

# TEXAS JUVENILE JUSTICE TODAY

A PUBLICATION OF THE  
TEXAS JUVENILE JUSTICE DEPARTMENT



## A Message From the Director



David Reilly

I am extremely proud to announce that TJJD was selected in a competitive process to participate in the pilot implementation of the Youth in Custody Practice Model (YICPM), an 18-month comprehensive technical assistance package through the Council of Juvenile Correctional Administrators and the Center for Juvenile Justice Reform at Georgetown University's McCourt

School of Public Policy. YICPM will be a tremendous and well-timed opportunity for TJJD to examine our facility systems through a gap analysis and, with the help of national experts, refine our services to be as integrated as possible, implement the next layer of best practices and reforms to improve the outcomes of the youth we serve. I am confident that this will also enhance our capacity to restore many of the good programs and practices that may have been lost over these past several years. We began this month and expect to complete this effort by the end of 2017. I am proud of TJJD for being one of four sites selected and look forward to the process.

Our county regionalization effort continues as we work with our county partners to develop a statewide plan to divert youth from state commitment. Diversions will begin in June. I am excited to announce that, in March, three regional county program administrators started their work with TJJD to help with this plan and to be liaisons with the regions. Deborah Harris, from State Programs and Facilities Division, Lou Serrano, from Ector County, and Bill Bristow, from Grayson County, will be working with Probation and Community Services and the seven regional chiefs/counties associations to administer the regionalization initiative. Ashley Kintzer, from our policy department, has also joined the team as a planner. She will work out of Central Office to support the effort. We expect

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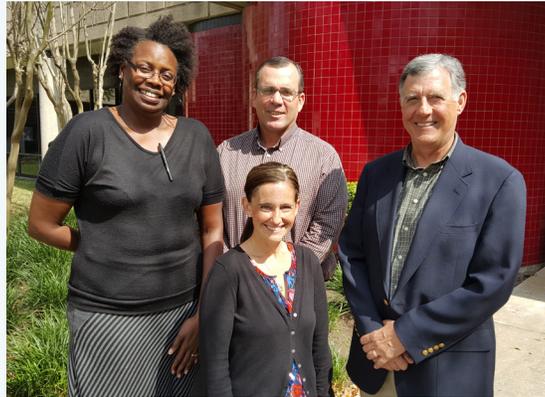
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# TJJD Regionalization Division Established

TJJD established its Regionalization Division March 1, 2016, in response to Senate Bill (SB) 1630, which requires TJJD to implement a regionalization plan by August 31, 2016, that would keep more adjudicated youth out of state-run facilities and in their home regions. To do this, TJJD, working with county probation departments and associations around the state, must identify and utilize available local post-adjudication facilities that have the capacity to provide treatment to additional youth. The regionalization plan must include mechanisms to divert 30 juveniles from TJJD commitment in FY 2016 and 150 in FY 2017.

professional associations relevant to her work.



(Backrow left to right): Deborah Harris, Lou Serrano, Bill Bristow. (Front) Ashley Kintzer

Current regional associations, lines of communication and collaboration, and programmatic resources currently exist to facilitate this initiative; however, regionalization represents a fundamental shift in the juvenile justice system in Texas requiring significant planning efforts in a limited timeframe.

TJJD's regionalization department will be responsible for this new initiative. Three Regional County Program Administrators and a planner have been hired to oversee these efforts.

## Regional County Program Administrators

**Deborah Harris** will be responsible for the Central and Southeast regions. Deborah has more than 26 years of experience in Social Services including 15 years with TJJD and its legacy agency TYC. Her social services experience includes work in Protective Services, Community Mental Health, Probation, and Parole. Deborah has a unique understanding of criminal justice at both the community and secure facility level. She has extensive leadership experience as well as experience in program development and training among other skills. Deborah is nationally certified in Dealing with Gangs in a Juvenile Facility. She is actively involved in the Texas Violent Gang Task Force, Texas Gangs Investigation Association, American Counseling Association, and American Correctional Association among other

Deborah has a Master's of Arts Degree in Counseling and a Master's of Science Degree Specializing in Marriage and Family Therapy both from Prairie View A&M. Deborah has a BS in Psychology with a Minor in Sociology. She also has an Associate's Degree in Business Management.

**Lou Serrano** will oversee the South, West, and Panhandle regions. Lou has worked in the field of Juvenile Justice for 26 years, beginning in Deaf Smith County in 1989 as a field supervision officer. In 1990, Lou was appointed to the position of Chief Juvenile Probation Officer for Deaf Smith County. While in Deaf Smith County, Lou was able to obtain both state and local funding to open the Deaf Smith County Youth Home, a 12 bed residential facility for male delinquent offenders. At the time, the facility was noted for its innovative and creative approach in dealing with delinquent offenders.

On March 1, 2001, Lou was appointed the Director of Juvenile Services for Ector County. The department employed over 50 dedicated juvenile justice professionals, along with administrative staff. Part of the department operations included the Ector County Youth Center, a 48 bed secure juvenile detention facility. The Ector County Youth Center "post-adjudication" program was the first of its kind in the State of Texas, opening in 1974. Lou has been a past

member of the Panhandle Association of Juvenile Probation Officer's, the West Texas Juvenile Chief's Association, and a member of the Texas Probation Association. Lou is a graduate of West Texas A & M University, obtaining his degree in Criminal Justice Administration in 1988.

**Bill Bristow** will work with the North and Northeast regions. Bill retired from the Grayson County Department of Juvenile Services following 35 years of service. He is originally from Lamesa, Texas but moved to Sherman to attend college. He served as a probation officer and was promoted to Chief in 1982. As the department grew from three employees to 75, Bill became director of a regional pre- and post-adjudication facility. The facility received national recognition by the National Association of Counties (NACo).

Bill has collaborated on regional mental health, criminal justice, and juvenile justice projects. He was elected to the Sherman ISD school board and served for two terms and was President for three years. He has been a consultant with North Texas and Texoma COG's, served on the faculty of Grayson College and Texoma Regional Police Academy and is active with the STAR Recovery Court. In semi-retirement, he and his wife moved to Aubrey, TX to be closer to family. Bill graduated from Austin College and the University of Texas in Arlington with a Master's of Science in Social Work. He is a licensed master social worker advanced practitioner.

## Planner

**Ashley Kintzer** has worked for TJJD and its legacy agency TYC for more than eight years. She worked as a legal assistant in the Appeals Section in the Office of General Counsel from 2008 – 2013 and as a technical writer in the Office of General Counsel from 2013 – 2016. Ashley graduated from St. Edward's University in 2004 with a BA in criminal justice and a minor in communications. Ashley graduated from Texas State University in 2008 with a Master's in criminal justice.



## A Message From the Director (continued)

the commitment diversions (10-12 a month) to be a useful tool to offset the increased population we see in facilities.

I am also happy to announce that Chip Walters has returned to TJJD in March in a new role as Director of Operational Analysis and Facility Support. He will be providing direction and guidance in strategic operations and

planning. He will work cross-divisionally at facilities to identify recommendations for local and system-wide solutions. There is plenty of work to go around, and I am glad Chip is here to share some of the load.

Another item of interest is that, in our state facilities, our population continues to increase beyond our budgeted capacity.

In calendar year 2015, we saw a 10.8% increase in residential average daily population. In the last four months, the increase in TJJD residential population has leveled off. In our state secure facilities, we are currently 6.5% over budgeted capacity. We are watching this very closely, filling in the gaps as best we can, fully aware that each facility is feeling this crunch significantly.

## San Antonio Volunteer Council Raises Funds for Youth

The Volunteer Council for Texas Youth in San Antonio held its annual fundraiser, “The 22nd Annual Spare some time for TX youth Bowl-a-thon,” last November. The event included a live radio remote with Ms. Neka from [www.tha1radio.com](http://www.tha1radio.com) and Master of Ceremonies Clarence Saucer. Prizes were raffled off throughout the event and special awards for team and individual categories at the conclusion of the event.

Some of the prizes were donated from San Antonio Spurs, Texas Roadhouse, San Antonio Missions, Big Lou’s Pizza, SeaWorld, and Fiesta Texas to name of few. Many of the recipients of these great prizes were from some faithful sponsors such as San Antonio Northwest Civil & Social Club, San Antonio Fighting Back, My Friend’s House Christian Fellowship Church, J. Allen Investments, Select FCU and many more. Everyone had a wonderful time while raising \$3,123.31 to support Texas youth in San Antonio and Austin.



# Bexar County JPD Receives APA Accreditation

The Bexar County Juvenile Probation Department's Doctoral Residency Program in Professional Psychology is now an American Psychological Association accredited internship program. The program was awarded the maximum seven-year accreditation status as of November 16, 2015, with accreditation status post-dating to June 26, 2015, the date of the APA site visit.

Students who complete APA-accredited internships have greater opportunities for future training and jobs, which will help to share the training goals of the Bexar County Juvenile Probation Department and its Mental Health Assessment and Triage (MHAT) unit in the larger community. Ultimately, the residency program aims to assist the resident in learning how to act competently, respectfully, ethically, and empathically in the delivery of mental health services while being ever cognizant of the cultural and individual diversity of the clients being served. This necessarily includes an understanding of issues related to multiculturalism, underserved populations, and juvenile delinquency, as well as an awareness of professional issues and ethical standards.

"APA-accreditation offers third-party validation of the training we provide and our clinical services for the youth and families we serve," said Dr. Mary Collins, who heads up the Bexar County MHAT unit. "Bexar County MHAT is thrilled to continue to offer APA-accredited doctoral internship training to our current and future residents with the wonderful support of our department and Chief."

One primary reason for Bexar County's prioritization of training is due to the limited number of mental health professionals in the community with an understanding of

the unique needs of children involved in the justice system. Bexar County has been able to hire three former residents as postdoctoral fellows and then as staff psychologists in order to help alleviate the limited workforce and expand our departmental services for youth and their families. Furthermore, quality services in the community are even more limited for low-income families. Bexar County Juvenile Probation strives not to be



the community's primary provider of mental health services for youth. Rather, Bexar County Juvenile Probation Department works to support local community agencies through partnerships and referrals. Training such professionals is crucial during a time when the population of San Antonio continues to rise and the probable need for services to at-risk youth will continue to rise.

In 2014, the Bexar County Juvenile Probation Department began pursuit of accreditation by the APA, submitting the self-study in December 2014. Bexar County's Mental Health Assessment and Triage (MHAT) unit provides opportunities for students who are currently enrolled in doctoral programs in psychology to complete their capstone internship through our twelve-month, 2000-hour, paid residency. During their twelve-month internship, residents

participate in three rotations while continuing their training with the MHAT unit throughout the entire year. The focus on the training experience in the MHAT unit varies between intervention, assessment, consultation, and training of probation officers. From January through October 2015, residents provided 602 hours of individual therapy, 224 hours of group therapy, and completed 53 psychological evaluations. Additionally, residents participate in the Stabilization, Treatment, and Evaluation Process, and with partner agency, University Health System, in Detention Center services for one rotation each. Finally, residents participate in the Weekend Program for several four-weekend periods throughout the training year. In addition to these activities, residents receive at least four hours of didactic training each week, as well as four hours of individual and group supervision.

Bexar County MHAT unit was established in 2003 to fulfill a need for psychological testing to be completed, and was initially designed to be staffed by 1 licensed clinical psychologist. However, this was not enough to meet the demand of testing and intervention services, so the unit began to offer training to practicum students from nearby graduate programs and students seeking doctoral internships in order to expand the services offered and number of youth able to be served. Bexar County MHAT has been a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC) since 2006. Residents are selected through APPIC's annual nation-wide match process. Bexar County's residency program has continued to grow, expanding from two to six Residents in 2014, and it now includes seven licensed psychologists who comprise the Core Training Team.



# Bexar County JPD Receives APA Accreditation



2015-2016 Residents having some fun with the ROPES Challenge Program (From left: Rosa Macklin, Jamie Bluemel, Jessica Lust, Jennifer Steel, William Halmon, Melissa Gutierrez).



2014-2015 Resident cohort preparing to master the 70ft. climbing wall with the ROPES Challenge Program (From left: Barbara Prempeh, Caitlin Wesley, Brenda Gamez-Patience, Karmen Clay, Jennifer Berg). This group survived the wall and the entire APA-accreditation process!



2015-2016 Residents working on their communication and teambuilding skills with the ROPES Challenge Program (From left: Jennifer Steel, ROPES Supervisor – Mary Helen Silva, Jamie Bluemel, William Halmon, Melissa Gutierrez).



BCJPD-MHAT's Core Training Team of psychologists (Back row from left: Drs. Caitlin Bowlin, Jeannie Von Stultz, Paul Kern, Anne Thomas; Front row from left: Drs. Ashley Powell, Mary Collins, Heather Holder).



A regular day/photo op for the 2015-2016 Resident cohort (From left: Melissa Gutierrez, Jennifer Steel, Rosa Macklin, Jamie Bluemel, William Halmon, Jessica Lust).



# Fort Worth Parole Youth Enjoy Easter Buckets

Parole youth at the Fort Worth District Parole Office were surprised to receive “Easter Buckets” during their regular visit in March.

Thanks to the generosity of the Fort Worth Resource Council for Youth (FWRCY), 25 youth received a decorated, candy-filled Easter bucket when they saw their Parole Officer.

Parole officers Jeffrey Manuel and Dan Fauver delivered their baskets during home and school visits while parole officer Billy Branch handed his out during the regular office visit.

Parole Service Assistant Leaner Singleton, who is retiring after 27 years of service, made shopping for and putting together the baskets her last official holiday task.



PSA Leaner Singleton and P.O. Jeff Manuel filling the Easter buckets for the FWDO Parole youth.

“I always enjoy making the kids happy,” said Singleton. “They need to be rewarded for making the effort to succeed. They come into the office to see their PO and if they do their community service, then yeah, it’s nice to have something for them during the holidays.”

Especially since most of them might not get an Easter basket otherwise.

This is just one of the services FWRCY does for parole youth. They provide funds for the holiday food baskets during Thanksgiving and Christmas as well school supplies during the Back to School Family Event.

## Gainesville Student Support Council Receives Grant Funding



Cooke County United Way presented grant funding of \$5000 to the Student Support Council for the Gainesville State School. The money from this Community Impact Grant is used to support five components of the re-entry program that assist youth in becoming productive, successful citizens.

Grant funds help ensure that youth have birth certificates, social security cards, and state IDs as they leave the facility. These are known to the youth as success documents and are crucial for attending school or applying for a job. The funds also assist with education expenses as youth strive to complete their secondary education, attend college, or take the required online course for a driver’s license. Funds are used to recognize academic accomplishments and

trains mentors and tutors as academic coaches for those completing their diploma or GED while on campus.

The Student Support Council is a 501 (C) 3 corporation created to benefit the boys of the Gainesville State School.

# Senior Director Lisa Capers to Retire in April



Lisa Capers, Senior Director of Training and Organizational Development for TJJD has announced her plans to retire at the end of April. Lisa oversees the Juvenile Justice Training Academy and the agency's compliance with the Prison Rape Elimination Act. In addition, she coordinates the efforts of several projects and initiatives related to the agency's mission. Lisa has been with the agency for over 23 years, 19 of which she served as the Deputy Executive Director and General Counsel for the former Texas Juvenile Probation Commission.

Lisa has been active since 2007 in training juvenile justice practitioners statewide and nationally on the federal Prison Rape Elimination Act and constitutional conditions of confinement in juvenile facilities. Beginning in 2009, Lisa served as the project manager over the Building Capacity

Project, a partnership with the National Institute of Corrections and Washington College of Law Project on Addressing Prison Rape that developed a comprehensive PREA curriculum for Texas juvenile justice practitioners that served as a model nationwide. Lisa later became a Department of Justice certified PREA Auditor for juvenile facilities and her undeniable passion for keeping youth safe in facilities has gained national recognition.

Lisa was instrumental in initiating and maintaining the partnership between TJJD and the Juvenile Law Section. Lisa was the former Chair of the Juvenile Law Section of the State Bar of Texas and served on the Section's governing board for approximately 12 years. She was influential in the creation of the attorney juvenile law specialization exam in 2000 and served as an inaugural member of the Juvenile Law Exam Commission at the Texas Board of Legal Specialization from 2001 to 2007. Lisa has been the managing editor and author to Texas Juvenile Law by the late Professor Robert O. Dawson since 1996. She was also a contributing author or managing editor to the Juvenile Law Section Special Legislative Issue Newsletters from 1995 to 2011.

Lisa has had the opportunity to be a part of many visionary discussions that have led to significant change within the juvenile justice system throughout her tenure. She has

watched cyclical trends in juvenile justice occur, while having the historical knowledge of knowing the original legislative intent and understanding what worked and what didn't and the reasons for both. Lisa always stood up for what was right, even when that wasn't the most popular of opinions. While she has an abundance of skill, talent and expertise that she exuded in her leadership, she was also always equally aware of the intangible things that were often just as important and that is always demonstrated in her compassion. She has created lasting relationships both internally and within the field that will go well beyond her retirement.

There are many more notable accomplishments that Lisa was responsible for over the years, and while she has reflected on all the service she has given to the state, she is opting for a bit slower pace and more time with her family. Lisa plans to enjoy her retirement with her husband, Bobby, her daughter, Brittany, and her son-in-law, Matthew. Her journey continues to a new phase and the Texas Juvenile Justice Department is grateful for her 23 years of service and recognizes that the Texas juvenile justice system is an enhanced system because of her contribution and legacy that she leaves behind. She has not only been a champion for staff within the agency, but she has been an advocate for children and families across the state of Texas.

***You were made for the place where your real passion meets compassion because there lies your real purpose.***

**- Ann Voskamp**



# Ayres House Participates in MLK Remembrance

On January 17, the eve of Martin Luther King Jr. holiday, Bexar County Commissioner Tommy Calvert extended an invitation to Ayres House to participate in the wreath-laying ceremony to honor the late Martin Luther King Jr. Youth Christopher and TJJD Community Relations Coordinator Jarvis Soileau had the honor of displaying the wreath at the Commissioner's office and at the "Wreath-laying Ceremony" at the MLK Monument.



# Gainesville State School Basketball Banquet



The Student Support Council for the Gainesville State School recently held a banquet for the winning Gainesville State Tornados basketball team in the fellowship hall of Whaley United Methodist Church in Gainesville. Team members, council members, and staff enjoyed a delicious catered dinner, gifts, decorations, trophies, fun, and fellowship at the event while celebrating their basketball season.

Council members Jerome Voth, Jerry Jones, Nancy Voss, Bettie Washington, and Judy Davis helped plan and set up for the big day. They enjoyed the celebration and Nancy Voss noted, "Those boys can eat!"

The boys looked handsome in their dress shirts and ties as they enjoyed the event. Thanks to Nancy Mountcastle for helping them to dress for success!



Renown local artist Deborah Mersky returned to Ayres House in San Antonio after a brief break to facilitate her weekly art classes. In the past, Ms. Mersky has taught the youth several different disciplines from clay work to water paints. She will add a cooking class every fourth lesson to keep the youth interest high. Who doesn't like a home cooked peach cobbler? The staff and the youth are glad she's back!



# Speakers Motivate McFadden Youth to Focus on Their Future

Motivational speaker and author Tammy Kling, former NBA Laker star Maurice “Mo” Evans and his protege, Marcus Tuggle, recently spoke with youth at McFadden Ranch, delivering an inspirational message to keep the faith and put the past behind them when they re-enter society.

Kling, the head of the publishing company On Fire Books, said she was eager to speak with the youth and plans to become a TJJD volunteer/mentor so she can conduct writing workshops and bring in more exceptional speakers.

Kling also shared her personal story and emphasized the “POWER OF WORDS,” the title of her TED Talk and a key element of her success.

Evans, who heads the Houston-based Every Level of Success Sports and Entertainment Group, mentors young athletes and he encouraged the youth at McFadden to avoid three specific pitfalls in life – being a people pleaser, being a procrastinator, and being too proud.

He said just learning to change those things helped him tremendously.

Tuggle shared his story and let the youth know that life is full of challenges but they can overcome them if they stay focused and do the right thing.

They ended the presentation with a powerful prayer circle that clearly encouraged the youth who participated.



Maurice “Mo” Evans speaks with a McFadden youth.



Noted author Tammy Kling leads youth in prayer



Marcus Tuggle listens to youth



# Automated Certification Exam Pilot Beginning in April for Juvenile Probation Officers

The Juvenile Justice Training Academy has been working diligently over the last six months with the Correctional Management Institute of Texas (CMIT) and the Regional Training Officers statewide to develop an automated competency exam for applicants seeking certification as a juvenile probation officer. The competency exam is in accordance to Texas Human Resource Code §222.001 and was promulgated to bring an increased level of credibility to the officer's certification. The requirements are set forth in Texas Administrative Code §344.700. While juvenile probation officers were taking a written exam following the completion of basic training if they attended at Sam Houston State University, the exam was not administered statewide in departments providing their own training.

Beginning in April 2016, TJJD will be working in partnership with CMIT to pilot an automated competency exam over a five-month period with an overall goal of going live statewide on September 1, 2016 for all newly certified juvenile probation officers. Any current certified juvenile probation officer will be grandfathered from taking the competency exam. The pilot will include anyone who attends basic training at CMIT to become a juvenile probation officer, and it will also be extended to two other urban or large counties. The goal of the pilot is to ensure we have adequately addressed all major issues with the exam up front in order to minimize potential issues

in the data or processing of exams. TJJD will also continue to analyze the data to ensure the fidelity and appropriateness of the test questions.

During the pilot program, individuals taking the exam will not be charged a fee for the exam, however, beginning September 1, 2016 there will be a \$20 fee imposed for the exam. TJJD will leave the discretion of payment to the hiring authority on how this fee is paid. Options discussed may include: requiring the individual to pay in full; requiring the individual to pay, but getting reimbursed after certain circumstances are met (either passage of test or length of service met, etc.); department may pay using county funds; or department may pay using some method of state funding (to be determined as we get closer to the implementation date).

The exam will be a randomly generated exam of 60 questions and include a minimum number of questions from every mandatory topic. One of the best ways to prepare staff for the competency exam will be to ensure that all departments are using the most current training material from TJJD's Training Resource webpage.

Departments providing their own training will be proctoring the exam. TJJD will be providing an informational webinar or training for all proctors as implementation nears. When an applicant takes the exam, the data and score will be sent to both TJJD and the applicant. Applicants will have two attempts

to pass the competency exam. If the applicant is unable to pass the exam after two attempts, the applicant will no longer be eligible for certification as a juvenile probation officer. TJJD is considering a possible rule that would allow for the hiring authority to request a waiver for a third attempt.

This pilot only affects juvenile probation officers; however, juvenile supervision officers are also statutorily required to take a competency exam as well. The Juvenile Justice Training Academy has determined that once the juvenile probation officer exam is operational and fully functional, we will move forward with the pilot and implementation of the JSO exam. Additional details on this exam will be provided at a later date.



For more information, please contact Kristy Almager at 512.490.7125 or [Kristy.Almager@tjjd.texas.gov](mailto:Kristy.Almager@tjjd.texas.gov) or Chris Ellison at 512.490.7245 or [Chris.Ellison@tjjd.texas.gov](mailto:Chris.Ellison@tjjd.texas.gov).



# SPOTLIGHT



## Joe Barton Chief Juvenile Probation Officer Randall County Juvenile Probation/Youth Center of the High Plains

### ***What led you to your career in juvenile justice?***

My path to juvenile justice truly began when I was only 13 years old. That was the beginning of my transition into the Texas Foster Care system, which officially occurred at the age of 14. That experience instilled in me a deep desire to raise awareness and catalyze positive change for children and families. Of course, at that time, I did not know how I would be a part of creating that awareness and change; only that I had a gut-deep commitment to do so.

That desire eventually led me to pursue a career in clinical mental health counseling. I earned a BA and MA in Psychology and am currently completing my doctoral dissertation, which is the last requirement toward my Ph.D. in psychology, which I hope to have conferred in 2016. I am a Licensed Professional Counselor and Board-Approved Supervisor. Before working for Randall County, I spent several years working in clinical mental health counseling settings, including owning my own counseling practice for four years in Amarillo. Part of my clinical practice included providing counseling services to adolescents, both on and off of juvenile probation.

In 2013 the Randall County Juvenile Probation department was seeking to fill a new Director of Behavioral Health position, and I was selected. In that position I had the unique and distinct

honor of learning from my friend and mentor: Jane Anderson King. Chief King had been the Chief JPO in Randall County for over 30 years and she and I worked extremely well together. I respected Jane's unapologetic passion and drive to serve children and their families and was refreshed to see the tenets of Cognitive and Behavioral treatments being implemented with such high fidelity within the Youth Center of the High Plains. In short: I found a home in Randall County.

In 2015, Chief King announced her retirement. I applied for the Chief JPO position and was officially appointed by my local juvenile board, effective October 1st of 2015.

### ***What types of facilities do you operate?***

In partnership with our sister county, Potter, we operate both pre- and post-adjudication secure programs in our facility. Our flagship post-adjudication secure residential program is known as the Constructive Living Unit, or "CLU". This is an "earn-your-way-out" program that is built upon the core principles of Rational Behavior Training (RBT); individual responsibility; and positive reinforcement strategies within a token economy system. However, what really sets CLU apart is our dedicated staff. They forge relationships with our kiddos that are built upon trust, consistency, and dignity. Our staff truly honors the unique inherent value and intrinsic worth of each and every child we have the honor to serve in our facility. Let me tell you, this is difficult work! Yet, our amazing staff carries it out in a way that I find humbling. To be a part of their team is something I

wake up excited about each day.

We have also just started a short-term, time-base (90-day) tract within our secure residential programs. The Progressive Intervention Unit offers basic behavioral and life skills to those youth better suited for a short-term secure setting who are not necessarily in need of more intensive therapeutic interventions.

Additionally, we operate a community intensive drug education program. The Potter Randall Intensive Drug Education (PRIDE) program is an outpatient intensive drug educational and support program, which utilizes the evidenced-based Matrix Model for Teens curriculum. Our team of LCDC's does an excellent job helping juveniles and their families learn to manage and overcome substance abuse challenges within an atmosphere of dignity, positivity, and accountability. PRIDE is unique to our area and a valuable resource to our community.

Lastly, within our community Probation department, we offer the evidenced-based practice known as Functional Family Therapy (FFT). This is an intensive family counseling model, which focuses on helping families reduce negativity and blame, increase motivation, learn specific behavioral skills, and become self-sufficient. Our FFT team is currently completing its final year in a 3-year certification process provided by Functional Family Therapy Associates.

### ***What programs do you feel have proven most successful?***

To date, our most successful program has been the CLU. This was really the vision



# SPOTLIGHT



of Jane King and it continues to be the foundation of who we are at the Youth Center. I think the relational culture, along with positive reinforcement and good 'ol fashioned common sense parenting practices, catalyze the growth and changes we see in the youth we serve. We are therapeutically minded, as evidenced by our team of licensed counselors, and our fidelity to Cognitive and Behavioral intervention practices. We are less interested in simply teaching children, and more interested in growing them so that they become independent learners — and teachers — themselves.

Secondly, we are finding marked success with our community FFT program. I think what I like most about this model is its core philosophy that we cannot give-up on families. We must meet families where they are and work through issues with them, even when it becomes extremely difficult. The motto we espouse with our FFT program is “If not us, then who?”.

### ***What do you see as the biggest challenges for juvenile justice in Texas?***

Easily the degradation of the family, as well as the nearly complete lack of healthy boundaries, we are experiencing currently in our society. Helping children today requires a dynamic and multifaceted biopsychosocial approach, encompassing life skills, parenting skills, improved mental health functioning, and instilling a sense of personal accountability and individual responsibility. In my opinion, issues of “right” and “wrong” have become increasingly blurred for today’s youth. We seem to be adopting, more and more, an “anything goes” mentality in our society. Human development research is clear on this point: Children and adolescents absolutely need clear and consistent boundaries. They are

necessary for healthy development. Without such boundaries, children become confused, anxious, angry, and lost. As such, we are asking so much of today’s juvenile probation officers. They must be experts on juvenile law, possess excellent interpersonal and emotional boundaries, specialized communication skills, and excellent case management and social work skills. Juvenile justice truly is a unique and highly specialized profession. I remain so impressed by our team of JPOs. Their caring dedication and expert professionalism are a salient aspect of our success with children and families. Our officers juggle the demands of today’s JPO, with an air of professionalism I consider to be exceptional. They make it look easy!

### ***Are there any changes that you are considering in your county?***

Since being appointed as Chief, I have really pushed to get some of our new programs up and running. The Progressive Intervention Unit (our short-term residential tract in our post-adjudication programs) and “Unlocking Hope”, which is a K-9 program in partnership with our local Humane Society, are two changes I am quite excited about. PREA compliance and Regionalization are also important changes to which we are strategically adapting.

### ***What do you want others to know about your department?***

I think what I most want people to know is that the heart and soul core principles Chief King built our department upon are clearly and absolutely continued through me. Our mission and goals clearly highlight those tenets that are most important to us: Safety, Intrinsic Self-Worth and Value, the Capacity to Change, Prosocialism, Individual Responsibility and Accountability, and the necessity for Healthy Growth to take place within Healthy Relationships. These principles are what provide the direction and guidance of who we are and where we are going. Our staff and officers are what bring these core principles to life with the youth and families we serve. We have such

a unique team of caring, accountable, and dedicated individuals serving our youth. They stay with us because they believe in what we do and who we are. Those things—our core values and mission—will not change under my watch.

### ***When you are not working, how do you spend your time?***

***With my family. Being a father and husband to my wife and two children are my top priorities. There is much to do with two active kiddos. Basketball, Karate, Music, and Star Wars are majorly important in my household! I also play lead guitar at my church, as well as serve as Chairman of my church’s Staff Parish Relations Committee.***

***For the last several years much of my time outside of work has been consumed by my doctorate coursework and writing my dissertation. I have been working toward earning my Ph.D. for 6 years now. It has been exhausting, but worth it. I have the first draft of my complete dissertation completed and hope to graduate sometime this year.***

### ***What is the best part of your job?***

Being a part of a team of individuals with such high character and dedication to catalyzing positive change in others’ lives and then seeing that dedication result in concrete positive outcomes for the children and families we serve. I know that is a mouthful, but it is the truth! To put it simply: I get to see that what we do works. It’s just that simple. Watching people dare to accept help, dare to change, dare to believe that they have absolute worth—that is something pretty special.

### ***What advice would you give to a young new juvenile justice professional?***

Be open to change, but never lose sight of your core values. Don’t allow yourself to become jaded or apathetic. Believe that people can change. Be prepared to juggle multiple roles and to wear many professional “hats”. In the end, remember this: “The work we do can be difficult. Yet, it is always—yes: Always—worth it.”



# TJJD Employees Recognized by Fort Worth Community



Fort Worth Parks and Community Services Department recently recognized their “Star” volunteers, including TJJD employees Parole Service Assistant Leaner Singleton at the Fort Worth District Parole Office and JCO VI Charles Mack at Willoughby House in Fort Worth.

Both were honored at the Hillside Community Center’s First Annual Celebration of Stars event and dinner for their invaluable contribution to the facility.

Community Center Superintendent Delana Legans said TJJD youth, especially those at Willoughby House, help in many ways.

“They help with activities, they serve, they clean, they set up and they assist in other ways,” she said.

Ms. Legans, who has worked at Hillside for the past eight years, said she remembers working with the girls when Willoughby was a female facility. She said Mr. Mack and Ms. Singleton came to Hillside when Community Center Aide Anthony Williams transferred from Eugene McCray Community Center.

“Anthony brought them over,” she said.

Hillside Community Center and Eugene McCray are just two of the city of Fort Worth community Center sites that provide community service hours for TJJD youth.

“Someone has to give them a chance,” said Ms. Legans.

## Gainesville State School Voluteer Council Accepts \$10,000 Donation

At Keller Williams Realty Company’s annual Family Reunion Convention in New Orleans, the company’s Mo Anderson Trust presented the Gainesville State School with a \$10,000 donation to the Gainesville Student Support Council to benefit the school’s basketball team. Accepting the donation on behalf of the Gainesville State School was Tornadoes basketball coach Henry Thomas.

At every annual reunion convention, Keller Williams hosts an “Inspirational Brunch.” At this year’s brunch, the now famous basketball game between the

Gainesville team and the Waco Van Guard team was featured.

Earlier in the basketball season, the Van Guard basketball team had driven to Gainesville to play against the Tornadoes. Two Van Guard players, Ben and Hudson, noticed that there were no cheerleaders, banners, posters, or fans. They decided to make things different for the Gainesville youth when they came to Waco for the next game, and they did!

After the Tornadoes arrived and had their warm up, they were instructed to go back into the dressing room to wait until the

game began. When they came back out, the entire gym was decorated in the Tornadoes colors of black and white. There were cheerleaders on the Gainesville side, banners and posters and the entire bleachers were filled with Gainesville fans.

In preparation for the Inspirational Brunch, a video was recorded of the interviews with Ben and Hudson. There was also a video made with Coach Henry Thomas and three of the Gainesville team members. Each youth explained what the Van Guard games mean to them and how they are inspired by knowing that others truly care for them.

# TJJD Partners with the Juvenile Law Section to Host 29th Annual Juvenile Law Conference



Karen Dalglish Seal,  
Attorney at Law from San  
Antonio.

On February 22-24, the Juvenile Law Section of the State Bar of Texas sponsored the 29th Annual

Juvenile Law Conference in San Antonio. TJJD's Juvenile Justice Training Academy coordinated the conference in partnership with the Juvenile Law Section and welcomed approximately 415 juvenile justice professionals from across the state. TJJD Board Member and Chair of the Juvenile Law Section, Riley Shaw, planned a unique advanced juvenile law conference specifically designed to give practitioners the latest and most pertinent information relevant to juvenile justice in Texas.

During the conference, distinguished professionals from across the state presented on various topics that benefited all facets of professionals wanting to enhance the juvenile justice system. In attendance, from judges, prosecutors, defense attorneys, probation personnel, educators, law enforcement, and state agency personnel.

While there was an array of topics throughout the three days, several keynote

presentations were provided including: The State of Texas v. Cameron Moon: Ethical Issues in Assessing Whether Youth Should Be Certified; Cognitive Bias in Photo Line Ups; The Thin Blue Line: Why Brady Matters; Ethical Issues in Representing Children with Special Needs; and Privacy and Confidentiality of Juvenile Hearings and Dealing with the Media. Collectively, this year's speakers all demonstrated great passion and enthusiasm in their ability to share their knowledge and expertise. If you weren't able to attend, but are interested in reviewing of the materials presented, you may search the articles online [here](#).

This year marks the second year the Juvenile Law hosted disciplinary caucuses with facilitated discussion. This conference is always an opportunity to

bring practitioners together statewide to provide a forum for open discussion on current issues affecting the juvenile justice system, but these caucuses provide a means to network within an individual's personal discipline and discuss best practices, current issues, and share trends within the scope of his or her functional area. Another goal is to support a continued dialogue for ways to implement an overall improved system.

TJJD and the Juvenile Law Section would like to thank everyone who attended, and is looking forward to hosting the 30th Annual Juvenile Law Conference, scheduled for February 27 – March 1, 2017 at Horseshoe Bay. For questions or more information, please contact the Juvenile Justice Training Academy at 512.490.7913.



# Giddings Indians Make Football Playoffs



The 2015-2016 school year was a great year for the Texas Juvenile Justice Department Giddings State School Indians. The Boys of Fall had a very successful season playing football, led by Athletic Director and Coach Sandy Brown. It was the third attempt at playing six-man football, and they made the best of it.

No, we're not talking about a crowded field football, with 22 guys going at it at one time. We're talking about six-man football, where you have to be quick, fast, have a lot of stamina, and you better have a trick play or two up your sleeve!!!

The boys competed well and this was the first year they actually got to play a full six-man schedule, the first year to make it to the playoffs, and the first year to win a playoff game. It was an exciting season and the youth gave every game their all. Congratulations Giddings.

# Cottrell House Celebrates Diversity

Cottrell House youth honored Black History Month by celebrating all cultures and their achievements. Youth made this decision because they each recognized that they all have a culture and heritage that they are proud of and want to share. Youth worked together and agreed to prepare a meal from each of their cultures. An important part of the agreement was that everyone had to participate by cooking not only their culture's food, but other cultures as well.

Stephanie Howell, GED teacher at Cottrell House, expressed her pride in the youth for deciding to honor all culture groups. She said, "We normally have a cooking class twice a month for youth. I taught youth how to search for recipes on different internet cooking sites. We started with making cookies and then we prepared food for Thanksgiving. I was surprised when the youth

decided to celebrate Black History month by cooking foods from all different cultures of the youth at Cottrell House. This was something they decided and planned totally on their own. I am extremely proud of them. "

The youth created their menus. Foods that the youth cooked included fried chicken, macaroni and cheese, sweet potatoes, greens, elotes, tacos, crab rangoons, pretzel salad and much more. All these food were made from scratch by youth. It was amazing to watch staff and youth working and learning together.

Cottrell House PSA Richard Anderson said, "Learning different cultures is important for the youth. What we are doing today is teaching youth to respect one another and work together."

Youth learned to cook foods that they have never cooked before. Youth J.D. said, "My dad taught me how to cook. I learned a lot on my own just experimenting. I cooked the crab rangoons and they are delicious! I actually googled that recipe and it came out perfect. This is my first time cooking rangoons and it is not the last."

Youth M.E. said that he likes cooking.



"I am learning to cook salmon patties and fried chicken. I have never cooked those things before. I didn't know how to season chicken, but now I do. I can even fry it now. This is cool to learn."

After the youth prepared the different foods, they then educated each other on the different cultures. They learned about the Black history, Hispanic history, Asian history and Caucasian history. They celebrated with food as they all discussed their family history.

Cottrell House Superintendent Marketa Johnson said, "I am so very, very proud of the youth. This is proof that they can do anything if they work together and are willing to learn from others. The youth not only cooked foods, but were taught how to shop and purchase food that would feed a lot of people while on a budget. With that being said, we have foods from all cultures and everyone is celebrated today!"



# TJJD Implements New Use of Force Policy Training



Many jobs within the juvenile justice profession require staff to be patient, respectful, and professional toward youth. TJJD staff are no different. At TJJD, safety is a priority as youth receive the help they need to reintegrate back into the community successfully. Non-physical and physical interventions are sometimes necessary to ensure both staff and youth are kept safe.



The Juvenile Justice Training Academy (JJTA) will implement a newly revised Use of Force Policy training beginning in April for new hires and tenured staff. These courses are designed to give staff adequate knowledge of TJJD policy specific to the Use of Force, to gain knowledge of how to determine whether force is necessary, how to use force appropriately, what force is prohibited, and to what degree force should be used.

In addition, activities and scenarios are incorporated throughout the courses for participants to determine whether use of force was used appropriately or inappropriately for resolving a given situation.



These courses provide participants with an opportunity to be fully engaged in the learning process and to be as actively prepared as possible by learning the 3Cs of Calling for assistance, staying Calm, and Controlling the situation. TJJD wants to ensure our staff maintains professionalism at all times. Use of force is a last resort but may become necessary when youth behavior threatens safety and order.

For more information, please contact Kristy Almager at 512.490.7125 or [Kristy.Almager@tjjd.texas.gov](mailto:Kristy.Almager@tjjd.texas.gov) or Chris Ellison at 512.490.7245 or [Chris.Ellison@tjjd.texas.gov](mailto:Chris.Ellison@tjjd.texas.gov).



# Giddings Family Day

The Giddings State School had another very successful Family Day in late February 2016. A total of 154 visitors and 59 youth that participated on a beautiful day full of games, ring toss, bean bag toss, dominoes, cards, and families playing basketball, playing football, or flying kites.

The day was headed up by new Family Liaison, Heather Brock, and it went off without a hitch. The most important aspect of the day was that the young men got to reconnect with their loved ones and enjoy their company once again.

The Giddings State School expresses its great appreciation to the Giddings Community Resource Council, and for all of the staff that worked to make this event a success.

# Willoughby House Hosts Open House

Willoughby House hosted its first open house for institution and parole staff.

“We really had a nice turnout, despite the inclement weather,” said Superintendent Diane Eunice. “Our goal is to host an open house quarterly, so that staff from other TJJD facilities can get firsthand knowledge and learn about our programs and get to know us on an individual basis by putting a face to a name, since most of our interactions are done via phone.”

In addition to refreshments, visitors received a facility data sheet that provides a picture of Willoughby and a few historical facts and details about services provided. The event was attended by staff from Mart, Giddings, Fort Worth District Office, Dallas District Office and a staff from Cottrell House.

Assistant Superintendent Felicia Reynolds said, “We’re already in the planning stages for our next open house event! We appreciated the staff from Mart bringing a youth with them, to give him a glimpse of what is in store for him, as he continues to make progress and prepare for



1st row left to right: Scott Griner (Giddings), Regina Dancer (Mart), Amy Wunderlich (Giddings), Courtney Farr (Giddings), Vickie White (Dallas District Office). 2nd row: Demetrius Waples (Mart) and Christopher Mitchell (Mart).

his transition. He enjoyed meeting the other youth, eating lunch with them and hearing about their jobs and various outings they get to go on. We hope more staff will come to our next open house and, if possible, bring youth that need a little motivation or are skeptical about what goes on at a halfway house. We want them to see firsthand the possibilities.”

Superintendent Eunice shared, “we want TJJD staff throughout the state to know that you’re welcome to visit Willoughby anytime! We really appreciate

all who came out to support this initiative and based on some feedback, it seems to have been a positive experience, for those who had not had an opportunity to visit a halfway house before. One visiting staff commented that she had no idea what to expect and was pleasantly surprised by the facility’s décor and layout and another staff took information back to share with parents, which was a great idea! We’re looking forward to seeing more folks, at our next open house. Invitations will be sent out soon.”

## Upcoming TJJD Sponsored or Co-Sponsored Trainings

### Juvenile Probation Officer Basic Training

*April 10-15, 2016*

Sam Houston State University - Huntsville, TX

**Click here** for additional details or to register.

### Training Coordinators' Conference

*May 2-4, 2016*

Crowne Plaza Hotel - Austin, TX

**Click here** for additional details.

### 12th Annual Conference on Managing Juveniles with Sexual Behavior Problems

*June 26-29, 2016*

Embassy Suites Conference Center - San Marcos, TX

**Click here** for additional details.

### Nuts and Bolts of Juvenile Law Conference

*June 27-29, 2016*

Holiday Inn NW Sea World - San Antonio, TX

**Click here** for additional details.

### Juvenile Probation Officer Basic Training

*July 10-15, 2016*

Sam Houston State University - Huntsville, TX

**Click here** for additional details or to register.

### 2016 Chief Probation Officers Conference

*October 2-5, 2016*

Galveston Convention Center and San Luis Hotel - Galveston, TX

**Click here** for additional details or to register.

### Strengthening Youth and Families Conference

*November 7-10, 2016*

Sheraton Arlington Hotel - Arlington, TX

\*Stay tuned for additional details\*

### 30th Annual Juvenile Law Conference

*February 27-March 1, 2017*

Horseshoe Bay - Marble Falls, TX

\*Stay tuned for additional details\*

### 2017 Chief Probation Officers Conference

*October 1-4, 2017 (Hours TBD)*

Galveston Convention Center and San Luis Hotel - Galveston, TX

**Click here** for additional details or to register.



## Upcoming TJJD Sponsored Webinars

### JJAEP Curriculum Support: Assisting Students to Improve Math Skills

*March 25, 2016*

**Click here** to register.

### Success in School: A promising program for Region 3

*April 19, 2016*

**Click here** to register.

### Interstate Compact for Juveniles 2016 Rules Training

*April 27, 2016*

**Click here** to register.

### Basic Gang Class

*May 18, 2016*

**Click here** to register. Download Presenter's bio **here**.

# Employees Receiving Tenure Awards

TJJD would like to recognize the following employees who have received a tenure award since February 2016. On behalf of the agency, we extend our sincerest gratitude and appreciation for their dedication and service to the State of Texas.

## February 2016

### FIVE YEARS OF SERVICE

Debra G. Foster	<i>Gainesville</i>
Andrea G. Brazell	<i>McLennan CSJCF</i>
Brandon E. Spears	<i>McLennan RTC</i>
Ron'Neshia D. Spears	<i>McLennan RTC</i>
Maria A. Muhammad	<i>Cottrell HWH</i>
Mario Ramirez	<i>York HWH</i>

### TEN YEARS OF SERVICE

Robin C. Motley	<i>Gainesville</i>
Debra A. Sullivent	<i>Giddings</i>
Jimmy W. Loewe	<i>Giddings</i>
Raul De La Torre	<i>Evins</i>
Stephanie A. Allen	<i>McLennan CSJCF</i>
Timothy A. Redic	<i>McLennan RTC</i>
Christi R. Villegas	<i>Dallas Distict Office</i>

### FIFTEEN YEARS OF SERVICE

Donna L. Box	<i>Ron Jackson</i>
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### TWENTY YEARS OF SERVICE

Cristopher L Burton	<i>Austin (State Programs &amp; Facilities)</i>
William L. George	<i>Ron Jackson</i>
Joe I. Barraza	<i>Evins</i>

### TWENTY-FIVE YEARS OF SERVICE

Venita Y. Foran	<i>Gainesville</i>
Mary L. Mahon	<i>Giddings</i>
Richard C. Anderson	<i>Cottrell HWH</i>

## March 2016

### FIVE YEARS OF SERVICE

Courtney R. Thompson	<i>Gainesville</i>
Dorothy L. Minor	<i>McLennan RTC</i>
Jermaine M. Hope	<i>Ron Jackson</i>
Mary D. Luthi	<i>McLennan CSJCF</i>
Melanie E. Hickey	<i>Giddings</i>
Rebecca Cadena	<i>Ron Jackson O&amp;A</i>
Reta J. Waller	<i>Ron Jackson</i>
Sarah J. Stevenson	<i>Brownwood HWH</i>

### TEN YEARS OF SERVICE

Dana M. Mosley	<i>McLennan Phoenix</i>
Frances Castillo	<i>Evins</i>
Katherine D. Kieffer	<i>Austin (Finance)</i>
Kristina V. Parzanese	<i>McLennan CSJCF</i>
Sabrina L. Taylor	<i>McLennan RTC</i>
Stephanie D. Thomas	<i>McLennan CSJCF</i>

### FIFTEEN YEARS OF SERVICE

Hiram Dalton	<i>San Antonio DO</i>
Regina J. Matus	<i>McLennan CSJCF</i>

### TWENTY YEARS OF SERVICE

Hector L. Navarro	<i>McLennan CSJCF</i>
Stephen D. Miles	<i>Cottrell HWH</i>
Tammy T. Holland	<i>Austin (State Programs &amp; Facilities)</i>

### TWENTY-FIVE YEARS OF SERVICE

Ana I. Sandoval	<i>Tamayo HWH</i>
Glenda G. Jackson	<i>McLennan CSJCF</i>

