



Texas Juvenile Justice Department

Sunset Implementation Updates

September 20, 2024



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Agenda

- TJJD highlights for newcomers
- Sunset process reminders
- Overall Sunset stats
- Recommendation review on actions related to county-level operations
- Next steps
- Key funding requests
- Q&A

TJJD Highlights for Newcomers



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Who We Are



Mission Statement

Build a unified juvenile justice system that exemplifies TJJD's core values of safety, accountability, and transparency. Building this system requires:

- Developing and maintaining **constructive relationships** with county juvenile probation departments and other key stakeholders through effective communication, ongoing collaboration, and timely adaptation to evolving needs.
- Providing a systemwide, evidence-based **continuum of services** designed to produce optimal outcomes for youth, families, and communities.
- Supporting the **well-being of juvenile justice practitioners**, who in turn provide systemwide staff and the youth we serve with the highest levels of service, professionalism, and integrity.
- Allocating agency resources throughout the system **based on risk and progress** toward strategic goals.

Who We Are



Core Values

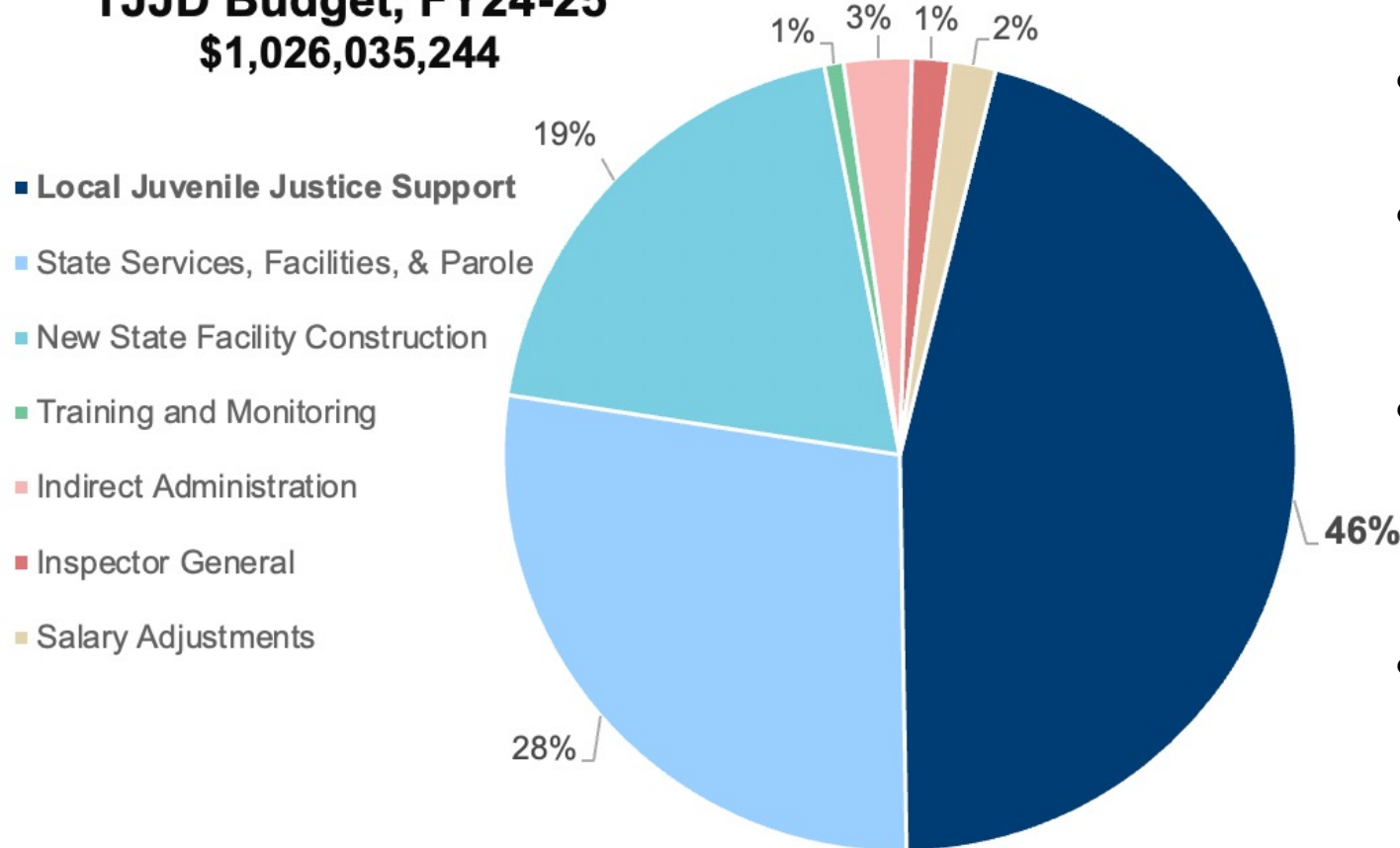
Safety: Our number one priority is public safety. Providing a safe environment for our staff and youth is necessary for us to implement the most effective evidence-based programming in the most appropriate setting.

Accountability: We are a system rooted in accountability for our youth and staff, where everyone is held responsible for their actions and outcomes. We believe the behavior we desire to see in others should first be seen through our own actions.

Transparency: We maintain trust and transparency with all stakeholders through direct, honest, accurate, and proactive communication. We do not shy away from difficult conversations.

TJJD “Frontend” Duties

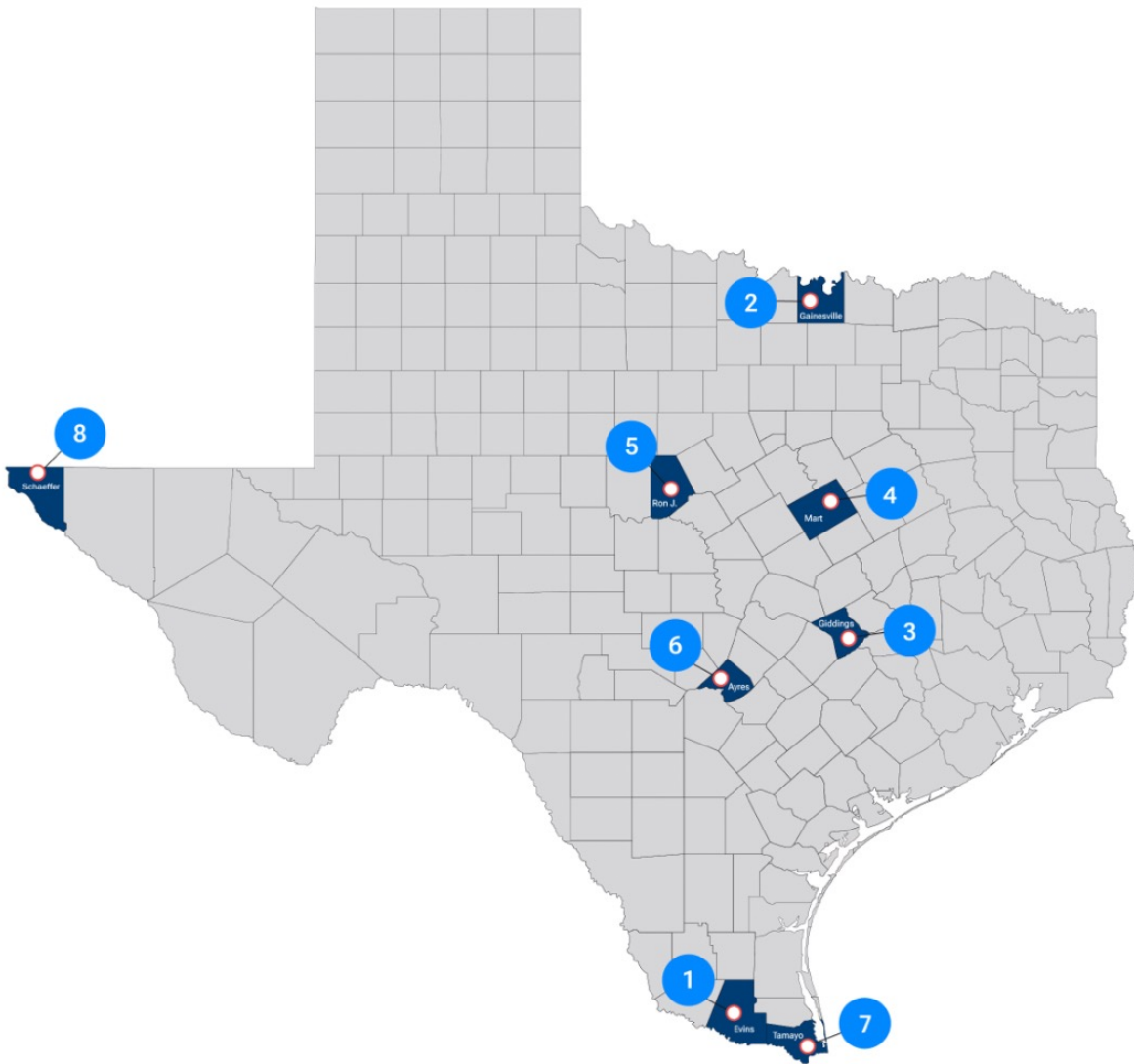
TJJD Budget, FY24-25
\$1,026,035,244



- Distribute **state funding** to county juvenile probation departments.
- Coordinate **diversion initiatives** to keep youth as shallow in the system as appropriate.
- Establish **minimum standards** for local departments and facilities, and ensure compliance with those standards through inspections and training.
- Certify **county-level employees** who work directly with youth.

TJJD “Backend” Duties

- House and supervise committed youth in the **state’s five secure facilities and three halfway houses.**
- Provide **rehabilitative, educational, case management, medical, and other critical services** to youth in state care.
- Coordinate youth **reentry** into their communities and provide **parole services.**



TJJD SECURE FACILITIES

- 1 Evins Regional Juvenile Center
- 2 Gainesville State School
- 3 Giddings State School
- 4 McLennan Co. State Juv. Corr. Facility "Mart"
- 5 Ron Jackson State Juv. Corr. Complex

HALFWAY HOUSES

- 6 Ayres Halfway House
- 7 Tamayo Halfway House
- 8 Schaeffer Halfway House

Sunset Process Reminders and Stats



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Phase 1: Independent Staff Evaluation

1

Sunset Staff Evaluation

Sunset staff performs extensive research and analysis to evaluate the need for, performance of, and improvements to the agency under review.

Sunset Commission Staff

- Reviews agency's self-evaluation report
- Receives input from interested parties
- Evaluates agency and identifies problems
- Develops recommendations
- Publishes staff report

Public input
is confidential.



Phase 2: Sunset Members Weigh In

2

Sunset Commission Deliberation

The Sunset Commission conducts a public hearing to take testimony on the staff report and the agency overall. The Sunset Commission conducts a second meeting to vote on which changes to recommend to the Texas Legislature.

Public Hearings

- Sunset staff presents its report and recommendations
- Agency presents its response
- Sunset Commission hears public testimony and receives written comments
- Sunset Commission meets again to consider and vote on recommendations

Public input is published on the website.



Phase 3: Legislators Come to Town

3

Legislative Action

The Texas Legislature considers Sunset's recommendations and makes final decisions.

Texas Legislature

- Sunset bill on an agency is drafted and filed
- Sunset bill goes through the normal legislative process
- The Senate and the House conduct committee hearings and debate the bill
- Bill passes or fails adoption
- Governor signs, vetoes, or allows bill to become law without signature

Public may participate in legislative process.



Phase 4: Compliance Check

4

Agency continues with improvements.

Agency is abolished but may continue business for up to one year, or its functions are transferred to another agency.

You are here!



Sunset Issues in Staff Report

- **Issue 1:** Unless TJJD's **Critical Staffing Issues** are Adequately Addressed, the Juvenile Justice System Will Remain In a Cycle of Instability.
- **Issue 2:** TJJD's Board Must Improve Its **Governance and Engagement** to Overcome the Agency's Operational Crises and Leadership Instability.
- **Issue 3:** Key Elements of TJJD's Statute, Rules, and Procedures Do Not Conform to **Common Regulatory Standards**.
- **Issue 4:** OIO Needs **Clearer Authority and Formalized Policies** to Better Secure the Rights of Youth in the Juvenile Justice System.
- **Issue 5:** TJJD's Statute and Processes Do Not Reflect Some **Standard Elements** of Sunset Reviews.

TJJD/OIO Sunset Bill

SB 1727 (88R, Schwertner/Canales)

Texas Legislature Online **History** [Help](#) [FAQ](#) [Site Map](#) [Contact](#) [Login](#)
House: Adjourned sine die
Senate: Adjourned sine die

[Home](#) [My TLO](#) [House](#) [Senate](#) [Legislation](#) [Search](#) [Committees](#) [Calendars](#) Bill: 88R

[History](#) [Text](#) [Actions](#) [Companions](#) [Amendments](#) [Authors](#) [Sponsors](#) [Captions](#) [Bill Stages](#) [House Pre-filed Amendments](#)

Bill: SB 1727 **Legislative Session:** 88(R) **Council Document:** 88R 6713 CJD-D [Add to Bill List](#)

Last Action: 06/18/2023 E Effective on 9/1/23

Caption Version: Enrolled

Caption Text: Relating to the continuation and functions of the Texas Juvenile Justice Department, the functions of the office of independent ombudsman for the Texas Juvenile Justice Department, and the powers and duties of the office of inspector general of the Texas Juvenile Justice Department.

Author: Schwertner | Johnson | Paxton | Perry | Springer

Sponsor: Canales | Dutton

Subjects: Corrections--Parole, Probation & Pardons (I0093)
Disabilities, Persons with (I0380)
Education--Primary & Secondary--Vocational (I0240)
Family--Juvenile Delinquency (I0360)
Juvenile Boards & Officers (I0450)
Mental Health & Substance Abuse (I0019)
Minors--Juvenile Justice (I0534)
Occupational Regulation--Other Trades & Professions (I0541)
State Employees (I0626)
Sunset--Commission Bills (I0772)
CRIMINAL RECORDS (S0008)
MANDATORY & COMMUNITY SUPERVISION (S2314)
PEACE OFFICERS (S0007)
STAFF DEVELOPMENT & TRAINING (S0317)
FAMILY & PROTECTIVE SERVICES, DEPARTMENT OF (V0461)

SUNSET ADVISORY COMMISSION

STAFF REPORT WITH FINAL RESULTS

Texas Juvenile Justice Department
Office of the Independent Ombudsman



Sunset Stats

- **Total Directives: 44***
- **Appropriations directives: 3**
 - Complete by EOY: 2
- **Statutory directives: 30**
 - Complete by EOY: 28
- **Management directives: 11**
 - Complete by EOY: 10

*Includes OIG recs, and excludes OIO recs

Recommendation Review

(plus some shoutouts)



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Rec. 1.1: New Facility Builds

- **Rec. Summary:** Change in Appropriation
 - Appropriated TJJD \$200M to expand state facility capacity by **200 beds**. (*See Rider 41.*)
 - Required the construction to occur near population centers.
 - Authorized facilities to specialize in serving youth with acute mental health needs, high-level violent behavior treatment needs, and female youth.
 - Required TJJD to develop and publish a plan for secure facility operations.
- **Ongoing implementation status**
- **Key Info:**
 - We aim to build **two 104-bed facilities** that will likely open in **early 2028**.
 - Rider 41 Report can be found on our website under “Research Legislative Reports.”
 - The 2024 feasibility study identified areas in the state with sufficient labor markets where TJJD salaries can compete.
 - We aim to have two sites selected by the end of the year, and the design process is underway.
 - **A supplemental funding ask will be necessary to complete the project.**

Rec. 1.2: Biennial Regionalization Plan

- **Rec. Summary: Statutory Action**

- Required TJJJD to **update its regionalization plan every two years**. Publication must occur by the December before each legislative session.
- Added new components to the plan, including commitment rate analyses and actionable steps to enhance community-based programs, maximize the use of existing juvenile justice beds, and improve diversion incentives.

- **Key Info:**

- The Regionalization Task Force – made up of agency staff, chiefs, advocacy groups, and individuals with lived experience in the system – has been meeting since January to develop the plan.
- Surveys went out to the field to identify resource gaps and service needs that must be addressed to “level up” diversion outcomes.
- **The board will vote on the draft plan at the Nov. 8 public meeting.**

Rec. 1.3: Incentives Through Grantmaking

- **Rec. Summary:** Statutory Action

- Authorized TJJD to incorporate **diversion incentives** into the basic probation funding formula, but specified the agency must consult with the Advisory Council and LBB if it chooses to exercise this authority.
- Authorized TJJD to incorporate **cross-county collaboration incentives** into discretionary grant funding protocols.

- **Key Info:**

- **Basic Probation Funding Formula:**

- The Advisory Council will discuss the statutory authority granted by this recommendation at its October meeting.
- Based on feedback from council members, the agency anticipates **a workgroup will be formed in 2025** to discuss possible formula updates.

- **Discretionary State Aid:** Incentivizing regional coordination is already standard practice for competitive DSA grants distributed by the agency.

Rec. 1.5: Finish Statutory Regionalization Duties

- **Rec. Summary:** Management Action
 - Required TJJJD to complete certain regionalization duties that the Legislature adopted in SB 1630.
 - Duties included:
 - Redirecting **adequate staff** to implement the regionalization plan.
 - Analyzing agency data to provide counties **clear guidance on outcome measures** related to the plan.
 - Reporting on the **performance of specific programs and placements** to help counties maximize the impact of state funds.
- **Key Info:**
 - **Staffing:** Since October 2023, the agency has employed seven regional county program administrators. The agency also aligned parole regions with the existing seven probation regions.
 - **Guidance on outcome measures:** Guidance is provided to counties in various forms, including monthly commitment and RDA application data, annual fact sheets, and the annual admissions profile.
 - **Program and placement performance:** This information is provided online in the Facility Handbook.

Rec. 2.2: Advisory Committee Authority + CTE Committee Creation

- **Rec. Summary: Statutory Action**
 - Authorized TJJD to develop advisory committees to assist the governing board with its duties.
 - Required TJJD to use this authority to develop a **Youth Career and Technical Education (CTE) Advisory Committee**.
 - Specified the CTE Advisory Committee must assist the board with overseeing and coordinating vocational training for youth in state custody.
- **Key Info:**
 - **Rules:** The board approved rules governing the CTE Advisory Committee in February 2024. (See TAC 380.9147.)
 - **Membership:** After receiving applications for membership over the summer, the board approved individuals who will serve on the committee in August 2024.
 - **Meetings:** The committee's first meeting was held on **September 19**.
 - **Have ideas on another advisory committee that would benefit the juvenile justice system? Contact us!**

Rec. 2.3 + New Rec (NR 14): Advisory Council Rules, Composition, and Duties

- **Rec. Summary:** Statutory Action

- Required the board to adopt rules regarding the Advisory Council's **purpose, procedures, and communication practices**.
- Updated the council's composition to formally include a **representative from DFPS**.
- Updated the council's duties to include assessing and developing recommendations to **improve information sharing** between child-serving agencies.

- **Key Info:**

- **Rules:** The Advisory Council developed rules for the board's review, which the board approved in February 2024. (See TAC 349.600-650.)
- **Composition:** Lindsey Van Buskirk (Director of Permanency & Family-based Safety Services) serves as an all-star rep from DFPS.
- **Duties:** Among other cross-agency initiatives, TJJD and DFPS staff are now conducting **monthly data-matching** to better identify dual-status youth.

Rec. 3.1: Risk-Based Inspections

- **Rec. Summary: Statutory Action**

- Removed prescriptive inspection schedules from statute.
- Instead, required TJJD to develop a **risk-based schedule for county- and state-level inspection functions**.
- Specified TJJD must develop a comprehensive set of risk factors to use in assessing the overall risk of various entities under its jurisdiction.

- **Ongoing implementation status**

- **Key Info:**

- TJJD's Monitoring & Inspections Division is taking an iterative approach to developing risk-based inspection schedules.
- Staff have created a draft tool for assessing county-level facilities.
- The **Advisory's Council's Workgroup on Facility Safety** will review the draft next so the agency can incorporate stakeholder feedback before finalizing and implementing the tool.

Rec. 3.2: JPO Certification Requirements

- **Rec. Summary: Statutory Action**

- Removed prescriptive certification requirements for JPOs from statute.
- Instead, required TJJJD to develop **minimum education and experience requirements for JPOs** in rule.
- Specified these requirements must be the **least restrictive possible** to ensure safety without creating unnecessary barriers to entry into the field.

- **Key Info:**

- The agency gathered feedback from the field from October 2023 to January 2024.
- The board approved updated certification requirements in February 2024.
- **Updated requirements:** Must have a **bachelor's degree** from an accredited college or university; removed the requirement for one year of graduate study or one year of relevant work experience.
- **For more information on certification requirements, review Kaci Singer's recent "Let's Talk TAC" webinar.**

Rec. 3.3: Criminal History Checks

- **Rec. Summary:** Statutory Action

- Clarified that requirements set in **Chapter 53 of the Occupations Code** apply to TJJJ's certification process.
- The legislative intent of Chapter 53 is to enhance opportunities for individuals with criminal histories to obtain **gainful employment**.

- **Key Info:**

- The agency adopted emergency rules to comply with Chapter 53 in September 2022. (See TAC Chapter 344, Subchapters C and D.)
- **Process overview:**
 - Counties conduct background checks on required applicants.
 - If an applicant has certain criminal history, the county may submit a form to TJJJ requesting further review.
 - TJJJ reviews the applicant's history against guidelines posted on the agency's website.
 - TJJJ provides notice of eligibility for hire to the county.
 - The county may submit an appeal to TJJJ's ED within 10 days.
- **For more information on certification requirements, review Kaci Singer's recent "Let's Talk TAC" webinar.**

Rec. 3.4: Subjective Certification Requirements

- **Rec. Summary:** Statutory Action

- Removed the requirement for individuals to “**be of good moral character**” to be eligible for a TJJD certification.
- In effect, required TJJD to remove this language from rule.

- **Key Info:**

- The board approved rules removing the “good moral character” requirement in February 2024. (See TAC 344.200.)
- **This change does not mean that the Legislature and TJJD do not value good moral character.**
- However, this requirement lacks an objective statewide definition and may create inconsistent barriers to certification.
- **For more information on certification requirements, review Kaci Singer’s recent “Let’s Talk TAC” webinar.**

Rec. 3.5: Provisional Certification

- **Rec. Summary:** Statutory Action

- Authorized TJJD to issue provisional certifications to certain county or private facility employees until they obtain full certification.

- **Key Info:**

- The board approved rules defining provisional certifications in February 2024. (See TAC 344.866.)
- The change **does not require a separate application process** or additional actions from counties to implement the addition of provisional certifications.
- Authority from the Sunset bill + SB 1849 (Kolkhorst/Noble) now allow TJJD to take action if a person engages in misconduct before they are fully certified, while protecting due process rights.
- **For more information on certification requirements, review Kaci Singer's recent "Let's Talk TAC" webinar.**

Rec. 3.8: Military History

- **Rec. Summary: Management Action**

- Directed TJJD to comply with statutory requirements by developing rules and procedures regarding certification of military service members, veterans, and military spouses.
- The change brings TJJD into compliance with **Chapter 55 of the Occupations Code**, which aims to remove unnecessary barriers to entry into Texas professions for military personnel and their families.

- **Key Info:**

- The board approved rules related to in February 2024. (See TAC 344.204 and 344.690.)
- **344.204:** Authorizes TJJD to **waive the HS diploma or equivalent requirement** for JSOs/CAOs if they are a military service member or veteran who holds a license in another state for a substantially similar position with substantially similar licensure requirements. *TJJD approval required.*
- **344.690:** Authorizes TJJD to grant **credit toward certification training requirements** for military service members, veterans, and military spouses who meet certain criteria. *TJJD approval required.*
- **For more information on certification requirements, review Kaci Singer's recent "Let's Talk TAC" webinar.**

Rec. 4.1: OIO Notification Requirements

- **Rec. Summary: Statutory Action**

- Required TJJD and counties to notify OIO about private facilities with which they contract to place post-adjudicated youth.
- Specified the notice must occur annually, as well as throughout the year when TJJD and counties enter into new contracts.
- Required OIO to adopt rules regarding implementation of the new notification process.

- **Ongoing implementation status**

- **Key Info:**

- **Current implementation process:** On a monthly basis, TJJD provides information from the JCE to OIO regarding residential placements (facility names, number of youth entering and exiting the placement over the month, etc.).
- **Next steps:** TJJD staff and the Advisory Council are working with OIO on finalizing a new rule on notification procedures.

NR 4: Texas Model Feedback

- **Rec. Summary: Management Action**

- Directed TJJD's board to periodically convene state staff and county stakeholders to gather feedback on the implementation of and any needed changes to the Texas Model in state- and county-level facilities.

- **Key Info:**

- **Current processes to gather and act upon feedback include:**

- Bi-annual youth survey on Texas Model principles.
- Annual staff survey on Texas Model principles.
- Biennial customer service survey, which includes questions on Texas Model implementation.
- Weekly trainings, routine facility visits, site-specific town halls, and monitoring procedures.
- State staff participation in meetings and conferences held with the Advisory Council, Presidents' Council, regional chief groups, and professional associations.

- **Have thoughts on additional ways to provide regular feedback to state staff and the board? Contact us at any time!**

- For more information on the **Texas Model and staff roles in implementing the model**, see TJJD's website here: <https://www.tjtd.texas.gov/state-programs/texas-model/>

NR 5: Funding for Capacity Increases

- **Rec. Summary: Change in Appropriation**
 - Appropriated additional funding to increase the capacity of county-level pre- and post-adjudication facilities.
 - Total funding increase: **\$11M**
- **Key Info:**
 - \$7 million for Residential Expansion Projects - 53 new beds online
 - El Paso (8); Garza (8); Harris (5); Nueces (10); Randall (8); Travis (14)
 - \$4 million for Detention Expansion Projects - 25 new beds online
 - Angelina (5); Collin (8); Grayson (2); Smith (4); Tom Green (6)

NR 6: Local Salary Flexibility

- **Rec. Summary:** Change in Appropriation

- Removed Rider 4 (Restrictions, State Aid) of TJJD's bill pattern in the General Appropriations Act.

4. Restrictions, State Aid. None of the funds appropriated above and allocated to local juvenile probation boards shall be expended for salaries or expenses of juvenile justice board members. None of the funds appropriated above and allocated to local juvenile probation boards shall be expended for salaries of individual personnel whose annual salary rate exceeds 112 percent of the previous year.

- **Key Info:**

- While this Sunset recommendation did not require any specific actions on TJJD's part, **we do want to hear from you about any impacts you've experienced following the removal of Rider 4!**
- Note, TJJD's latest legislative appropriations request includes an ask for **\$26.8M to support county probation staff.**
 - The 88th Legislature provided funding for a 5% salary increase for select probation positions during the FY24-25 biennium.
 - If granted, the FY26-27 request would cover a **10% increase for vacant positions** to help meet staffing needs and a **10.25% increase for JPD mental health positions**, which were not included in the previous biennium's appropriation.

NR 7: Mandatory Diversion Applications

- **Rec. Summary:** Statutory Change

- Required TJJD, in consultation with the Advisory Council, to adopt rules specifying counties must **apply for state diversion funding before a juvenile court commits a youth to TJJD.**
- Authorized the rule to **establish exceptions** to the new requirement for offenses or circumstances considered inappropriate for diversion from state commitment.

- **Key Info:**

- The board approved the following exceptions to the application requirement in August 2024:
 - The juvenile has committed conduct that is **eligible for a determinate sentence** under Sec. 51.031 or Sec. 53.045, Family Code, whether or not the petition was approved by the grand jury;
 - The juvenile has been **previously placed and discharged within the last year** from a post-adjudication secure juvenile correctional facility;
 - The juvenile has been **previously committed to TJJD**;
 - The juvenile is **at least 17 years of age** on the date of disposition or modification of disposition; or
 - A juvenile probation department is **not recommending commitment.**

NR 8: Mapping Local Resources

- **Rec. Summary:** Statutory Change

- Required TJJD map local resources that are available for justice-involved youth in Texas and use the resulting information to **fill gaps using existing grantmaking processes**.
- Required TJJD, at useful and reasonable intervals, to **collect information from counties** on local resource, program, and service gaps that contribute to state commitments.

- **Ongoing implementation status**

- **Key Info:**

- In partnership with the Meadows Mental Health Policy Institute and Texas Network of Youth Services, TJJD was awarded **\$825K from OJJDP** to engage in the bill's required mapping activities.
- Over the 18-month grant period, Meadows will lead **listening sessions in each region**, conduct surveys, analyze county and state data, and develop written findings.
- The board approved a related rule on information gathering in August 2024. However, the agency will **continue using its existing practices** (i.e., annual resource surveys and biennial regionalization surveys) to obtain information on service gaps moving forward.

NR 12: Housing Waitlisted Youth

- **Rec. Summary: Statutory Change**
 - Required TJJD to adopt rules authorizing counties to house state-committed youth in either a pre- or post-adjudication facility as they await transfer to TJJD's custody.
- **Key Info:**
 - TJJD's board approved a rule in February 2024 following consultation with the Advisory Council. (See TAC 343.206)
 - To avoid issues with minimum standards compliance, the rule permits counties to house waitlisted youth in a post-adjudication facility if the relevant bed is:
 - **Designated as a pre-adjudication bed**; or
 - **Dually designated** as a pre- or post-adjudication bed.

NR 13: Retrofitted Adult Facilities

- **Rec. Summary: Statutory Change**

- Authorized TJJD and counties to use or contract with a facility that was constructed or previously used for the confinement of adults **if TJJD determines that the facility is appropriately retrofitted** to accommodate youth-specific requirements and needs.

- **Key Info:**

- TJJD's board approved related rules in February 2024. See the following:
 - TAC 343.206 (Certification and Registration of Facility)
 - TAC 341.204 (Residential Placement)
 - TAC 351.49 (Retrofitted Adult Facilities)
 - TAC 355.206 (Certification and Registration of Facility)
- Note, rules specify that TJJD will not register or approve a facility that was constructed or previously used for the confinement of adults **unless the agency determines that the facility has been appropriately retrofitted to comply with minimum standards.**

Next Steps and the 89th Legislative Session



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What's Next in the Sunset Process?

- **Who** is involved in the compliance review process?
 - Staff from the **State Auditor's Office** focus on management actions.
 - **Sunset** staff will focus on compliance with funding + statutory recs.
- **When** does it occur?
 - Staff from the **State Auditor's Office** collected compliance documentation over the summer and will publish their findings in the fall.
 - **Sunset** staff will collect compliance documentation this fall and publish their findings in January.

**The 89th Texas Legislature
convenes in:
116 Days**

Key Funding Requests in TJJD's LAR

Relevant TJJD appropriations requests for the FY26-27 biennium that relate to the frontend of the system include but are not limited to:

- **Create regional residential vocational programs (\$64.5M)**
 - This one-time funding request would allow TJJD and its county partners to expand vocational programs for youth, either by enhancing existing programs or building facilities to accommodate new ones.
- **Invest in county probation staff (\$26.8M)**
 - This would cover salary increases for certain positions (e.g., mental health positions) that were not covered by previous appropriations.
- **Expand detention and prevention & intervention programming (\$36M)**
 - This would improve the safety and security of county detention centers, expand post-adjudication capacity, and double prevention & intervention programming dollars.
- **Maintain pre- and post-adjudication and regionalization funding (\$26M)**
 - This would allow counties to keep pace with their successful diversion work in the midst of rising costs.
- **Expand community-based programming capacity (\$5M)**
 - This would increase funding to meet high county demand for grants used to build out services shallower in the system.

Key Funding Requests in TJJD's LAR

Relevant TJJD appropriations requests for the FY26-27 biennium that relate to the backend of the system include but are not limited to:

- **Adopt a risk-based funding formula (\$49.1M)**
 - This change would better allocate resources and improve staffing ratios to address the rising risks and needs of youth.
- **Invest in TJJD direct care staff (\$19.3M)**
 - This 15% raise request is a placeholder. The agency will update this figure based on research from partnering economists.
- **Expand special education, CTE, and technology resources (\$9.9M)**
 - This would allow TJJD to add more SPED and CTE teachers, as well as provide tablets to support educational programs.
- **Add transitional living centers (\$3.6M)**
 - This would expand transitional living options in Dallas and Houston to improve reentry supports and outcomes in higher commitment areas.
- **Expand access to staff wellness counselors (\$0.5M)**
 - This would expand TJJD's existing wellness program to further support staff and improve retention.
- **Increase staff to support determinate-sentenced youth (\$0.4M)**
 - This would increase staff available to support the growing number of DSOs entering TJJD's custody.

For additional information, contact the following agency staff:

- Chief of Staff Rachel Gandy at rachel.gandy@tjtd.texas.gov
- Director of Probation Services Ashley Kintzer at ashley.kintzer@tjtd.texas.gov
- Director of Regionalization Ryan Bristow at ryan.bristow@tjtd.texas.gov



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