



# THE RESIDENTIAL CIRCLE-UP

Virginia Department of Juvenile Justice

February, 2018

## You Made It Merry For 300 Visitors



More than 300 family members and guests visited 100 residents of DJJ's Bon Air Juvenile Correctional Center during our Holiday Family Engagement event. Many families arrived via the special transportation we have provided for recent visitations through a partnership with VanGo and James River Transportation. More than 100 DJJ staff members were on hand to ensure the event's success.

"It is always a logistical challenge to coordinate such a large scale event, but the Bon Air staff always make it look easy," said Deputy Director for Residential Services Joyce Holmon. "I greatly appreciate the dedication and hard work of the Bon Air JCC staff and all volunteers."

Holmon visited every unit and visitation area, where she noted that "everyone was enjoying the engagement, including staff. Residents and their families laughed together, played games, talked and shared refreshments. Some units had activity stations, like holiday arts and crafts. I saw the joy on everyone's faces.

"It was exciting to see how many families were able to visit. These kinds of events are a great reminder that family engagement is a quintessential component of developing successful youth."

## *The Common Foundation In Our Daily Work: SAFETY*



**Deputy Director's  
Message**  
*Joyce Holmon*

When you get right down to it, all of the rules, regulations and practices we ask Bon Air JCC staff and residents to follow lead to one of our four Guiding Principles: SAFETY.

The vast majority of our residents come to us having experienced some sort of physical and/or emotional trauma. As a result, they do not feel safe when they arrive, and begin their relationship with us with a built-in distrust of adults and authority figures.

Conversely, staff who themselves experience trauma at the hands of our youth cannot effectively do their jobs: Their awareness and ability to help kids effectively becomes clouded. If people don't feel safe,

*(See "Safety," page 2)*

# New Superintendent Grateful For Opportunity

As the new Superintendent Senior of Bon Air Juvenile Correctional Center, I am extremely thankful for the opportunity to work every day with such a well-trained and committed group of professionals. Your hard work and dedication to ensure public safety is commendable. Together, we are progressing toward changing the culture and building healthy relationships between staff and residents.

My focus now is to ensure that all Bon Air JCC residents are provided an opportunity to participate in treatment and other related programming to improve their reentry outcomes. Together, with my excellent team of dedicated professionals, I expect to maintain a safe and secure environment and to show a reduction in Serious Incident Reports and resident and staff injuries.

To accomplish this:

- We are using our Student Government Association (SGA) to collaborate with administrators on “Changing Negative into Positive Behavior.”
- SGA representatives have been given an authoritative voice to communicate resident concerns with administrators and vice versa. This gives them a sense of ownership.
- We recognize positive behavior and incentivize personal growth with off-campus furloughs, movie day events, cookouts, later bed times on weekends, and more tangible incentives.

## Safety *(Continued from page 1)*

their judgment is impaired.

That is why it is so important to maintain a safe environment for our residents and all of you who work with them. We can't sustain the transformative work we have done without it. Everything we do as a staff is tied to safety: Having the right number of staff members, getting them properly trained, having the right services in place, holding staff and residents accountable, controlling line movement, speaking in a respectful professional manner, prohibiting profanity in the presence of residents, being engaged, and when and how to intervene. Reducing 12-hour shifts to nine hours helps keep everyone fresher, so our thinking is clearer and our judgment more sound. Even those daily searches we must go through every day in the lobby are ultimately meant to keep us safe.

Everything we do to ensure our own safety carries over to the youth we serve. If we focus on the wellness



## Superintendent's Message *Russell Jennings*

- We communicate effectively and maintain effective working relationships within all levels of administration and staff.
- We actively monitor staff performance and development.

At Bon Air JCC we are committed to our agency mission: “To protect the public by preparing court-involved youth to be successful citizens.” I look forward to the success of our facility and our residents.

*During his tenure with DJJ, Mr. Jennings has held multiple positions. In 2005, he was promoted to Correctional Captain as a Shift Commander. He was later promoted to Administrative Captain from 2012-2015 and then advanced to Assistant Superintendent from 2015-2017. These positions allowed him the opportunity to manage many facets of the operation such as supervising unit managers, transportation and part-time staff, overseeing the Institutional Work Program (IWP) & REACH Incentive program, managing the Reception & Diagnostic Center and supervising community and operation managers.*



of our staff, they are more productive. When staff are more productive, it is easier to cultivate a healthy learning environment for youth. If our staff are more alert and in tune, we can de-escalate situations more effectively when they arise, and keep kids engaged instead in meaningful

program activities. Engaging with our families, as we did so successfully at our Holiday Family Event Dec. 17, ensures our residents stay connected with their families, and increases their chances of successful reentry and that they will be productive citizens upon release, thus increasing community safety.

As three of our leaders tell us on the next page, it doesn't matter what your area of expertise is: If all of us keep safety as our top priority in whatever we do, our collective success in achieving all of our Guiding Principles – Safety, Connection, Purpose and Fairness – will be assured.

# Perspectives on Safety



**PATRICIA BROCK**  
Residential  
Administrative  
Specialist

I have always been grateful to my colleagues over the years who gave me safety tips which would not only enhance my safety but prevent me from inadvertently jeopardizing the safety of those I work with. These small acts of kindness remind me that safety begins with each one of us, but is intrinsically connected to the “WE.” Safety and security will be a cornerstone for us in 2018. We will need to trust and rely on each other as we continue to work together on improving the Community Treatment Model. I ask you to consider what you – and WE – can do to enhance the safety of our work place and all those within it.



**MARK MURPHY**  
Health  
Services  
Administrator

Safety begins with awareness and is maintained through prioritized action. These are the underlying principles that guide Health Services’ intake process. Our initial medical and psychological screening of residents help protect all of us from contagious diseases, and the resident from dangers related to acute physical or mental illness. The screenings alert us to what could become a crisis within hours. Psychological evaluations can help us head off a crisis in the coming days, weeks, months, or even years. We keep our residents – and our staff – safe by identifying their needs and prioritizing the care to be delivered before the crisis occurs.



**MAURICE SESSOMS**  
Residential  
Program  
Manager

Safety and security is always a priority here at Bon Air JCC. We must be strategic in resolving conflict among residents by finding commonality and teaching them teamwork. A recent success: Two groups of residents who were rivals in the community they came from are getting together to play a friendly pick-up soccer game every Friday. Each game begins and ends with a circle-up to discuss expectations, congratulate youth for successful behavior, and talk about their goals and how they can continue to improve. Structured activities like these are the key to developing a safe environment.

## Leadership Team’s Promise: We’ve Got Your Back, Too!



**Dr. Robin Binford**  
Chief Psychologist



**Elizebeth Morse**  
Chief Nurse

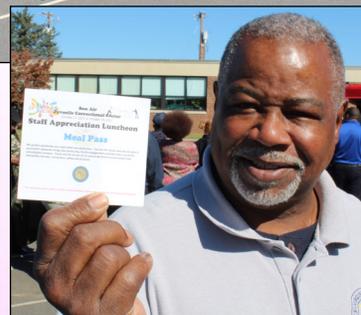


**Hollis Stewart**  
Treatment Director

Apologies to Dr. Binford, Ms. Morse and Ms. Stewart, all members of Bon Air’s leadership team, for inadvertently omitting you from the list in our premiere issue of the *Residential Circle-Up*.



*An Appreciation Meal  
On Wheels*



*To thank Bon Air staff for their exemplary work on Family Day festivities, a meal truck provided a free lunch or dinner to all staff. Left: RS-II Franklin Wilkes displays his meal voucher.*

# Bon Air's Stars!



Our Residential Services Unit Employee Recognition Ceremony was held Dec. 15, where 66 employees from the Residential Services, Education, Administration and Finance units received certificates of appreciation and gifts for their years of service, ranging from five years to 45 years.

The employees at Bon Air perform a range of

vital services, including food service, education, health and therapeutic care, maintenance, security, guidance and advocacy. Deputy Director for Residential Services Joyce Holmon provided keynote remarks. We are proud of our Bon Air employees, who directly or indirectly are helping to change the lives of the youth in our care.



*Left: Bon Air management team and executive staff thank Imogene Smith for her 45 years of service with DJJ. From left: Bon Air Superintendent Russell Jennings; Bon Air Residential Program Manager Maurice Sessoms; Deputy Director of Administration and Finance Daryl Francis; Imogene Smith; Deputy Director of Residential Services Joyce Holmon; Deputy Director of Education Dr. Lisa Floyd; Chief Deputy Director Angela Valentine; Director Andy Block. Right: Operations Manager Lakara Johnson, left, and Security Coordinator Nicole Bailey cheer on their fellow employees.*

## Service Award Recipients

### Five Years

Judy Allen  
Linda Barrett  
Rashad Beamon  
Troy Brown  
Christal Cappelletti  
Leslie Crawley  
Danielle Green  
Sherrie Jones  
Darius Robinson  
Lynzra Scott  
Judy Seward  
Angela Stokes  
Kevin Walker  
Deanna Wood

### Ten Years

Michael Atkins  
Rukiya Bellamy

Michelle Bethea  
Vanessa Broadnax  
Tracie Brown Paschall  
Garrett Clark  
Michael Clarke  
Tiffany Coleman  
Ricky DeBerry  
Chinesse DePriest  
Vanessa Dickerson  
Jordan Freeman  
Iris Friend  
Aysha Ives  
Cynthia Johnson  
Martha Kairu  
Zainab Kraft  
Komba Momarke  
Jane Morgan  
Yvette Person  
Shantay Pope-Dent  
Adrian Redford  
Delphine Sanderson

Meghan Turner  
Kelley Williams

### Fifteen Years

Nicole Bailey  
Terry Blowe  
Dana Davenport  
Stephanie Reynolds Holloway  
Stuart Hollis  
Diana Swain

### Twenty Years

Stacey Brown  
Rhobrittia Cataquet  
Jonathan Davis  
Clarence Hardy  
Willie Jackson  
Rhonda Jones  
Ellen Knabe  
Shelley McKain

Pamela McMullen  
Hubert Ratcliffe  
Lisa White

### Twenty-Five Years

Patricia Abel  
Pearl Booker  
Elaine Covington  
Tawyna Hayes  
Detra Jones  
Darrin Stearrett  
Shonda Wilson

### Thirty Years

Barbara Hall  
Beverly Tackett

### Forty-Five Years

Imogene Smith

# Health Services Earns ACA Accreditation

DJJ's Health Services Unit was recently awarded Accreditation for Stand Alone Health Care from the American Correctional Association (ACA). The accreditation process consisted of an outside review of medical, behavioral health, food services, hygiene, PREA, and some aspects of administration. The review covered the national standards set forth by the ACA, and a report was generated.

A Health Services Unit team traveled to Orlando, FL, for a hearing in front of the ACA Commission on Accreditation, where it was determined that DJJ's Health Services Unit should be granted accreditation.

"This achievement is the culmination of nearly five years of work and preparation to be ready to meet ACA accreditation standards," said Behavioral/Health Services Administrator Mark Murphy. "My thanks to an extraordinary team of professionals who made it happen."



*From left: American Correctional Association (ACA) Commissioners Michael Graziano and Marina Cadreche, Stephanie Morton, Lakara Johnson, Russell Jennings, Elizebeth Morse, Mark Murphy, ACA Commissioner Robert Green, Dr. Robin Binford-Weaver, ACA Commissioner Ervin Toliver.*

## VJJA Honors Holmon's Leadership In 2017

Deputy Director of Residential Services Joyce Holmon recently received the 2017 Meritorious Award for Residential Services from the Virginia Juvenile Justice Association (VJJA) at the organization's annual conference in Fredericksburg.

Joyce joined DJJ in 2004 as a corrections center counselor supervisor. Over the past four years, she has managed the implementation of the Community Treatment Model into DJJ residential facilities. Soon after



*From left: Ronnie Moore, Joyce Holmon, VJJA President Samantha Higgins and VJJA Past President Stephanie Garrison.*

assuming the duties of Deputy Director, she was instrumental in coordinating the consolidation

of Beaumont and Bon Air JCCs. She developed and implemented a new safety process that reduced resident assaults on facility staff. She created and implemented residential facility Family Day 2009, 2016, and 2017. She also helped designate funds for the Bon Air JCC Student Government Association.

Ms. Holmon received the award due to her high degree of skill in coaching, mentoring, training, teambuilding, collaboration, and events coordination.

## *New Hires/Promotions*

Judy Allen – Security Coordinator  
Delbert Anderson – Community Coordinator  
Arthur Bates – Security Manager  
Asha Berkley – Community Coordinator  
Michelle Bethea – Security Manager  
Sean Bonner – English Instructor  
Patricia Bryant – History Instructor  
Janice Bullock – Psychologist Senior  
Owen Butler – Electrician Senior  
Joon Choi – Math Instructor  
Jeffrey Cole – English Instructor  
Sarah Croscutt – Academic Instructor

Reina Donado – Security Coordinator  
Edward Dzierzek – Electrician  
Patrice Griffin – Therapist  
Braylon Jackson – Health and PE Teacher  
Russell Jennings – Superintendent Senior  
Roseanna Kehoe – Therapist  
Karri Lane – Rehab Counselor  
Michael Lowery – Community Coordinator  
Agnes McGrath – History Instructor  
Shaun Parker – Community Manager  
Kacie Scott – Rehab Counselor  
Bridget Wilson – Nursing Supervisor