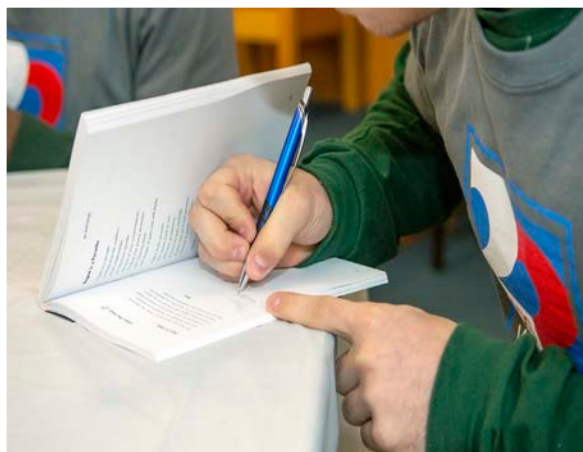


2019 ANNUAL REPORT



ALABAMA DEPARTMENT OF YOUTH SERVICES

FROM THE EXECUTIVE DIRECTOR

Dear Governor Ivey,

On behalf of the Alabama Department of Youth Services, I am pleased to present you with the DYS Fiscal Year 2019 Annual Report. This year our agency continued to increase programming in the community as well as in our institutional settings. We also worked toward expanding employee initiatives and celebrated the educational successes of the youth in our care.

Thanks to the support from your office and the state Legislature, our agency received a one-million-dollar appropriation to expand community-based diversion services. This appropriation was provided to DYS to pilot projects that were either evidence-based or identified as a promising practice. The new grant awards prioritized counties that did not have local diversion grants already in place with DYS. Ultimately, 11 new programs in 23 counties were awarded funding to provide services in FY 2019.

In addition to expanding community services, supporting facility staff was also a critical goal for our agency this year. In collaboration with two national organizations, the DYS Staff Recruitment and Retention Committee developed a comprehensive staff recruitment and retention action plan. The DYS team identified specific action steps to address recruiting and retaining qualified staff, create and maintain a culture that engages and supports the overall wellness of employees, and to provide an environment that welcomes employee input, creativity, and leadership.

DYS is also pleased to highlight the initiatives of each Service Division, the educational achievement of our students, and our continued development of data resources and continuous quality improvement to inform the agency's leaders and the management of operations.

I invite you and others to review our FY 2019 Annual Report. We are thankful for our dedicated staff who strive for excellence and continue to focus on the needs of the youth in our care. We are also very appreciative of the support we receive from this administration, the legislature, the court system, provider partners, volunteers, and the DYS Board of Directors. DYS will continue to work toward developing and implementing new initiatives that complement the agency's commitment to systems change, focusing on accountability and effective practices. Our agency strives to provide the public with quality services that engage youth and provide an environment and opportunities for educational gains, rehabilitation, and getting youth back on track.

Respectfully Submitted,



Steven P. Lafreniere
Executive Director

TABLE OF CONTENTS

1	EXECUTIVE STAFF
2	YOUTH SERVICES BOARD MEMBERS
3	REPORT OF THE BOARD
5	2019 HIGHLIGHTS
9	QUALITY IMPROVEMENT INITIATIVES
10	VOLUNTEER APPRECIATION
11	INSTITUTIONAL SERVICES
13	COMMUNITY SERVICES
15	ADMINISTRATIVE SERVICES
16	DYS SCHOOL DISTRICT AND EDUCATIONAL SERVICES
17	DYS FINANCIAL STATEMENTS
19	DYS BY THE NUMBERS

MISSION STATEMENT

The mission of the Alabama Department of Youth Services is to enhance the public safety by holding juvenile offenders accountable through the use of institutional, educational, and community services that balances the rights and needs of victims, communities, courts, and offenders.

VISION STATEMENT

DYS believes that communities will be safer and youth will be more likely to succeed if services designed to meet the needs and strengths of youth and their families are provided locally, in non-institutional settings.

DYS EXECUTIVE STAFF



STEVEN LAFRENIERE
Executive Director



ALESIA ALLEN
Executive Assistant to
the Director



DAVID ROGERS
Deputy Director of
Administrative Services



PAT PENDERGAST
Deputy Director
of Community Services



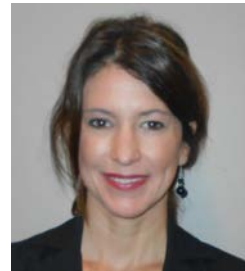
JANICE COLES-LEWIS
Deputy Director of
Institutional Services



RAFAEL RICHARDSON
Superintendent of Education



DUDLEY PERRY
General Counsel



SHANNON WESTON
Director of Quality Assurance /
Public Information Officer

DYS BOARD MEMBERS

Governor

Honorable Kay Ivey

State Capital
600 Dexter Avenue
Montgomery, AL 36130

Representatives of the Governor

David White/Jonathan Hester

State Capital
600 Dexter Avenue
Montgomery, AL 36130

LEGISLATIVE APPOINTMENTS

Alabama State House - 11 South Union Street - Montgomery, AL 36130

SENATOR CLYDE CHAMBLISS

SENATOR WILL BARFOOT

SENATOR LINDA COLEMAN-MADISON

REPRESENTATIVE K.L. BROWN

REPRESENTATIVE BARBARA BOYD

STATE DEPARTMENT HEADS

NANCY BUCKER
COMMISSIONER

AL Dept. of Human
Resources
50 North Ripley Street
Montgomery, AL 36104
Proxy: Gina Simpson

DR. ERIC MACKEY
STATE SUPERINTENDENT

AL Dept. of Education
P.O. Box 302101
Montgomery, AL 36130
Proxy: Jason Swann

DR. SCOTT HARRIS
STATE HEALTH OFFICER

AL Dept. of Public Health
RSA Tower Suite 1010
Montgomery, AL 36130
Proxy: Michele Jones

LYNN BESHEAR
COMMISSIONER

AL Dept. of Mental Health
100 North Union Street
Montgomery, AL 36130
Proxy: Kim Hammack

KENNETH BOSWELL
DIRECTOR

AL Dept. of Economic and
Community Affairs
401 Adams Avenue
Montgomery, AL 36103
Proxy: William Babington

CONGRESSIONAL DISTRICT APPOINTMENTS

PHILLIP WYNNE
1ST CONGRESSIONAL
DISTRICT

4350 Moffat Road
Mobile, AL 36618

JAMES DUPREE
2ND CONGRESSIONAL
DISTRICT

6760 Jakefield Road
Montgomery, AL 36117

CHARLES SMITH
3RD CONGRESSIONAL
DISTRICT

1280 Sweetwood Court
Auburn, AL 36830

STACIE JENKINS
4TH CONGRESSIONAL
DISTRICT

140 Max Graben Circle
Albertville, AL 35950

WILLIAM MCDOWELL
5TH CONGRESSIONAL
DISTRICT

P.O. Box 2531
Huntsville, AL 35804

BUDDY AYDELETTE
6TH CONGRESSIONAL
DISTRICT

788 Wynwood Road
Trussville, AL 35173

ROBERT DUKE
7TH CONGRESSIONAL
DISTRICT

41121 AL Hwy 69
Gallion, AL 36742

ALABAMA JUVENILE JUDGES ASSOCIATION

HONORABLE JOHN M. MASTIN

Marshall County Family Court
P.O. Box 2256
Albertville, AL 35950

ALABAMA CHIEF PROBATION OFFICERS ASSOCIATION

KAY J. BELL

Cullman County Juvenile Probation Office
1908 Beech Avenue, S.E.
Cullman, AL 35055



Michele Jones, Vice Chair



Charles Smith, Chair



**William McDowell,
Secretary/Treasurer**

REPORT OF THE BOARD *Highlights*

The Youth Services Board met on December 14, 2018; March 22, 2019; June 28, 2019; and September 27, 2019. The December, June, and September meetings were held in the Department of Youth Services Washington Hall Board Room, Mt. Meigs, Alabama. The March meeting was hosted by the DYS Vacca Campus in Birmingham.

Mt. Meigs Campus Facility Improvements

At the June Board meeting, Mr. Lafreniere introduced Mr. John Poole of Poole and Company Architects to present the Mt. Meigs Campus Functional Analysis. Over the previous 12 months, every building on the campus was evaluated by professional architects and engineers to determine their structural integrity, condition of all mechanical systems, and their functionality for current use. Many of these buildings have been in use for over 50 years. Particular attention was paid to the Intensive Treatment Unit, the condition of the modular educational space, and the need for enhanced therapeutic space.

Mr. Poole presented a master plan for the facility that incorporated the use of existing buildings and new construction. The plan was designed around a central concept to maximize space that provided separation of the general and sex-offender populations in a physical environment that was supportive of effective treatment programs. The next steps would be the selection of an architectural firm to begin planning and design of the greatest identified needs of the Campus: a new intensive treatment unit, renovation of Wallace School, and construction of a new treatment center to replace modular buildings. The Department worked with the Department of Finance's Division of Construction Management to develop a Request for Proposals for architectural services. At the September Board meeting, Mr. Lafreniere reported that Poole and Company had been selected for the design and construction phase of the Mt. Meigs Campus capital facility improvement plan. It is hoped that construction can begin in mid-2020.

Mr. Lafreniere was pleased to announce during the March meeting that the multi-year project to construct a new waste water collection system and pump/lift station for the Mt. Meigs Campus has been completed.

These improvements will allow the Campus to connect to the Montgomery Water/Sewer System and achieve full compliance with all EPA water quality standards. The DYS Board's Land Committee and Mr. Dudley Perry, DYS General Counsel, were recognized for their guidance in this project.

Mt. Meigs Campus Successfully Completes PREA Audit

At the March meeting, Mr. Lafreniere reported that the Mt. Meigs Campus was audited for compliance with the federally mandated Prison Rape Elimination Act (PREA) in January 2019. He was pleased to report that the Campus met all 43 of the standards, with four of the standards determined to exceed expectations. A PREA audit is required in all correctional type residential facilities every three years, and is conducted by an independent U.S. Department of Justice certified auditor.

Changes in Departmental Leadership

Throughout the year, a number of changes occurred in the senior executive leadership of DYS. Effective January 1, 2019, Ms. Marcia Calender retired from the Executive Staff as Deputy Director for Institutional Services. Ms. Janice Coles-Lewis was appointed as the new Deputy Director. Ms. Coles-Lewis had previously served as the Assistant Administrator for Institutional Services. Mr. James White was promoted to the Assistant Administrator position. At the June Board meeting, Mr. Pat Pendergast, Deputy Director for Community Services, introduced Ms. Angie Toney as the new Administrator of Community Services. Ms. Toney had previously served as the Vacca Campus Administrator.

Also at the June meeting, Mr. Lafreniere presented a Board Resolution to Dr. Barry Burkhart, Auburn University Professor of Psychology, for his 20 years of work as the Project Director and Principal Investigator of the DYS Accountability Based Sex Offense Prevention program (ABSOP). Dr. Burkhart's retirement was effective May 31, 2019. Dr. Chasity Farr was appointed by Auburn University to become Project Director for the ABSOP program.

Expansion of Diversion Grants Program

Through a 1 million dollar additional appropriation to DYS for FY 2019, thirteen counties that had not previously received grants were selected to receive funding to prevent youth from deeper involvement in the juvenile justice system. This expansion included a contract for an Evidence-Based program – Functional Family Therapy (FFT). FFT provides in-home services to work with the entire youth’s family to prevent further court involvement.

Board Honors Employees of the Quarter

Mr. Lafreniere, Executive Director, and Mr. Robert Mathews, outgoing Employee Council Chair, and Ms. Tonya Milam, incoming Employee Council Chair, recognized and introduced an Employee of the Quarter at each of the Board meetings. Recipients were presented with a certificate from the Governor’s Office, an Employee of the Quarter pin, and a monetary award from Mr. Lafreniere. Mr. Lafreniere gave special recognition to Mr. Mathews who had chaired the Employee Council since its inception and was presented as the first Employee of the Quarter in 1996.

The Employee of the Quarter recognized at the December 2018 meeting was Mr. Lawrence Johnson, Youth Services Aide from the Vacca Campus. The March Employee of the Quarter was Mr. Lindsey Roux, Youth Services Aide from the Mt. Meigs Campus ABSOP Program. Mr. Runyun Thomas, Youth Services Aide, Autauga Campus was recognized as the June Employee of the Quarter, and Ms. Oristela Santiesteban, Youth Services Aide, Mt. Meigs Campus was recognized as the September Employee of the Quarter.

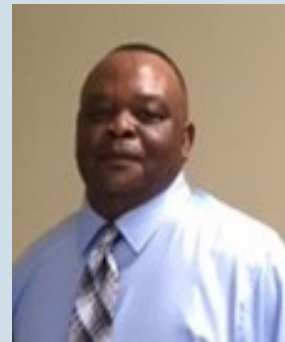
Mr. Lafreniere emphasized the vital importance of the front line staff of the Department. These employees, who supervise youth 24 hours per day, seven days a week, are a key component of the treatment and rehabilitation of the youth in DYS care and custody.

Election of Officers

The following officers were unanimously re-elected to serve for 2019: Chair – Mr. Charles Smith, Vice-Chair – Ms. Michelle Jones, and Secretary/Treasurer – Mr. William McDowell.



Mr. Lawrence Johnson, Youth Services Aide, Vacca Campus



Mr. Lindsey Roux, Youth Services Aide, Mt. Meigs Campus ABSOP Program



Mr. Runyun Thomas, Youth Services Aide, Autauga Campus



Ms. Oristela Santiesteban, Youth Services Aide, Mt. Meigs Campus

2019 HIGHLIGHTS

DR. BARRY BURKHART RETIRES

Dr. Barry Burkhart, Professor of Psychology at Auburn University, retired on May 31, 2019. Dr. Burkhart served as the Project Director and Principle Investigator of the DYS Accountability Based Sex Offense Prevention (ABSOP) Program for 20 years. Dr. Burkhart served as an administrator, treatment provider, and advocate for children helping to transform the ABSOP program into a nationally acclaimed model treatment program. Throughout his twenty years of service to DYS, Dr. Burkhart has served the youth and staff of DYS with thoughtfulness, compassion, and a commitment to objectively measurable improvement. He has earned the respect and admiration of employees of DYS and the DYS Board of Directors.



DYS and Alabama JDAI Sites Host National Conference



As the sponsoring agency for the Juvenile Detention Alternatives Initiative (JDAI) in Alabama, DYS was pleased to participate in and support the national JDAI Coordinator's Conference, held in October 2018 in Birmingham, Alabama. One hundred and forty-five attendees from across the country participated in the event. The Alabama JDAI team greeted state and site coordinators from around the country. The Alabama team included Alesia Allen (State Coordinator), Beverly Wise (Montgomery County Site Coordinator), Devella Malone and Monique Campbell (Jefferson County Site Coordinator and Assistant), Ashby Pauley (Mobile County Site Coordinator), Tyler Walker (Tuscaloosa County Site Coordinator), and Sabrina Thomas (Director of Tuscaloosa OnePlace).

Conference attendees were also able to travel to Montgomery to tour the National Memorial for Peace and Justice and the Legacy Museum. JDAI is an initiative sponsored by the Annie E. Casey Foundation to reduce to the number of youth held in juvenile detention centers by creating alternatives to detention in local communities. Jefferson, Mobile, Montgomery, and Tuscaloosa counties participate in this project. Pictured is Alabama's JDAI Team L-R: Tyler Walker, Monique Campbell, Beverly Wise, Alesia Allen, Sabrina Thomas, Devella Malone, and Ashby Pauley.

DYS RECEIVES STAFF RECRUITMENT AND RETENTION TECHNICAL ASSISTANCE GRANT

The Alabama Department of Youth Services was one of three jurisdictions in the United States to be selected to participate in the Staff Recruitment and Retention Technical Training and Assistance Program (SRR – TTA Program). The SRR-TTA Program consisted of an intensive training series which included webinars and individual technical support calls. The DYS SRR Team was responsible for developing a comprehensive staff recruitment and retention action plan. This plan included utilizing the new Council of Juvenile Justice Administrator's Toolkit - Recruiting, Hiring, and Retaining Qualified Staff. The DYS team worked collaboratively with the SRR-TTA consultant to develop specific steps to address the recruitment and retaining qualified staff, to create and maintain a culture that engages and supports the overall wellness of employees, and to provide an environment that fosters employee input, creativity, and leadership.

KEY GOALS

- Develop a Leadership Academy for employees
- Create a mentoring/coaching structure for employees
- Revise screening and interviewing process
- Review and revise new employee training protocol
- Create additional incentives for model employees
- Implement staff wellness initiatives across all three campuses
- Increase capacity to expand internal communication via technology
- Create teacher recognition events for the DYS School District
- Develop and implement campus employee appreciation initiatives
- Implement new employee focus groups on each campus and develop a long-term employee communication plan
- Create additional staff recruitment initiatives and enhance marketing using a multi-media approach

DYS STAFF PARTICIPATE IN NATIONAL MENTAL HEALTH TRAINING FOR JUVENILE JUSTICE

In October 2018, DYS staff participated in the Mental Health Training for Juvenile Justice (MHT-JJ) Train the Trainer Program. MHT-JJ was created by the National Center for Youth Opportunity and Justice (NCYOJ) and designed to provide juvenile justice staff with information about adolescent development, the effects of experiencing child trauma, and behavioral conditions commonly seen among youth in contact with the juvenile justice system. The MHT-JJ was designed for use with a range of juvenile justice staff, from probationary intake staff at the front end of the juvenile justice continuum to correctional staff responsible for youth in out of home secure correctional facilities. The DYS employees that provide MHT-JJ training to juvenile justice staff include Ms. Melody Nelson, Dr. Scott Holmes, and Dr. Shannon Weston.

2019 HIGHLIGHTS

THE OFFICE OF SCREENING AND PLACEMENT WELCOMES NEW STAFF

The Office of Screening and Placement is now under the leadership of Ms. Chanda Leshoure. Ms. Leshoure has previously served DYS as a Case Manager, acting Treatment Coordinator (Chalkville Campus), Data Analyst, and Assistant Coordinator of Screening and Placement. Ms. Leshoure is assisted by Ms. Charmene Griffin who serves as the Screening and Placement Specialist assisting in the areas of classification and placement. Ms. Griffin reviews intake documentation submitted by the local Court for completeness and monitors bed space availability from each facility.



Ms. Chanda Leshoure

The Office of Screening and Placement's overarching responsibility is the screening and placement of committed youth. This office ensures youth are appropriately assigned either to an institution or structured residential setting. An established classification process, which includes review by a multi-disciplinary committee, is used to evaluate and assess the criminogenic risk and needs which led to the youth's commitment to DYS by the local court. The Office of Screening and Placement monitors trends in the types of services utilized in order to inform decisions concerning systems capacity and planning. In FY 2019, the Office of Screening and Placement screened 1068 youth and placed 557 youth in facility placements and 511 youth in community placements through DYS contract providers.

Other functions that fall under Screening and Placement's include records management and facilitation of the Interstate Compact for Juveniles (ICJ). The Interstate Compact for Juveniles is a contract between states that regulates the interstate movement of juveniles who are under court supervision or who have run away from home and left their state of residence. ICJ is the only legal means to transfer a youth's supervision from one state to another and to return runaways. Kaki Sanford serves as Deputy Administrator for the ICJ and is responsible for facilitating communication among all 67 counties locally with her corresponding ICJ counterpart in all 50 states and 2 US territories.

RESPONDING TO YOUTH CONCERNS THROUGH ADVOCACY

Committed to ensuring an open and transparent process for youth to express concerns regarding their participation in the Alabama Department of Youth Service's (DYS) programs, DYS maintains an Advocacy unit to respond to concerns and grievances from youth in DYS custody. This problem-solving process provides an opportunity for youth to grieve any action, incident, living condition, dispute, or application of any departmental policy or practice which they believe to be unjust, detrimental, or a violation of their rights.

The Advocacy unit consists of Advocates who are responsible for visiting each DYS and DYS contract facility to respond to, report, and follow up on verbal and written complaints/grievances. It is noteworthy that youth across the system had little to no complaints around the area of social services, specifically counseling services. It is the Department's goal to continue to provide as many opportunities as possible for youth to contribute to their DYS community while in placement.

- The Executive Director has met with the Youth Councils established at the facilities.
- The Executive Assistant has established a regular focus group with Mt. Meigs youth to provide an opportunity to share their thoughts on various aspects of campus life and to share what would make their stay at DYS better.
- For FY 2019, the DYS Advocacy Unit received 1,555 grievances from DYS Youth. In 2018, there were 1,236 grievances and in 2017 there were 1,341 grievances. The total number of grievances includes all facilities operated by the Department and contract placements.

OFFICE OF TRAINING AND STAFF DEVELOPMENT PROVIDES INSTRUCTIONAL SUPPORT

The DYS Office of Training and Staff Development is responsible for the coordination and implementation of DYS employee training. The DYS training staff provide a series of formal, planned activities which are instructional and experiential in nature and are developed for mandatory and targeted course content.

In FY 2019, the Office of Training and Staff Development trained 84 new employees during the three-week New Employee Orientation sessions. In addition, all new and existing employees received training on all 26 topics mandated by American Correctional Association (ACA) standards and DYS policy. All employees (including educational staff) with over one year of service were offered 50 + hours of training, while new employees received 170 + hours of training. Training attendance compliance across campuses averaged 97%.

New Employee Orientation Training Hours	Mt. Meigs Monthly Training Hours	Vacca Monthly Training Hours	Autauga Monthly Training Hours	Web Based Training Hours per Employee
720	480	200	80	14

In addition to delivering ACA and DYS mandated training, the Office of Training and Staff Development also coordinated and hosted a two-day seminar conducted by Dr. Russell Pratt. Dr. Pratt, an internationally renowned expert, addressed meeting the needs of youth with illegal sexual behaviors. In addition to this seminar, the Office of Training and Staff Development applied for and received a grant from the National Opioid Response Network (NORN) to conduct a two-day training on Motivational Interviewing. This training was offered to clinical staff and leadership at all three campuses.



CJJA FACILITY DIRECTOR / SUPERINTENDENT TRAINING

DYS applied and was selected to join 12 jurisdictions in the first Facility Director / Superintendent Training provided by the Council of Juvenile Justice Administrators (CJJA) in partnership with the Center for Coordinated Assistance to States. Ms. Janice Coles-Lewis, Deputy Director of Institutional Services, Mr. James White, Assistant Administrator of Institutional Services, and Ms. Alicia Faire, Autauga Campus Administrator attended a 4 day in person conference and a 6-month webinar training series. The conference and training focused on strengthening incentives for investment in evidence-based practices, improving conditions of confinement in juvenile justice facilities, ending the use of certain restraints, and addressing the needs of system-involved girls along with other leadership capacity building topics.

QUALITY ASSURANCE INITIATIVES

The DYS Office of Quality Assurance is responsible for the implementation and oversight of the agency's quality control measures to increase accountability, accurate data reporting, and transparency. The office is led by Dr. Shannon Weston who works collaboratively with the campus quality assurance coordinators, Ms. LaShondra Hinton for the Vacca campus and Ms. Arnea Linden for the Mt. Meigs campus. Ms. Hinton and Ms. Linden have served in their current positions for the past 4 years.

Facility Improvement Planning

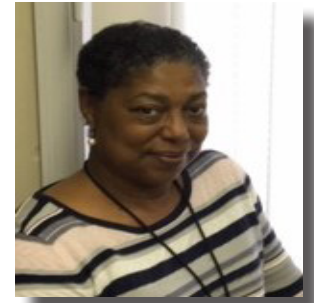
For FY 2019, the Vacca and Mt. Meigs campuses worked diligently on the goals set forth in their Facility Improvement Plans (FIPs). Each campus demonstrated great strides as it relates to safety, order, and security outcome measures.

Strategies for Mt. Meigs included:

- Creating a strategic initiative to effectively manage classroom behavior and consequences that included leadership involvement from Central Office and the School District.
- Developing a plan that includes use of a "Focus Room" located within the school to manage inappropriate non-violent behavior.
- Ensuring time-out log entries are completed and cross checked with incident reports.

Strategies for Vacca included:

- Revising dorm schedules that included additional skills training activities for students in the afternoons, evenings, and weekends.
- Reviewing incident reports to develop specialized behavior plans for students who exhibit aggressive behavior.
- Coordinating with dorm and security staff to develop de-escalation plans for students and identifying interventions that can replace the use of isolation/room-confinement.



Ms. Arnea Linden



Ms. LaShondra Hinton

Student Youth Exit Interviews

Upon release from DYS custody, every youth completes a youth exit interview. One of the questions on the youth exit interview is open ended and asks the youth "What was the best thing this facility did to get you ready to move to your next placement or to go home?" Some of the youth responses are listed below.

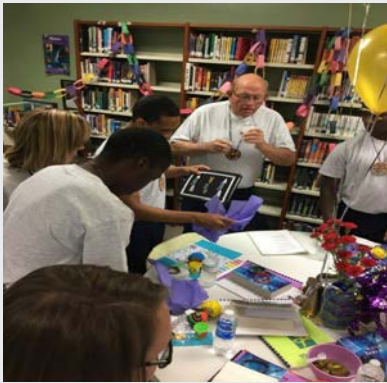
- "Taught me how to be respectful and have decision-making skills"
- "Doing time in general made me think about my actions.."
- "Helped me learn to apply for a job"
- "Emotion control"
- "Think differently"

Mt. Meigs Implements a Focus Room for Students

As part of the Mt. Meigs Facility Improvement Plan, implementing a Focus Room in Wallace School was a specific strategy identified by the Mt. Meigs PbS team. This room is utilized by members of the Focus Team to help redirect and talk with students who have been sent out of the classroom for inappropriate behavior or disruption. The overall goal is to reduce the use of isolation for non-violent behavior and increase the use of behavioral interventions and restorative justice alternatives.



A SPECIAL THANK YOU TO ALL OF THE DYS VOLUNTEERS!



Volunteer services are an important part of programming for the youth in DYS custody. DYS is very thankful to all of our volunteers and campus advisory board members who are dedicated and willing to open up their hearts to provide their service and talent.

- Antioch District Matrons
- Big Brothers
- Church United
- Deer Foot Community Church
- Epiphany
- Faith Temple Church
- Guiding Light Church
- Harvest Community Church
- New Start Ministries
- Rock of Ages
- Temple Baptist
- Travis Ingraham
- Trussville Baptist Church
- 14th Street Baptist Church

Mt. Meigs Advisory Board Members

Omar Neal
Jesse Scott

Rhonda Oats
Allen Screws

Deborah Owen
Sheral Ware

John Owen
De Ray Williams

Jona Postell

Vacca Advisory Board Members

Gina Levert
Paul Logan
Lyord Watson

Virginia Vinson
Mike McCormick
Betty Collins

Van Phillips
Ed Travis
David Wilkinson

Buddy Aydelett
Roderick Walls

Autauga Advisory Board Members

Jean Hare
Onya Myhand

Michelle McGowan
Chief Diane Thomas

Robert Patrick
Robert King

Jack Posey

INSTITUTIONAL SERVICES

The Institutional Services Division is responsible for the operation of three state facilities: Mt. Meigs (Montgomery County), Vacca (Jefferson County), and Autauga (Autauga County). For FY 2019, Institutional Services implemented a variety of specialized programs and services for the youth, expanded staff appreciation events, and enhanced community partnerships.

Student Programming

DYS youth participated in a wide variety of programming and special events. Some of the program highlights include:

- The Autauga campus held an Armed Services Day to provide the youth with an opportunity to speak with and hear from young men and women who have and will continue to serve our country. The youth were given the opportunity to ask questions about the military.
- The Mt. Meigs campus ABSOP program created a monthly program where youth are recognized for their achievements and a student art group that includes dance, theater, band, and African drums.
- The Mt. Meigs campus continued the Montgomery Museum of Art Community Outreach Program and the Gardening Program.



AUTAUGA ARMED SERVICES DAY



DYS WELCOMES STUDENTS FROM ALABAMA STATE UNIVERSITY



In April, 2019, DYS welcomed approximately 30 students from Alabama State University. The ASU students are part of the National Association of Blacks in Criminal Justice (NABCJ) and were introduced by Dr. Larry Spencer. The students were provided an overview of DYS which included information about employment, internships, and employee benefits. Each student received a welcome packet of information. Following the DYS overview, the students were provided a tour of the Mt. Meigs campus.

Staff Appreciation

To honor the hard work and dedication of the staff, each campus implemented staff appreciation programs and honored employees of the month.

- The Vacca campus employees celebrated with a luncheon where staff were presented with certificates and pins for their years of service. The campus administrator, Ms. Angie Toney, was presented with a plaque from the Vacca campus staff thanking her for her service to the campus.
- The Mt. Meigs and Autauga campuses each held cookouts for staff that included a pin ceremony honoring staff's years of service.
- The Vacca campus hosted the second annual recognition program for security officers. Mr. O'Conner presented the Most Valuable Award and Outstanding Performance Award to Officer Gowan. The other officers recognized in the ceremony included Leon Bell, Colin Boswell, Carolyn Burrell, Charles Cole, George Cowan, Derrick Curry, Michael Hollins, Talmor Jackson, Lawrence Johnson, Roddrice Johnson, Julius Maye, Rickely Miller, Sandra Morrow, Shavonne Murray, and Sherman Stinson.



2019 Campus Employees of the Month

Autauga Campus: Abe Longmire, Noland Smith, Benny Godwin, Cameron Hartzog, Jett Pickett, James Marshall, Sandra Anderson, and Anthony Jackson

Mt. Meigs Campus: Antonio Howard, Tyrone Adams, Tonya Wilson, Greta Johnson, Stephanie Norris, Sonja Frazier, Oristela Santiesteban, Kermit McKenzie, Teresina Grimes, Samuel Rowe, Jared Stokes, Jermand Cole, Charlie Alexander, Latasha Crockett, Veronica Rochelle, Timothy Curry, Melanie Moore, Judith Moore, Don Nettles, and Albert Adams

Vacca Campus: Michael Murph, Kimberly Knight, Darius Davidson, Gerald Morton, Jon Anwah, Eva Stowers, Phyllis Coleman, Johnella Owens, Tobithean Alexander, Derrick Curry, Lynn Lockhart



COMMUNITY SERVICES

The Community Services Division is responsible for the development and support of community-based services through monitoring private provider contracts and licensing of all juvenile facilities (detention centers, group homes, and other residential facilities). This division is also responsible for PREA certification and compliance of community residential programs, federal programs monitoring, participation in Multi-Needs Facilitation teams, and implementing the DYS Diversion Program.

Expansion of Diversion Grants

Governor Kay Ivey and members of the 2018 Legislature supported a special \$1 million appropriation to DYS to expand diversion programs for court involved youth. Thirteen counties that had not previously received grants were selected to receive funding to prevent youth from deeper involvement in the juvenile justice system. Thirty-four counties who were not already participating in a diversion program were notified of the availability of these funds for new grants. Fifteen counties submitted grant proposals, and thirteen were selected for funding.

Five of these counties will participate in a contract between DYS and AMIKids. The contract will sponsor a new program for Alabama – Functional Family Therapy (FFT). FFT provides in-home services to work with the youth’s entire family to prevent further court involvement. Participating counties include Lowndes, Butler, Crenshaw, Pike, and Covington.

In addition to the new programs coming into operation in early 2019, it was also time for existing programs to reapply for a new grant cycle in the spring. Community Services staff worked with counties to right size capacity and encourage the use of evidence-based programming to help redesign diversion programs for the future. These modifications enabled DYS to expand into three additional counties through realized efficiencies for the next grant cycle.

Community Services Welcomes Ms. Angie Toney



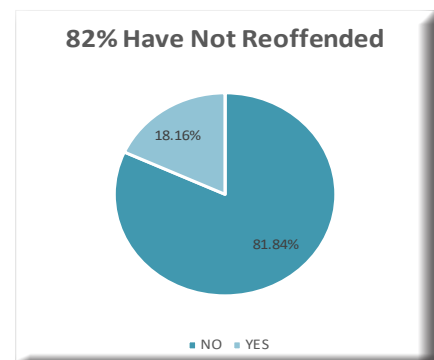
Community Services is pleased to welcome Ms. Angie Toney as the new Community Services Administrator. In June of 2019, Ms. Toney was promoted from her position as Campus Administrator at Vacca to her current role. Ms. Toney brings with her nearly 30 years of experience at DYS in Service Monitoring, Advocacy, and Administration at the Institutional level, both at Vacca and the former Chalkville campus.

Performance Measures

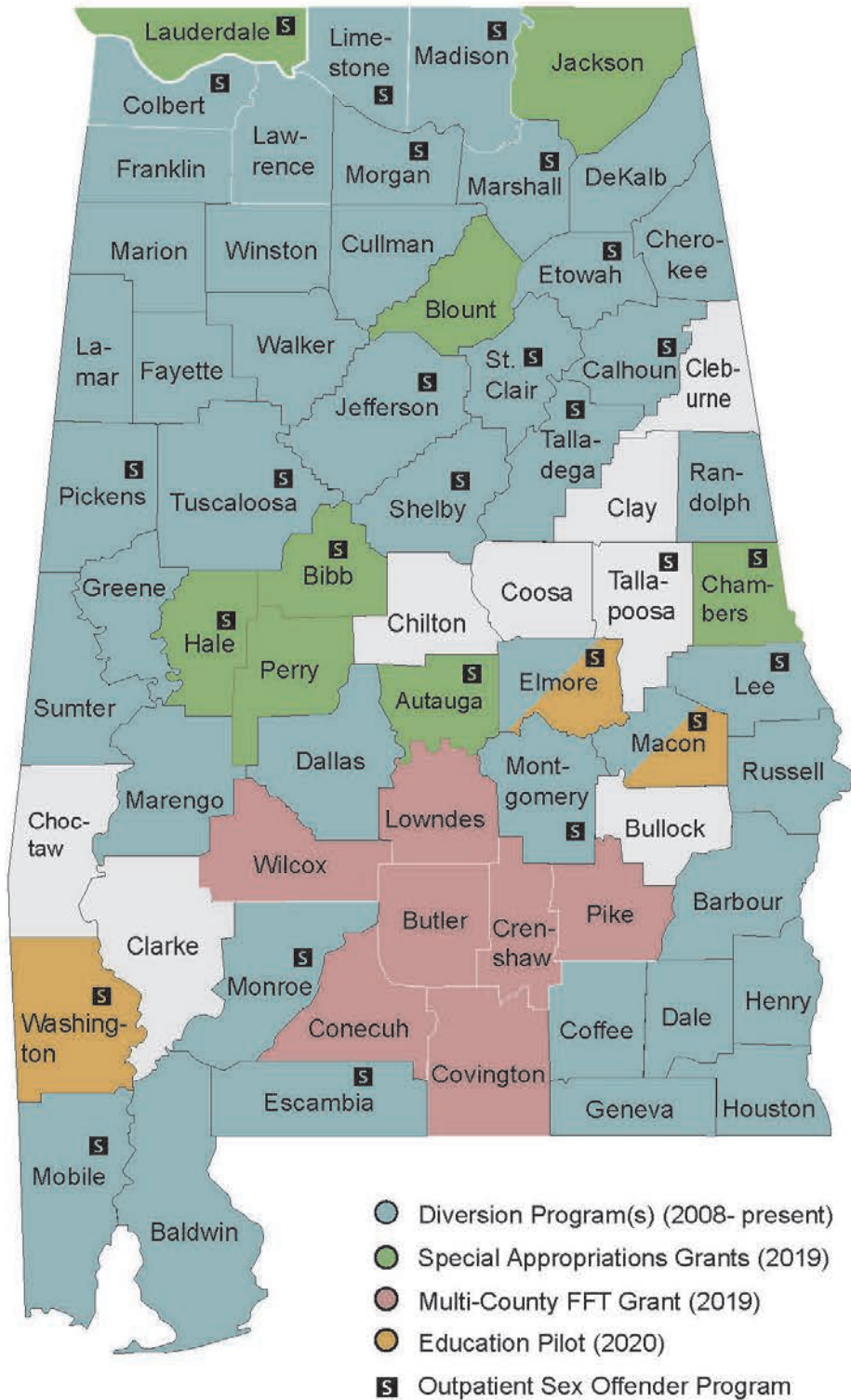
Diversion Grant Performance measures were collected from June 2018 until the present and the results can be found on the DYS website. Data from the six-month follow-up was favorable. Results indicate 82% had not reoffended, 62% were released from supervision, 73% were living at home, and 20% were in some type of employment.



Juvenile Probation Officer Conference L to R: Chanda Leshoure, Steve Lafreniere, Chief Justice Tom Parker, Pat Pendergast, and Angie Toney



DYS DIVERSION SERVICES



ADMINISTRATIVE SERVICES

The Administrative Services Division is a vital asset to the overall operations of DYS. Offices under this Division include Human Resources, Information Technology, Property Management, Accounting, and Purchasing.

The Office of Human Resources Welcomes Ms. Connie Rich



DYS welcomed Ms. Connie Rich as the new Human Resources (HR) Manager in November, 2018. Ms. Rich began her career with the State of Alabama in 2000 and has worked at various agencies within the state. She is a veteran of the U S Army. As the DYS Human Resources Manager, Ms. Rich is responsible for implementing, directing, and evaluating the HR functions within DYS to ensure its mission is conveyed. This is accomplished through a variety of tasks including staffing, fringe benefits, communication with other state agencies, and policy recommendations. Initiatives led by Ms. Rich include implementing a new hiring process for Youth Services Aides in an effort to reduce turnover of direct care staff. Since inception of the new hiring process fifty YSAs have been hired. The turnover rate for these new hires is only 12%. The Office of Human Resources also streamlined the maintenance and monitoring of position control numbers utilizing an MS Access database to track personnel actions such as employee hires, resignations, retirements, and terminations.

State Auditor Recognizes DYS for Property Audit

On July 17th, 2019, State Auditor Jim Zeigler visited the DYS Central Office to present a Certificate of Commendation to DYS Property Manager Wendell Ross. Thanks to Mr. Ross' diligence and hard work, DYS received this special recognition for achieving 100% compliance in accounting for all property items. The Department maintains property records and continually tracks almost 2,000 items with a value of \$4,513,902.



Security and Technology Upgrades

In FY19, the DYS Administrative Services Division worked diligently to enhance security systems and provide additional upgrades to internal communication and computer networks. DYS was able to install the first solar powered, wireless, infrared perimeter surveillance system in the state. This system utilizes digital technology to send alarms to security staff. DYS also partnered with a third party vendor to develop a fingerprint scanning system for juvenile sex offender reporting. In addition to security enhancements, DYS upgraded primary agency databases to SQL Server 2014. The conversion included adapting agency database applications to run on a newer database management system. DYS also upgraded the internal phone system from ShoreTel to Mitel software which enables users to utilize their desktop computers to enhance communications. In order to reduce travel and increase efficiency, DYS also implemented Zoom, which is a web conference application that allows DYS employees to have facetime meetings with remote users.

20

New Contracts

7128

Accounting Transactions

697

Purchasing Transactions

104

New Hires

92

Probationary Appraisals

DYS SCHOOL DISTRICT AND EDUCATIONAL SERVICES

The DYS School District celebrated many district wide and academic achievements. District wide accomplishments include updating the School District policy manual, completing the online renewal audit for teacher certification with no citations, completing the federal monitoring of Title 1 Neglected and Delinquent funds with no discrepancies, purchasing READ 180 software, and establishing a partnership with Trenholm State Technical College's Ready to Work Program.

SCHOOL HIGHLIGHTS

Wallace School held their Inaugural Male Mentoring Symposium. This symposium connected youth with male leaders in the community and served as a tool to engage students in dialogue to increase positive behaviors, motivation, and self-esteem. Youth participated in presentations, break-out sessions, and an open floor question and answer session.

McNeel School held their annual Honors Program to celebrate Honor Roll and 'Most Improved' students. The students were recognized with certificates for their hard work. One student was honored for receiving his GED. Students and staff attended a reception after the ceremony.



Students Celebrate Black History Month



The students at the Mt Meigs Wallace School and the Vacca McNeel School celebrated Black History Month by participating in a variety of programs. Students at Wallace School participated in a creative art competition. The students designed a variety of murals and portraits that adorned the school. The students at McNeel School participated in several activities including a Black History Quiz Bowl.

STUDENT ACADEMIC ACHIEVEMENTS

Number of High School Diplomas (Facilities and Community Providers) -----	10
Number of GEDs (Facilities and Community Providers) -----	75
Number of Alabama Certified Worker Certifications -----	26
Number of Microsoft Academy Certifications -----	58

YOUTH SERVICES FINANCIAL STATEMENT

	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019
REVENUES					
General Fund	7,264,635	6,004,776	5,704,537	5,704,537	6,704,537
Children First Trust Fund	7,433,262	8,107,317	8,107,317	8,107,074	8,107,317
Education Trust Fund	50,412,596	50,225,815	50,652,652	50,850,897	51,230,341
Special Revenue	29,522,237	31,476,837	31,476,837	30,682,521	29,458,030
Special Programming for Achievement Network (SPAN)	3,565,732	3,565,732	3,565,732	3,565,732	3,565,732
TOTAL FUNDS AVAILABLE	98,198,462	99,380,478	99,507,075	98,910,761	99,065,957
EXPENDITURES					
Personnel Costs	18,614,825	18,081,438	18,338,649	18,305,555	18,961,903
Employee Benefits	7,688,186	7,587,225	7,877,726	8,268,437	8,298,259
Travel In-State	53,318	36,498	46,965	44,641	42,352
Travel Out-of-State	10,837	9,880	14,980	12,639	20,505
Repairs & Maintenance	1,576,653	1,499,001	2,464,875	1,129,259	973,797
Rentals & Leases	291,799	279,105	223,825	230,162	180,834
Utilities & Communications	1,417,308	1,354,189	1,333,285	1,458,019	1,506,874
Professional Services	14,643,286	15,176,797	14,954,987	14,888,263	13,856,095
Operating Expenses	2,145,625	2,122,649	1,246,705	1,524,830	2,048,162
Transportation Equip Operations	277,138	234,546	200,602	216,366	232,460
Grants & Benefits	44,291,337	46,411,881	47,317,151	47,617,672	47,781,328
Grants & Benefits transferred to SPAN	3,565,732	3,565,732	3,565,732	3,565,732	3,565,732
Capital Outlay	1,164,826	-	-	223,930	136,678
Transportation Equip Purchases	38,648	123,425	60,829	46,264	16,798
Other Equipment Purchases	186,517	466,061	321,102	486,607	1,248,662
TOTAL EXPENDITURES	95,966,037	96,948,426	97,967,414	98,018,374	98,870,438
LESS REVENUE CARRIED OVER	2,153,889	2,079,331	1,348,224	687,530	
LESS REVERSIONS	78,536	352,720	191,437	204,857	195,519
BALANCE UNENCUMBERED	0	0	0	0	0

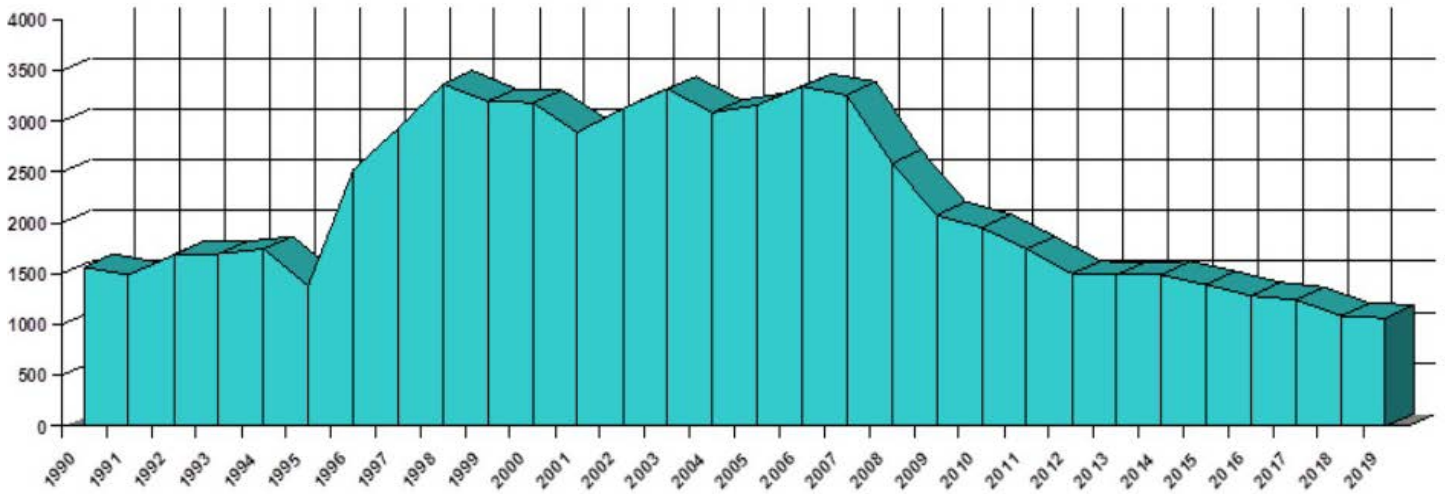
SCHOOL DISTRICT FINANCIAL STATEMENT

	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019
REVENUES					
General Fund	0	0	0	0	0
Education Trust Fund	6,204,235	6,034,652	6,392,669	6,396,945	6,522,499
Special Revenue	352,802	500,800	436,255	307,237	416,836
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TOTAL FUNDS AVAILABLE	6,557,037	6,535,452	6,828,925	6,704,182	6,939,335
EXPENDITURES					
Personnel Costs	3,857,948	3,916,069	4,074,451	3,780,114	3,779,776
Employee Benefits	1,293,640	1,324,820	1,383,098	1,347,673	1,330,563
Travel In-State	14,794	9,979	13,771	8,463	10,187
Travel Out-of-State	-	-	-	-	-
Repairs & Maintenance	37,432	26,946	13,865	3,893	5,545
Rentals & Leases	17,319	10,552	13,5615	12,211	12,531
Utilities & Communications	142,442	17,844	130,785	162,572	60,000
Professional Services	65,843	69,166	121,715	36,366	89,705
Operating Expenses	281,379	205,762	150,697	134,536	217,859
Transportation Equip Operations	3,611	4,727	1,287	787	689
Grants & Benefits	739,000	807,455	794,405	1,103,044	1,272,000
Capital Outlay	-	-	-	-	-
Transportation Equip Purchases	-	-	-	-	-
Other Equipment Purchases	52,894	88,660	93,719	89,375	131,836
<hr/>					
TOTAL EXPENDITURES	6,506,302	6,481,978	6,791,353	6,679,032	6,910,691
LESS REVENUE CARRIED OVER	0	0	0	0	0
LESS REVERSIONS	50,736	53,474	37,572	25,150	28,644
BALANCE UNENCUMBERED	0	0	0	0	0

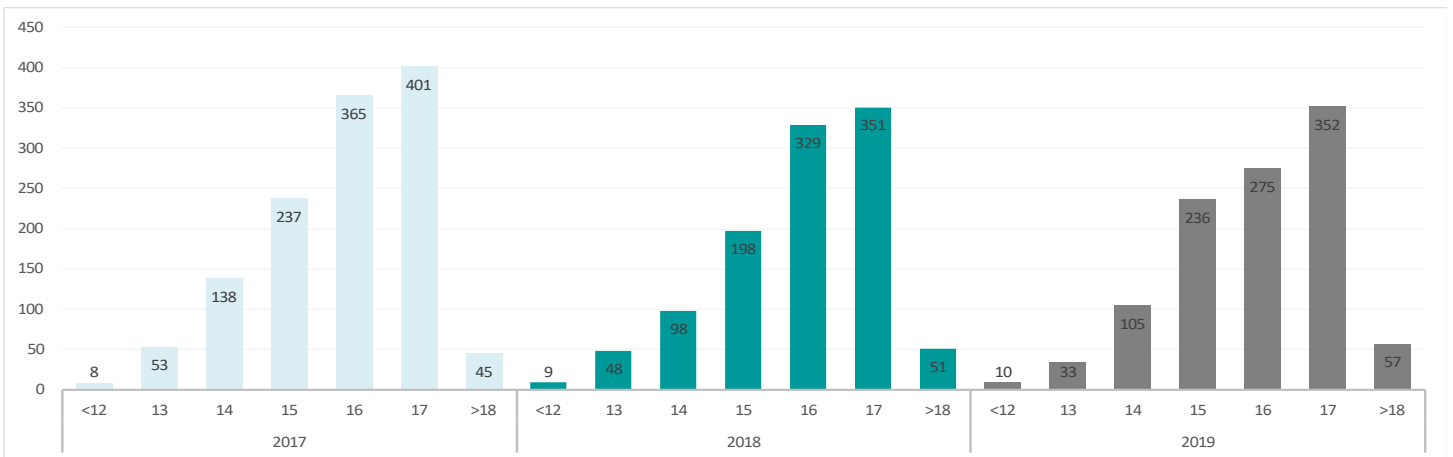
DYS BY THE NUMBERS

FY 2019 ADMISSIONS

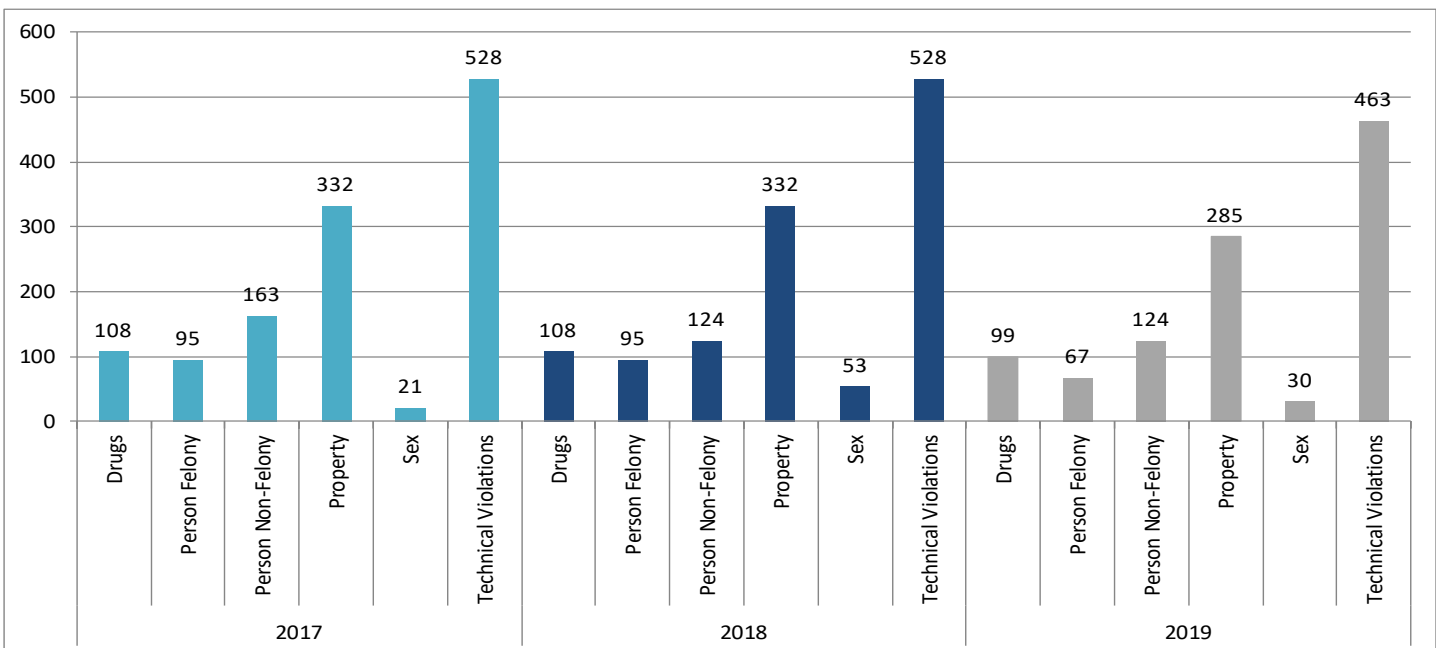
NUMBER OF YOUTH



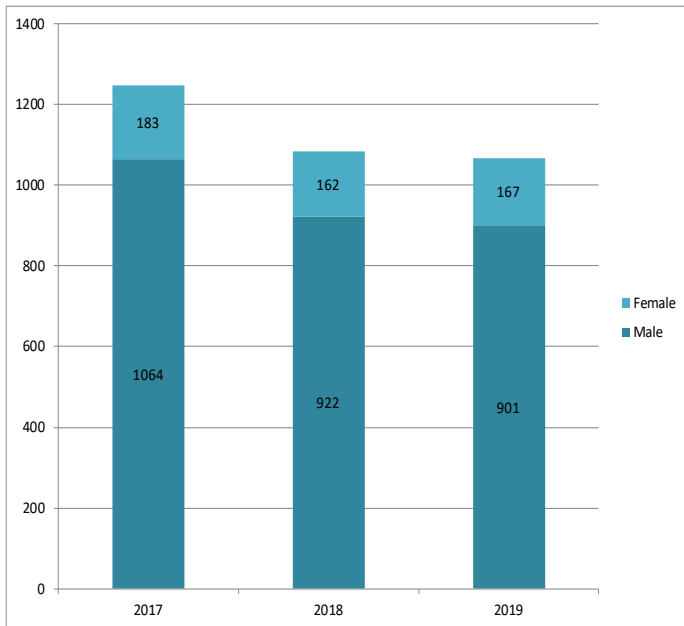
YOUTH BY AGE



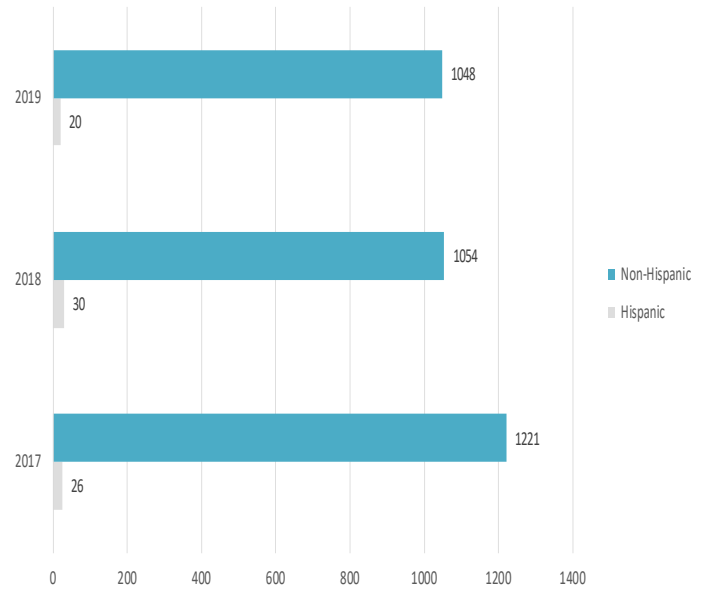
YOUTH BY OFFENSE



YOUTH BY GENDER



YOUTH BY ETHNICITY



YOUTH BY RACE

