



THE SOURCE

A Special Publication By The Community Model Implementation Team
For Juvenile Correctional Center Staff | June 4, 2015



Members of the Community Model Implementation Team (CMIT) and Bon Air Community Treatment Team trainees met at VPSTC.

✓ *First Community Treatment Unit Now At Bon Air*

History was made last week when the first-ever Community Treatment Unit began implementing elements of the “Missouri Model” in Bon Air JCC’s Unit 54. There are currently four residents in the unit, with a goal of 12 by mid-June.

“I’m very proud of you guys,” Residential Program Manager Joyce Holmon told the group at the Community Model Implementation Team’s (CMIT) last meeting. “You were hand-picked to be on this team because of your experience and willingness to embrace this important change. We are counting on you to let us know what works and what

doesn’t. It’s OK to try things that may or may not work. The work that you are doing will blaze the trail for future classes in the coming months. The CMIT is here to support you.”

“When we first walked into the CMIT meeting, we weren’t sure how useful it would be,” admitted one member of Bon Air’s first Community Treatment Unit class. “But by the end of the session, I think pretty much everyone in the group agreed that the CMIT members were there to support us.”

The excellent exchange of information between class members and CMIT team staff

“In my three years with DJJ, I’ve never seen a group pull together like this one has.”

– Patrick Bridge, DJJ Director of Training and Development, addressing the first Bon Air Community Treatment Unit class.

at the CMIT’s last meeting left everyone feeling that the right group of DJJ staff was leading the way to helping the transition to the Community Model be a success.

The supervisors attached to



Left photo: Bon Air Community Unit 54, from left: Resident Specialist 1 Kristle Sloan, RS1 Tyree Brace, RS2 Rhobrittia Cataquet, RS1 Larry Jackson, Community Manager Janice Gardener, RS1 Yvonne Borden, Academy Trainer Alton Sturdifen, Academy Asst. Dir. Guillermo Novo, Community Coordinator Rukiya Bellamy, Community Manager Dean Sperry, RS1 William Harrison, Counselor Epiphany Sutton, RS1 Toni Jenkins, RS1 Yolanda Faulkner, Homeroom Teacher Percy Brewer, RS1 Clarence Hardy, RS2 Claudette Walker, RS1 Alexia Brown, RS2 Richard Holder, School Counselor Tracie Paschall, MYSI Instructor Louis Moten. Not pictured: RS1 Hubert Ratcliffe, BSU Psychologist Tracy Duarte, and Asst. Principal Gary McDonald. Right photo: MYSI Instructor Louis Moten (foreground, blue shirt) and Community Treatment Unit members demonstrate the “circle up” technique.

the first Community Treatment Unit from Bon Air JCC began training together as a team on May 4. Under the tutelage of DJJ Training Academy Program Manager Vickie Virvos, the group spent much of their week focusing on how to communicate and motivate employees in a constructive and effective way. The supervisors, which consisted of the two Bon Air Community Managers, as well as the Community Coordinator

for the unit, and the Residential Specialist IIs, learned a lot about each other and how they will best work together to meet the needs of the unit. Some topics of study were: self-management, customer service, conflict resolution, and communication skills. The group also learned new leadership and coaching techniques to bring out the full potential of all team members.

The supervisors then were joined by the rest of the team,

including the Resident Specialists, the educators, the counselors, the BSU staff, and select members of the DJJ training team, on May 11. They began a two-week process of understanding the Community Model and learning how it can better serve our residents. DJJ is receiving assistance from the Missouri Youth Services Institute (MYSI) as the “Missouri Approach” is the one we seek to emulate here in Virginia. MYSI Instructor Louis Moten will guide the team through learning the elements of that approach and prepare them for the return to their unit to receive residents. Some of those elements are: the importance of the engagement process, the importance of “awareness supervision,” therapeutic positioning, and learning the sanctity of the group and the “circle up” technique.

This process will be repeated, and refined, as more units are activated and receive training during the transformation to the Community Treatment Model.

Who Is The CMIT?

The Community Model Implementation Team is a group of professional staff that is guiding the Community Model Implementation process in the JCCs. They meet every two weeks to identify operational action items, responsible persons and time frames. Major areas of focus include ongoing and transparent communication; recruitment activities and strategies; training curriculum and schedules; activation and conversion of staff and residents and collaboration with MYSI staff.

Team Members

Patrick Bridge
John Coble
Aaron Dixon
George Drewry
Lisa Floyd

Daryl Francis
Bob Gunn
Joyce Holmon
Linda Jackson-Shaw
Dee Kirk
Jack Ledden

Andrea McMahon
Mark Murphy
Peggy Parrish
Ralph Thomas
Doug Vargo