



PbS State Coordinator
Dr. Shannon Weston

Mt. Meigs PbS Quality Assurance Coordinator
Arnea Linden

Co-Coordinator:
Tonya Milam

Mt. Meigs PbS Team
Marique Ruffin
Victor Black

Bridget McDonald
Carmen Archie
Paulette Underwood
Stephanie Norris
Angelia Brooks
Harry Smith
Lisa Williams
Dr. Cleveland Gavin
Shanell Petty
Andrea Edwards

Vacca PbS Quality Assurance Coordinator
LaShondra Hinton

Vacca PbS Site Team Co-Coordinator
Ernest Robinson

Vacca PbS Team:
Dr. Fatima Johnson
Donna O. Fairman
Reatha Burgess
Lomax O'Connor
Tobithean Alexander
Arthur Tigner
Yolanda Lapsley

DYS Welcomes Ms. Lois Jenkins for our Annual PbS Site Visit

On Tuesday, January 21st, the DYS central office staff and campus leadership welcomed Ms. Lois Jenkins, our PbS coach, to visit the Vacca and Mt. Meigs campuses. From Tuesday afternoon until Thursday afternoon, Ms. Jenkins met with campus staff, toured the schools, and reviewed reports and youth records. Once the site visits were complete, Ms. Jenkins met with central office leadership to discuss her findings and provide recommendations for improvement. We greatly appreciate her input and guidance. Ms. Jenkins is always very supportive and we are thankful to have her as our coach!



Ms. Lois Jenkins, PbS Coach, and Mr. Steve Lafreniere, DYS Executive Director

DYS to Implement Incentive Bonus for Youth Services Aides and Youth Services Senior Aides

In 2019, DYS participated in the CICA Staff Recruitment and Retention (SRR) Technical Assistance Program. This program helps jurisdictions explore the strategies needed to assist agency leaders and staff develop methods to reduce turnover in juvenile facilities. The DYS SRR team was responsible for developing a comprehensive staff recruitment and retention action plan. As part of the DYS plan, the team identified the need to develop an employee incentive program for youth services aides and senior aides. The incentive bonus program will begin March 1st and will include incentive bonuses provided quarterly in the amount of \$500, not to exceed \$2,000 per year. To be eligible for the incentive bonus program, employees must not have any unexcused absences within the quarter, minimal tardies, have no formal disciplinary action above a counseling, and must be a permanent merit system employee. There are other additional requirements. This information will be provided to all youth services aides. Please get in contact with your supervisor to receive the criteria for selection.

Congratulations!

A congratulations is in order for Dr. Fatima Johnson. Dr. Johnson has been appointed as Campus Administrator for the Vacca Campus.

We are all very happy for you!

Alabama Department of Youth Services

Vacca and Mt. Meigs Identify Goals for Facility Improvement Plans

The Vacca and Mt. Meigs leadership met in early January to discuss changes and additions to the current facility improvement plans. The plans were revised to reflect education, campus, and clinical goals. Some of the highlights of the plan are listed below. A complete list of all of the goals identified by campus leadership will be provided to campus staff.

VACCA CAMPUS

- Designate a “Quiet Room” in McNeel School;
- Develop a targeted approach to decreasing incidents by focusing on students involved in repeated incidents;
- Develop a tiered behavioral intervention/incentive programs;
- Increase programming during afternoons, evenings, and weekends;
- Provide a unique target behavior and specialized behavior plan for students involved in more than one critical incident;
- Review and revise as needed protocol for documenting suicidal behavior or self-harm;
- Develop protocol for logging incidents to increase efficiency;
- Provide refresher training on documentation process.

MT. MEIGS CAMPUS

- Develop student movement plan that minimizes opportunities for assaults/fights;
- Develop plan to assist classrooms where there are 5 or more student referrals within a month’s time frame to the Focus Team;
- Develop a targeted approach to decreasing incidents by focusing on students involved in repeated incidents;
- Develop a tiered behavioral intervention/incentive programs;
- Increase programming during afternoons, evenings, and weekends;
- Review and revise as needed protocol for documenting suicidal behavior or self-harm;
- Review dorm confinement logs daily - Leadership will develop a plan for these dorms that may include the additional of extra supports (i.e. staff, resources, etc.).

DYS School District to Host Mr. Rodney Robinson, 2019 National Teacher of the Year

On Thursday, February 13th, the Alabama Department of Youth Services (DYS) School District will welcome Mr. Rodney Robinson, the 2019 National Teacher of the Year, to serve as the keynote speaker for teacher professional development day. Mr. Robinson currently serves as a teacher at the Virgie Binford Education Center, which is a school inside of the Richmond Juvenile Detention Center in Virginia. As the National Teacher of the Year, Mr. Robinson has a platform that focuses on alternative education, juvenile justice education, and at-risk youth. He believes every student in America deserves a high-quality education. Mr. Robinson’s accomplishments as a teacher of delinquent youth is a testament and tribute to the efforts of all educators within juvenile justice organizations. Mr. Robinson will be speaking at the Taylor Center at Auburn University Montgomery Thursday, February 13th from 10:00 am to 12:00 noon.

Performance-based Standards Update