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The Vacca and Mt. Meigs Campus Hold PbS Team Meetings to Discuss Facility Improvement Plans

On Friday, January 4th, the Mt. Meigs PbS Team met to discuss improvements to their facility improvement plans. New strategies were discussed and added to the current plans. A few of these strategies include the following: 1.) Create a strategic initiative to effectively manage classroom behavior and consequences that includes leadership involvement from central office and the school district, 2.) Review school policy and the student handbook for offenses that may include confinement/isolation, 3.) Develop a plan that includes use of a "thinking room" located within the school to manage inappropriate non-violent behavior, 4.) Ensure time-out log entries in Phyfer A (hold dorm) are completed and cross checked with incident reports, and 5.) Prioritize communication between the staff/youth/administration via further implementation of the youth council already in place. The council will meet quarterly beginning January 2019.

On Wednesday, January 9th, the Vacca PbS Team met to discuss their current facility improvement plans. The Vacca PbS Team divided into two small working groups to discuss the current plans and develop new strategies. Vacca added the following strategies to their current plans: 1.) Daily debriefing of critical incidents will take place daily (M-F) at 3:00 p.m. The AOD will be responsible for scheduling staff who are involved in the incident to attend the meeting. If they are not able to attend, their input will be shared by the AOD, 2.) Team Leaders of the living units will work with staff to develop individual unit improvement plans. The plans will be developed by March 2019 and discussed with the management team for feedback, 3.) The campus will post the FIP outcome measure data in each living unit as a visual representation of accomplishments, and 4.) The campus will implement the 'We Caught You Caring' Award to recognize staff who have gone above and beyond their job duties.

The facility improvement plans will be discussed during regular management and unit staff meetings. Campus Administrators, Youth Services Specialists, and Youth Services Team Leaders will utilize the one page FIP quick reference to prompt discussion with staff and gather feedback regarding progress.

FIP Action Steps

PbS offers a 7-action step tool, driven by a research-informed improvement model, to support and guide PbS participating agencies and facilities as they work to achieve both incremental and sustainable change. The action steps entered into the PbS website make up your team's concrete plan to attain the improvement you are seeking.

1. **Analysis of Performance**
2. **Creating Buy-In**
3. **Setting Outcome Measure Goal**
4. **Improvement Process Action Steps**
5. **Interim Measures**
6. **Sustaining Performance**
7. **Performance Recognition**

Alabama Department of Youth Services

DYS Crisis Management Planning - Tabletop Exercises

In 2019, DYS will conduct four quarterly leadership and planning meetings that relate to crisis management preparation. During these planning meetings, a variety of scenarios will be presented to staff through the use of tabletop exercises. Tabletop exercises are discussion-based events where personnel with specific roles and responsibilities plan to meet in a classroom style setting to discuss their roles and responses to a particular emergency/crisis situation.



Tabletop exercises are conducted in an informal environment, with a facilitator

guiding participants through a discussion designed to meet pre-defined objectives. The DYS tabletop exercises are designed to facilitate communication among select personnel regarding the implementation of recovery operations at DYS following a crisis event. The exercises are also designed to improve the readiness of DYS and help validate existing policies and procedures.



Save the Date!

DYS will be welcoming Ms. Lois Jenkins, our PbS Coach, to Alabama the last week in February. Ms. Jenkins will conduct her annual site visit at the Mt. Meigs and Vacca campuses. On Tuesday, February 26th, Ms. Jenkins will meet with central office staff before heading to the Vacca Campus Tuesday afternoon. Ms. Jenkins will be at the Vacca Campus Tuesday afternoon and most of Wednesday to meet with the Vacca PbS team and review data. Ms. Jenkins will do the same for Mt. Meigs on Thursday, February 28th. The week will wrap up with a closing discussion with key leadership in central office the morning of Friday, March 1st.

NEWS YOU CAN USE - COUNCIL OF JUVENILE CORRECTIONAL ADMINISTRATORS release new toolkit.

In January, 2019, CJCA released a new toolkit - ***Recruiting, Hiring, and Retaining Qualified Staff***. As stated in the toolkit, “the issue of hiring and retaining juvenile justice staff has received increased attention. As the body of evidence-based research has grown, juvenile justice agencies throughout the nation have embraced a reformatory approach to working with youthful offenders.” This toolkit will provide administrators will valuable information in regards to agency and facility culture, recruiting and hiring staff, staff retention, the role of staff wellness and safety, succession planning and leadership development, impact of labor unions, and using data to drive change. A technical assistance grant is available to juvenile justice facilities that will provide guidance in developing a strategic plan to address recruiting, hiring, and retaining qualified staff. The grant is due February 14th. Three jurisdictions will be selected to participate. The webpage to access the toolkit is below.

http://cjca.net/wp-content/uploads/2019/01/18-6707_CJCA_Staff_Ret_Toolkit.pdf