Mentoring – Local Community Making a Difference!

Roy Trevino dedicated most of his life helping adults around him as a computer business analyst specialist at the University of Texas Rio Grande Valley in Edinburg, Texas. Now, recently retired, Mr. Trevino once again finds himself traveling to Edinburg on Tuesday nights to the Evins Regional Juvenile Center to mentor youth who have been committed to the state to help them cope with life behind the fence at the Texas Juvenile Justice Department (TJJJD) facility. Mr. Trevino is also a member of First Baptist Church of Edinburg “My Brother’s Keeper.” The group has been active volunteers at Evins for the last eight years and sponsors monthly birthday parties and religious spiritual support for the boys in one of the dorms.

Volunteers in the agency play a critical role in supplementing the agency’s rehabilitation program by offering a variety of life skills and other activities for the youth. Mentoring is one of them. Mentoring is a one-on-one assignment with a volunteer and a youth or multiple youth to encourage them to excel in their treatment and community reentry program. The goal is to engage the mentee and have them set realistic expectations and goals so that, when they return to their communities, they have something to work for and thereby increase their chances that they will not reoffend and get recommitted.

“When I meet with these boys, I see boredom, loneliness and a lack of hope,” said Mr. Trevino. “I want them to realize that they can overcome what they have done and can turn their lives around and become contributing members of society. I do this because someone needs to hear their voice crying in the dark and to let them know that they matter to someone.”

Fidel Garcia, who manages the volunteer program at Evins, notes that currently 17 percent of youth at Evins are matched with a community volunteer and the facility is looking for more mentor volunteers. According to Rebecca Garza, Family Liaison Administrator in the TJJJD’s central office, 48 of the 120 youth currently at Evins have not had any family visitation since being admitted to TJJJD. Evins Family Liaison Elva...
A Message From the Director

I must start off by welcoming new board members to the TJJD team. Governor Abbott appointed James Castro, Stephanie Moreno, Allison Palmer, and Jimmy Smith recently to complete the Texas Juvenile Justice Board. I am excited about what these individuals will bring to the leadership of TJJD and look forward to working with each of them.

With the 85th Texas Legislative Session behind us, it is now time to assess the results. While no legislation passed that makes sweeping changes to the system, there were a few bills that passed worth noting. SB 1304, known as the Juvenile Records Advisory Committee bill, passed, thanks in large part to the diligent efforts of William Carter, CPO in Lubbock County along with Mark Williams, CPO in Tom Green County. There was a focus on foster children this session that resulted in several bills passing that would increase sharing of information between the Department of Family and Protective Services and juvenile justice agencies, including HB 7, HB 932, and HB 1521. HB 1204 directed juvenile probation departments to refer certain children under 12 to a community resource coordination group or similar group to develop a service plan. SB 1548 allows counties to provide services to youth for up to six months after discharge, regardless of their age.

Financially, given the broader context of tightened revenue and budget cuts across all agencies, I believe TJJD came out well, particularly with regard to long-standing infrastructure needs. However, there are some areas that will face significant challenges over the next two years. TJJD’s core probation grant—State Aid—will see a large reduction, and certain fundamental elements of caring for the state residential population were funded at levels significantly below our request. We are in the process of determining how to mitigate those challenges; I’d like to take a moment to highlight efforts related to probation grants.

Baseline probation funding included a reduction of about 2%. Starting from that reduced base, both the Senate and House increased funding for the Regional Diversion Alternatives program, but adopted additional reductions totaling $8.9 million that will impact State Aid. This was not TJJD’s recommendation or choice, but was a legislative decision based on projected probation supervision populations. The total reduction in the appropriation sources supporting most probation grants is about 4.5%. The current appropriations environment has led TJJD to continue with the funding formula adopted last year, but using all options available to minimize the impact of the system-wide reduction. Counties just received their projected formula funding to begin the budgeting process for 2018, and based on staff’s analysis and adjusting, relative to initial FY 2017 State Aid allocations: a projected 97 departments will experience a reduction of approximately 3.06%, while 6 will see a greater reduction and 16 will see a lesser reduction, and a projected 31 departments will experience an increase of approximately 0.98%, while 7 will stay flat or see a lesser increase and 9 will see a greater increase. I strongly encourage you to contact Mike Meyer with any questions you have. We often hear the need for greater flexibility in spending. We have been able to support county-specific needs in that regard whenever they have asked, and will continue to look for ways to increase flexibility going forward.

I look forward to discussing these issues in more detail at the Post Legislative and Budget Conferences July 31, 2017 through August 2, 2017 at the Omni Southpark in Austin. More information can be found on the TJJD website.

Jim Hurley, our long-time Communications Director, quietly retired at the end of May. I am grateful for Jim’s diligent service to our agency, through some tough times. I will miss his kindness, wit, and energy but wish him all the best in this new stage of life. Given the agency’s budgetary limitations, we will not fill the position. Carolyn Beck, Governmental Relations Specialist, is taking on those duties as our new Director of External Relations. She will continue her governmental relations duties as well.

Additionally, I am reviewing applications for the Senior Director of Probation and Community Services position and expect to conduct interviews and make a selection over the summer. Lou Serrano and Denise Askea are doing an excellent job managing the Probation and Community Services Division in the interim. I know it is important to the county probation field to have a strong person in this position. I share the desire to fill that position with a candidate that is a good match for the field and look forward to being able to make that announcement.

This will be a summer of continued Youth In Custody Practice Model implementation, legislation implementation, budget discussions, and much more. Our work is never done. I am thankful I get to work with each of you.
Benitez said, “Efforts are being made to increase the number of family contacts through family days, extra visitation days and web cam sessions.” While web cam sessions do not take the place of face-to-face contact, they do add an additional way of keeping communication open between youth and family.

Being a mentor is not for everyone as it takes commitment, dedication, and patience. For mentoring relationships to flourish, volunteers must commit to visit with the youth for at least four hours every month for six months.

“You have to believe that you can make a difference in the youth, regardless of what he has done in the past. You have to keep moving with him forward regardless of whether he has a good week or bad,” said Mr. Garcia.

Sometimes the youth is having a bad day and just chooses not to participate. On other occasions, the activities are cancelled or the youth might have been in an altercation and not allowed to attend. As with all volunteers, mentors must be willing to commit to a training and screening process before they are allowed to begin their mentoring assignment.

Another mentor, Ernestina Barreiro, who has mentored several youth since 2012 wrote in one of her reports, “The mentoring program benefits me because I feel that I may contribute a tiny bit to the betterment of a young person.” In another report she said, “It is very rewarding to see improvements in the student’s attitude.”

Recently students from the University of Texas Rio Grande Valley have begun to participate in the mentoring program. Several of them are studying to be doctors, civil engineers, or in the criminal justice field.

Kai Green, a professional soccer player with The RGV FC TOROS (member of the United Soccer League), mentors one Evins youth and recently said that on his first visit, “Things went very well during last session with my mentee. I came in with some math problems that he felt he needed extra work on and he really is a quick learner. He flew through my work! After that we played some cards and talked about how his grandmother would be visiting him within the next month or so.”

The youth added that mentoring gives them another option to preoccupy their down time when they are not in treatment or group settings. He enjoys reading in his room and is looking forward to his release in a few months so he can work, help his mother, and possibly joining the military.

Tamu Stepoe, Superintendent of the Evins Regional Juvenile Center said, “I believe volunteers play a vital role in transforming the lives of our youth today. Just a few hours a week can have a tremendous impact on a child’s life. The youth need somebody—a teacher, a mentor, a coach, or friends that can help point them in the right direction at that crucial crossroad in their life.”

For more information on other volunteer program or mentoring opportunities at Evins, please call Volunteer Services at 956-289-5500.
CPR Training Provided to TJJD Youth

Juvenile Justice Training Academy trainer Terry Williams took a break from teaching staff in the classroom to teach CPR to youth in TJJD’s Capstone Project at McLennan County Juvenile Correctional Facility. Mr. Williams has been an employee with the Texas Juvenile Justice Department for over 33 years and sees great value in the opportunity to utilize his passion for teaching others beyond the scope of training staff. “Teaching these kids skills that could potentially save lives is another great way the agency is making a positive impact toward empowering our youth to return back to the community and help others,” says Williams. The Capstone Project is an agency wide initiative implemented at each of the five secure facility locations to assist youth with skills necessary to successfully transition back to the community and achieve long-term positive outcomes. The program targets leadership, social, life and job skill development based on the youth’s specific risk factors.

Card Lady on Campus

*By Y. Denise Caldwell, CFRC Northern District*

Family members of McFadden Ranch and Willoughby House youth have been receiving beautiful handcrafted greeting cards thanks to the efforts of former TJJD/TYC Parole Officer Nancy Davidson who currently volunteers as an Arts and Craft instructor for both Halfway Houses.

She started last year with Christmas cards and assisted at the January Volunteer Appreciation Event where she designed the centerpieces and helped create the Souvenir Booklet.

To date she’s had the youth make Christmas, New Year’s, Valentine’s, Easter, and Mother’s Day cards. She plans to continue her monthly classes with Father’s Day, 4th of July, Thinking of You, and more cards.

“I enjoy it a lot,” said Davidson. “It helps me as much as it helps the youth.”

The youth like making the cards too. They sometimes ask to make several because not only do they want to give their mother a card, but they want every woman in their life to have a unique card.

“Some of them will even say, ‘I have more than one girlfriend,’” laughed Davidson.

Davidson donates not only her time but the material as well, averaging about $5.00 a card.
Learning to Fly: County Launches New Mental Health Court for Youths

By Daniel Burgess, Staff Writer

A new specialty court directed at juveniles with mental illnesses who are at higher risk of committing another crime is seeking to help young offenders and their families and to protect the public from crime.

Denton County Court at Law No. 1 Judge Kimberly McCary, along with staff at the Juvenile Probation Department, described the new juvenile mental health court, called Soar, at a presentation Thursday night at Emily Fowler Central Library in Denton. The National Alliance on Mental Illness Denton County hosted the presentation.

The county is calling the program Soar, but McCary said it’s not an acronym — it means whatever the kids believe it means. The court itself is an intensive, phased six-month program that places a high level of accountability on the juvenile participants. It provides access to outside counseling and therapy to those who could not otherwise afford it and ensures the parents are part of the child’s rehabilitation.

“What we do is we really target the kids that are on the higher level of risk and need. And we want to keep them in the community instead of place them,” said Laura Prillwitz, deputy director of the Denton County Juvenile Probation Department.

Placement is when offenders are assigned to a residential facility or a lockdown detention center. The high-risk kids are the ones who are likely to have their probation revoked and get placed in a facility, Prillwitz said. When they get out, the cycle often starts over again.

“We’re removing them from the home, then we’re putting them right back in the home after they complete placement, and then we’re right back to the same recidivistic behavior,” juvenile probation Officer Shannon Ward said. “And so I was beating my head up against the wall as a probation officer thinking, ‘What can we do differently?’”

“It’s not just the kids that are affected,” McCary said. “Mom and/or Dad are probably at their wits’ end trying to deal with this. We tell them that we are a partner in your child’s success. We’re not telling you what to do because we think we know better or because you’ve done wrong.”

McCary said three-fourths of youths in the juvenile justice system have serious mental health issues, including post-traumatic stress, depression, and mood disorders that often are induced by psychological trauma.

“We want to remove that stigma,” McCary said. “I don’t want you, quite frankly, to look at all my kids as just juvenile delinquents.”

The court was approved to receive grant funding of $200,000 per year for four years from the Texas Juvenile Justice Department and the court was launched in November. It is a collaboration of County Court at Law No. 1, the Juvenile Probation Department, the Denton County District Attorney’s Office and local defense attorneys. The court was approved by Denton County commissioners and the Texas governor’s office.

Participants must meet with their probation officer at least twice per week and attend court twice per month. Those doing well are rewarded with accolades, less restrictive curfews, and other incentives. Participants who are not meeting the requirements may have incentives removed, have to repeat a phase, or be placed in a facility or detention center. The court’s goal is for the juveniles to successfully complete the program and rejoin the community.

All but those accused of sex offences are eligible for consideration for the court, and the district attorney’s office alone determines whether a case will go to Soar. Of the hundreds of children in the Denton County juvenile justice system, no more than 10 will be in the new court at a time.

“We’re looking at the ones who have serious issues going on. And we want to give them the intense experience and intense program to help them. That’s what we have created here,” Prillwitz said. “With a program this intense, if you have more than 10, you’re going to burn out, and you’re not going to be effective.”

Anyone interested in applying for the court can fill out the referral form on the Juvenile Mental Health Court page at www.dentoncounty.com.
Global Youth Service Day (GYSD) is about learning the needs of your community and giving your time and energy to help others.

Youth at the Cottrell House and youth on parole in Dallas County decided that they wanted to understand 1) how the homeless population in Dallas is receiving help and 2) what makes cancer so difficult to cure. Youth decided that they wanted to work at two different locations to help the homeless — City Square and at the Bridge, which is the largest homeless shelter in Dallas. They also wanted to visit UT Southwestern Medical Center to learn about cancer.

When youth arrived at City Square, they were amazed that there was an actual shopping pantry for homeless people. Youth received a tour of the pantry and were shocked that the pantry had a freezer that held frozen foods which has meats and vegetables for the homeless. Youth met homeless individuals at the entrance, grabbed a shopping cart, and began to help the homeless choose foods off the shelves. As they helped the homeless, they learned that homeless people are not lazy, unskilled, or hopeless. After talking to a lot of the homeless individuals the youth learned that the homeless population is extremely motivated to improve their lives. City Square also provides washers and dryers for homeless individuals to wash their clothes. Cottrell House and Dallas parole youth donated 722 laundry packets that include laundry pods and dryer sheets. The youth also visited the Stewpot which feeds over 1,000 homeless individuals daily. The Stewpot provides breakfast, lunch, and dinner. Youth witnessed the many programs that homeless individuals are involved in as well as observed their many talents. Youth observed oil painting classes, music groups practicing, and computer classes which contained GED courses. Next, youth visited the largest homeless shelter in Dallas, The Bridge. The Bridges provides sleeping arrangements for over 2,000 homeless people each night. During the day time they offer a safe place for homeless to hang out, relax, and participate in different activities. After a tour youth volunteered in the kitchen and fed 200 homeless people. Youth donated over 100 towels to assist the homeless at The Bridge.

Finally, youth visited UT Southwestern Hospital and attended a seminar to learn about different types of cancer. Youth gained knowledge about different stages of cancer, how cancer affects cell growth, and the difference between chemotherapy and radiation. Youth also discovered how cancer growth can spread to different parts of a person's body without notice.

GYSD week has been a fulfilling week of learning, helping, and exploring.
The Texas Juvenile Justice Department served as a lead agency in Texas for the twelfth consecutive year and convened a coalition of 23 partners for the 28th Annual Global Youth Service Day (GYSD). Youth Service America hosted the global event, held during April, and it is now the largest service event in the world and celebrated in over 100 countries. During GYSD, children and youth address the world’s most critical issues in partnership with families, schools, community and faith-based organizations, businesses, and governments.

Our state-operated facilities were joined by eleven county juvenile probation departments, and seven public school campuses across the state, to implement a total of 72 service-learning projects focusing on issues like kindness/tolerance, poverty, hunger and homelessness, bullying, violence and safety, public health, environment, pollution and beautification, literacy, and human rights. Nearly 1,200 youth logged a total of 5,246 hours of service during the month of April in observance of GYSD, benefitting an estimated 15,000 Texas citizens.

Through planning grants supplied by Youth Service America, the State Volunteer Resource Council for Texas Youth, the Texas Community Service Association, and Generation to Generation, mini-grants totaling $3,650 were disbursed to ten partners, enabling them to purchase equipment and supplies for their service projects. An additional $2,731 in cash and in-kind donations were contributed to projects. Twelve news articles were published calling attention to the good things our youth are doing for others. Fifteen governmental officials were involved in GYSD activities, by issuing proclamations, attending events, and recognizing youth at city council meetings.

The impact on youth is difficult to measure, but one program coordinator observed, “They saw compassion demonstrated for strangers without any expected monetary compensation. They commented how this was a really nice thing to do. It was an opportunity to see kindness and to be a part of it and know how wonderful it felt to be helpful and kind. They asked about going back and longed to be helpful towards others.”

The impact on the community was measured in a variety of ways, and each demonstrates the incredible potential our youth have to make the world a better place through community service.

**HEALTH OUTCOMES:**
- Individuals engaged in physical activity - 4,367
- Fitness events organized - 3
- First aid kits prepared or distributed - 4
- People certified in providing CPR or as first responders - 13
- Sustainable agriculture classes organized - 1
- Substance abuse, including tobacco, classes organized - 3
- Sexual and reproductive health classes organized - 1
- Roads or sidewalks improved to increase safety - 4

**POVERTY & HUNGER OUTCOMES:**
- Pounds of food collected and donated - 326
- Items of food collected and donated - 6,220
- Food drives or fundraisers organized - 3
- Community or school gardens planted or created - 3
- Hours served at food bank, food pantry, or kitchen - 692
- Meals prepared at kitchen, shelter, or other feeding location - 1,145
- Individuals receiving emergency food from community kitchens, food banks, or nonprofit - 230
- People educated about the issue of childhood hunger in the community - 552
- Financial literacy classes organized for adults and/or youth - 2
- Emergency housing or shelters improved - 822

**ENVIRONMENTAL OUTCOMES:**
- Native trees, shrubs, or other plants maintained - 6
- Pounds of trash and debris removed - 55
- Acres of harmful invasive vegetation removed - 1
- Parks, public lands, habitats, or wilderness areas cleaned or improved, preserved, protected, or created - 5
- Pounds of waste reduced, reused, recycled, or composted - 300
- Buildings weatherized or made more energy-efficient - 1
2017 Global Youth Service Day Projects Reach 15,000 People

• Buildings or infrastructure prepared for extreme weather events caused by climate change - 1
• Acres of land and soil restored that were degraded by desertification, drought, and floods - 1

EDUCATION OUTCOMES:
• Adults and youth mentored, tutored, or read to - 203
• New adults and youth volunteer mentors, tutors, or readers recruited - 72

COMMUNITY BUILDING & SAFETY OUTCOMES:
• Playgrounds or play spaces improved or built - 6
• Sites cleaned, beautified, and/or painted - 13
• Murals painted or community artwork created - 2
• Buildings or sites reconstructed, renovated, cleaned-up, or otherwise improved - 8

AWARENESS OUTCOMES:
• Number of people educated/provided with information - 2,171

ADVOCACY OUTCOMES:
• Number of messages to or interactions with policymakers - 2
• Number of people engaged as advocates - 3
• Number of policymakers reached - 8

PHILANTHROPY OUTCOMES:
• Number of dollars raised and donated - $3,955
• Dollar value of goods/items collected and donated - $19,195

Willoughby House Youth Learn Woodworking

Willoughby House youth are gaining a new and valuable skill thanks to the efforts of JCO IV Christopher Golden. Mr. Golden has created a woodworking class for youth who are interested in refurbishing furniture.

Mr. Golden said he initiated this project because, “I wanted to provide the guys with an opportunity to stay busy and learn a craft, which they can later use as an opportunity to generate income. One youth has expressed to me that he wants to pursue this as a possible career; since he enjoys it so much.”

Mr. Golden has donated most of the supplies, such as a sander, paint, stain, paintbrushes, and other items as needed to complete the projects. So far, the youth have completed two end tables, a card table, and they are currently working on refurbishing the television stand in the facility. Other staff have donated items for the youth to work on as well.

Mr. Golden stated that this was a craft that he’s been doing for the past ten years and wanted to give the youth the same experience. He also goes on Craigslist to see what free furnishings are available and he picks those up. There are several more projects on the agenda.

“The youth take so much pride in their work and practically every day I get summoned to the back patio to see their latest creation. They really do a beautiful job. Sometimes I wonder how in the world they are going to salvage a piece of furniture, but the end product is amazing!”
Earth Day at Brownwood Halfway House

The 2017 Earth Day project at the Brownwood Halfway House was a study on Monarch Butterfly Conservation. Staff and the young ladies discussed the life cycle of the Monarch butterfly and the importance of butterflies to the eco-system.

Three staff and five youth traveled to a Mullin farm to harvest milkweed and look for caterpillars and/or eggs. While enjoying their time outdoors, they found three caterpillars and dug up several plants to transplant at the halfway house. The caterpillars were placed in a mesh cage and are being supplied fresh milkweed every few days until they undergo metamorphosis. So far, one caterpillar has already transformed into a chrysalis!

Also, with the help of groundskeeper/horticulturist Charlie Hubbard, milkweed seeds have been planted in a wildflower patch next to the halfway house. Once the butterflies are born, they will be released to this wildflower patch. This also creates a habitat for the butterflies for years to come. Mr. Hubbard tends to the wildflower patch to ensure it is there each year.

The youth will continue to collect milkweed and caterpillars throughout the four generations in a year.

Evins Youth Celebrate Easter With Families

Evins Regional Juvenile Center celebrated the Easter weekend by having a daylong family event. The day was filled with food, music, a variety of games, and an Easter egg hunt for Evins youth and youth that have children. The event was partially funded by volunteers and the Evins Volunteer Council, now renamed the South Texas Youth Council.
The Creation of TAC 355: Standards for Non-Secure Facilities - A Triumph in Teamwork

By Doug Vance, PhD, Advisory Council Chair

Background:
Almost a decade ago, the Texas Legislature instructed the Texas Juvenile Probation Commission (TJPC) to develop Standards of Care (Administrative Rules) that would govern non-secure residential facilities operated by local Juvenile Probation Boards. At that time, there were approximately eleven such programs being operated in Texas by nine different Juvenile Probation Departments.

While several of these programs were licensed by the Texas Department of Family and Protective Services, several others were operating without independent state oversight. As such, TJPC initiated a standards development project. However, due to a variety of circumstances, the project was left pending for several years and never completed.

In October 2012, newly appointed TJJD Executive Director, Mike Griffiths, met with Doug Vance and addressed the Standards Committee requesting that the committee’s next project involve the drafting of standards for Non-Secure Correctional Facilities. Mr. Griffiths additionally requested that the committee attempt to complete the project by the fall of 2013. After some discussion, the Standards Committee agreed to take on the assignment.

TAC 355 Committee Development:
The first priority was to assemble a workgroup of dedicated and knowledgeable professionals representative of the scope and makeup of Juvenile Justice in Texas. Therefore a committee was soon established consisting of membership from the Advisory Council, TJJD, Juvenile Probation Chiefs Associations, Juvenile Justice Professional Organizations, as well as from specific juvenile probation departments operating non-secure facilities.

Project Outline:
The committee’s inaugural meeting was held in March 2013 in Austin at the Travis County Juvenile Probation Department. During this initial meeting, each county representative presented an overview of their agency’s Non-Secure Program detailing many of its unique program components. Second, a time-line for completion was established with specific goals and associated plan of action.

Committee Work:
The lofty goal was to draft a base set of standards that would be flexible enough to encompass the multitude of non-secure facilities currently in operation, while at the same time not compromising the health, safety, and welfare of children, and that would be flexible enough to allow for the creation of hybrid type non-secure facilities in the future — audacious to say the least!

Using TAC 343 Standards for Secure Facilities as a reference guide, the committee began drafting non-secure standards that followed the already established TAC 343 model and format.

However, after only a few meetings the standards committee was suddenly diverted from its initial task and asked by TJJD Executive Staff to shift attention towards drafting an “emergency set of rules” for non-secure facilities as TJJD Executive Staff indicated a sudden urgency to get a base set of emergency rules in place that would ensure the immediate health and safety of residents and that would remain in effect until our final draft could be completed and adopted by the TJJD Board.

As such TJJD legal staff presented the committee with a working draft of emergency rules for review and comment. The committee spent one entire day going through the draft line-by-line editing and revising as deemed appropriate until the committee was satisfied the draft was ready for submission to the TJJD Board of Directors.

The draft of “emergency rules” was subsequently adopted by the TJJD Board during their May 2013 regular board meeting. By rule, emergency rules may only remain in effect for up to six months. Therefore, the committee had to then quickly shift its attention and energies back to our original task.

The committee worked extremely hard over the next few months and as a result was able to complete its work by July 2013. The proposed standards were presented to the TJJD Board of Directors during its July 26, 2013, regular board meeting for initial posting for public comment in the Texas Register. Final adoption by the TJJD Board of Directors occurred at the October 18, 2013, Board Meeting. A state-wide effective date of January 1, 2014, was adopted.

Challenges:
The standards committee faced arduous challenges with this project. To begin with, being requested to

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The Creation of TAC 355: Standards for Non-Secure Facilities - A Triumph in Teamwork con’t

draft both an emergency set of standards as well as a complete draft of newly created standards that would be comprehensive enough to address all key areas of facility management, all within a five month time-line, was something that had never been done before, and thus proved an enormous challenge to say the least.

Second, drafting a comprehensive definition of a “Non-Secure Correctional Facility” proved quite difficult as one did not exist. The committee wanted to ensure the definition that we came up with would encompass all the necessary components required of a non-secure facility.

Additionally, we needed to make modifications to TAC 344 pertaining to training and officer certification, as there was a need to ensure proper training requirements for certification were in place for the newly created position of “Youth Activity Supervisor.”

Despite the multitude of challenges this committee faced, members remained undaunted in their work, unwavering in their commitment, and unyielding in their fortitude, assiduously pressing onward towards project completion.

Summary:
While we recognize that standards in and of themselves are limiting by nature, our goal was not to simply develop a set of arbitrary rules requiring blind adherence. Rather, our desire was to create a “base set” of guiding principles and related standards of care that would not only serve to ensure an adequate amount of safety and protection for children, but that would also be inherently flexible enough to accommodate limited revisions as necessary to meet the specific requirements of any type of unique, non-traditional program that may be approved for operation.

The committee acknowledged that there were a multitude of varying types of non-secure program models currently in existence, ranging anywhere from tiny halfway houses, to transitional living centers, to large residential treatment centers, and that each of these programs, while similar in many ways, were also unique.

Therefore, our desire was that these standards not restrict creativity, nor limit probation departments from developing the type of non-secure program, traditional or non-traditional, that they have a particular need for in their respective communities. I am very proud to say the committee’s final draft did just that - “Mission Accomplished!”

In closing I want to offer sincere praise to each of the committee members. Without their dedication, commitment, knowledge, and skill, the success of this project would not have been possible and each one of them is deserving of much praise.

Additionally I want to recognize Ms. Estela Medina for her unwavering support and consistent encouragement, and also for graciously inviting the committee to make full use of her facilities and staff resources during the duration of this project.

Closing:
This project was truly a triumph in teamwork. Not only does it provide a sagacious framework for current thought, but perhaps more importantly, it will stand forever as an organizational archetype inspiring future generations to pattern after.

In conclusion, the TAC 355 project will forever remind us of what great things can be accomplished when the Texas Juvenile Justice Department, Juvenile Probation, and Juvenile Justice Professional Associations all work together, with singularity in purpose, committed to a common cause, all for the betterment of Texas Juvenile Justice.

Standards Committee Membership - TAC 355 Project:
Doug Vance, PhD Chair
Phil Hayes, Vice-Chair
Darryl Beatty
Linda Brooke
Ed Cockrell
Karol Davidson
Terri Dollar
Scott Friedman
Richard Garza
Kavita Gupta
Tom Hough
Ashley Kintzer
Vicki Line
Sal Lopez
Reba Moore
Jesse Murillo
Leah Probst
Steve Roman
Laura Torres
Jim Vines
James Williams
Ross Worley
TJJD Continues Pilot for Juvenile Supervision Officer Certification Exam

TJJD began piloting the juvenile supervision officer certification exam in February and the last phase of the pilot began earlier this month. The pilot will be conducted over a six-month period and the exam will not be required for certification until September 1, 2017. To date, we have collected valuable data to be used as we move toward the final set of questions that will be used for the exam.

We continue to ask departments or facilities to assist us with the pilot and have any new or existing staff take the exam. Continued feedback is always welcomed. The pilot will be for data collection only and not to give official credit for passing the exam. The link to access the third and final pilot may be found online on the Juvenile Justice Training Academy’s site.

As of the end of May, we had 410 individuals attempt the test statewide, with an average score of 86.25%. The average time to take the exam has been 20 minutes. Only 1% (5) of the individuals who have attempted the test failed. One of the best ways to prepare staff for the certification exam will be to ensure that all departments or facilities are using the most current training material from TJJD’s Training Resource webpage.

As a reminder, there will be no fee associated with taking the JSO exam, neither during the pilot or once it goes live. For more information, please contact Kristy Almager at 512.490.7125 or Kristy.Almager@tjjd.texas.gov or Chris Ellison at 512.490.7245 or Chris.Ellison@tjjd.texas.gov.

Victim Impact Panel Comes to Giddings State School

Giddings State School hosted its 2017 Victim Impact Panel (VIP) on Sunday, April 1st and Monday, April 2nd. The highly emotional gathering featured several crime victims and their families meeting with youth and staff at the facility.

The event began with snacks and fellowship shared between VIP members, the Giddings youth student council, and Giddings State School staff. Aside from the many smiles shared between attendees, a wonderful program was held outdoors at the flagpole, which highlighted the true essence of the event.

Giddings Superintendent Jorge Gonzalez declared April 2-9 Victim Impact Week and members of the student council shared their favorite quotes of healing and forgiveness. The event wrapped up with a balloon release in which youth, staff, and volunteers alike wrote messages of love, remembrance, and healing on their balloons in hopes of bringing a small measure of comfort to themselves and those around them.

Monday was a day of sharing as VIP volunteers toured the campus to speak to youth on the dorms. Event coordinator Destany Carter said, “The youth heard from the presenters about their life experiences. This often times gets the youth to thinking about what they have done, whom they have hurt, and the reason they will make a different decision from here on out.”

Panel volunteers were treated to a catered barbeque lunch in appreciation of their hard work and dedication in sharing their stories with the youth and staff at Giddings State School.
Giddings State School Hosts Graduation Ceremony

On March 31, 2017, Giddings State School welcomed friends, family, and volunteers to a graduation ceremony where 31 students received their GEDs and three students were awarded their high school diplomas.

The Texas Juvenile Justice Department’s Lone Star High School Southeast is a fully accredited high school where students work to earn their GED or diplomas. After graduation, they have the opportunity to earn certification in various vocations or earn college credits. Giddings State School offers certifications in fields like automotive technologies, welding, and general construction and works with outside instructors to provide OSHA and CPS certifications.

During their stay at TJJD, youth can earn college credits through Navarro College and apply for scholarships to help with their transition after they return home.

For more information or to inquire about how you can help, please call Anita Schwartz, Community Relations Coordinator for Giddings State School at 979-542-4609.

Mother’s Day Celebration at Mart

On Saturday, May 6, Mart Residual Treatment Center hosted their mother/son luncheon to allow the youth to celebrate Mother’s Day. Nineteen youth and 42 family members participated in the event. Families were served a holiday meal and then participated in a worship service. At the end of the event, several boys presented poems and sang songs they dedicated to their mothers. Each youth also presented his mother/guardian with a Mother’s Day card and a rose bush they could take home and plant, signifying the beauty of their relationship and growth and blossoming of their child making changes in his life.

A Mart youth and his mother celebrating Mother’s Day.
Mentor Uses Dollars for Doers Program to Help Local Teens

The following article was first published in GM Financial's Inside GMF.

Adrian Terry, AVP Process Excellence, works with teens at McFadden Ranch.

When Adrian Terry, AVP Process Excellence, starting mentoring at McFadden Ranch in 2015, he never imagined the impact he would make on the young men in the facility. McFadden Ranch is a community-based residential program located in Roanoke, Texas, which provides for the care and treatment of juvenile offenders.

The approach to treatment at McFadden Ranch, a 48-bed facility, focuses on making lasting lifestyle changes. While at the Ranch, these young men obtain vocational and social skills training, individual and group mentoring, GED tutoring, and a variety of transitional support planning services. Youth at McFadden are referred to community service projects and can be streamlined into job placement on and off campus. The residents, ages 13-18, usually stay at McFadden Ranch for six to 18 months.

“Every time I mentor, my purpose is to have the boys see life differently,” Terry said. “The goal is to not have the boys be repeat offenders. I do my best to impact them up until they leave the program, hoping to keep positive phrases and wisdom remarks at the top of mind. I talk to them about life skills, savings, passion, and character.”

So far, Terry has had the opportunity to log 50 hours toward the company’s Dollars for Doers program. As a reminder, the Dollars for Doers program allows you to earn $5 for approved 501(c)(3) organizations for every hour you volunteer outside of work hours, up to 50 hours for a possible donation of $250.

Team members must return a completed Dollars for Doers form to GM Financial Community Investment during the annual call for forms at the beginning of each year. On an annual basis, a contribution will be distributed to the volunteer’s designated charity.

“GM Financial has been a blessing,” Terry said. “The ongoing kindness and generosity of our executive and senior leadership teams has materialized in many ways, one of which is the Dollars for Doers program. The funds provided by this initiative to the McFadden Community Advisory Council will be used to provide travel assistance to families who don’t have the financial means to visit their children in the facility.”

McFadden Ranch is in need of male volunteers to mentor from 7:30-8:30 p.m on Mondays. If you live in Dallas-Fort Worth and are interested in learning more, please contact Adrian Terry.

Tamayo House Youth and Staff Feed the Community

When Tamayo House Community Services Coordinator and Human Services Specialist IV Ruben Trevino was unable to obtain a Global Youth Services Day mini-grant to feed the homeless in Harlingen, he didn’t take “no” for an answer. Ruben, who has been with TJJD for more than 20 years, approached the local Sam’s Club and was able to get $250 worth of food donated to the Local Loaves and Fishes. On April 7, Ruben and Tamayo House youth, along with six volunteers, were able to prepare, cook, and feed 365 needy people with a sandwich lunch plate and spaghetti dinner. The crew performed more than 300 hours of community service, an opportunity that never would have happened if Ruben had taken “no” for an answer.

365 community residents were fed because of the determination of TJJD’s Ruben Trevino.
Snyders Still Going Strong at Evins

Since 1994, Emma Joe and Herbert Snyder have been traveling the state of Texas to juvenile and adult corrections facilities to tell their story. Their story is not one easily shared by others, but for them it has become a life journey. It’s a story of joy, sorrow, court battles, parole hearings, and their willingness to see justice and prevent such tragedies from happening to others. Throughout the years they have touched thousands of lives and made an impact on many juveniles, adult inmates, and staff alike.

As part of National Crime Victims Week, they traveled a 572 mile round trip to the Evins Regional Juvenile Center (ERJC) to speak to the youth.

Their true story recounts how February 7, 1992, was not a typical day for the Snyders. In their hearts they felt something was terribly wrong and how a phone call would in an instant forever change their lives. They recounted how their 30-year-old son Atch (Pronounced “H”) was last seen alive and how he was trying to convince his brother-in-law in Conroe, Texas, to seek medical help for his psychotic bipolar condition. “He was trying to help him; this cost him his life,” Mrs. Snyder said. Atch would always call them letting them know where he was at all times. When this hadn’t happened, they knew something was wrong. “Somehow my heart told me he was dead, and he was,” Emma Joe Snyder said. Atch’s brother-in-law had killed him and placed his bloody body into a return air conditioning vent in his apartment. That day nearly destroyed their lives and marriage. “We were like two zombies passing each other in a time warp. Herbert would never want to talk about it and I was always talking about it;” she said. Shortly after, Mrs. Snyder’s father passed away as the stress of the loss was too much for him. The house was neglected, holes in the roof and life was just upside down for them. Finally, she figured they had to do something to prevent this from happening again. Before long they were traveling the state to sway youths and adults to choose right from wrong and to be aware of how their actions hurt not only the victims, but, other people around them.

Mr. Snyder told the students at the ERJC, “You all are in here because you have chosen to be here by your actions. Some of you are here for petty crimes while others for more serious crimes. Some of you are in here longer then others because you have extended your invitation. You choose to do right or do wrong. In our case, the perpetrator chose to end the life of our son, father, husband, brother, and friend—forever!”

Mr. Snyder said, “You cannot live in this world without affecting other people. Take care of your business in here, or you will wind up right back or in another set of walls.”

In their presentation they showed pictures of their loved ones, recounted his childhood memories: scraped knees, school years, wedding, and birth of Atch’s son and daughter.

As she has done so many times, Emma Snyder ended their presentation by selecting a youth and telling him to write down the name of a loved one on a piece of paper. She then pretended that they were victims of some sort of crime.

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Snyders Still Going Strong at Evins con’t

She said, “What if someone were to tell you right now that your loved one was minding her business buying groceries at a convenience store, when two armed men came in demanding money. When the clerk refused, one of the men shot the clerk and your sister.” She then asked the youth to tear the piece of paper in half. “The clerk died instantly and your sister later died at the hospital. Tear the paper again,” she told the youth. The youth shaking his head uttered “No.” “You don’t want that to happen to your love one right? These are the lives torn apart, destroyed. It’s your choice. See we had none,” she said. The youth were so moved that they each hugged the Snyders and thanked them for sharing their story.

It has taken a long, long time, but in the end the Snyders have forgiven the murderer, and hope that through their personal tragedy and presentations, the loss of a loved one will be avoided.

As soon as the presentation was over, the students were allowed to ask questions and were then debriefed by ERJC caseworkers. Caseworker Martha Garcia, said, “The Victim Impact Panel presentation was great. You can see the youths’ reactions when they hear it from the victims’ perspective; they now realize that not only have they hurt their own families, but many others as well, by their negative choices.”

“[It gave me a different point of view—like the victim’s point of view and it wasn’t even their fault.]”

Juan, 18-year-old participant

Herbert and Emma Joe Snyder are part of a group of Victim Impact Panelists who travel around the state to Texas Juvenile Justice Department facilities and adult correctional facilities to empower victims and to develop empathy in juvenile and adult offenders. Fidel F Garcia, Coordinator of Volunteer Services and Victim Impact Panel Coordinator for the Evins Regional Juvenile Center, added that the purpose of integrating victims into the TJJD programs is to provide victims with the opportunity to tell their stories and thereby gain increased control in their lives and to assist youths in changing their attitudes and beliefs towards victims. “Offenders need to show empathy for their victims. They need to know that their actions have a domino affect on many, many people,” he said. Eighteen-year-old Juan Tamez, a current student who attended the presentation, said, “It gave me a different point of view—like the victims point of view and it wasn’t even their fault. Because of someone else’s mistake they are going through all of this. It is important that students attend one so that they know how their actions will hurt others.”

For more information on the Evins Regional Juvenile Center or Volunteer Services please call 956-289-5500. The Evins Regional Juvenile Center is a facility of the Texas Juvenile Justice Department.

Global Youth Service Day – Schaeffer House

Schaeffer House youth were inspired to work with Seed For His Harvest Ministries and New Harvest Christian Academy for their Youth Global Service Day project. This academy serves as a school for children under a faith-based foundation and also serves as food distribution location held every month. Students, staff, and volunteers prepare bags of various food items and then hand them out to families who are in difficult economic situations.

This location was in need of a paint job, so Schaeffer youth jumped straight to work. The youth painted rooms, and brightened up the area with various color schemes and cleaned up the area. They also assisted in the food distribution that day, carrying food items for people and preparing the bags of food. The youth’s work made a difference for the organization, for hundreds of El Paso-area families, and for all the students at the school!
Chaplain Rachel Ellington from the Ron Jackson State Juvenile Correctional Facility in Brownwood created a blog to share her experiences and reflections from her day to day interactions with youth at the facility. The following is an excerpt from her blog regarding the observance of National Day of Prayer, earlier this month.

None of us have the answers we want. We all crave to understand why things happen the way they do, the way we don't want them to, the way they always have. The National Day of Prayer is a day that was set aside in 1775, before the United States was even a nation. The founding fathers knew that we didn't have the answers, but prayer was the solution.

This year, the Texas Juvenile Justice Department knew this as well. Every state school (the politically correct term for maximum security juvenile detention center) was tasked with proving that prayer still works. On May 4th, all five institutions participated in this incredible event where staff, students, and volunteers implored a God in heaven to hear us.

My partner, Chaplain Rongey Madlock, and I had set it up so that each dorm would rotate through the chapel based on their lunch schedule (since the cafeteria is right across the street). We instructed the students to file into the pews, sit if they did not want prayer, and come forward if they did. Around twenty volunteers and staff lined the front of the chapel.

The first young man who walked up to me said this was only his second day on campus. He was worried about his mom who had just had surgery to remove a tumor from her intestines. After we prayed together, I asked him to hold out his hand. I took a small container of oil, and made the sign of the cross in his palm.

Back in Bible times, men were anointed with oil to signify that God was with them, and that He had a purpose for their life. It was considered a blessing.

I then handed him a Kleenex.

And this is so you don't get it everywhere.

His eyes widened.

But Miss... If I wipe it off, does it go away?

Oh no, honey! Of course not! I brushed tears away as the next kid stepped forward. One young man I prayed with asked to pray for his sister that she not go down the same path he had. Another asked to pray for me. Then, when we were just about to wrap up with the last group of boys, three young men were led in. Rongey asked if they wished to be prayed for. All three said yes. One walked up to me. He was nervous. He asked for me to pray for his mother in Mexico. After they sat back down with the rest of the group, we asked if there was anything else the boys needed to say before we dismissed. This same boy raised his hand.

I want Jesus.

The room went silent.

I want Jesus!

And he got Him.

After we had prayed over each boys' dorm, there was a break in the schedule. We took this opportunity to proceed into a prayer walk all the way around the perimeter of campus. We prayed aloud as we walked. Someone even said:

Jesus, as we walk around this city, let the walls fall like Jericho.

Once we arrived back at the chapel, we released balloons as a sign of our prayers ascending to the throne of God and the spirits of oppression and depression being driven out. Ironically, one balloon got stuck in a tree. Chaplain Madlock laughed.

That one just don't want to leave! Let's go pray over it again and send it on its way.

So he and another volunteer went to get it unstuck. Next came the females.

I don't think words would suffice to describe what happened when those girls stepped into that chapel. My prayer for this day had been that God would overwhelm them. And from where I was standing, that is exactly what was happening. Kids that I had seen throwing punches at correctional officers were on their knees weeping. They were literally crying out for God to move and change their attitudes. To change their lives.

Only God knows if they were sincere, but according to the Bible, the people who turned the world upside down were prisoners. The most impactful stories of all time were written in cells. Simon Peter committed assault, David committed murder, Rahab was a prostitute, and Paul was arrested several times. But prayer has a knack for setting the captives free.
Motivational Interviewing and Other Regional Training Available to Juvenile Probation Departments

TJJD’s Juvenile Justice Training Academy offers Motivational Interviewing (MI) as a course for departments or regions to assist in the development of skills necessary to facilitate positive change in the thoughts and behavior of individuals. MI is a client centered, evidence based program that allows effective prosocial communication between people. This training provides a thorough introduction on how to use the program techniques to enhance communications between staff and youth and among staff. The 16-24 hour course begins with an overview of basic communication skills and principles of effective interventions. It is followed by stages of change models and the fundamental principles of MI. This interactive course was developed so participants engage in active listening with others, identify target areas for further exploration, and have the tools needed to respond in non-confrontational ways.

If staff have already been trained in MI, TJJD also offers an 8 hour MI Booster training. This course serves as a review, update, and practice session to ensure sustainability of the skills developed in the initial training. In addition, participants will also receive training in advanced MI skills associated with evidence-based practices.

If you are interested in receiving additional information, or to schedule a training for your department or region, please contact Andy Fazzio at 512.490.7696 or Andy.Fazzio@tjjd.texas.gov.

TJJD’s Juvenile Justice Training Academy also offers a plethora of regional training opportunities to assist departments in providing employees with a unique training experience to enhance their professional development while attending training with peers from other probation departments. Each region has its own unique needs, and this training would allow regional representatives the opportunity to select from a menu of available training. The primary mission continues to be to advance organizational performance and individual development. Training options include over 30 topics to choose from. If you are interested in scheduling a regional training in your area, please complete the Regional Professional Development Training Request Form online, or you may contact John Kinsey at 512.490.7697 or John.Kinsey@tjjd.texas.gov.

Willoughby House’s National Day Of Prayer

For the 65th Annual National Day of Prayer, Willoughby House’s special guest was Reverend Kathy Mack. Reverend Mack met with the youth and discussed how prayer can be essential, especially during the times that we’re living in. She gave a very interactive presentation, providing youth an opportunity to speak openly. Several youth reached out to Reverend Mack regarding areas of their lives that were troubling them and creating barriers, asking for her help to have peace within themselves.

Willoughby House Superintendent Diane Eunice said, “It was such a moving presentation. One youth even stated that having National Day of Prayer should take place all year long, rather than just once a year! The youth have been dropping their prayers in the prayer box that was provided for them and Reverend Mack was able to acknowledge their prayers. Although our youth are from various religious backgrounds, they were open to learning about prayer and how it can be individualized or expressed for others. Some of the youth shared that they are uncertain about the political climate and what’s going on in the world, so they were going to pray for peace.”

Kathy Mack I – Reverend Mack prays with a Willoughby House youth.
Upcoming TJJD Sponsored or Co-Sponsored Trainings

Regional Training (East Texas)
June 12-13, 2017 (24.00 Hours)
Smith County Juvenile Probation - Tyler, TX
Click here for additional details or to register

2017 TEAM JJAEP Conference
July 5-7, 2017 (14.50 Hours)
Williamson County Juvenile Probation - Georgetown, TX
Click here for additional details or to register

Post-Legislative Conference
July 31- August 1, 2017 (Hours TBD)
Omni Southpark Hotel - Austin, TX
Click here for additional details or to register

Budget Workshop
August 1-2, 2017 (6.50 Hours)
Omni Southpark Hotel - Austin, TX
Click here for additional details or to register

2017 Data Coordinators’ Conference
September 6-7, 2017 (9.50 Hours)
Sheraton Hotel - Georgetown, TX
Click here for additional details or to register

2017 Chief Probation Officers Conference
October 1-4, 2017 (16.00 Hours)
Galveston Convention Center and San Luis Hotel - Galveston, TX
Click here for additional details or to register

13th Annual Strengthening Youth & Families Conference
October 30-November 2, 2017 (Hours TBD)
Sheraton Hotel - Georgetown, TX
Conference, hotel, and registration information available in August

31st Annual Juvenile Law Conference
February 26-28, 2018 (Hours TBD)
Horseshoe Bay Resort - Horseshoe Bay, TX
Conference, hotel, and registration information available in November

Links to these trainings can be found on the TJJD website at http://www.tjjd.texas.gov/regionaltraining/tjjd_trainings.aspx

Upcoming TJJD Sponsored Webinars

Cheap, Dangerous, and Marketed to Kids: New Ways to Fight Synthetic Drugs
June 6, 2017 (2.00 Hours)
Texas Juvenile Justice Department - Austin, TX
Click here to register

Children at Risk: How to Understand and Navigate the Pitfalls of Social Media
June 21, 2017 (2.00 Hours)
Texas Juvenile Justice Department - Austin, TX
Click here to register

ARCHIVED WEBINARS
Did you miss a webinar previously scheduled? All webinars hosted by TJJD’s Juvenile Justice Training Academy are archived and may be viewed online at the JJTA Webinars page found on http://www.tjjd.texas.gov/regionaltraining/webinars.aspx. Most of the topics are still very relevant and can be a great resource for information. A select list of the topics includes: Defining Program Activities, Program Fidelity, and Program Outputs; Education and Juvenile Justice; Growing up in Crisis; Millennials and Generational Differences; Cultural Diversity; Slavery in Your Community; Identifying and Responding to DMST; Non-Suicidal Self Injurious Behavior & Suicide; Fetal Alcohol Spectrum Disorders; Basic Gang Class; Texas Schools, Bullying and the Law; Looking Forward: Managing Change in the Workplace; Incident Report Writing; Gender-Responsive Services in Juvenile Justice; and much more.
Employees Receiving Tenure Awards

TJJD would like to recognize the following employees who have received a tenure award since March 2017. On behalf of the agency, we extend our sincerest gratitude and appreciation for their dedication and service to the State of Texas.

**March 2017**

**FIVE YEARS OF SERVICE**

- Michael Reta
- Enrique Moreno
- Mary B. Crockett
- Rosezetta V. Candelry-Audu
- Deborah L. Brackeen
- Kristy R. Kauffman
- Lucas C. Stringfellow
- Arthur D. Balfour
- Chester D. Rittgers
- Calvin M. Hill
- Monique J. Brown
- LaTesha T. McGinnis

**Evins**

**FIFTEEN YEARS OF SERVICE**

- Gloria D. Riley
- Rosa M. Montes
- Latonji R. Brown
- Francis A. Phillips
- Elida P. Garcia
- Evy G. King

**Gainesville**

**TWENTY YEARS OF SERVICE**

- Benjamin Ramirez
- Kymberli L. Parks
- Marsha J. Killgore
- Karen A. Conner-Vergari
- Earl W. Mason

**Evins**

**TWENTY-FIVE YEARS OF SERVICE**

- Emily E. Childs
- Charles Harrison
- Robert S. Wagner
- Benny W. Dew

**Giddings**

**THIRTY YEARS OF SERVICE**

- Ernestina Saenz

**Ron Jackson**

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**April 2017**

**FIVE YEARS OF SERVICE**

- Laquita W. Mitchell
- Queleshia Q. Foster
- Lisa M. Hale
- Destiny A. Jackson
- Roberto C. Ramos
- Kyle J. Planinz
- Edwin J. Todd
- Blas Rodriguez
- Eric Serna
- Melinda J. Hughes

**Gainesville**

**TEN YEARS OF SERVICE**

- Tammy A. Sparkman
- Tracy L. Loftis

**Giddings**

**FIFTEEN YEARS OF SERVICE**

- Elijah E. Chambers
- Kenneth R. Black
- Jon A. Filip
- Jack W. Stanke

**Austin-Executive**

**TWENTY YEARS OF SERVICE**

- Marcus J. Recek
- Tamu M. Steptoe
- Victorina C. Lopez
- Tommy Hutchison
- Israel Saenz

**Evins**

**TWENTY-FIVE YEARS OF SERVICE**

- Jimmie K. Hurley
- Michael K. Jones
- Susan E. Werner

**Giddings**

**THIRTY YEARS OF SERVICE**

- Terry E. McHargue

**McLennan**
May 2017

FIVE YEARS OF SERVICE
Glenda E. Kelly
Sonya R. Branch
Anitra L. Tusie
Daniel Garcia
Cynthia A. Karras
Barbara F. Todd
Paul B. McMichael
Crystal E. Gallardo
Robert N. Green II
Eldon R. Lopez
Billreshia J. Williams

Mclennan
Giddings
Giddings
Evins
Austin-Financial Services
Gainesville
Gainesville
Ron Jackson
Ron Jackson
Evins
Mclennan

TEN YEARS OF SERVICE
Patrick O. Nelms

Mclennan

FIFTEEN YEARS OF SERVICE
Kenneth R. Black
Dinah D. Wallace
Betty P. Kirven

Mclennan
Mclennan
Mclennan

TWENTY YEARS OF SERVICE
Maxine Gibbs
Kenneth W. Marten
Timothy D. Falke
Rosa L. Moreno
Antonio Cepeda Jr.
Kim A Bullard
Michael R. Turner

Mcfadden Ranch
Gainesville
Giddings
Evins
Evins
Austin-Youth Placement & Re-Entry
Austin-State Programs & Facilities

TWENTY-FIVE YEARS OF SERVICE
Daniel W. Fauver
Shirley B. Phillips

41 Region 1 North
Gainesville

THIRTY YEARS OF SERVICE
Glen T. Knipstein
Juan F. Gonzalez

Austin-Financial Services
Evins