



Department of
Youth Services

2024

ANNUAL REPORT

GIVING BACK

Table of Contents



2 Director Ast on Giving Back



3 DYS Leadership



4 About DYS



6 Our True North



7 DYS Youth



27 DYS Staff



50 Accreditations and PREA



51 Juvenile Justice Working Group



52 Statistics



54 Fiscal Review



55 Connect with DYS



Department of
Youth Services

Director Amy L. Ast

Giving Back

As we reflect on our ongoing journey to foster a nurturing and supportive environment for our youth, the theme of giving back stands out as a cornerstone of our mission. This principle not only guides our actions but also shapes the future of our families and communities. By encouraging both our youth and staff to actively engage in giving back, and by welcoming the generous contributions of those who support our agency, we are creating a ripple effect of positive change.



Our youth and staff have been at the heart of ongoing efforts to give to our communities. Through our various programs, we encourage them to give back in meaningful ways. From participating in local community service projects, such as making blankets for nursing homes and providing flowers to domestic violence shelters, our youth are learning the values of empathy, responsibility, and civic engagement. Our staff, leading by example through work like holding impactful baptisms for youth, dedicate their time and skills to mentor and guide our youth, fostering a culture of support and growth.

Our agency offers a range of activities designed to instill the spirit of volunteerism and community involvement. Volunteering in neighborhood clean-up initiatives, contributing to drives for donations, participating in peer mentoring programs, and volunteering in groups that support other children not only benefit those in need but also provide our youth with a sense of purpose and achievement. These initiatives are instrumental in helping them develop essential life skills, build self-esteem, and understand the importance of contributing to society.

We are also immensely grateful for the partners and volunteers who dedicate their time to our cause. Their involvement provides invaluable support to our programs and reinforces the message that the community cares about our youth. Whether it's through mentors visiting our youth to speak about the realities of going down a dark path, job fairs with partners like our juvenile courts, or various work and education initiatives that solidify relationships with other organizations like career and technical centers, these partners and volunteers play a crucial role in our purpose and mission. Our agency also is giving back by creating partnerships and developing cohorts that have resulted in various projects, including a youth parenting program and our Fatherhood program that encourages teen fathers to take an active role in raising their children.

The act of giving back fosters a cycle of positivity and growth. For our youth, it opens doors to new opportunities such as community service with groups like Shoes 4 the Shoeless, helps them build strong and trusted connections, and empowers them to envision a brighter future. For our staff, it reinforces the rewarding nature of their work and strengthens their commitment to our mission. For the broader community, it enhances social cohesion and demonstrates the transformative power of collective effort.

As we continue to promote giving back, let us remember that each contribution, no matter how small, has the potential to create lasting change as we seek every day to transform and save lives. By nurturing a culture of partnership and service, we are not only enriching the lives of our youth but also building a stronger, more compassionate society among our supportive staff, families, and communities.

Through our unwavering commitment and dedication, we will continue on giving back in so many ways to Ohio. Together, we will continue to make a difference.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Amy L. Ast'.

Amy L. Ast, Director

Every youth will have an opportunity to achieve their potential. What we invest in is what we value.

DYS Leadership



Director, Amy L. Ast



**Assistant Director,
Ginine M. Trim**



Chief of Staff, Leon Hill



About DYS

The Ohio Department of Youth Services (DYS) is the juvenile corrections system for the state of Ohio. DYS is statutorily mandated to confine felony offenders, ages 10 to 21, who have been adjudicated and committed by one of Ohio's 88 county juvenile courts. We offer youth engaging programming that is designed to address their criminological and behavioral needs. Each of the DYS facilities also operates a year-round school that offers general curriculum as well as vocational opportunities.



DYS reaches thousands of youth in Ohio. Beyond youth in facilities and those on parole, DYS funds and supports 625 community programs throughout the state offering more than 93,000 youth (based on annual program admissions) opportunities and services to encourage positive change. These range from prevention and diversion programs to residential and community treatment in areas such as mental health, sex offending, and substance abuse.

About DYS

Our central office and executive leadership operate out of 30 West Spring Street, 5th Floor, Columbus, Ohio. Additionally, there are three juvenile correctional facilities (JCFs) for adjudicated youth and 11 community correctional facilities (CCFs).

Our Facilities



Circleville

P.O. Box 598
640 Island Road
Circleville, Ohio, 43113
(740) 477-2500



Cuyahoga Hills

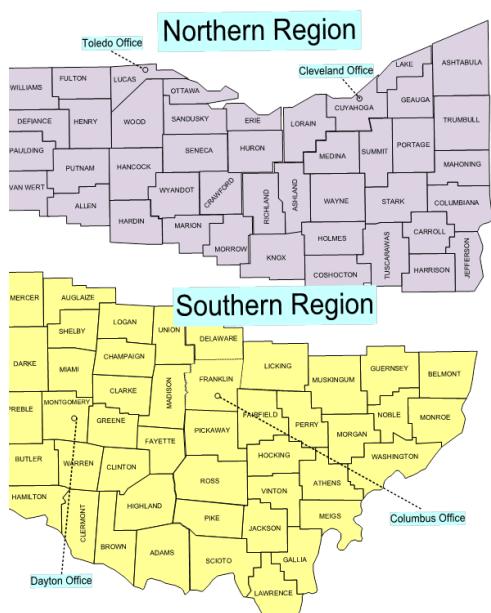
4321 Green Road
Highland Hills, Ohio, 44128
(216) 464-8211



Indian River

2775 Indian River Road, S.W.
Massillon, Ohio, 44646
(330) 837-4211

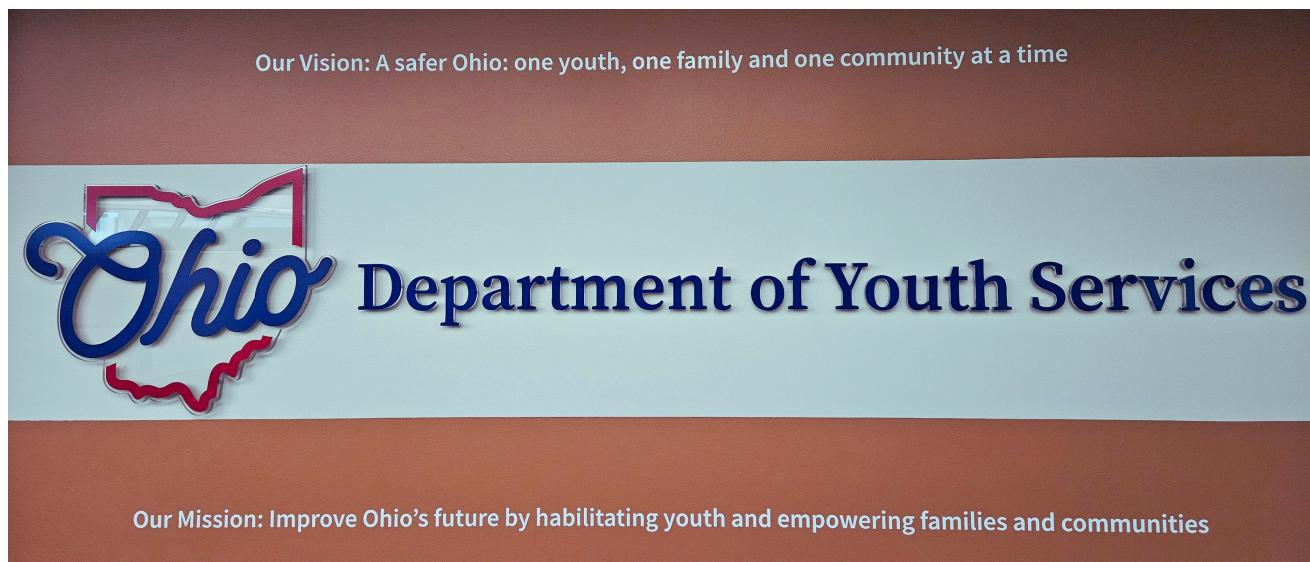
Parole



The Bureau of Parole provides regionalized supervision for all 88 counties in the state of Ohio, which includes offices in Cleveland, Columbus, Dayton, and Toledo. The Northern Parole Region includes 43 counties, and the Southern Parole Region includes 45 counties.

Our True North

Our purpose is to transform and save lives at DYS. It is Our True North that provides our team with direction as we strive to achieve our goals.



Mission and Vision

The mission of the Ohio Department of Youth Services is to improve Ohio's future by habilitating youth and empowering families and communities. The vision of the agency is a safer Ohio: one youth, one family and one community at a time. ***Giving back*** is a critical part of fulfilling the mission and vision of this agency.

Values

Our four core values directly relate to ***giving back***. By following these values, we are giving back to our youth, staff, families, and communities as they organizationally represent the pillars of the work we do.

- Safety***
- Innovation***
- Cultural Competence***
- Wellness***

DYS Youth



DYS Youth

Education and Career Training

The Buckeye United School District not only prepares its students to be successful after they earn their degrees, but it also provides **character building** and **giving back** opportunities to its students. Our students at Luther E. Ball grow several vegetable varieties at its greenhouse and provide clean food options to under-served communities in Cuyahoga County.

Students across all three of our institutions have provided artwork to be shared with the community for Martin Luther King Jr. Day, Black History Month and Women's History Month, some of which have been displayed at the Rhodes Tower in downtown Columbus for an exhibit that was placed there for a span of time over this past year.

Our students acquire several skills through our career technical programs that afford our students the opportunity to work on the grounds of our facilities both inside and out so that they are aesthetically pleasing to all who visit. As a result, giving them real world apprenticeships for careers they can engage in once they are no longer at DYS.



DYS Youth

Education and Career Training, Graduation

87

53

34

1,850

Graduates

Diplomas

GEDs

Credits



DYS Youth

Education and Career Training, Industry Credentials & Certifications



**Skill
Certificates**



**Industry
Credentials**

College Earned Credit

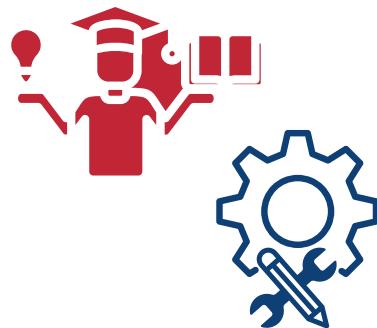


*Stark State
College*



*Sinclair
Community College*

At DYS, we offer the youth a large variety of industry credentials and skill certifications, such as CPR, forklift, welding, landscape technician, HVAC, Adobe, hand power tools, broadcast interviewing, digital camera photography, music theory, income and savings, plant breeding, stock market challenge, vehicle research, safety and sanitation, and much more.



DYS Youth

Operations, Programs, and Facilities

Bureau of Programming and Unit Management

The programming and habilitation of our youth are critical to advance safety for our facility, community, and Ohio in our work of **giving back**.

Ohio PREP

The Personal Responsibility Education Program (PREP) is a statewide initiative aimed to reduce unintended pregnancy, HIV, and sexually transmitted infections in the state for those aged 14 to 21 who reside in the juvenile justice system. Fifty DYS youth completed the PREP program this year.

Every Child Matters/ Pregnant and Parenting

DYS increased the number of children on approved visitation lists to see their fathers. DYS also collaborated with Nationwide Children's Hospital to sponsor incentive programming, which increased the number of young fathers with a parenting objective on their integrated treatment plans.

Minorities Making Millions

The goal of this eight-week program is to equip teens at the facility with valuable life skills that can help them transform their mindset, develop their potential, and build a successful life. Each week, the program covers a new topic with a focus on both personal development and practical skills.

CrossFit CRAVE

By incorporating trauma-informed CrossFit, a safe and supportive environment that fosters healing and recovery can be created, which improves health and overall well-being. Recently, six members of CHCJF's staff became certified CrossFit instructors, and the program is expanding to the other facilities.

DYS Youth

Community-Based Innovations and Solutions

Bureau of Community Engagement and Reentry

The Bureau of Community Engagement and Reentry is working on several initiatives aimed at ***transforming the way we provide services to our youth.*** Our goal is to provide services and meaningful programs inside our facilities and outside in our communities in a way of ***giving back*** where our youth live and play.



In December, Reentry in collaboration with the Bureau of Parole developed the Transitional Services Program (TSP). TSP is a program to assist youth who are discharged from a DYS facility at age 21 who may need additional support on their journey to complete reintegration in the community. This support can come in the form of helping meet basic needs, educational fees, transportation, or other reentry needs and supports.

As part of transformation efforts, we began focusing on employment opportunities for our youth in parole and those who are scheduled for release within a few months. To that end, Reentry and the corporate office of the Guardians baseball franchise partnered to create a work initiative for youth on parole and youth returning to the Cleveland community. The initiative consists of the youth completing an application, Guardians review the application, set up an interview while the youth is in the facility and based on their interview, Guardians may agree to hire our youth for part-time employment. Based on their job performance, it could lead to full-time employment.

DYS Youth

Community-Based Innovations and Solutions

Bureau of Community Engagement and Reentry

We kicked off Second Chance Month and Reentry Week in April with two community service events that involved staff and youth on parole. DYS partnered with local non-profits to participate in these community service events. During that time, we collaborated with the Gertrude Wood Community Foundation to paint a community mural on the I-70 underpass in Columbus. Our agency also participated in the Linden area beautification and neighborhood clean-up initiative with the City of Columbus.

We have an understanding that successful reintegration into the community involves family engagement. In March and April, Reentry and Parole collaborated with the Ohio Department of Rehabilitation and Corrections (DRC) and local reentry coalitions to conduct family engagement events in Cuyahoga and Hamilton Counties. The purpose of these events was to bring DYS and DRC subject matter experts to the community to provide information to loved ones of the incarcerated. Being keenly aware that successful reintegration requires the removal of barriers, Reentry, Parole, Franklin County Juvenile Court Probation Department, and Ohio Public Defender's Office partnered to present a juvenile specific Sealing and Expungement Clinic at Lead the Way Academy, a community non-profit organization. The intent of the event was to inform youth and their parents/guardians of the importance of sealing and expunging a juvenile record.

Reentry established a Juvenile Reentry and Reintegration Advisory Committee (JRAC), comprised of 29 entities. The purpose of JRAC is to collaborate with partners and stakeholders on the development of diverse solutions that create and support the full reintegration of justice-involved youth.



DYS Youth

Community-Based Innovations and Solutions

Bureau of Parole

During this past year, the Bureau of Parole focused on becoming more **community facing as we work on giving back**. This effort to meet our youth in their environment included parole staff engaging with parole youth in the community while being restorative focused. Various initiatives include community service activities, such as with Shoes 4 the Shoeless, community violence reduction, and community mural painting. These efforts help with youth engagement and activities that create a positive impact. Additionally, the Bureau of Parole launched a parole youth of the month and incentivized life accomplishments such as high school graduation.

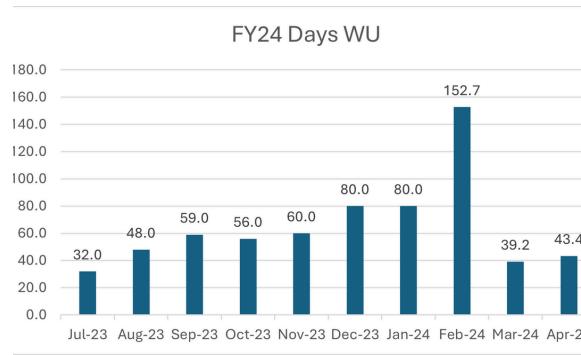
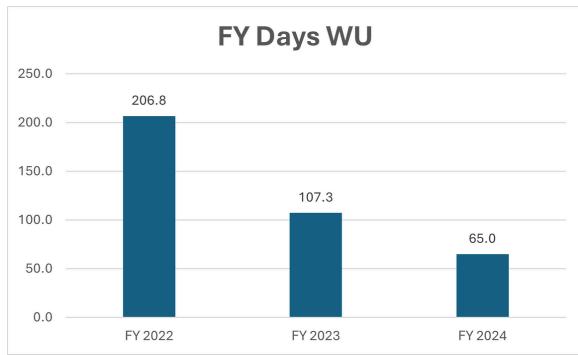
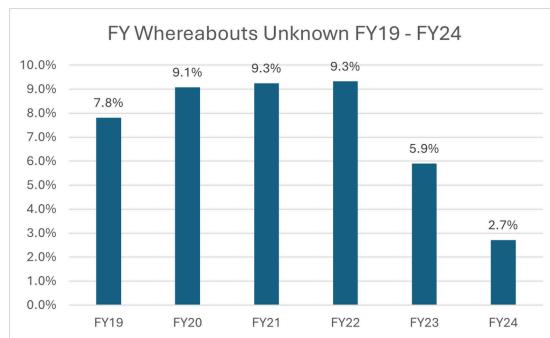
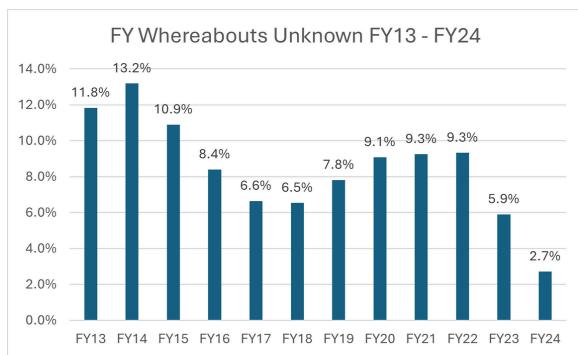


DYS Youth

Community-Based Innovations and Solutions

Bureau of Parole

The Bureau of Parole commitment to improve the public safety risk of whereabouts unknown (WU) youth has resulted in fewer parole youth choosing to disengage from parole services and a reduced number of days a youth remains WU. A contributing factor to this continued positive trend is the timely recovery action inventory (TRAI). The TRAI process has improved parole relationships with law enforcement at city, county, state, and federal levels that enables effective collaboration to safely engage WU youth. This has resulted in a 2.7% WU rate in FY24, which based on data is among the lowest in agency history.



Additional progress with keeping parole youth engaged includes a reduction in the number of days a disengaged youth remains WU. In FY22, disengaged youth were WU for an average of 206.8 days, and in FY23 that number was reduced to 107.3 days (52% reduction). In FY24, parole has again reduced the number of WU days to 65.0 (61% reduction).

DYS Youth

Community-Based Innovations and Solutions

Bureau of Parole

The Socks Showdown was a new event put on in collaboration with DYS, the Hamilton County Juvenile Court, and Shoes 4 the Shoeless. DYS and the Hamilton County Juvenile Court (HCJC) faced off in a friendly fundraising competition to donate over 6,600 pairs of socks to the non-profit Shoes 4 the Shoeless through the staff sock drive. Shoes 4 the Shoeless works to provide new, fitting gym shoes and socks to Southwest Ohio children in desperate need. Shoes 4 the Shoeless began in 2010 and has helped well over 160,000 children.



DYS Youth

Community-Based Innovations and Solutions

Bureau of Community Reinvestment

DYS offers funding, technical support, and training to a range of programs and interventions aimed at serving youth in settings closer to their families and in the least restrictive yet appropriate environment. This commitment of ***giving back*** extends statewide, supporting juvenile courts and county partners through these various initiatives:

- *RECLAIM Ohio (Reasoned and Equitable Community and Local Alternatives to the Incarceration of Minors)*
- *Youth Services Grant*
- *Targeted RECLAIM*
- *Competitive RECLAIM*

These investments in the community aim to provide youth with tailored treatment and supervision that aligns with their risk level of reoffending. DYS is recognized nationally for its leadership in utilizing funding to divert suitable youth from incarceration to community-based programs and services. In FY23, we supported over 700 community programs across the state, facilitating over 80,000 admissions from youth seeking positive change.



DYS Youth

Community-Based Innovations and Solutions

Bureau of Community Reinvestment

Expanding Detention Alternatives

The Juvenile Detention Alternatives Initiative (JDAI) is a model for juvenile justice reform, funded by DYS and county-administered in Ohio for the last decade. JDAI has demonstrated that local jurisdictions can establish efficient and effective systems to protect the safety of the community without using detention and other out-of-home placements unnecessarily or inappropriately, preventing youth from sliding deeper into the juvenile justice system. As of FY24, there are 19 partnering JDAI counties. DYS is hoping to expand the network of JDAI sites in Ohio in the coming months.

Additional progress includes the continued coordination of training in evidence-based interventions and research-informed models and frameworks to juvenile courts to advance probation transformation efforts, such as training in the Roca Rewire CBT model, provided to several JDAI sites across the state. The Roca Impact Institute is Roca's intensive coaching arm designed to equip institutions and individuals at the center of urban violence with tools and strategies to address trauma, reduce violence, and improve outcomes for young people. While offering training to juvenile courts, the state will also offer training to county law enforcement partners through the facilitation of the Roca Rewire 4 framework. Progress in the initiative also includes the expansion of the State Probation Transformation Cohort, Hamilton and Trumbull Counties, bringing the cohort from nine participating sites to 11. With respect to expanding the race equity work across Ohio, the State JDAI Race Equity and Inclusion Subcommittee has continued to advance the FY24 strategic plan designed to reduce JDAI county admissions and length of stay in detention facilities, DYS and Community Corrections Facilities, and other congregate care placements by addressing justice system disparities that impact race and gun violence.

During the past year, the subcommittee continued to conduct REI System Assessments to select juvenile courts to evaluate their progress and identify opportunities for growth with respect to their work in advancing race equity efforts in their jurisdictions. The subcommittee has also started working through a Race Equity Toolkit developed by Collective Impact Forum designed to equip state subcommittee members with strategies that can be implemented to locally advance their race equity work.



Scan the QR code to read our JDAI County Highlights!



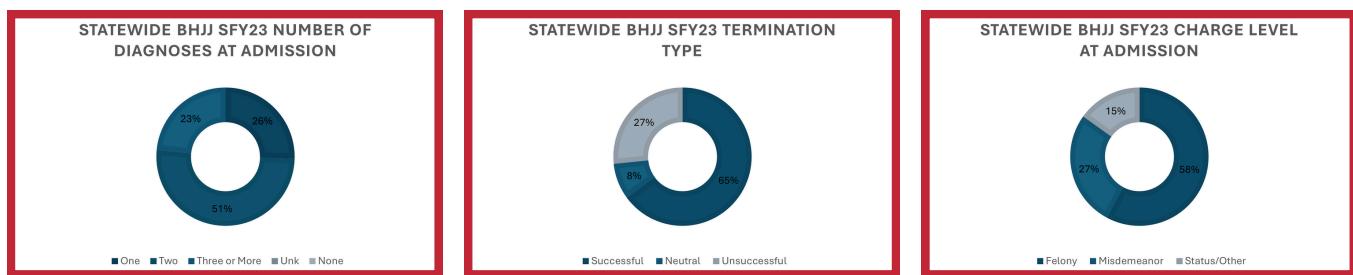
DYS Youth

Community-Based Innovations and Solutions

Bureau of Community Reinvestment

Behavioral Health Juvenile Justice

The Behavioral Health Juvenile Justice (BHJJ) initiative is an effort sponsored by DYS and Ohio Department of Mental Health and Addiction Services (OhioMHAS) that is directed toward enhancing and expanding community-based options for youth who have serious behavioral healthcare needs and who are involved in, or are at risk for involvement in the juvenile justice system. The initiative is designed to transform the child-serving systems' ability to identify, assess, evaluate, and treat multi-need, multi-system youth. In SFY23, the Departments funded 10 projects, covering 14 counties that **provided services and gave back to more than 750 youth**. While specific project design rested with the local juvenile courts, mental health boards, and local partners, all were required to use evidence-based or evidence-informed services.



Prior research conducted by Case Western Reserve University has demonstrated that youth who complete BHJJ services successfully have significantly lower behavioral health problem severity, significantly improved psychosocial functioning, and significantly lower levels of new charges and adjudications. Additionally, fewer than 4% of youth who were recipients of BHJJ services have ever been committed to DYS.

Title II Grant Funding

Each year, Title II funding is awarded to Ohio, and administered by DYS, to fund programs and services for at-risk and delinquent youth. In FY23, DYS funded 23 community-based programs and provided funding to Cuyahoga, Franklin, and Lucas Counties to administer locally and to fund programs in their respective communities. The focus was on programs that promote positive youth development, and programs that reduce the likelihood of minority youth having contact with the juvenile justice system. Ohio received \$1.5M for FY23.

DYS Youth

Community-Based Innovations and Solutions

Community Correctional Facilities

The agency's Bureau of Community Facilities utilizes the assistance of Community Correctional Facilities (CCFs) as a part of our graduated release process. This process provides participating youth with incremental lower levels of external control, strategically decreasing support over time, allowing them to acclimate to their community, reunite with their family, and provide the youth an opportunity to achieve their full potential. Most importantly, the process improves Ohio's future by habilitating youth, empowering families, and creating safer communities.

CCFs are often closer to the youth's home and community, which ties to our mission and theme of ***giving back***. We have various programs geared to address multiple topics relevant to the youth's needs, including substance abuse, cognitive behavioral therapy, Core Youth, and sex offender programming. The community-based programs are conducted in a smaller setting (the number of beds ranges from 16 to 50) and provide individual, group, and family counseling. Here are some of the relevant updates pertaining to CCFs:

- There were 20 youth transferred to a step-down program.
- At the beginning of the fiscal year, there were nine youth in a step-down program.
- There have been 29 youth served by a step-down program.
 - Of those 29 youth, 12 were transferred back to a DYS JCF.
 - Of those 29 youth, eight were released from a step-down program.
 - All eight were regular releases to parole (there were no judicial releases).
 - The remaining nine youth are still in a step-down program.



A youth from the Wood County CCF holds a turtle from the Wood County Park District.



The Hocking Valley CCF had three students graduate from high school this year.

DYS Youth

Release Authority

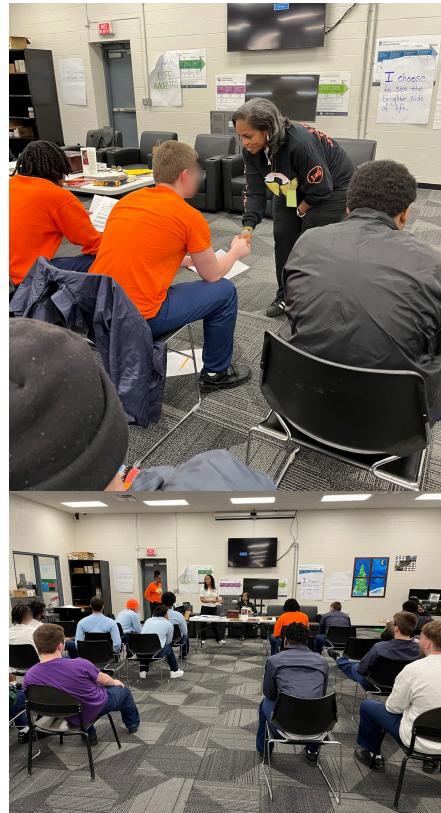
The Release Authority's main mission is to serve as the agency's final and sole authority for making release and discharge decisions for all youth committed to the legal custody of the agency. It does this by considering public safety, the best interests of the youth, and the interests of crime victims using evidence based tools and practices.

The Release Authority staff have worked in a myriad of ways on **giving back** over the past year, which has included overview sessions to provide information on how the Release Authority engages with youth throughout their entire stay with DYS, from admission to discharge. Overview sessions were particularly helpful for new staff in new positions, serving as training to help set them up for success in their roles with the agency.

The Release Authority and Office of Victim Services have scheduled one on one sessions with staff to meet their individual needs with more flexible onboarding throughout 2024.

The Release Authority staff have also embraced leadership opportunities in 2024 with Board Member Rob Manning representing DYS in the Ohio Interagency Council for Youth (OICY) meetings and was asked to serve as co-chair through June 2024.

Operation Under Triple Digits is an initiative led by Mothers of Murdered Columbus Children (MOMCC), a non-profit organization led by Melissa Thomas St. Clair. MOMCC is working in collaboration with DYS, the Columbus Police Department with support from City Council, We are Linden, and faith-based leaders in Ohio to reduce the number of homicides. The Release Authority and other staff have attended various events to support this cause and has had members of MOMCC speak to DYS youth.



DYS Youth

Release Authority

The Release Authority joined the Division of Community-Based Innovations and Solutions team as they partnered with the Ohio Public Defenders Office to offer a Sealing and Expungement Clinic to youth on parole earlier this year. Lead The Way Learning Academy served as site hosts for the event with their mission to help young people discover their life's passion by providing purpose, direction, motivation, and opportunities. Young people in attendance individually learned about National Crime Victims' Rights Week, took the pledge, and received an awareness bracelet.

Release Authority Chair, Yolonda Frierson, attended the Buckeye Girls State at Bowling Green State University to meet with and educate these young women about DYS. This program is a week-long event designed to educate Ohio's young women in the duties, privileges, rights, and responsibilities of good citizenship while learning about state government.

Members of the Release Authority met with Mackenzie Heitmann with Cuyahoga County Juvenile Court as she leads a committee that reviews youth who may be eligible for judicial release from DYS. Board member Beth Myers represents the Release Authority on the committee with discussions centering around youth who are doing well and may be eligible for an early release. Serving as a part of this committee improves communication and strengthens the process for youth who are judicially released.

DYS partnered with the founder of Desert Waters and their team to bring back the Desert Waters training, "From Corrections Fatigue to Fulfillment," last year. The Desert Waters training, "True Grit: Building Resilience in Corrections Professionals," launched this year and will continue through June 2024. Release Authority team members Dr. Tiffani Sharp and Beth Myers are Desert Waters True Grit facilitators. Peer support team members attend the training sessions and provide assistance as needed. This is another way Release Authority staff are **giving back** to staff.



DYS Youth

Release Authority ***Office of Victim Services***

Within the Release Authority is the Office of Victim Services (OVS), which is responsible for ensuring that victims of crime from DYS youth are made aware of their rights. OVS provides communication regarding a status change of youth, information, and support.

OVS led the effort recognizing National Crime Victims' Rights Week. The theme this year was "Options, services, and hope for crime survivors. How Would YOU Help?" The planning committee met regularly to schedule plans and prepare for the week.

Resurrection plants were delivered to each site prepared by youth and staff to give back to local shelters. The chaplains at each facility led a dialogue about what resurrection means and how even when things do not look as if they have the potential to be beautiful, they still may be, especially when nurtured and cared for. The facilities also took part in efforts with the youth to create benches and participate in candlelit vigils for victims. This was a wonderful form of giving back.



*Scan for more
details on the
donation
drop-offs!*



DYS Youth

Release Authority

Office of Victim Services

Additionally, to celebrate the week, staff led dialogue with youth to connect the act of producing something of beauty to replace the darkness of crimes previously committed in the community.

Bracelets were distributed to youth to symbolize the commitment to having no Acts of Violence (AOV) for the entire week. OVS worked with the facilities to create a “Commitment Sheet” for the youth to sign pledging that they will not create victims, will have no AOVs, and will do their part to build community.



“We all play a role in the healing process for survivors of crime. Hope is the catalyst that can help change the trajectory of someone else’s life.”

This year, OVS also worked to forge a partnership between DYS and YouthMOVE as OVS interviewed mentors from YouthMOVE and incorporated those videos into the Risky Business curriculum. Risky Business assist youth with decision-making, identifying high-risk situations, and is geared towards youth approaching release and those who are on parole. A mentorship component was initiated and supported by the OVS with YouthMOVE as they met with youth at Cuyahoga Hills to pilot the mentoring program and it has since expanded. The DYS Release Authority has worked with Terry Green, CEO of “Think Make Live Youth,” as he most recently was the keynote speaker at Nationwide Children’s Hospital, which has further moved the needle on gathering more support from our community partners.

The Release Authority is committed to building continued awareness and support for the agency in 2024 and for victims, including our youth who have also been survivors of crime.

DYS Youth

IT Services

In **giving back** to our agency, our IT staff worked to refresh IT at our three facilities over the past year. The team has completed Indian River, Training Academy, and parts of Circleville for administrative and education areas. IT will continue to work to complete all the facilities that will include conference rooms and staging areas next year.

Additionally, IT has put forward efforts to provide several updates, including for Wi-Fi and network upgrades. These improvements have led to all facilities being upgraded to Wi-Fi and a massive transfer of equipment and software, which now allows the agency to control outages and repair based on daily dashboard results. The network upgrades at all three facilities have allowed us to expand technology with advanced solutions.

Another area of focus from the IT team includes quality control. Over the past year, IT has instituted a bi-weekly review of reports and progression with owners of each critical category. This implementation allows IT to pivot based on metrics and continuous improvement tracking. IT currently has 18 areas that are monitored based on level of priority.

The DYS IT team also completed the security road map this year, and it outlines how the agency can align with enterprise and security needs through change management, supply chain checks and purchasing approvals, education enhancements on the student network, and with onsite inspections.



DYS Youth

IT Services

The Grow with Google project has been a priority for the IT team as it will be a milestone in advanced technology for a state agency and will truly be **giving back** to our youth and staff alike. This program was first built on the first steps of using a course catalog for the youth. The project securely gives youth Google Workspace access to utilize technology for educational resources and courses to improve their learning while at DYS. This year, we are completing phase 1 with the graduates to have one device and operating system for the youth and staff. This will allow the agency to bring all staff and youth services to one place. Some of these initiatives include building a new area for a suite of services and strong security for our agency, deploying up to 100 devices to enhance the programming experience, integrating late reentry solutions into the Google suites to improve security and accessibility, expanding on the Grow with Google program allowing for more certification, and college courses opportunities.



Work has been done to implement a parole domain later this year within the Grow with Google project to deliver one device and operating system for the youth and staff. This will allow DYS to deliver youth services to one place. Some of the ways it will make a significant difference for youth and staff includes:

- Establishing a space for the staff and parolee to interact with each other more efficiently.
- Auto dictation to reduce administrative work to increase time with youth.
- Tracking community work, education, work/career activity, and opportunities within the Google suites.
- Sending daily reminders to youth and JPOs about upcoming and past due items.

DYS Staff



DYS Staff

Operations, Programs, and Facilities

Bureau of Security Operations

In **giving back** to the safety of our youth and staff, planned security searches have been conducted at all three facilities. These organized searches have been carried out with K-9 units and have reduced the number of major contraband, creating safer environments **to give back to staff and youth.**

Over the course of the year, our agency has focused on equipment purchases and projects. Additionally, basic security equipment continue to be purchased and are now being distributed for new hires. DYS continues to invest in security enhancements and upgrades to promote safety.

DYS has worked to conduct quarterly Critical Incident Management tabletops to be completed at each facility to prepare administrative staff for critical incidents.

The security team continues to provide preservice training to newly hired staff at the DYS Training Academy in a way of **giving back** to provide proper security for both youth and staff alike. The security team conducts on-the-spot training for Operations Managers and Direct Deputies related to their job duties and training for additional staff.



DYS Staff

Operations, Programs, and Facilities

Office of Healthcare Services

DYS Healthcare Services **gives back** to our youth by averaging 975 contacts monthly with youth through our healthcare offerings of medical, psychiatric, nursing, dental, and optometry.

Health Services Administrators (HSA) held monthly meetings and training to ensure facility clinical staff remain up to date on current processes and procedures, providing excellent healthcare delivery to DYS youth. Healthcare services made a revision to the Preservice Communicable and Infectious Disease Training Module for new incoming DYS staff so they can experience interactive infectious disease education.

Our agency implemented patient education modules for our youth created around topics important to their health and well-being, allowing them to have a health resource.

The DYS Wellness Committee continued work on the execution of the Presidential Fitness Challenge into our Buckeye United School District curriculum and additional ways to promote good nutrition, fitness, health, and wellness for DYS youth.

A contract with Relias, a statewide electronic healthcare educational resources and proficiencies program, was procured to provide continuing education, training, and credits specific to healthcare staff. This resource was put into place for both medical and behavioral health staff utilization to increase knowledge on priority topics for the youth, such as trauma-informed care and emergency medical intervention.



DYS Staff

Operations, Programs, and Facilities

Office of Healthcare Services

Last year, DYS began the onboarding process for the Electronic Health Record (EHR) to improve coordination of care for the youth and streamline provider workflows.

The EHR system launched in June 2024. The EHR system serves as our database for youth healthcare record keeping and provides a centralized resource for clinical staff to ensure continuity of care. EHRs have been shown to improve the day-to-day care delivery of healthcare and increase patient safety. The project build required creation of not only forms and workflows specific to our DYS population but also interfaces between our Juvenile Justice Case Management System (JJCMS), the OnBase youth records system, the Ohio Department of Mental Health and Addiction Services (OhioMHAS), Ohio Pharmacy Services, LabCorp laboratory services, and Trident Care Radiology services.

Aligned with the EHR system build, training materials have been created for healthcare staff and administrators, superusers, and end user training has occurred.

This project involves partnership with our Fusion EHR vendor, DYS IT, DYS Behavioral Health, DYS Security, DYS Records, and OhioMHAS Pharmacy.

DYS IT was pivotal in assisting with the project management and necessary equipment procurement for the EHR. DYS Security assisted with youth ID band procurement to ensure increased safety during medication administration and seamless medical record keeping.

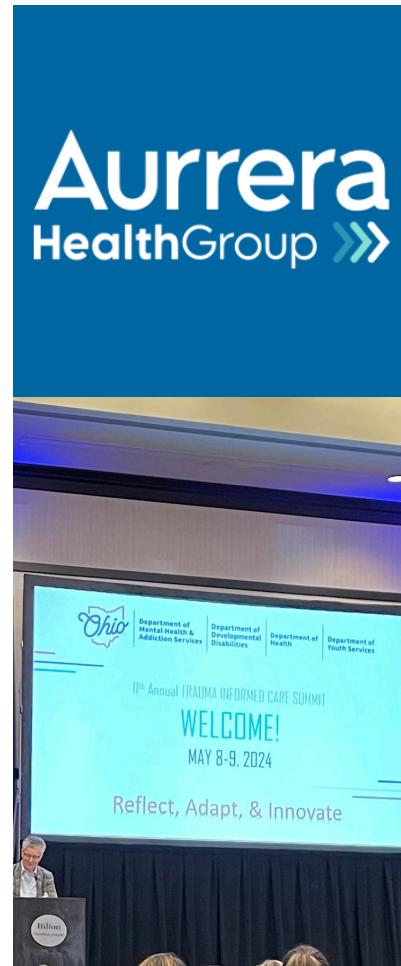
DYS Staff

Operations, Programs, and Facilities

Bureau of Behavioral Health Services

Enhancing staff skills and increasing trauma awareness have been top of mind for the Bureau of Behavioral Health Services (BHS) throughout the year. Following Aurrera Health's trauma-informed care organizational assessment, Central Office BHS and Aurrera hosted a trauma training titled, "Building a Healing-Centered, Trauma-Responsive Organization" for more than fifty agency leaders in November 2023.

Attendees reported the workshops as being "engaging and interactive" and appreciated the personal stories from William Kellibrew and Charryse Wright in covering topics such as "stress busters," understanding the cone of learning, and learning to lead with understanding. Many attendees asked that this training be provided to all staff. Never wanting to miss an opportunity to **give back** to staff, BHS and Aurrera hosted a training of trainers in late May 2024 to enhance staff ability to recognize and respond to trauma, whether at home or work.



DYS' commitment to becoming a trauma-responsive organization goes beyond just our agency. The 11th Annual Trauma Informed Care Summit was co-sponsored by DYS, and Director Ast along with OhioMHAS Director Cornyn opened the summit back in May. The Release Authority Board Chair Yolonda Frierson and BHS Bureau Chief Ryan Smith took part in the summit steering committee to help select speakers and breakout sessions useful to advance the knowledge and skills of juvenile correctional professionals.

DYS Staff

Operations, Programs, and Facilities

Bureau of Behavioral Health Services

Increasing our staff's ability to recognize and respond to trauma has also been one of several key components of DYS' work on designing and implementing the Crisis Assistance, Response and Engagement team, a group of well-conditioned staff available for critical incidents, emergencies, and special operations.



Yet, having a higher level of training and skill in trauma responsiveness alone is insufficient. As stated by the 26th President of the United States Theodore Roosevelt, "No one cares how much you know, until they know how much you care," and there is no easier way to demonstrate you care for another than by seeking to understand through active listening and by working with youth in a spirit of partnership, acceptance, evocation, and compassion. To this end, DYS partnered with the Center for Strength-based Strategies to train 22 C.A.R.E. team candidates and 34 additional staff in Motivational Interviewing (MI) Basics and Advanced. MI trains staff in active listening skills as well as other strategic communication skills to elicit internal motivation of youth for change. Training staff to have a high degree of MI skill is a benefit to both staff and youth.

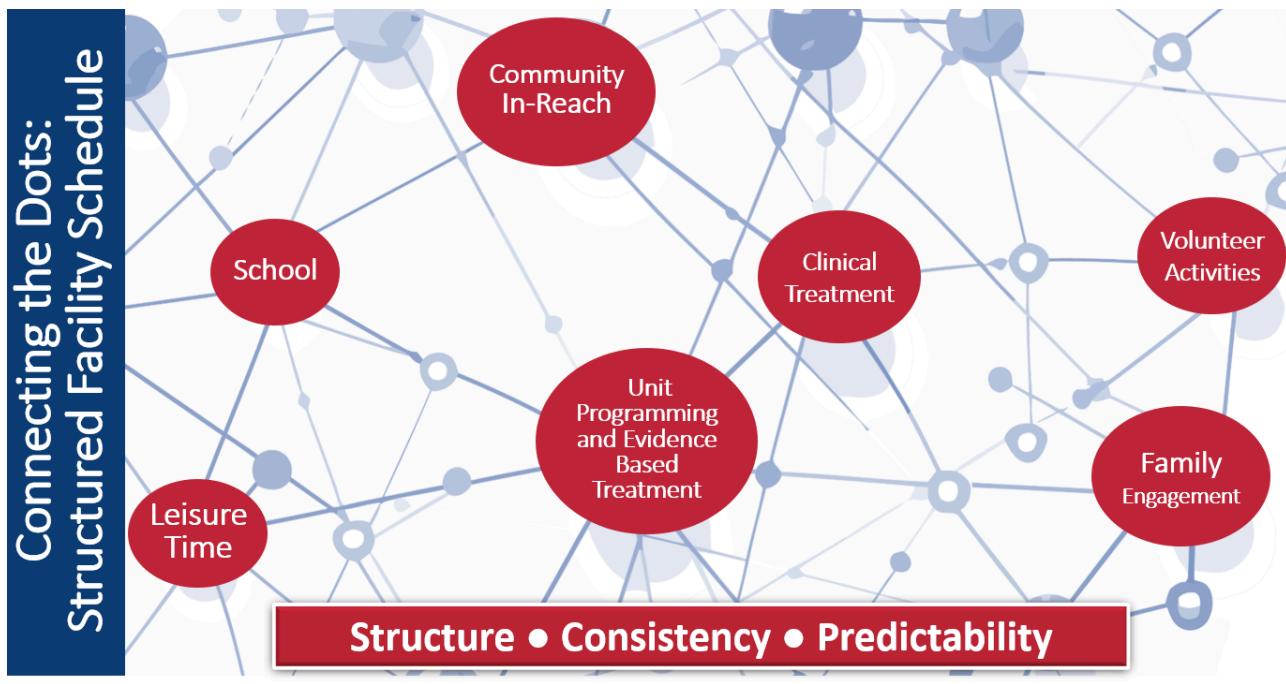
We want to recognize the time and work our facility staff have poured into working with our interns across the agency: Hannah Durica (CHJCF), Amanda Grewell (CHJCF), Madeline Combs (CJCF), Mikayla Salindo (CJCF), and Lloyana Hunter (CJCF). Thank you to all the interns who together provided over 1,300 hours of treatment as a way of giving back to youth in FY24.

DYS Staff

Operations, Programs, and Facilities

Bureau of Programming and Unit Management

It is our goal to **give back** by creating structure, consistency, and predictability for our youth and staff. The Bureau has worked in partnership with our behavioral health staff and spent the past year implementing the Connecting the Dots.



Connecting the Dots has been essential in assisting facilities with developing the master schedules to include group activities, training CPS staff in Cognitive Behavioral Therapy, communicating to field regarding programming priority, nearly doubling treatment hours of CPS, prioritizing treatment and programming, identifying daily treatment and programming expectations, and much more.

DYS Staff

Human Resources

DYS works on **giving back** to our staff by providing various resources that are in line with employee wellness. Resources:

Pup Patrol, Peer Support, Wellness Rooms



Wellness Wednesdays, Employee Wellness Committee, Mental Health and Wellness Courses



Each DYS facility identified space that could be utilized as a wellness room. We are **giving back** to staff as these rooms serve as a space staff can go to for a short period of time in order to reset, regroup, catch their breath, or clear their mind. Central Office peer support teams and local peer support teams utilize the wellness rooms to meet with individuals and offer encouragement, support, and assistance to staff. Facilities have invited staff and pup patrol to join them as they introduced the spaces to their staff.

DYS Staff

Human Resources

The Bell Seal for Workplace Mental Health certification recognizes employers committed to creating mentally healthy workplaces. Led by Mental Health America's rich history in research and advocacy, the Bell Seal's holistic evaluation of employer practices considers the entire employee experience. Only 1 in 4 employers meet the standards for Bell Seal certification. Bell Seal recipients, representing a combined workforce of three million workers, understand that time, intention, investment, and collaboration at all organizational levels are needed to support workers' mental health and well-being.

DYS is proud to obtain this Gold Seal recognition for the second year in a row - this is an achievement as the only Ohio agency to receive this recognition. This distinguished award demonstrates our commitment to our staff and affirms the dedication we place in valuing our staff and those wishing to become a part of our team. As part of **giving back** and investing in what we value, DYS has implemented resources for our staff that have reflected the honor of receiving this distinguished certification.



DYS Staff

Human Resources

Recruitment and Retention

DYS is committed to recruiting a diverse array of qualified staff to help ensure culturally competent services to our employees, youth, and communities. As an agency, we have invested in our recruitment efforts by working to streamline our application process, ensuring that it is straight forward and user-friendly, holding open interviews events, partnering with radio stations, and much more! In 2023, DYS facilities processed 6,839 job applications, of which 3,948 were for Juvenile Correctional Officer positions. DYS has implemented inclusive hiring practices, such as providing a structured interview process which allows for unbiased hiring. DYS has also implemented utilizing a diverse recruitment team and hiring panel. This strategy allows the candidate to see that DYS has a diverse workforce and allows the hiring panel to have wide-ranging experience to utilize when selecting the most qualified candidates. During FY24, DYS facilities hired 436 new hires.



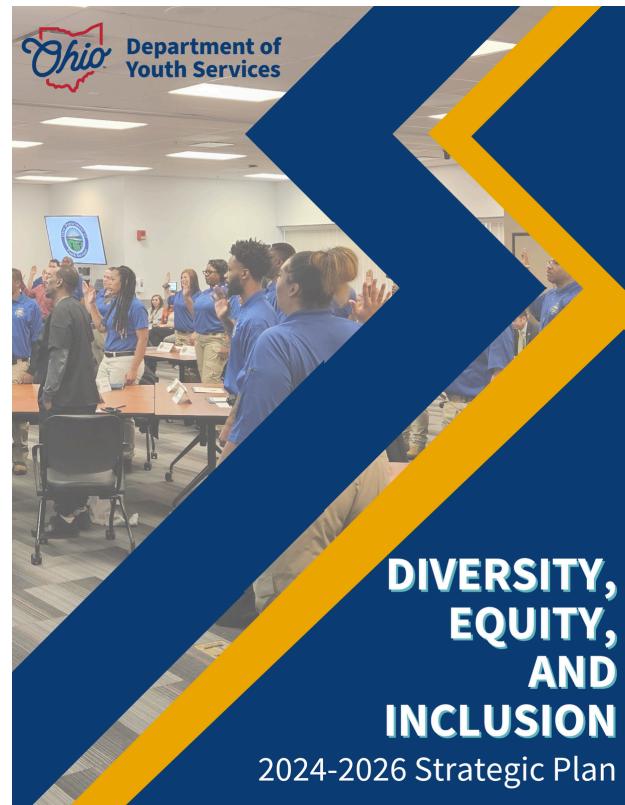
DYS Staff

Human Resources

Diversity, Equity, and Inclusion (DEI)

DYS is committed to fostering diversity and inclusion initiatives, working to ensure all staff have a space to belong. We ensure that all practices, policies, and procedures allow for equal opportunity. We understand that cultivating a diverse workforce is an investment in our mission; This is why we have invested in our employees through more than 6,000 hours of training such as EEO, “Facilitating Diversity Conversations in the Workplace,” and through diversity notices that bring awareness to such things as black history and culture, women’s history, LGBTQ+ awareness, and more.

We continue to work to ensure DEI principles are at the forefront of all recruitment, retention, and community-based efforts. Cultivating a diverse workforce allows us to better understand our **commitment to cultural competence**. We learn from each other, act as allies, rally around our co-workers and youth, share perspectives, and recognize differences. Learning to acknowledge and appreciate these differences helps to foster acceptance and appreciation for what we can each uniquely bring to the table. Participating in culturally competent practices allows us to **give back** to our staff, youth, and community by ensuring that everyone is safe within our space.



*Scan to read
our DEI
Strategic Plan!*



DYS Staff

Employee Recognition Week

During the month of May, several professional fields are recognized and acknowledged across Ohio and the nation. Thank you to our amazing staff for your dedication and relentless work you commit to on a daily basis. Many of these professions at DYS are highlighted during the Employee Recognition Week. These are some of the professional fields recognized for their critical roles at the agency:



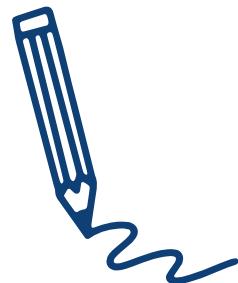
Correctional Officers Week

Teacher Appreciation Week

National Nurses Week

Public Service Recognition Week

Mental Health Awareness Month



Our DYS Team works together in order to make Employee Recognition Week special and something to remember in ***giving back*** to one another. The DYS staff often put in many hours with tough and at times in difficult situations that certainly deserves immense praise. These amazing efforts are highly appreciated and make the difference as we transform and save lives.



DYS Staff

Employee Recognition Week, Award Winners



Employee of the Year Award

*Elizabeth Matera,
Circleville*



*Scan to watch a
highlight video
of all our
Employees of
the Year!*



Youth Specialist of the Year Award

*Bonnie Silsbe,
Indian River*



Parole Officer of the Year Award

*Alyssa Stone,
Southern Region*



Director's Award

Jessica Jefferson



DYS Staff

Employee Recognition Week, Juvenile Corrections Officers



Olawale Abimbola	Griffin Cheadle	Ladavia Fortner	Jalen Ireland
Ashley Acoff	Lashanna Clack	Brian Foster Jr.	Laresa Jackson
Banji Adebiyi	Jaquanda Clark	Siena Fowlkes	Lashon Jackson
Samuel Adomako	Lakisha Cleveland	Edward Freeman	Lorna Jackson
Deairre Alati	David Clopton	Amber Fuson	Kristen Jacobs
Estellisa Alexander	Jeffrey Cole	Darrin Gates	David James
Henry Alexander	Mackenzie Compton	Ronke Gbadebo	Tony James
Ivan Allen	Joseph Conley	Edna Gbor Sumo	Anthony Johnson
Theophilus Amoo	Carlos Cooper	Carrie George	Deneatha Johnson
Deidre Anderson	Charles Cordes Jr.	Mattie Gibbs	Timothy Johnson Jr.
Necho Anderson	Dominique Covin	Julia Gilbert	Stacy Johnson
Rhina Anderson	Clifford Covington	Tori Goodgame	Zadaya Johnson
William Anderson	David Cox	Dorie Gorie	Art Jones
Terrence Arthur	Cierra Crawford	Raymond Gray	Clarence Jones
Steven Ashcraft Jr.	Dyllon Crum	Carla Renna Green	Dwaynette Jones
Kaiden Atwood	Carl Cunningham	Maryann Green	Krystle Jones
Claudia Austin	Zachary Dailey	Todd Greene Jr.	Marcus Jones
Benjamin Ayers	Elerika Davenport	Nicolas Greene	Reginald Jones
Michael Bacorn	Tinika Davenport	Fletcher Grey	Vanessa Jones
Marc Bailous	Nathaniel Davis II	Aneisha Griffin	Chanavia Kelly
Michael Baker	Clarence Davis Jr.	Charles Hall Jr.	Kimberly Kendrick
Jamaal Ballard	Velma Davis TURNER	Saneika Hall	Tina Kendrick
Nicholas Barnoski	Christopher Dawson	Linnell Hamilton	Rose Kienzle
Nathaniel Beasley	Scott Degordon	Wayne Hamilton	Rodney King
Antonio Beck Jr.	John Delillo	April Hampton	Roysean Kinney
Tracy Bell	Rewanda Demonbreun	Devyn Hancin	Benfrank Kioko
James Bethany	John Derrico	Tamika Harding	Derik Knox
Joshua Bettencourt	Latrissa Dixon	Daryl Hardy	Janet Koger
Paul Blair	Charles Dobbins III	Dionne Harris	Stevenson Kooner
Emiyah Braxton	Samuel Donaldson	Brooke Harrold	Jonathan Kousaleos
Alicia Brazelton	David Dopler	Darlana Harvey	Arronte Landrum
Schauntarrah Breckenridge	Ashley Doss	Jon Haven	Lisa Latten
Ashley Brewer	Donisius Dow	Jaleel Hawkins	Diamond Lee
Alandus Brown	Lee Duckworth Jr.	Haley Headrick	Kiara Lee
Traibiayah Brown	Francis Duduit	Rebecca Hebert	Jason Lewis
Nyeisha Broyles	Anthony Duncan Jr.	Sarai Heller	Jeremy Lindsey
Tiffany Brunner	Lisa Dwyer	Keith Henderson	Richard Litten
Earl Bryant	Nicholas Ebright	Jamar Hicks Jr.	Jennifer Long
Andrew Bryson	Christine Eddleman	Alexis Hill	Nicole Love
Emily Burkholder	John Edwards	Jasaan Hines	David Lucas
Natasha Burrell	Sandra Edwards	Jeremy Hinton	Dorthea Lucas
Laura Bush	Trevor Eisenbri	Courtney Holbert	Kathern Lucas
Arrieal Butler	Riley Elliott	James Hoover	Michelle Lucas
Imani Caldwell	Brandon Evans	Nicholas Huber	Brittany Lyon
Trey Cameron	Nateisha Fitzgerald	Mason Huffman	Corey Mack
Armondo Canady	Patrick Fitzgerald	Nicholas Hugley	Jordan Major
Monee Carstarphen	Gary Florence	Wilson Humphrey Jr.	Cameron Malave
Lanisha Carter	Wendy Flowers	Ashley Hunt	Samuel Mann Jr.
Ryan Chandler	James Foran	Le Michael Ijames	Abdul Muumin Isma-II



**Staff as of June 7, 2024*

DYS Staff

Employee Recognition Week, Juvenile Corrections Officers



Jacob Mannon
Gregory Marciano
Kenneth Marshall
Jason Martin
Margaretha Martin
Angel Mateer
Alexander McAfee
Kevin McCaffree
John Mcdonie
Jarrett Mcfarland
David Mcgee
Ashley McGuire
Camille McGuire
Timothy McGuire
Andre Mcmeans
Teela Mealy
Joseph Meanor
Noah Mercado
James Mbeahuru
Jeffrey Miller
Tony Miller Jr.
Torri Miller
Jason Mitchell
Robert Mitchell
Pamela Mockabee
Elijah Montgomery
Kassandra Montgomery
Tayveon Montgomery
Shavon Moore
Diane Moree
Christian Morgan
Joshua Morris
Keith Mosley
Andrea Mudd
David Mulbah
Carletta Neal
Shay Aunna Nedd
Amin Ngosong
Theodore Nickson
Aaron Nitzsky
Richard Norman
Anthony Ollie
Fred Opoku
Olivia Quinn
Micah Osburn
Savanna Parrish
Donald Patrick
Lar'reek Patterson
Markus Patterson
Ryen Patterson
Bradley Paulins
Marcus Peacock
Kevin Peake
Angelo Pennington
James Peoples
Marica Perry
Michael Person
Rico Person
Tecara Person
Kimberly Pete
Dominique Pierce
Ashley Porter
Michael Pudloski
Jennifer Redwood
Courtney Reed
Tanya Reed
Jose Reyes
Chad Rhodes
Mika Rigby-Talameh
Garland Rivers
Kristie Robison
Joshua Rodhe
A'aishah Rogers
Bryce Rogers
Terrande Rogers
Larry Rowland
Thomas Rudolph
Mary Russell
William Samuels
Reginald Sanders Freeman
Jibreel Scales
Rickey Sesay
Deasia Shannon
Jamie Sharp
Jason Shaw
Kiesha Shepard
Rockya Sidibe
Bonnie Silsbe
Vernice Simmons
Herbert Simon Jr.
Delshawn Simpson
Tiffany Stephens
Tamera Stevens
Derrel Steward
James Stills
Dyshia Stone
Lee Stringer
Ariel Swaney
Travis Tackett
Alexander Taye
Gwynnett Taylor
Skylar Terrell
Leslie Thomas
Millard Thomas
Francena Torrence
Jeffrey Torres
Terrance Townsend
Christopher Tracy
Tre Nale Trotty
Michael Turner
Edward Twum Ampofo
David Upshaw
Noa Urban
Cesar Vanderpool Jr.
Portia Vanlong
Alecia Vickers
John Walker
Shakielle Walker
Robert Walton Jr.
Trayvon Ware
Anthony Washington
Jacqueline Waters
Tenisha Watkins
Talesha Weaver
Corey Wemmer
Dustin Wheldon
Raphael White
Alan Wiggins
Ramone Wilkins
Champale Williams
Kalvin Williams
Robin Williams
Troy Williams
Steven Williamson
Amon Willis
Benny Wilmoth
Fredrick Wilson
Penny Winters
Nana Wireko Brobbey
Sandra Wolf
Ebony Wood
Matthew Wood
Monique Woodfork
Tamatha Wright
Jeffrey Zaborowski



**Staff as of June 7, 2024*

DYS Staff

Employee Recognition Week, Teachers



Daniel Adamson
Andrew Allen
Wanda Barbo
Thomas Belli
Renee Borland
Bradley Bunting
Jill Craig
Thomas Cunningham
Wynona Douglas
Michele George
Aaron Gilbert
Mattie Hamby
Madolyn Helser
Robert Hudson
Abigail Johnson
Tamara Lane
Daniel Lee
Jeffrey Maibach
Shelby Morris
Shannon Spaulding
Angela Vickers



Kevin Bord
Brian Csejtey
Michelle Dale
Adam Davis
Matthew Dykas
Kimberly Evangelisti
Antoniette Flowers-Diouf
Shajuan Gray
Katherine Hemly
Joyce Hunter
Jacqueline Johnson
Lafredia Jordan
Salehe Kimolo
Jane King
Samuel Lizewski
Erika Matola
Stella Milliron
El Khalil Mohamed Bouna
Brenda Pace
Jeffrey Schwab
Donald Sutherland
Matthew Sysack
George Szeto
Janay Thompson-Davis

Megan Baugher
Matthew Baughman
Louis Clark
Destiny Copenhaver
Laurie Delaney
Darrin Heath
Christina Holden
James Hoskins
Deborah Huff
Kevin Hunter
Jessica Jones
Jeanie Lemon
Lisa Merrigan
Danny Miller
Matthew Oatley
Nicholas Paliswat
Rebecca Petroff
Larry Pickard
Charles Sackman
Kimberly Simmons
Marquiee Smith



**Staff as of June 7, 2024*

DYS Staff

Employee Recognition Week, Nurses



Gabriella Ater	Jackie McGuire
Cynthia Baker	Thomas McKenna
Amber Black	Kelly Milton
Rickie Blackwell	Amy Monroe
Joni Chamberlin	Donna Peterson
Inna Chudnovsky	Dean Petrinec
Kerry Covert	Joseph Phan
Bernice Crawford	David Rafferty
Catherine Disantis	Tamira Robinson
Molly Haddox	Rodney Ruffing
Michelle Henry	Keitra Sell
Christina Hines	Sherry Skelly
Shelley Hupp	Robi Smith
Samantha Johnson	William Spaeth
Nicholas Karsnak	April Triola
Karen Kirkpatrick	Roxanna West
Rosalinda Lemaster	



**Staff as of June 7, 2024*

DYS Staff

Employee Recognition Week, Public Service Recognition



5 years

Abdallah Ali
Francis Asapokhai
Thomas Belli
James Bethune
Kevin Bord
Elizabeth Brosse
Ryan Chandler
Jessica Craycraft
Adam Davis
Brittany Delgado
Cassandra Deskins-Taylor
Tori Fontes
Brian Foster
Aaron Gilbert
Devyn Hancin
Brooke Harrold
Joshua Hatch
Madolyn Helser
Alexis Hill
Robert Hudson
Lehniah Jackson
Deneatha Johnson
Samantha Johnson
Nicholas Karsnak
Reginald Kelly
Roysean Kinney
Daniel Lee
Elizabeth Matera
El Khalil Mohamed Bouna
Aaron Nitzsky
Rico Person
Ashley Porter
Allie Rawson
Elizabeth Reynolds
Kristie Robison
Jason Shaw
Ryan Smith
Shannon Spaulding
Csaba Sukosd

Dustin Wheldon

George White
Teresa Wilkins
Steven Williamson
Stephanie Wood
10 years
Matthew Baughman
Julian Chandler
Christine Crine
Denise Delucio
Jacqulyn Doblinger
Matthew Dykas
Darnell Edwards
Richelle Ettel
Kimberly Evangelisti
Deborah Huff
Christine Kohler
Samuel Lizewski
Erika Matola
David Maybaugh
Britanny Neal
Joseph Phan
Dwight Phinizee
Uriah Puccini
Chad Rhodes
Esther Sackey
Daniel See
Stanley Sidorski
Christopher Wrightsel
15 years
Demetrius Al-Lateef
Dion Baines
Stanley Ball
Armondo Canady
Clifton Chapman Jr.
Lisa Critser
Brian Csejtey
Christine Eddleman
Tejal Frantz
Katherine Hemly

Jeremy Hinton

Kimberle Iquina
Janetta Jones
Curtis Kemp
Connie Kriglowitz
Bradley Paulins
Megan Sargent
Jeffrey Schwab
Joshua Stone
Robin Williams
20 years
Jerred Adkins
Alicia Brazelton
Chris Bray
Tamika Colbert
Charles Cordes
Danielle Custom
Victoria Doss
James Foran
Michael Harper
Darrin Heath
Rebecca Hebert
Keith Henderson
Lynnette Johnson
Jane King
Alexander McAfee
Brian Morrison
Gail Mosley
David Mulbah
Silke Pagendarm
Kysten Palmore
Markus Patterson
Benita Reaves
Ella Stewart
Christopher Tracy
Benny Wilmoth
25 Years
Courtney Alcott
Michael Baker
Vena Banner

Davin Berrier

Angela Cooper
Rosemary Crone
Lisa Dwyer
Bryan Forrest
Leah Garber
Joy Garner
Kelly Gray East
Stephanie Groff
Gary Grove
Ken Haldeman
Daniel Hanstein
Ryan Heimberger
Steven Hrinko
30 years
Turnekeikio Belcher
William Benjamin
Renee Blashak
Anita Carr
Robert Depinet
Mark Dobrzynski
Lucy Finnegan
Gary Florence
Ian Fraser
Annette Freeney
Shirley Hensley
Leon Hill
Kimmet Hudson
Shelly Hupp
Andrew Janning
Vanessa Jones
Rosalinda Lemaster
Keith Lomax
Deborah Lynn
Robert Manning
Scott Marek
Joseph Marsilio
Donda Massaro
Alisha McCollister
David McGee

John McLendon

Donald Patrick
Annie Person
Richard Powell Jr.
Ricky Sansom-Seyfang
Candace Stewart
Anthony Turner
Sonya Wade
35 years
Delvin Brock

DYS Staff

Training Academy

The Training Academy (TA) knows how to **give back** to our agency, our community partners, and our stakeholders across the State of Ohio. The TA accomplishments through this past year fall into categories that align with our DYS core values: Safety, Innovation, Cultural Competence, and Wellness.

Innovation

In January 2024, the TA set the goal of shifting its lecture-heavy and instructor-led methodology to a more dynamic student-centered model of training. Director Ast and Assistant Director Trim led the way with “Our True North,” the first session that all new DYS employees complete during preservice. Additional training sessions have followed their examples. Our new model of training has allowed our new staff to take ownership of their learning and to have more opportunities to practice critical skillsets, collaborate, and receive individualized feedback. This, in turn, has led to higher levels of self-confidence and performance from our new colleagues.



The TA has also been reviewing its model of evaluation and departing from assessments that only activate declarative memory. Instead, our new model revolves on learners’ performance, more specifically on evaluating the performance of observable skills that will make our new staff successful when they start their work in our facilities. In an effort to lead by example, the TA Superintendent started the practice of having Academy Training Developers give quarterly feedback on performance. This practice, unique in our field, allows training staff to practice managing up as well as providing feedback to an employee on their performance, while ensuring the TA promotes a culture of accountability and continuous improvement.

DYS Staff

Training Academy

Cultural Competence

The Training Academy team has a servant leadership mindset. Our staff's primary focus is to meet the needs of our internal and external customers. To achieve this goal, the TA conducts robust needs-assessments before designing and developing training courses.

What are the top three preferred ways to improve your skillsets?

Shadowing a more experienced peer	285
Practicing in a classroom setting	268
Receiving 1-on-1 coaching from your supervisor	207
Taking an online training facilitated by an instructor	202
Taking an eLearning webinar	191

In February 2024, the TA launched its FY25 Training Needs-Assessment Survey to all DYS employees. That survey, accessible online as well as in paper form to employees who lacked access to a computer, yielded an impressive 45% agency response rate. That survey revealed that most respondents would prefer to increase their institutional knowledge and communication skills than their strategic thinking to prepare for their next career move at DYS. The survey results also indicate that learners would prefer more opportunities to observe experienced peers and to receive immediate feedback from an instructor than to complete training online.

*Scan to watch
our Training
Needs-
Assessment
Video!*



DYS Staff

Training Academy

Cultural Competence

In March 2024, the TA aggregated the FY24 survey data for 39 web-based trainings to include citizen portal courses, and 11 game option trainings. 85% of our staff reported feeling very or somewhat confident that they could apply what they had learned; 82% of staff respondents felt that the material was delivered in an easy-to-understand manner. In planning for FY25, we will implement respondent suggestions to reduce or eliminate 'robotic' AI voices and to reintegrate testing into the course option of game learning plans.

The TA has also established a goal to conduct bimonthly site visits at each of the Juvenile Correctional Facilities. During these visits, the Academy staff fostered conversations with facility staff to strengthen our partnership. Facility staff have been encouraged to share anonymously the aspects of their job, processes and procedures that are working well, and those that are more challenging. This information has then been analyzed to distinguish between assumed and actual training needs, and by extension has provided the TA with a more holistic needs-assessment to create new trainings or revise old ones.

To set an example of an ideal learning environment, TA staff members have been making their own professional development a priority. This year, they have met to learn about concepts ranging from systems of knowledge to student-centered methodology and the Dunning-Kruger effect. In pairs, small groups, and via activities that reflect best training practices, training team members have been asked to consider how the principles presented affect their work and to identify opportunities for improvement that align with their new knowledge.



DYS Staff

Training Academy

Wellness

In focusing on wellness, the Training Academy has focused on wanting to **give back** in the ways most effective for staff across the agency. Through learning from Quint Studer[i], Training Academy members started replacing the usual phrase “How are you?” with “What’s your battery charge?” when checking on each other through the day. Asking about a team member’s battery charge has encouraged that member to respond with a percentage. This small implementation has had a powerful impact on the team’s dynamics. In addition to encouraging training staff to be more intentional, it has allowed them to find out more quickly when their teammates were going through difficult times.



[i] Keynote speaker at DYS December 6-8, 2023 Executive retreat, and co-author of “Rewiring Excellence: Hardwired to Rewired”

DYS Staff

Training Academy

Safety

With Body-Worn Cameras (BWCs), the TA acquired 24 BWCs that are utilized during preservice. New employees are trained in the use of BWCs to include attaching it to outermost top garments, using them appropriately during qualifying events, and operating them in sleep mode. During scenario-based training, our staff practice using BWCs and receive feedback on their performance.

The use of Oleoresin Capsicum (OC) spray has also been implemented and inert OC training devices are utilized during scenario-based training. All new employees are introduced to the effects of OC spray through a level 3 exposure, which includes proper decontamination. Additionally, the TA continues to certify select staff members in the usage of OC spray.

Managing Youth Resistance (MYR) instructors facilitated use-of-force training for several county detention facilities to bring them into compliance and conducted all central office staff annual re-certifications. MYR instructors also developed curriculum that directly impacted the current trend of youth attempting to take security equipment. The TA team assisted with the planning and development of prevention and intervention training curriculum for the agency's new Crisis, Assistance, Response, and Engagement (CARE) response team. While this 22-member team engaged in hands-on experience with multiple curricula that included advanced MYR tactics, the heavy focus is on youth de-escalation and other areas. All CARE team members have received training to recognize the signs and impact of trauma and skills to address youth with trauma. Additionally, all CARE team members have received a total of 32-hours of Motivational Interviewing training, providing staff with knowledge and practice in engaging youth in core reflective listening skills to help youth self-regulate and change their behavior.

CARE Team Members: Earnest Farley, George White, Kiera Zeigler, Tammi Lampkin, Charle Lockleir, Daniel Grimsley, Jerry Beck, Nicholas Swint, Tamera Stevens, Wynona Douglas, DeAnna Clark, Dion Baines, Susaun Lane, Angela Campbell, Brian Foster, Cesar Vanderpool, Dionne Harris, Eve Weatherspoon, John DeLillo, Reginald Kelly, Elizabeth Matera, and Jessica Jones.



Accreditations and PREA

Accreditation from the American Correctional Association (ACA) verifies we are in compliance with national standards and are properly positioned to help the youth in our facilities.

The ACA accredited our DYS Training Academy this past year. Our Indian River Juvenile Correctional Facility was also reaccredited. Additionally, we had four community corrections facilities reaccredited — **Juvenile Residential Center of Northwest Ohio JRC, North Central Ohio Rehabilitation Center, Hocking Valley Community Residential Center, and Perry Multi-County Juvenile Facility.**

Reaccreditation audits occur every three years. Our three juvenile correctional facilities, Central Office, and Bureau of Parole are all accredited by the ACA, as well as our partner community corrections facilities across the state. DYS is an agency committed to excellence in practicing safety - a core value of ours in a way we **give back** to all impacted by our efforts.



DYS has zero tolerance for sexual abuse and sexual harassment. DYS strives to maintain a safe and secure environment for all youth in our custody through implementation of policy and procedure that has been developed in accordance with the federal Prison Rape Elimination Act (PREA) standards. DYS had four facilities that were **PREA certified** during the fiscal year, including **Cuyahoga Hills Juvenile Correctional Facility, Juvenile Residential Center of Northwest Ohio, Butler County Juvenile Rehabilitation Center, and Montgomery County Center for Adolescent Services.**

Additionally, the agency participated in a Field Training Audit for the PREA Resource Center/PREA management office at the Circleville Juvenile Correctional Facility to train newly certified PREA Auditors.



Circleville
Staff & Department of Justice
Field Training Program

Juvenile Justice Working Group

In November 2023, Governor DeWine created a Juvenile Justice Working Group and tasked members with undergoing a thorough, holistic review of juvenile justice and corrections in Ohio, including the operations at the Ohio Department of Youth Services, the agency's partnerships with county juvenile detention facilities, as well as Community Corrections Facilities throughout Ohio.

The Juvenile Justice Working Group is chaired by Tom Stickrath, former director of both the Ohio Department of Youth Services (DYS) and Ohio Department of Public Safety (DPS). Stickrath is also the current chair of the National Commission on Accreditation for Corrections.

The Juvenile Justice Working Group met on several occasions to examine topics including, but not limited to, youth safety, education, reentry support, population management, health and mental health services, as well as staffing levels, staff safety, training, recruitment, and retention. A final report will be released in the next fiscal year.



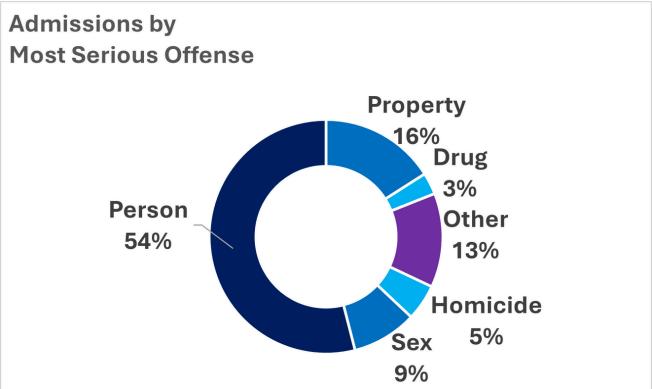
Members: Tom Stickrath (chair) Former Director of Ohio DYS, Ohio DPS Chair, National Commission on Accreditation for Corrections; Judge Anthony Capizzi, Retired Juvenile Court Judge, Montgomery County; Gabriella Celeste, Policy Director, Schubert Center for Child Studies; Melissa Day, Juvenile Division Chief, Stark County Prosecutor's Office; Judge Amy Lewis, Juvenile Court Judge, Greene County; Judge David Stucki, Retired Juvenile Court Judge, Stark County; Michael Heldman, Hancock County Sheriff; Dan Jones, Superintendent, Northwest Training & Rehabilitation Center; Neil Tilow, Former CEO, Talbert House; Mujaddid Muhammad, Chief Executive Officer, Restored Citizen FAITH Foundation; Habeeba Grimes, Chief Executive Officer, Positive Education Program; Rep. Cindy Abrams (R-Harrison); Rep. Richard Brown (D-Canal Winchester); Sen. Paula Hicks Hudson (D-Toledo), and Sen. Nathan Manning (R-North Ridgeville).

Statistics

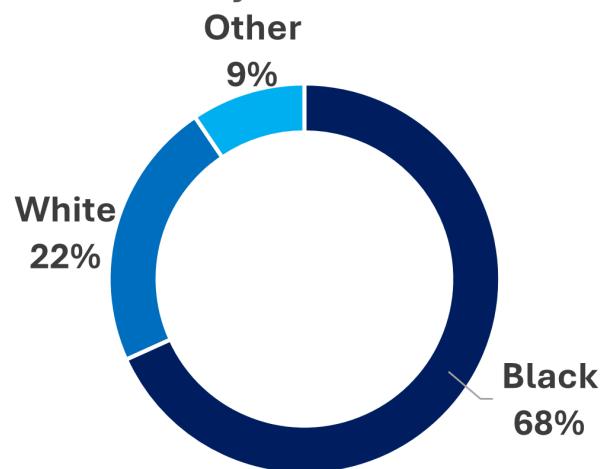
Fiscal Year 2024



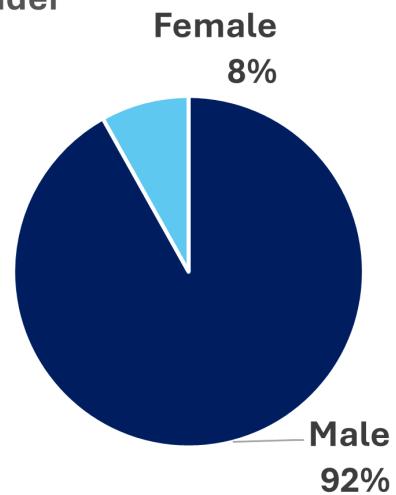
Total Admissions



Admissions by Race



Admissions by Gender

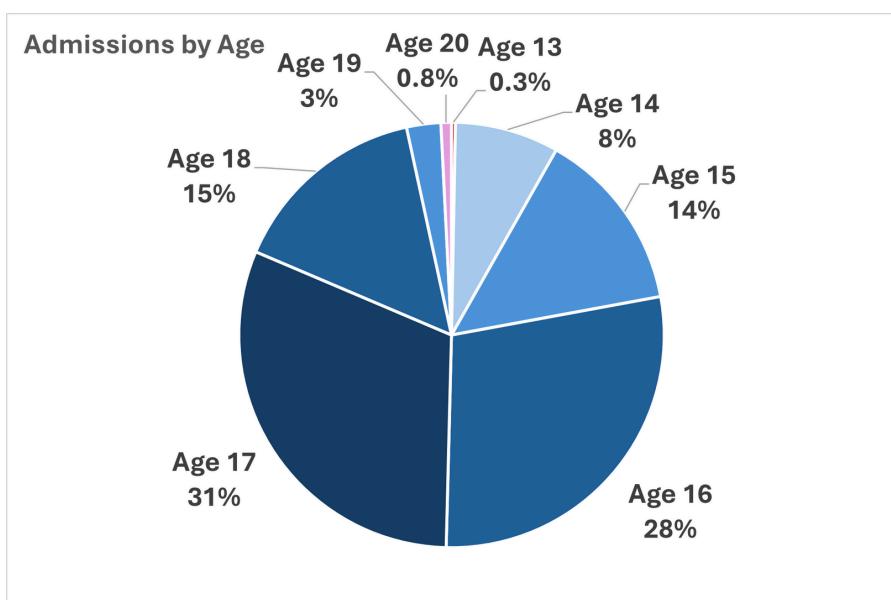


**Data as of July 2, 2024.*

Statistics

Fiscal Year 2024

Applewood	1
CAS	18
CJCF	135
CHJCF	155
IRJCF	147
Oesterlen	9
PCYC	42
Others	9
3 JCFs	438
All DYS	516
Parole Regions	259



The top five counties admitting youth to DYS were Cuyahoga, Franklin, Hamilton, Lorain, and Summit.

**Data as of July 2, 2024.*

Fiscal Review

Fiscal Year 2024 Review

The agency's fiscal effectiveness is essential for purchasing, investing, and maintaining internal operations. These priorities are key elements for DYS in our work on **giving back** and to transform and save lives one youth, one family, and one community at a time.

FY 2024 Expenditures

Administrative Support	\$30,671,448	12%
Community Correctional Facilities	\$27,267,027	10%
Debt Service	\$15,299,505	6%
Facilities	\$103,954,244	39%
Community Subsidies and Grants	\$66,782,248	25%
Parole	\$10,159,942	4%
Alternative Placements	\$6,696,138	3%
Capital-Physical Plant Improvements	\$4,938,475	2%
Total Expenditures	\$265,769,027	

Connect with DYS

***“Every youth will have an opportunity
to achieve their full potential.”***

www.dys.ohio.gov

***For our most recent updates,
follow DYS on social media:***



***Any questions, concerns, or ideas?
Contact us at (614) 466-4314***



**Department of
Youth Services**