From: Jeannette Cantu on behalf of David Reilly
To: Employees - TJJD
Subject: May staff update
Date: Friday, May 06, 2016 8:22:00 AM

Greetings to you. Here we are, a week into May already. I hope it is treating you well.

This has been a big week for TJJD. We completed our first site visit at Giddings for the Youth In Custody Practice Model (YICPM). Giddings staff were gracious hosts and the time was well spent. I am extremely excited about the opportunity the YICPM brings to TJJD. This will give us a proactive chance to thoroughly examine ourselves to create safer campuses, help kids be more successful, become more cohesive and collaborative as an agency and establish a more positive culture. Self-examination is never easy, but the result is worth it. I look forward to the next 18 months.

We are also on the verge of rolling out the Capstone project to all facilities. We are excited to expand flexibility in a youth's schedule through this program and anticipate great success. By the end of the summer, we should have a Capstone presence on each campus.

On the county side, the regionalization effort is ramping up, and individual diversions should begin next month. We hope to divert 10 to 12 youth from state care each month by funding placements at the county level. This initiative provides great promise for increasing the programs and services at the local level, which will help limit the state population to those who truly cannot be served elsewhere.

Speaking of population, in the first seven months of FY 2016, the population was 5.4% above our budgeted target. Giddings and Gainesville have seen this increase most significantly and I am grateful for their daily, diligent work to manage with so many additional youth. This has a significant impact to the agency on many fronts, including our budget. We will end FY 2016 tight, and because we were budgeted less in FY 2017 than in FY 2016, we will begin FY 2017 even tighter. We are examining ways to find savings, and anticipate a very tight belt through the end of FY 2017. I mention this to you only to manage expectations for end of year bonuses and merit increases and also so that you know we are monitoring and addressing the issue.

On a much more positive note, last weekend we had 74 golfers at the 27th Annual TJJD Golf Tournament that benefitted the Giddings Community Resource Council. The winning team consisted of Chris Ellison, from TJJD's Training Department, Chief Juvenile Probation Officer Ron Quiros from Guadalupe County, and Robert Droddy, also from the Guadalupe County Juvenile Probation Department. Tournament organizers are projecting the Giddings Community Resource Council raised more than $3,500 from the event. This will go a long way in furthering the organization's initiatives at the Giddings State School. We appreciate Bill Holland, who retired from the agency but continues efforts to organize this tournament. Congratulations to the winning team and thank you, Bill Holland, for your hard work organizing this year after year.

I also want to congratulate the Giddings Indians. Last week they concluded their athletic year,

coming just shy of qualifying for the state track meet. The 2015-16 school year is only the 2nd time Giddings sports teams have qualified for the play-offs in all three sports. They reached the state quarter finals in football, went bi-district in basketball and to track regional finals. Congrats, Giddings!

Lastly, I want you to be aware of our modified attendance policy we are rolling out this month, becoming effective June 1. This policy addresses abuse of leave and is intended to reduce unscheduled leave that causes significant hardship for our facilities. Facilities will have meetings with staff to address the changes next week, and we will share with central office at that time. I am excited about trying these policy changes. It will reduce unexpected 12-hour shifts, which should prove to support our staff and their families more effectively.

As always, my "virtual" door is always open to you. Please be in touch should you need to visit about anything.

David Reilly