



# DJJ FORUM

Where DJJ employees gather to stay informed and celebrate our victories

Virginia Department of Juvenile Justice

May 8, 2017

## 18th Unit To Open At Bon Air

### *Every Unit To Receive More Staff; New Isolation Policy Coming Soon*

An 18th Community Treatment Model unit will be opened at Bon Air JCC, and all 18 will receive one additional staff member, in response to requests from facility personnel to not only improve how disruptive residents are handled, but to improve the staff-to-resident ratio in all Bon Air units.

“We will be altering the traditional isolation model, which research shows is not an effective way to deal with disruptions,” says Joyce Holmon, Acting Deputy Director for Residential Services. “The Intensive Behavior Redirections Unit will be eliminated. Instead, each unit at Bon Air will be receiving one additional staff member to assist with managing difficult resident behaviors with methods that are consistent with the Community Treatment Model.”

Bon Air Superintendent Doug Vargo is leading a work group that is looking at national research to determine what the best isolation policy would be for DJJ. “We’ll be addressing a number of issues as we work on the policy,” Vargo said. “We need to define which behaviors should lead a resident to be isolated, and how long he or she should be there; what needs to happen to bring them back into the mainstream population; where they would receive the services they need, and how it would affect the Community Treatment Model and the residents in it.”

Holmon said the decision to add staff was made largely due to recommendations from a work group made up of operations staff from both Bon Air and Beaumont JCCs. Based on their suggestions, a plan was developed and approved by Director Andy Block.

The addition of an 18th unit will utilize the last



### Ready For Residents Again

*DJJ’s maintenance team has been instrumental in re-activating previously mothballed residential units at Bon Air JCC, and bringing the current ones up to snuff, in time for the arrival of Beaumont JCC residents and staff by June 1. To learn how they’re doing it, see story on page 2. Standing amid their work in Unit A2, front row, from left: Clifford Sayles, Plumber; Stanley Short, Painter; William Parrish, Grounds Specialist; John Waldrop, HVAC Tech Senior; Garlen Horn, Painter. Back row, from left: Tom Pajda, Carpenter/Locksmith; Mike Butler, Plumber Senior Tech; Clarence Hayes, Supervisor; John Luck, Superintendent of Maintenance; Durwood Stargardt, Electrician; Jeff Poston, Supervisor; Randy Ford, Electronics Technician. Not pictured: Sean Hudson, Grounds Specialist, and Penny Richardson, Program Support Technician.*

remaining unit at Bon Air, and will improve the staff-to-resident ratio. Positions to be hired to staff the new unit will include Community Coordinator, Counselor, Therapist, eight Resident Specialist Is, and three Resident Specialists IIs. The positions will be filled through placements and recruitments.

Four Bon Air units are being completely refurbished with several classrooms being repurposed (see separate article on maintenance team effort, page 2). All 18 units are on track to be completed and ready for occupancy by June 1. Most new staff are expected to be in place by May 25.



# Tandem Team Readies Bon Air

Work Orders: 83  
Man Hours: 1,428

It's a daunting to-do list of repairs and upgrades (see below), needing to be done by May 25, when the last staff and residents from Beaumont JCC arrive at Bon Air JCC to complete the consolidation. And DJJ's maintenance team is making it happen. "Because of the outstanding efforts of DJJ's maintenance professionals who are slated to complete the job by the scheduled date, DJJ residents and staff alike will be welcomed to Bon Air in facilities that have been refurbished and prepared for use as Community Treatment Model units," said DJJ Maintenance Superintendent John Luck. "We especially welcome those who are relocating from Beaumont JCC, who we hope will quickly feel at home in the Bon Air family."



Clockwise from upper left: Plumber Senior Tech Mike Butler and HVAC Tech Senior John Waldrop; Waldrop inspects boiler room; Plumber Clifford Sayles; Electronics Technician Randy Ford; Grounds Specialist William Parrish.



## What They're Doing

- ❖ Install new sinks and toilets
- ❖ Unbolt and re-install beds
- ❖ Install new mirrors
- ❖ Remove old ceiling fans in dayrooms; replace light switches, receptacles and plates where needed
- ❖ Install electric and camera wiring and devices on new dayroom walls
- ❖ Install new vent covers and night light covers
- ❖ Install new dayroom lighting in Units A3 and A4
- ❖ Install lock cores and perform preventive maintenance on all old locks; check mag lock system in B-Cottage
- ❖ Exterior lights and wiring on outside of building
- ❖ Install signs on all buildings
- ❖ Paint all buildings, inside and out
- ❖ Re-grout and fix tile in showers in 53,55,57.
- ❖ Help Capital Outlay and Bon Air oversee outside contractors for renovations, modular units, network drops in offices.
- ❖ Prepare several classrooms in the schools for the Community Model. (Example: Adding electrical outlets, sink, and dryer for quilting class)
- ❖ Move chapel trailer by the Expansion; help run utilities and transform it into shift commander's office.



Left: Bon Air Community Manager Janice Gardener was one of many key DJJ staff who joined residents in signing their historic student government constitution. Group photo, from left: Toni Lemons, Annie E. Casey Foundation; LaKeisha Henry, Community Manager; Pamela Williams, Community Coordinator; Rukiya Bellamy, Community Coordinator; Ricky Weeks, Counselor; Janice Gardener.

## Staff Shares SGA Victory Equally With Residents

It all started more than a year ago with a challenge to residents from former Deputy Director for Residential Services Jack Ledden: Take hold of your own destiny by creating a student government, and write a constitution laying out its rules.

Residents at Beaumont and Bon Air JCCs met Ledden's challenge, culminating with the signing of their constitution on March 14 at the Virginia State Capitol, with Gov. Terry McAuliffe in attendance. But they never could have done it without the support of many DJJ staff members and others who wanted to see them succeed:

**Rukiya Bellamy, Community Coordinator, Bon Air JCC** – Served as an advisor to the SGA, encouraged residents to have a voice and use it age-appropriately to build a positive culture at the JCC.



One of the "founding father" residents signs the SGA constitution March 14.

**Tom Breedlove, Consultant, Missouri Youth Services Institute (MYSI)** – "As someone who is helping DJJ implement the Community Model, it is wonderful to see these young people having a voice, making a difference in their lives and for future young people

being committed to DJJ."

**Hernan Carvente, Program Analyst, Center on Youth Justice, Vera Institute of Justice** – Worked with the SGA members closely from the beginning as a personal and professional advisor to develop the structure of their government. Mr. Carvente relied on his past service with different youth advisory boards around the country, as well as his personal experience with the juvenile justice system, to connect with the SGA members.

**Demetria Clayton, Community Manager, Bon Air JCC** – Provided guidance, support and assistance to the residents and colleagues to assure that the final document provided residents with representation and opportunity within the agency. "The best part of the process is to know that the residents have taken  
(See "SGA," page 4)

## CSU 11 Staff Starts Monthly Transformation Training

*Kneeling: Senior Probation Officer Cynthia Baker, left, and Intake Officer Alison Lawson. Back row, from left: Probation Officer Frank Piotrowski, Probation Officer LaQuanda Pender, Probation Officer Jamanda Byam, Probation Officer Michael Jones, Probation Supervisor Tracy King, Probation Officer Tracey Brown, Senior Parole Officer DeLando Gales, Probation Officer Marilyn Crute.*



CSU 11-Petersburg staff recently earned certificates for multiple trainings completed during the last half of 2016, in support of the agency transformation efforts and ongoing preparation for implementation of evidence based practices. They have completed trainings in Mediation, Trauma Informed Care and YASI Collaborative Casework Part I & II. Certifications have been received in Aggression Replacement Therapy, Thinking 4 A Change,

and Effective Practices in Community Supervision (EPICS). Probation and parole staff of the CSU 11 have been working diligently over the past months, learning new skills to help youth in the district become successful. The unit kicked off their CSU Learning Team in January where monthly trainings will be held to continue work on Motivational Interviewing, Social History Writing, YASI Scoring and Fidelity, EPICS and Trauma Informed Care.

## SGA *(Continued from page 3)*



*From left: Resident Specialist II Franklin Wilkes, Grievance Coordinator James McPherson and Senior Human Rights Advocate Donald Inge meet with residents in an early planning meeting.*

ownership of the Constitution, and therefore will ensure their peers will do the same.”

**Janice Gardener, Community Manager, Bon Air JCC** – Provided leadership advice and skills to assigned staff and residents while ensuring they were within departmental guidelines and protocols. Also served as liaison for the executive staff.

**Moses Haule, Recreational Specialist, Bon Air JCC** – Supported SGA as a whole on how to engage other residents to understand what SGA is and how it works.

**LaKeisha Henry, Community Manager, Bon Air JCC** – Served as an advisor, attended weekly

SGA meetings and assisted with the development and implementation of the Constitution.

**Donald Inge, Senior Human Rights Advocate** – Protected the rights of committed residents by ensuring there is a mechanism for residents to express concerns and present suggestions to the correctional center (JCC) administration in a formalized manner. Provided direction and support to the SGA committee members to ensure their rights are maintained.

**Ricky Weeks, Counselor, Unit 54, Bon Air JCC** – Provided residents with supportive counseling and helped them prepare their speeches.

**Franklin Wilkes, Resident Specialist II, Beaumont JCC** – Provided leadership that insures our residents quality opportunities to perform become successful.

**Pamela Williams, Community Coordinator, Unit 68, Bon Air JCC** – Assisted residents in planning their meeting agendas, making sure they all reported for meetings, and preparing them for future meetings and events. Helped them decide what to wear and how to make presentations. Travels with residents to off-campus events.

**Tom Woods and Toni Lemons, Annie E. Casey Foundation** – AECF Foundation provided technical assistance and support to the young people and staff on the development of the youth student government association as a result of the youth survey that was conducted within the facilities.

# CSUs 17, 18 and 20W Complete EPICS Training

Staff from CSU 18–Alexandria, CSU 20W–Warrenton and CSU 17–Arlington recently participated in a 3-day Effective Practices in Community Supervision (EPICS) training at the Alexandria Police Department. The training was through the University of Cincinnati, which created the EPICS program. Participants learned to be more effective in their roles as probation officers by ensuring that they actively adhere to the Risk-Need-Responsivity (RNR) Model, and use core correctional (proven) practices and techniques during every interaction with juveniles.

While building on skills they already possess, in many ways this training represents a deliberate change in the way that DJJ does business. Participants learned and practiced a new four-part structure that will be used during all contacts and to focus on addressing the individual criminogenic risk factors that contribute to the initiation and continuation of delinquent behavior. They also learned about and practiced using themselves as pro-social models and establishing what is called the "thought-behavior



*Kneeling, from left: Katherine Farmer, DJJ Central Office, and Kelly Snow-Heinz (Warrenton). Front row, from left: EPICS trainers Jayne Young, Shelley Hearld and Kim Rapp; Erika Yalowitz (Arlington), Lynette Quinones (Warrenton), Valeria Antelo (Alexandria), Sarah Burson (Warrenton), Lisa Vega (Arlington), Alyssa Uperti (Warrenton), Elaine Lassiter (Warrenton). Middle row, from left: Ciera Jones (Warrenton), Mary Pitts (Warrenton), Jorge Manzo (Alexandria), Kevin Daniel (Arlington), Lisa Sheads (Alexandria), Angela Lee (Alexandria), Autumn Murray (Arlington), Anthony McAllister (Alexandria), Christopher Hunt (Alexandria), Joe Regotti (Alexandria), Sarah Maroney (Alexandria), Erick King (Arlington). Back row, from left: Mike Mackey (Alexandria), Linda Odell (Alexandria), Carlos Mendieta (Alexandria), Marvin Dickerson (Arlington), Priscilla Harp (Alexandria), Tasha Palmer (Alexandria), Rolando Welch (Alexandria), Percy White (Alexandria), Darnell Norman (Alexandria). Not pictured: Dee Kirk, DJJ Northern Region Program Manager, Don Earlington (Alexandria).*

linkage." In addition to learning an appointment structure, they learned and practiced several brief, cognitive behavioral interventions that fit comfortably into probation/

parole appointments.

EPICS training is in line with DJJ's transformation effort that is changing some of its practices and putting some new structures in place.

## Murphy Becomes ACA Accreditation Commissioner



*Mark Murphy*

**Mark Murphy**, DJJ's Behavioral and Health Services Administrator, was sworn in as a commissioner on the Commission on Accreditation at the recent American Correctional Association conference. Commissioners are elected to four-year terms by the membership of ACA. Murphy was elected to represent juvenile justice on the commission.

More than 80 percent of correctional facilities in the U.S. have ACA accreditation. ACA standards for facilities address housing conditions, security, hygiene, treatment, food service, behavioral health,

and medical care. ACA also accredits probation and parole offices, treatment programs that work with offenders, and central offices of correctional agencies.

Every three years accredited facilities go through an audit process to determine compliance with ACA standards. The auditor generates a report based on their audit findings, which is then sent to the commissioners to review. As a commissioner, Murphy will review audit reports from public safety agencies from around the country and some from outside the country.

## CSU 31 – Manassas

**Richard Buchholz**, CSU 31-Manassas’ Gang Response Intervention Team Coordinator for Prince William County, the cities of Manassas and Manassas Park and for the Town of Dumfries, was recently honored with an Unsung Heroes Award by the Office of Virginia Attorney General Mark Herring.

Since he assumed the position in 2005, Buchholz has come to be known throughout greater Northern Virginia for his gang expertise and experience as well as his extraordinary willingness to do all he can to assist both adults and children who are either at-risk or gang-involved. Through the Gang Response Intervention Team (GRIT) partnership, Rich provides numerous gang awareness/



*From left: Virginia Attorney General Mark Herring, Richard Buchholz, CSU 31–Manassas Director Jeff Homan.*

prevention community outreach and education presentations, and personally runs educational and support groups for at-risk students ranging from elementary school to high school age.

Buchholz also facilitates the

“Make A Change” tattoo removal program for former gang members and survivors of human trafficking. MAC is a no-cost service for residents of the Greater Prince William area, and now the greater Northern Virginia region, below the age of 29.

### In Memoriam

## English Instructor Billikopf Dies; Taught For 12 Years

**David Billikopf**, an English instructor with DJJ’s Education Unit, passed away Feb. 6.

David was a native of Modesto, CA, and quickly developed a curiosity for learning. An avid reader, he had an early interest in biology and Spanish but turned his attention to English.

He was the oldest of four children and is a graduate of Brigham Young University. David began his career with the former Department of Correctional Education in October, 2005.

He is survived by his parents, siblings, his wife Terry Kay, and four children.



*David Billikopf*

## New Codes, E-Mails To Watch For In BADGE

### *New Direct Care Facility*

A new direct care facility was recently added to BADGE to allow the assignment of committed juveniles to private placements.

The following options will now be available in the Direct Care module on the Movement Information screen (see graphic at right):

- Facility–Continuum Placement (Direct Care)
- Housing Units–Non-Residential (CP/DC), Non-Secure Residential (CP/DC), Secure Residential (CP/DC).

Please contact Andrea McMahon (andrea.mcmahon@djj.virginia.gov) if you have any questions about the use of these new codes.

### *E-Mail Changes*

Effective March 21, BADGE began sending e-mail notifications to the workers and supervisors assigned to a juvenile's caseload when:

1. The juvenile is opened to a new intake case.
2. The worker and supervisor are newly assigned to a juvenile's caseload.

The e-mails will only include information such as juvenile numbers, intake case numbers (ICNs), or caseload numbers. The e-mails will not include juvenile names nor lists of offenses.

This is due to confidentiality reasons because not all user e-mail addresses are on the DJJ.Virginia.gov servers. The e-mail notifications will look like the graphics at right.

Receiving the notifications will be dependent on meeting two criteria:

1. You must be assigned as either a worker or supervisor to the juvenile's caseload on the Worker Assignment tab in the Caseload Management module of BADGE.

2. You must have entered your e-mail address for your account through the automated Password Reset function in BADGE found under the My Account menu on the main BADGE window (screenshot at right).

Housing Unit	Moved In	Moved Out	Recorded By
HC 300	04/11/2016		
HD 200	02/24/2016	04/11/2016	
HA 100	02/02/2016	02/24/2016	
CAP (Central Admission and Placement u) 02/02/2016 02:22 AM 02/02/2016 12:00 PM			

### New Intake

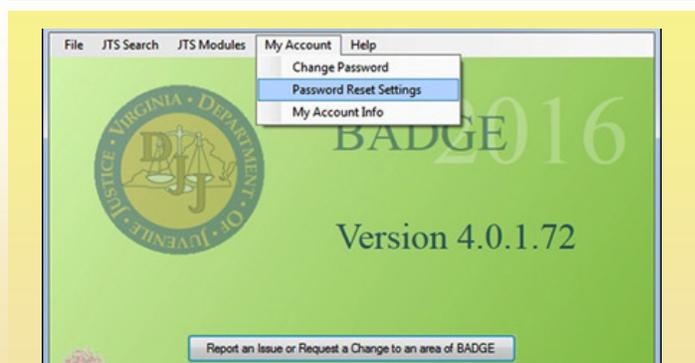
From: [NoReply@djj.virginia.gov](mailto:NoReply@djj.virginia.gov) [mailto:[NoReply@djj.virginia.gov](mailto:NoReply@djj.virginia.gov)]  
 Sent: Monday, April 10, 2017 2:54 PM  
 To:  
 Subject: You have been added as a Worker on a new Caseload

Caseload number ##### has been added to your Caseload.

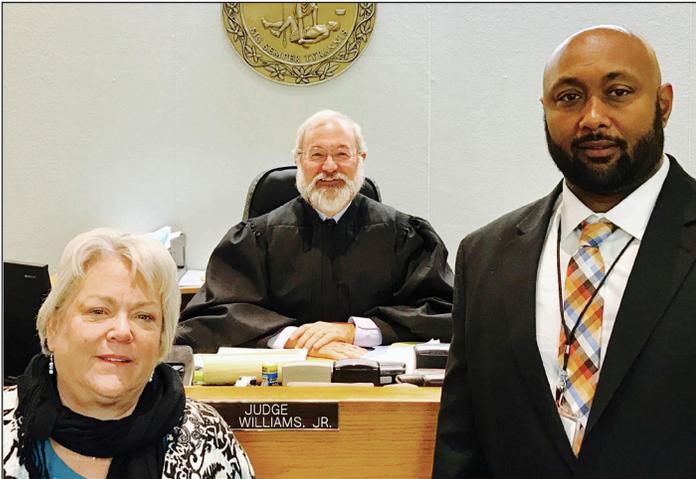
### New Caseload Assignment

From: [NoReply@djj.virginia.gov](mailto:NoReply@djj.virginia.gov) [mailto:[NoReply@djj.virginia.gov](mailto:NoReply@djj.virginia.gov)]  
 Sent: Monday, March 27, 2017 11:46 AM  
 To:  
 Subject: New intake case has been recorded

You are receiving this message because you are an assigned worker for Juvenile Number #####. A new intake (ICN: #####) was opened on 03/27/2017. Please review the juvenile's record in BADGE for more information.



# ❧ Welcome To the DJJ Team, New Employees! ❧



## Trent Sworn In At CSU 14

*New CSU 14–Henrico Probation Officer Roderick Trent was recently sworn in by Chief Judge Stuart L. Williams with CSU 14 Director Kathy Jones in attendance.*



## Tiffany Bryant-Johnson

**Tiffany Bryant-Johnson** has joined DJJ's Fiscal Division as its new accountant senior. Ms. Bryant-Johnson will be responsible for recording of cash receipts and tracking of fixed assets and leases. She was most recently employed by the Virginia Department for Aging and Rehabilitative Services, where she worked for 11½ years. As the lead general accounting specialist, she was responsible for fixed assets, cash receipts along with other duties. She is a 2005 graduate of Strayer University with associate's and bachelor's degrees in business administration and management.



## Lori Kalish

**Lori Kalish** is the new Business Manager for the Division of Education. She is a native Texan but relocated to Virginia in 2007. As the Director of Operations for a crisis center in the nonprofit community, she developed and implemented strategies, policies, and procedures. Lori provided oversight for the fiscal and business functions for the agency. Her background includes human services, project management, and business operations. She recently completed her Associate of Science degree at John Tyler Community College, and is pursuing a degree in public administration.



## Amanda Kennedy

**Amanda Kennedy** is the DJJ Training Unit's new Technology Training Program Coordinator and administrator of the Learning Management System. She has more than a decade of experience in training, program management, instructional design, eLearning development, IT management and system administration. She joins us from the Department of Corrections where she served as an eLearning Developer. She earned a BA degree in communications from Radford University and continues to pursue graduate level course work in the field of instructional design, information security, and data management.



## Donald White

**Donald White** will be pulling double duty as both part of DJJ's Training Unit, providing classroom instruction at the Virginia Public Safety Training Center and traveling to CSUs to provide workplace safety training to CSU staff. He also will serve as the safety officer for VPSTC, a role that will benefit all employees in helping to ensure a safe working environment. Don is a 45-year public safety veteran, returning to the Richmond area after a nearly 25-year stint in Northern Virginia. He has previously worked for the Commonwealth in both corrections and behavioral health.

## Promotion



## Dianne Berry

**Dianne Berry** is the new executive assistant for Residential Services, reporting to Acting Deputy Director of Residential Services Joyce Holmon. She has been with DJJ for almost 18 years as an integral part of the Beaumont JCC staff. She started with DJJ as an office service assistant before becoming the secretary senior for the facility superintendent. She then moved on to become the volunteer coordinator for Beaumont, where she has worked for the last 11 years. She attended the Jones Real Estate College and Pikes Peak Community College before moving to Iraklion, Crete in Greece where she worked for the federal government in the Family Advocacy Department.

## Promotion



### Sean Milner

DJJ veteran **Sean Milner** has been named the new director of CSU 20L–Loudoun. Milner began his career with DJJ in 2001 as a senior probation officer in CSU 2A–Accomac, and was promoted to director in 2007. He became director of the CSU 14–Henrico in 2011. In 2013, Sean became assistant certification manager in the Central Office. Prior to his work with DJJ, Sean served in the U.S. Navy from 1989 to 1997. Following the Navy, he worked as a coordinator at the Eastern Shore Community Services Board, where he provided treatment services to adults in local jails. He is a graduate of Old Dominion University.



*DJJ Director Andy Block dropped by the recruitment event held April 21 at the Virginia Public Safety Training Center to offer encouragement to 62 candidates trying out for the position of Resident Specialist I.*

## *Welcome, New Employees!*

Micah Alley, Probation Officer I, CSU 27–Pulaski  
Tammie Booth, Admin. & Office Specialist II, CSU 10–Appomattox  
Robert J. Brossart III, Probation Officer I, CSU 13–Richmond  
Mellissa Brumfield, Probation Officer I, CSU 22–Rocky Mount  
Emilee Chandler, Admin. & Office Specialist, CSU 30–Gate City  
Heather Croizier, Probation Officer I, CSU 2–Virginia Beach  
Nancy Dillon, Office Svcs. Specialist, CSU 29–Pearisburg  
Kellie Dragich, Fiscal Technician, CSU 31–Manassas  
Patrice M. Gates, Probation Officer I, CSU 4–Norfolk  
Troy Graham, Probation Officer I, CSU 13–Richmond  
Ethan Griffith, Probation Officer I, CSU 2–Virginia Beach  
DeLaine Gutierrez, Probation Officer I, CSU 2–Virginia Beach  
Suzanne Hamilton, Admin. & Office Specialist, CSU 8–Hampton  
Amire Harvin, Probation Officer I, CSU 8–Hampton  
Joyce Holloway, Admin. & Office Specialist II, CSU 13–Richmond  
Danielle Jackson, Probation Officer I, CSU 3–Portsmouth  
Ariel Johnson, Probation Officer I, CSU 13–Richmond  
Mark McCoy, Probation Officer I, CSU 23A–Roanoke  
Karen McGhaney, Admin. & Office Specialist, CSU 14–Henrico  
Jasmain Morris, Admin. & Office Specialist II, CSU 4–Norfolk  
Taylor Newcomb, Probation Officer I, CSU 23A–Roanoke  
Jessica Price, Probation Officer I, CSU 23A–Roanoke  
Ryan Rowinski, Probation Officer I, CSU 2A–Accomac  
Tisha Scruggs, Admin. & Office Specialist II, CSU 24–Lynchburg  
Monique Selden, Probation Officer I, CSU 4–Norfolk  
Carrie Sensabaugh, Office Svcs. Specialist, CSU 25–Staunton  
Brenda Smith, Probation Officer I, CSU 4–Norfolk  
Jessica Taylor, Admin. & Office Specialist, CSU 3–Portsmouth  
Alyssa Uperti, Probation Officer I, CSU 20W–Warrenton  
Joshua Vaught, Probation Officer I, CSU 27–Pulaski  
Maria Orellana Viera, Probation Officer I, CSU 31–Manassas  
Tyra Wilkins, Office Specialist III, Central Office  
Stephanie Winder, Admin. & Office Specialist II, CSU 8–Hampton

## Special Guests Help CSU 18 Observe Black History Month

Audrey P. Davis, Director of the Alexandria Black History Museum, and Master Sgt. James Henson, USAF (Retired) were featured guests at CSU 18–Alexandria’s recent Black History Month observance.

Ms. Davis, who is a history consultant for the PBS drama “Mercy Street,” provided historical context for CSU staff related to that period in Alexandria’s history. Master Sgt. Henson spoke about his and his family’s personal history in the area.

CSU 18 Probation Officer Percy White organized the event.



*From left: Master Sgt. James Henson, CSU 18 Probation Officer Percy White, Audrey P. Davis.*