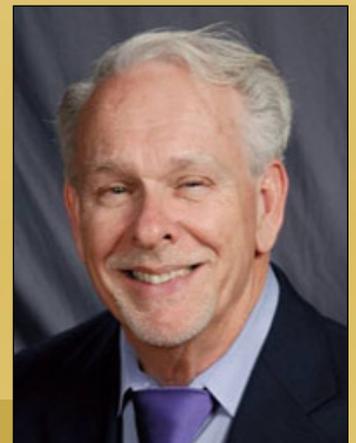
It was a technique Smith would successfully employ for the rest of his career and, it seems from the stacks of paper he unearthed from his file cabinets, he had saved every one of them as a fond memory of the hundreds of youngsters whose lives he touched through artwork.

A retirement celebration was held recently to bid farewell to Smith and two of his long-time co-workers: Field Probation Officer **Receater F. Harris** (36 years) and Diagnostic Probation Officer **Wesley Lupo** (34 years).

Ms. Harris began working at Norfolk Juvenile Court in

1978 as a Field Probation Officer. In 1980, she became the first “floater” to work out of the two offices, Berkley and Huntersville. In 1987, she began working with the Domestic Unit, supervising adults on probation at the first Little Creek Unit and later out of the Southern Shopping Center Office in the ‘90s. She became a Certified Mediator by the Supreme Court of Virginia’s Office of the Executive Secretary in 1995. Following the break-up of the mediation unit, Ms. Harris was transferred to the Court Building where she continued to mediate cases along with writing social histories for the diagnostic unit. Throughout her 36 years of Ms Harris’ employment with Juvenile Court, she strongly supported and participated in the Friends of the Court, volunteered at various agencies such as that of the Partners in Education Program, Norfolk State University’s Careers Day Program and the Virginia Judicial System Class of the Dispute Settlement Center. She was also able to maintain positive relationships with juveniles and their families. Ms. Harris maintained a very low commitment rate.

Mr. Lupo is a veteran in two ways, serving in the United States Army from 1968 to 1970 and for his 34-year career working with families and youth within the City of Norfolk. Wesley began as an entry worker with the Department of Social Services now known as Department of Human Services in the Child Protective Services Unit in 1977. He left after five years in 1979 as a senior worker to become part of the Department of Juvenile Justice 4th District, Norfolk Court Service Unit family. His final transition of 24 years was devoted to focusing on writing social histories and identifying and initiating services for youth and families with the Diagnostic Team in the summer of 1989.



When CSU 4–Norfolk Field Probation Officer Receater F. Harris, left, and Diagnostic Probation Officer Wesley Lupo recently retired along with Intake Probation Officer Pete Smith, they took 104 years of experience with them.

NEWS BRIEFS (Cont.)



VPSTC

Virginia Public Safety Training Center (VPSTC) staff members recently participated in the Virginia Employee Health and Fitness Day by walking for 15 minutes around the grounds. Clockwise, from left: HR Assistant Mildred Creighton, DJJ Training Program Supervisor Jerri Smith who joined them for the walk, Administrative Specialist Frances Brumskill, and HR Supervisor Sheanita Carter.



Training Unit

Training Program Supervisor Jerri Smith from the DJJ Training Unit recently presented Customer Service Skills training at the quarterly meeting of judges, clerks and staff from CSU 28–Abingdon. Twenty-two attended the session held at the Smyth County Administration Building in Marion.

Education Unit

Middle School Instructor **Teresa Jackson** and Special Education Instructor **Pamela McMullen**, both of whom teach at Bon Air JCC, have been selected by the Virginia Center for Excellence to participate in a six-day

residential academies at George Mason University in the following areas: STEM, humanities and language arts, fine arts, and interdisciplinary studies.

Only 100 teachers are accepted from across the state – 25 per academy – to study leadership and education policy. The summer academies will be followed by fall on-line class and a one day conference to be held in Richmond.



Jay Truex, Special Education Specialist at Beaumont JCC, has been chosen by the Virginia Department of Education (VDOE) to participate in this year's cohort (Cohort VII) of the Aspiring Special Education Leaders' Academy. This initiative, sponsored by the VDOE, is designed to prepare aspiring leaders for future administrative positions in special education, thereby assisting school divisions and state-operated programs with succession planning. Only about 20 candidates who are recommended to

participate from all the school divisions in Virginia are chosen each year.



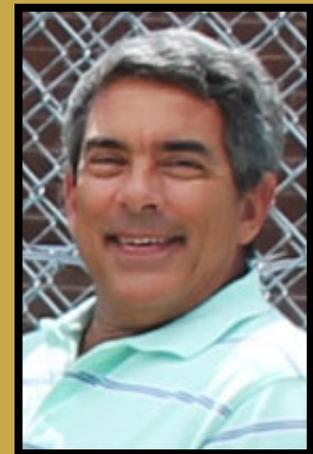
Beaumont JCC

Christopher Snead recently received his Lieutenant bars and badge from **Capt. Brian McGuire** and **Maj. E.G. Smith** during the security supervisor meeting. Lt. Snead has been with Beaumont/DJJ since 2005, and has served as a JCO, Area Sergeant, Beaumont's Institutional Hearing Officer and as a HUM.

In Memoriam

Francis "Hank" Watt died June 15 as the result of a tragic traffic accident. He first joined DJJ from the Department of Social Services in 2007 as a rehabilitation counselor. In 2011 he was promoted to counselor supervisor. He served on the Institutional Program Committee and the Intake Committee, and chaired the Institutional Classification and Review Committee (ICRC).

When it was announced that Culpeper JCC would transition to a facility of the Department of Corrections, he was assigned and in training to be a cognitive counselor. He was recognized for his service on the transition team that worked to make the transition as smooth as possible.



Francis "Hank" Watt

Co-workers recall that Mr. Watt was quick to tell a joke and willing to give a helping hand whenever it was needed. He was a true advocate for the residents that he served.

NEWS BRIEFS (Cont.)



CSU 14 Henrico

Staff members from CSU 14 and the Henrico County Clerk's Office and the Commonwealth Attorney's Office recently participated in "Denim Day," a national observance that increases awareness of sexual violence and how to prevent it. CSU 14 Director Kathy Jones organized the effort. Seated, from left: Roxie Gray, Peggy Noel, Paz Ochs, Patty Glover, Scott Willis, Jean Giddings, Crystal Tomlin, Candace Carey, Heather Quinnez, Shelby DeNoon, Sara Kidd, Melissa Cafazza. Standing, from left: Brie Cooley, Matt Bond, Michelle Dawson, Stephan Sharpe, James Joslyn, Jamie Kirachofe, Kimberly Lee, Miki Pleasants, Cailin Young, CSU 14 Director Kathy Jones. Not pictured: Althea Davis.

CSU 10 Appomattox



Chuck Watts

CSU 10 staff recently had the rare opportunity to hear directly from a former parolee about his experience in DJJ. "The young man did an excellent job of describing for us his experience with DJJ and provided valuable customer feedback to us on what we do well and not so well," said Director Chuck Watts. "He was quite articulate and a pleasure for us to hear from."

Watts said this visit was part of CSU 10's ongoing effort to staff difficult cases as a group in order for them to perform quality assurance that adheres to the Principles of Effective Intervention. "Customarily, a designated staff member would simply summarize a case for us and describe what intervention efforts they had attempted," Watts said. "In this case, a former customer came to speak with us to give us direct feedback."



CSU 27 Pulaski

Radford University student **Tammy Higley** was recently sworn in as CSU 27's newest intern. Ms. Higley was pursuing a degree in social work, and graduated in May. Members of the Pulaski office staff attended the ceremony. From left: Amber Nester, Probation Officer; Tammy Reynolds VJCCA Coordinator; Tammy Higley, Student Intern; H. Lee Chitwood, Judge; Brigitte Hedge, Office Services Assistant; Annie Lockett, Probation Officer.

NEWS BRIEFS (Cont.)

CSU 27 Pulaski

Members of CSU 27–Pulaski recently volunteered with multiple partner agencies to support the kickoff to the Pulaski Proud Campaign, an initiative of the Pulaski Commission on Children intended to highlight the positive attributes of the Pulaski community, and to combat the effects of some negative stereotypes that persist about the community.

The Pulaski Commission on Children is an organization of leaders from community agencies whose mission is in part to identify gaps in services or service needs, and develop strategies to meet those needs. The CSU has representation on the Commission, and participates regularly.

The kickoff event consisted of two assemblies at Pulaski County High School, one for juniors and a separate assembly for seniors. T-shirts were provided to each student. Each student received



Participating in the “Pulaski Proud” Campaign, from left: CSU 27 Probation Officer Amber Nester, Pulaski County Dept. of Social Services staff members Marie Slusser and Jessica Woods, and CSU 27 Probation Officer Annie Lockett.

a backpack containing informational materials pertaining to college, financial aid and armed services intended to serve the students as they prepare to leave high school. In addition to the giveaways, the assembly consisted of two speakers

followed by a video presentation. The video included “Pulaski Proud” messages (motivational and positive messages about Pulaski County) from leaders in the community, some of which were their peers in the high school.

CSU 18’s Ron Lemley Retires After 40-Year Career



CSU 18–Alexandria Director Ron Lemley’s colleagues, friends and family gathered recently to celebrate his retirement after 40 years of service to DJJ and the City of Alexandria. Among attendees were four judges, Alexandria’s mayor, police chief, sheriff and the City’s executive management team. Several former employees drove hours to attend. Ron’s exceptional good nature, compassion, intelligence and talents touched and improved the lives of countless staff, youth and families in the Alexandria community. At right, Northern Region Program Manager Terri Stott and Deputy Director for Operations Ralph Thomas congratulate Lemley.

❧ Welcome To the DJJ Team, New Employees! ❧

Career Educator Floyd To Lead DJJ Education



Dr. Lisa Floyd

Dr. Lisa Floyd, who brings experience at all grade levels during an 18-year career in public education, has been named DJJ's new Deputy Director of Education.

Dr. Floyd received her bachelor's degree in elementary education from Salisbury State University, her master of education degree in secondary education from Old Dominion University, and her doctorate in administration and supervision from the University of Virginia. She began her career in 1996 as an instructional assistant, became a middle school math teacher, then moved into administration as a middle school assistant principal, high school assistant principal, and an alternative school principal. She moved into the central office in Northampton County as Director of Testing and Accountability, and most recently in Clarke County as Director of Curriculum and Instruction.

Among her many valuable professional experiences,

Dr. Floyd has overseen the alignment of K-12 curriculum with benchmark assessments tailored to instructional delivery, organized and managed professional learning, designed instructional strategies to meet increased rigor of SOL assessments, and championed the use of instructional technology to serve a range of educational purposes. Dr. Floyd also led a review team to develop teacher and principal evaluation tools and managed the creation of online evaluation documents to accompany them. She also has experience overseeing the federal grant process: monitoring grant expenditures, writing grants based on instructional needs, and soliciting community partners to collaborate in funding areas of need.

"To reduce the recidivism rates for young people returning home from our JCCs, and to boost the level of engagement and productive activity in our facilities, it is vital that we have a robust educational program," said Director Andy Block. "But no matter the dedication and commitment of our teachers, to support them, and to have the kind of educational program we need, we must have a strong and talented educational leader like Dr. Floyd. It is my pleasure to welcome her to our DJJ team."

Kenya Anderson, Human Resources Analyst II, Human Resources
Richard E. Birchett, Technology Specialist, IT Division
Cassandra Blackstock, Probation Officer, CSU 14 Henrico
Michelle Burroughs-Vanhook, Probation Ofcr, CSU 7 Newport News
Rasheedah Corbitt, Probation Officer, CSU 14 Henrico
Matthew D. Duffee, PST, Procurement Unit
Brian Ellsworth, Probation Officer, CSU 6 Hopewell
Caroline Fennell, Office Service Assistant, CSU 9 Williamsburg
Hollie Fitzgerald, Probation Officer, CSU 27 Pulaski
Tamara M. Forrest, Fiscal Technician, CSU 2 Virginia Beach
Angela Gehring, Video Intake Officer, CSU 9 Williamsburg

Shaunda Hardy, Probation Officer, CSU 6 Hopewell
James Harper, Probation Officer, CSU 23A Roanoke
Joseph Lascano, Probation Officer, CSU 14 Henrico
Melanie Lore, Education Data Coordinator, Education Division
Khadijah Muhammad, Probation Supervisor, CSU 26 Winchester
Monica S. Ponton, Probation Officer, CSU 7 Newport News
Shanna L. Preece, Office Service Assistant, CSU 14 Henrico
Dean Rolle, Probation Officer, CSU 1 Chesapeake
Brenda Smith, Office Service Assistant, CSU 29 Pearisburg
Jacqueline Vaughan, Application Support Analyst, Info. Tech.
Sherrie Winston, Admin/Office Specialist, Payroll

Promotions



Colin Bagwell

Colin Bagwell was promoted to Probation Supervisor with CSU 17-Falls Church. Mr. Bagwell began his career as a Parole Officer with CSU 31-Manassas in 2005. In 2007, he moved to CSU 17 in Arlington. He completed his undergraduate degree in criminal justice in 2004 at the West Chester University of Pennsylvania, and his master's degree in criminal justice management in 2014 at the University of Maryland. In his new role, Mr. Bagwell will assist with the migration and merger of CSU 17F-Falls Church and CSU 17A-Arlington.



DeLando Gales

DeLando Gales, a graduate of Fairleigh Dickinson University in Teaneck, NJ, was promoted to Probation Officer Senior at CSU 11-Petersburg. Ms. Gales served as a Juvenile Correctional Officer at Beaumont JCC from 1997 to 1999, a Court-Appointed Special Advocates (CASA) volunteer at Richmond Juvenile and Domestic Relations District Court 1999-2003, and a Lead Youth Counselor/Supervisor at Brookfield Inc., Group Home from 1999 to 2008. She returned to DJJ in 2008 as a Probation Officer with CSU 11.

Juvenile Correctional Officer Graduating Classes



March 7, 2014

Front row, from left: Sierra Briddell, Katrina Gradney, Diana Lawag, Meredith Driskill, Laquesha Beverly, Tiara Austin, Reina Moreira. Middle row, from left: Roberto Cisneros, Mustapha Dumbuya, Chavonne James, Shahron Ferrer-Carrington, Chanelle Bradley, Phillip Lynch, Theodore Cox, Yaw Agyemang. Back row, from left: David Ketron, Ronald Crocker, Joseph Geil, Derrick Brown, Rashad Lynch, Jacob Bunnell, Corey Rennie.



April 4, 2014

Front row, from left: Cristal Dennis, Chantel Jenkins, Kiara Alexander, Emerald Hammond, Chantel Banks, Sasha Morrison, Kier Merricks, Josue Heurtas, Monique Lester, Jennifer Jones. Second row, from left: Gilberto Lizardi, Cedella White, Rashonda Braxton, Candice Ricks, Charles Brandon-Chandler, James Ledbetter. Third row, from left: Johnathan Peterson, Giovanni Payne, Steve Powell, Sean McMahon, Janel Venable, Unique Lovett. Back row, from left: Daniel Lawson, Christopher LaDuke, Blair Weaver, Rochelle McCann, Chantay Campbell, Dremon Miller, Unterrria Shelton, Lawrence Totimeh, Shawn Scales, Jonathan Quigley, Matthew Justice, Taniqua Shepperson, Theodore Jackson.



June 6, 2014

Front row, from left: Christian Django, Randall Hopkins, Teon Williams, Kyle Hershey, Elhadi Yakoubi, Brian Jackson, Clarence Ligon, Efrain Villalobos, Christopher Okamuro, Robert Rice, Tytesha Aviles, Jamon Griffin. Back row, from left: Kionna Baskerville, Alexis Brown, Kizzie Brooks, Solomon Abanda, Raashaun Wilson, Charles Williams, Robert Crosby, Caleb Wilbanks, Aaron Bonovitch, Mindy Tucker, Jocelyn Spears.

Promotions



Kathy Jones

Kathy Jones was promoted to director of CSU 14–Henrico. A New York native, she attended college at VCU, receiving her bachelor's degree in juvenile justice and a master's degree in correctional administration. After college, she worked for Chesterfield Detention and a year later was hired by the CSU 11–Petersburg, where she worked for 28 years as a probation officer, intake officer, senior probation officer, and supervisor. Ms. Jones has been involved in a number of DJJ initiatives to include the Juvenile Detention Initiative and EPICS, and has served on BADGE and Intake policy committees.



Tracy King

Tracy King was promoted to Probation and Parole Supervisor with CSU 11–Petersburg. She has had a long career in working with at-risk children and juvenile offenders in Florida, Texas and Virginia. Her first DJJ job was as a Rehabilitation Counselor at Bon Air JCC in 2001. She joined CSU 11 as the Probation Intake Officer, and was promoted in 2007 to Senior Parole Officer.



Capria Pinkney

Capria Pinkney was promoted to Parole Officer Senior with CSU 14–Henrico. She has been employed by CSU 14 since 2011, serving as a probation and parole officer. Ms. Pinkney completed specialized training in Effective Practices in Community Supervision (EPICS), and serves as one of her CSU's Internal Coaches for Cognitive Behavioral Interventions. She also serves as one of the CSU's gang coordinators. She began her career with DOC in 2004 as a therapeutic rehabilitation counselor. She also has worked at the Reception and Diagnostic Center and Bon Air JCC. She holds a bachelor's degree in public administration from Norfolk State University and is pursuing a master's degree in criminal justice through Troy University.



Kimberly Russo

Kim Russo has been promoted to Director of CSU 13–Richmond. Ms. Russo is a graduate of Virginia Commonwealth University and started her career in juvenile justice in 1986 with the Mercer County Family Court in Trenton, NJ. She served as an intake officer for three years before relocating to her home state of Virginia. Her career with DJJ began in 1989. She has served in many capacities, including intake officer, senior intake officer, parole supervisor, intake supervisor for 13 years and lastly as the deputy director since December.