

JJ Juvenile Justice 2018 Annual Report



NORTH CAROLINA DEPARTMENT OF PUBLIC SAFETY DIVISION OF ADULT CORRECTION AND JUVENILE JUSTICE



WORKING TOGETHER TO
STRENGTHEN NORTH CAROLINA'S YOUTH AND FAMILIES



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On behalf of the Department of Public Safety, Juvenile Justice Section, I am pleased to present you with our 2018 Annual Report. This year's report highlights the successes of the juvenile justice system in North Carolina and looks to the future of the system under the historic raise the age legislative change coming in 2019.

The juvenile justice system in North Carolina strives to connect with our partners in community-based programs, courts, schools, mental health, social services and law enforcement to find the right service, for the right child, at the right time. The Juvenile Justice Section itself is comprised of three major units: Court Services, Community Programs and Facility Operations. These three units combine to create a comprehensive approach to preventing, intervening and

responding to youth delinquent behavior. The effectiveness of this system is defined by the collaborative approach made by these three units to create safer communities and work with our state's most at-risk populations by providing them with tools they need to be successful.

Success is just what we are seeing, as you will see in this year's report. Some examples of success include the year's historically low juvenile crime rate; the reduction of our state's reliance on confinement to instead rely on more effective, and more cost-efficient alternatives; and the creation of safer schools and communities. This year's report shows that juvenile crime is now at 16.18 acts per 1,000 juveniles who live in our state – the lowest rate of juvenile crime recorded since North Carolina's began tracking juvenile crime. Youth development center commitments continued to be extremely low and have fallen 46% since 2010. In addition, juvenile detention admissions decreased again and are down 62% since 2010. Finally, the overall number of school-based complaints has dropped 35% since 2010. By these measures juvenile justice programming is proving to be an excellent investment.

In addition to achieving these outstanding outcomes, the Juvenile Justice section continued planning for the largest change in the juvenile justice system in a generation: **Raise the Age**. The change in the upper end of juvenile jurisdiction for most juvenile offenses from 16 years old to 18 years old, more commonly called Raise the Age, will go into effect Dec. 1, 2019. The Juvenile Justice section spent 2018 planning for the successful implementation of this change. Planning activities included establishing new Court Services positions; developing programming for older youths; meeting with stakeholders to educate them on how the increased age of juvenile jurisdiction will affect their agencies and listen to their concerns; developing the necessary legislative fixes to the Raise the Age legislation in connection with the Juvenile Jurisdiction Advisory Committee; and generating funding recommendations for Governor Cooper and the General Assembly to include in their upcoming budget proposals.

As we move towards this historic change in the juvenile justice system, I am optimistic and inspired by the hard work taking place across the state to ensure we are ready to serve this new population under Raise the Age. Juvenile Justice professionals look forward to building upon our strong foundation of success to expand our services to all children and families who need them, in support of a safer, stronger North Carolina for years to come.

William Lassiter, Deputy Secretary Division of Adult Correction and Juvenile Justice

2018 – The Year of Preparation

For Juvenile Justice, 2018 was a year of planning and preparation, for a milestone that in the years before 2017 had seemed unreachable: the increased age in juvenile jurisdiction, from age 16 to 18.



Following enactment in 2017 of ‘Raise the Age’ legislation, Deputy Secretary William Lassiter and a dedicated staff of professionals from every discipline within Juvenile Justice spent countless hours in 2018 working through the necessary

logistics—many listed below—to prepare North Carolina’s juvenile system for implementation of Raise the Age on Dec. 1, 2019.

- Court Services successfully hosted/ concluded a number of Community Awareness Forums in preparation for the Dec. 1, 2019, launch of Raise the Age. Stakeholders across all 100 counties included state, regional and local law enforcement; elected officials; legal professionals; social services staff and members of the general public. These sessions provided a grassroots opportunity for Deputy Secretary William Lassiter to explain the Raise the Age legislation and answer questions/concerns regarding its implementation.
- During spring 2018, Community Programs staff facilitated six regional training sessions on Raise the Age (in partnership with the North Carolina Association of Community-Based Alternatives for Youth) to engage Juvenile Crime Prevention Council local members, JCPC-funded program providers, state-contracted providers and other stakeholders.
- Court Services initiated an internal safety survey to understand and address concerns staff may have for handling the older population (16-17-years-old) when Raise the Age becomes daily operating procedure. Results from the survey facilitated discussions, centered upon additional needs for safety procedures/protocols/ equipment, as well as a video series from Deputy Secretary William Lassiter discussing many of the staff concerns.
- In conjunction with local School Justice Partnerships, Community Programs developed a plan to support expansion of services to meet the needs of 16-17-year-olds via restorative justice programming as diversion and intervention programming resources. Additionally, they developed a two-tiered JCPC planning process to promote quick and responsive action to program development and capacity.



- To support Raise the Age strategic planning efforts, the Crisis and Assessment Center (Insight) model located at D Cottage on C.A. Dillon's campus is relocating to E Cottage. Juvenile Community Programs has partnered with Central Engineering for planning and design renovation of E Cottage on Dillon's Campus. Site completion is scheduled for September 2019.
- Community Programs worked with the Re-entry/Step-down workgroup to explore the establishment of an evidence-based, residential reentry and vocational service model to meet the needs of the older juvenile population that will join us Dec. 1, 2019. A total of 10 different program models were garnered from the RFP that was developed.
- The section's Allocation & Strategic Planning workgroup, focused upon the JCPC allocation formula to address how JCPC funds should be distributed across North Carolina's 100 counties in anticipation of the increased need for JCPC funding to serve the incoming 16 and 17-year-old population.
- Health Services completed a major review and revision to the Medication Administration Training Curriculum for Direct Care Staff. This training has now been reformatted for LMS and offers 24/7 access to training and review for staff and supervisors. The outcome has been consistent, accessible training and guidance to center direct care staff in the administration of oral medications (at times when a RN is not available or on campus). With the anticipated increase in older youth (likely with additional medications) this was a labor-intensive project, but critical to have in place moving forward.
- Health Services is currently in discussions with a university medical school to provide services and a clinical site for residents when the C.A. Dillon facility reopens in early 2020.
- Facilities Operations spent a significant amount of time and effort in 2018 developing a strategy to provide the additional beds needed to house the older population coming with the increased age of juvenile jurisdiction. Rehabbing and reopening currently closed youth facilities, contracting with county detention centers around the state and building new facilities, are among the many options they explored.
- Increasing educational and vocational opportunities and partnerships, designed to provide the emerging adult population a post-release avenue for reentry into communities (and the workforce) statewide, was a high priority item for Facilities Operations in 2018.

The progress made in the year running up to implementation of the new law came as the dedicated staff of Juvenile Justice continued a commitment to excellence in serving children connected to the juvenile justice system.

Community Programs

- Collaborated with DHHS staff in a strategic planning process to develop a sustainability plan for a statewide, positive parenting skills intervention program (Triple P). This program will help reduce family risk factors for child maltreatment by addressing both youth behavioral issues and providing needed parenting skills. This program exhibits the potential to significantly reduce many factors that contribute to juvenile offenses. If successful, the program will provide statewide services, so all North Carolina families would have access.
- Completed phase I of coding in NCALLIES to support electronic communication with the North Carolina Accounting System (NCAS). This system now supports electronic email notifications to Community Programs and accounts payable staff at various points of data review and approval. Users are now able to create summary documents and reports through the greater ease of data transference.
- Quality of Service, an element of SPEP scoring was completed in Fall 2018 for all state level contracts. SPEP implantation calls for full integration of SPEP into all Community Programs evaluation and monitoring practices.

Results First Initiative

Began working with the Pew-MacArthur [Results First Initiative](#), a project of the Pew Charitable Trusts and the John D. and Catherine T. MacAuthur Foundation, to implement benefit-cost analysis for state decision-makers. Findings will help direct resources to programs that work.

- The Office of State Budget and Management (OSBM) serves as the lead agency coordinating Results First process implementation, while Juvenile Justice aggregates and analyzes the data.
- Juvenile Justice leadership and program staff, along with OSBM representatives, have begun the process of moving through a structured four-step process to identify evidence-based programs that yield returns on the investment of state dollars. The four-step process includes:
 - 1 creation of an inventory of currently funded contractual programs;
 - 2 matching programs to available evidence;
 - 3 conducting benefit-cost analysis to determine return on investment;
 - and 4 analyzing results and informing stakeholders.
- This initiative works well in concert with service matching, whereby a juvenile’s individual risk and needs are matched with programs that experience the lowest recidivism rates/ best outcomes for youth. By taking into consideration the needs of the juvenile, and the effectiveness of the program, Juvenile Justice can better serve public safety through effective policies and results.

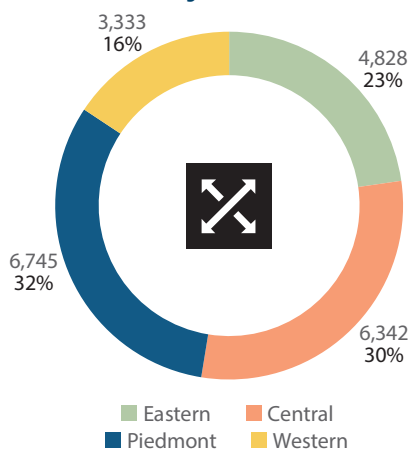
JCPC Data

Community-based programs offered successful alternatives to commitment for high-risk youth. JCPC programs served **21,248** youth last year.

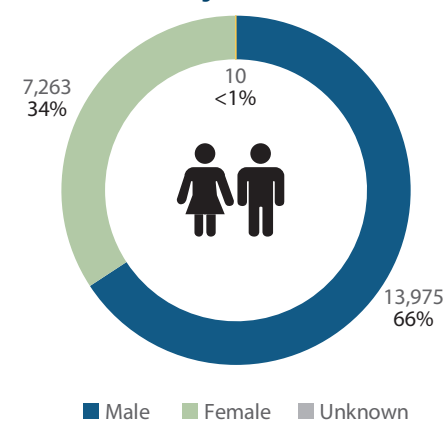


At-Risk
Recidivism Rate:
21%
3-years post-admission

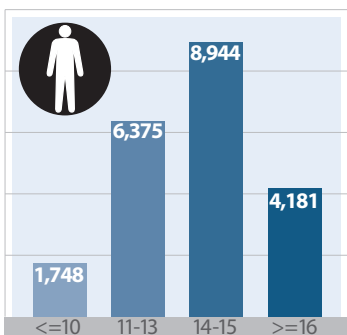
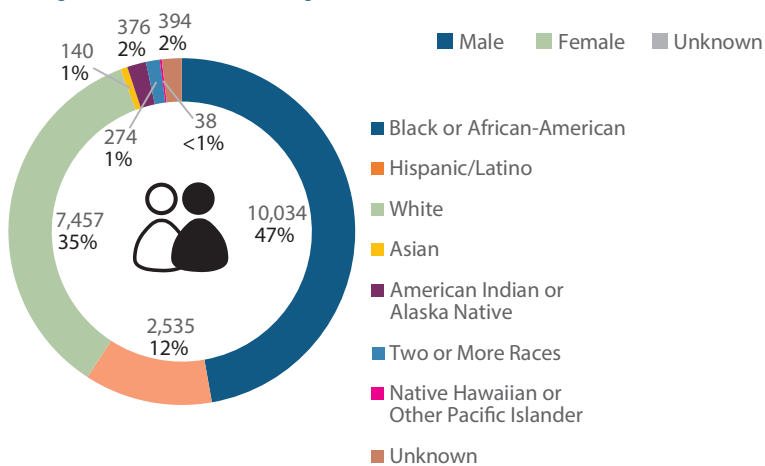
By Area



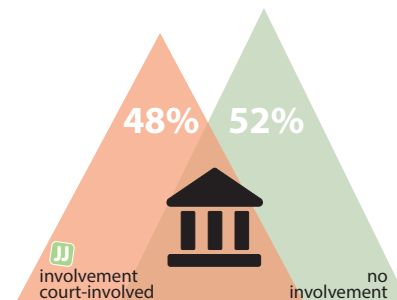
By Sex



By Race/Ethnicity

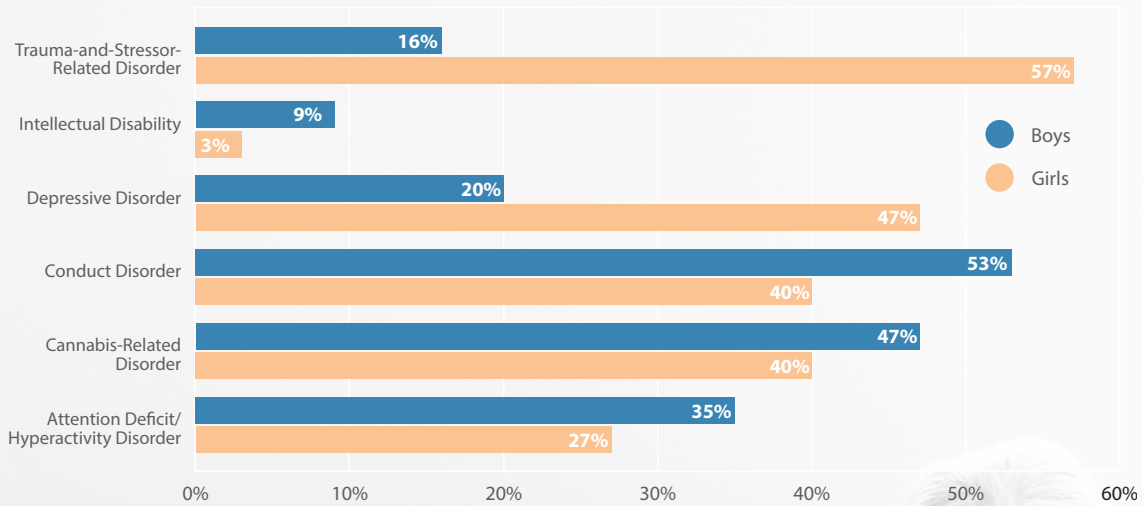


By Age



By Court Status

Most Prevalent Diagnoses within contract residential population



JCPC Youth Served by Program Type

Program Type	Youth Served
Restitution/Community Service	5,071
Interpersonal Skill Building	3,993
Teen Court	3,279
Juvenile Structured Day	1,495
Tutoring/Academic Enhancement	1,358
Parent/Family Skill Building	1,147
Assessments	842
Individual Counseling	752
Mentoring	637
Experiential Skill Building	562
Meditation/Conflict Resolution	540
Temporary Shelter Care	308
Substance Abuse Counseling	303
Runaway Shelter Care	250
Family Counseling	177
Home-Based Family Counseling	156
Vocational Skills	107
Sexual Offender Treatment	84
Group Home Care	80
Group Counseling	77
Specialized Foster Care	28
Temporary Foster Care	2
Total	21,248

Youth Served in Community Programs

Program Funding

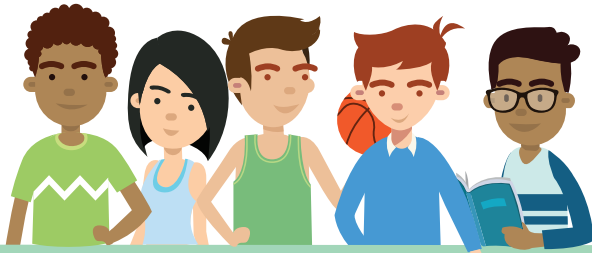
Funding Source	Youth Served
JCPC Funds	21,248
Community-Based Contractual Services	510
JCPC Alternatives to Commitment Programs	157
Residential Contractual Services	712
JCPC Level II Dispositional Alternative	289
Total	22,916

Contract Residential Facilities

Residential Program	Youth Served
Crisis and Assessment Centers (Bridges, Insight and Western Area Multipurpose)	302
Eckerd Short-Term Residential Program	225
WestCare Female Residential	56
Multipurpose Group Homes	102
Craven and North Hills Transitional Homes	27
Residential Total	712

JCPC Youth Served by Legal Status

Legal Status	Youth Served
Adjudicated Delinquent Disposition Pending	158
Adjudicated Undisciplined Disposition Pending	108
Commitment	18
Continuation Services	20
Court Counselor Consultation	389
Deferred Prosecution	356
Diversion Plan/Contract	4,338
Interstate Compact for Juveniles (ICJ)	5
N/A – No Juvenile Justice Involvement	10,562
Petition Filed	550
Post Release Supervision	34
Probation	4,438
Protective Supervision	272
Total	21,248

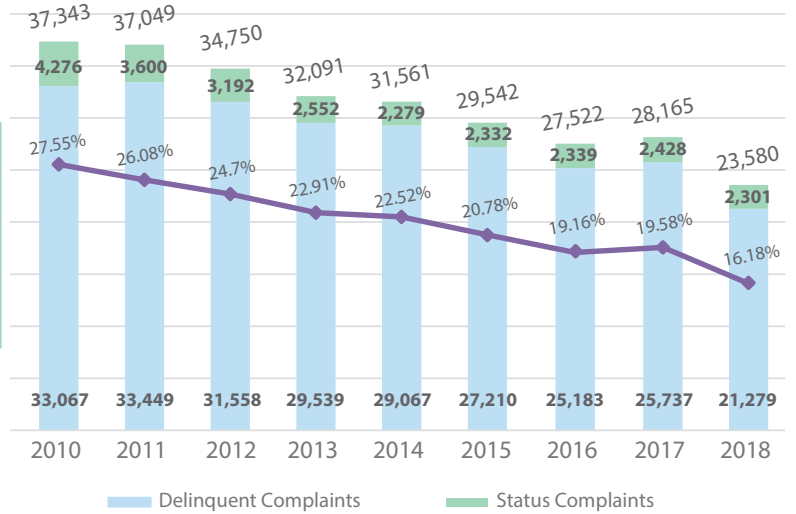


2018 marked the lowest juvenile crime rate since North Carolina began reporting juvenile data.

16.18

complaints per every 1,000 kids in the state of North Carolina

**(CY 2010-2018)
Complaints Received and Delinquency Rate**

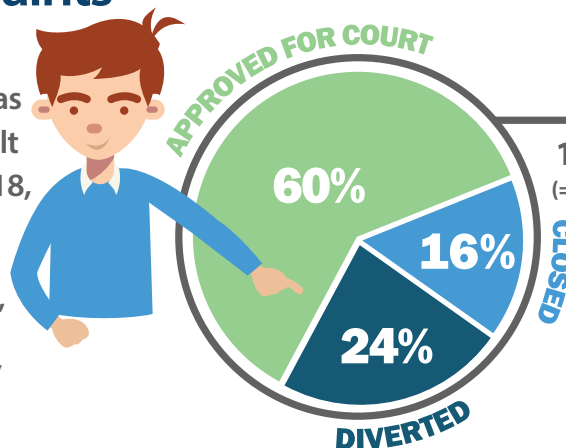


Court Services

- Hosted the National Partnership of Juvenile Services (NPJS) National Conference in Greensboro. Juvenile justice professionals from around the globe attended and shared ideas and solutions on a number of topics.
- Involved in creating a pilot program to develop better communication and collaboration between Juvenile Justice and Community Corrections. The joint group will develop shared assessment, intervention and programming plans for youth who are involved in juvenile justice and have a parent/guardian involved in the adult system. This initiative goes live in 2019 across several counties including Gaston, Durham, Nash, Edgecombe and Wilson.

2018 Juvenile Complaints

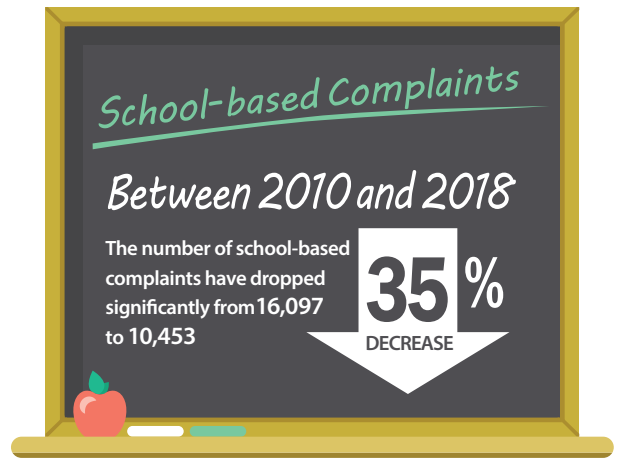
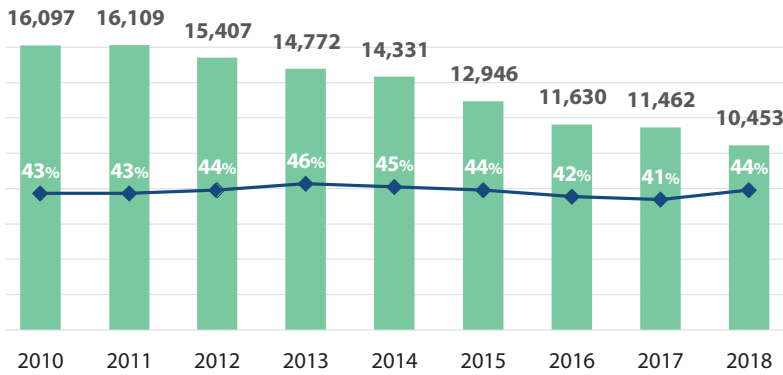
Juveniles can receive multiple outcomes (e.g., a complaint that was originally diverted, could later result in being approved for court). In 2018, these scenarios led to a juvenile count for the “APPROVED FOR COURT,” “DIVERTED” and “CLOSED” classifications to total 11,136 youth, with 23,580 filed complaints.



Complaints | # Juveniles Affected
16% | 2,715 Juveniles
24% | 4,241 Juveniles
60% | 5,088 Juveniles

100% | 11,136 Juveniles
 (=23,580 Total Complaints)

Percentage of School-Based Complaints



Top 10 Juvenile Offenses of 2018

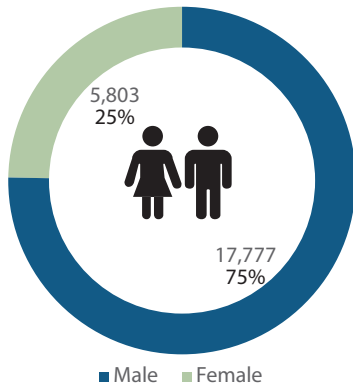
Offense	Complaints
(M) misdemeanor (F) felony	
Simple Assault (M)	2,585
Larceny (M)	1,300
Disorderly Conduct at School (M)	1,166
Communicating Threats (M)	1,057
Truant <16 (Status)	943
Simple Affray (M)	925
Breaking and/or Entering (F)	839
Break or Enter a Motor Vehicle (F)	702
Injury to Real Property (M)	671
Resisting Public Officer (M)	566

Top 10 School-Based Offenses of 2018

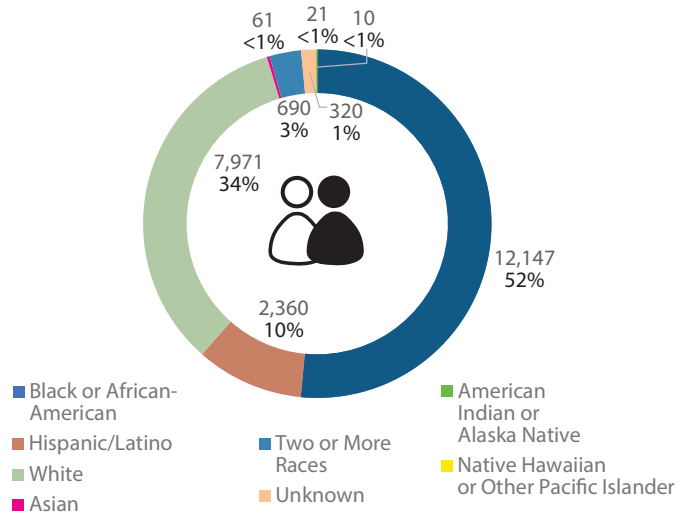
Charged Offense	Complaints
(M) misdemeanor (F) felony	
Simple Assault (M)	1,546
Disorderly Conduct at School (M)	1,166
Truant <16 (Status)	943
Simple Affray (M)	876
Communicating Threats (M)	731
Larceny (M)	366
Simple possession schedule VI controlled substance (M)	333
Making a false report concerning a threat of mass violence on educational property (M)	330
Weapons on educational property/aid (M)	323
Assault government official/employee (M)	291

Complaints

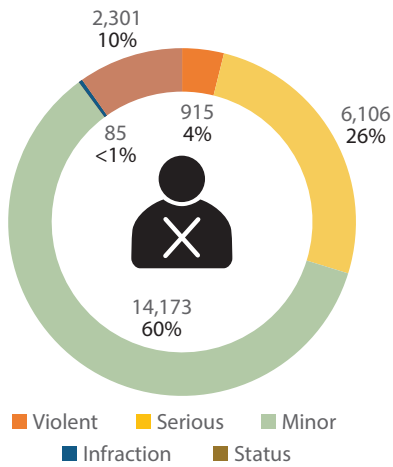
By Sex



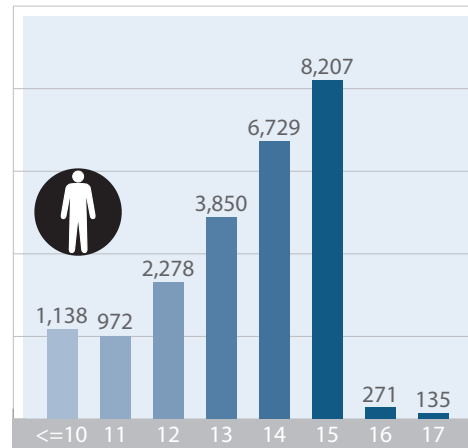
By Race



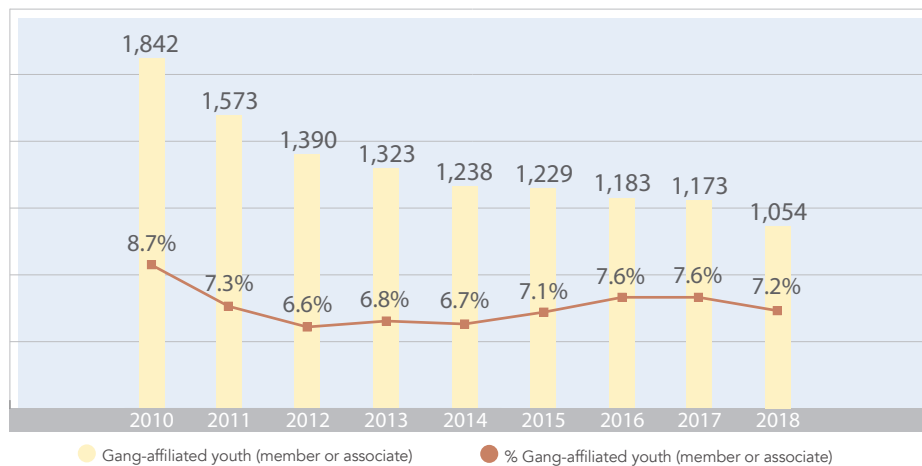
By Offense Group



By Age

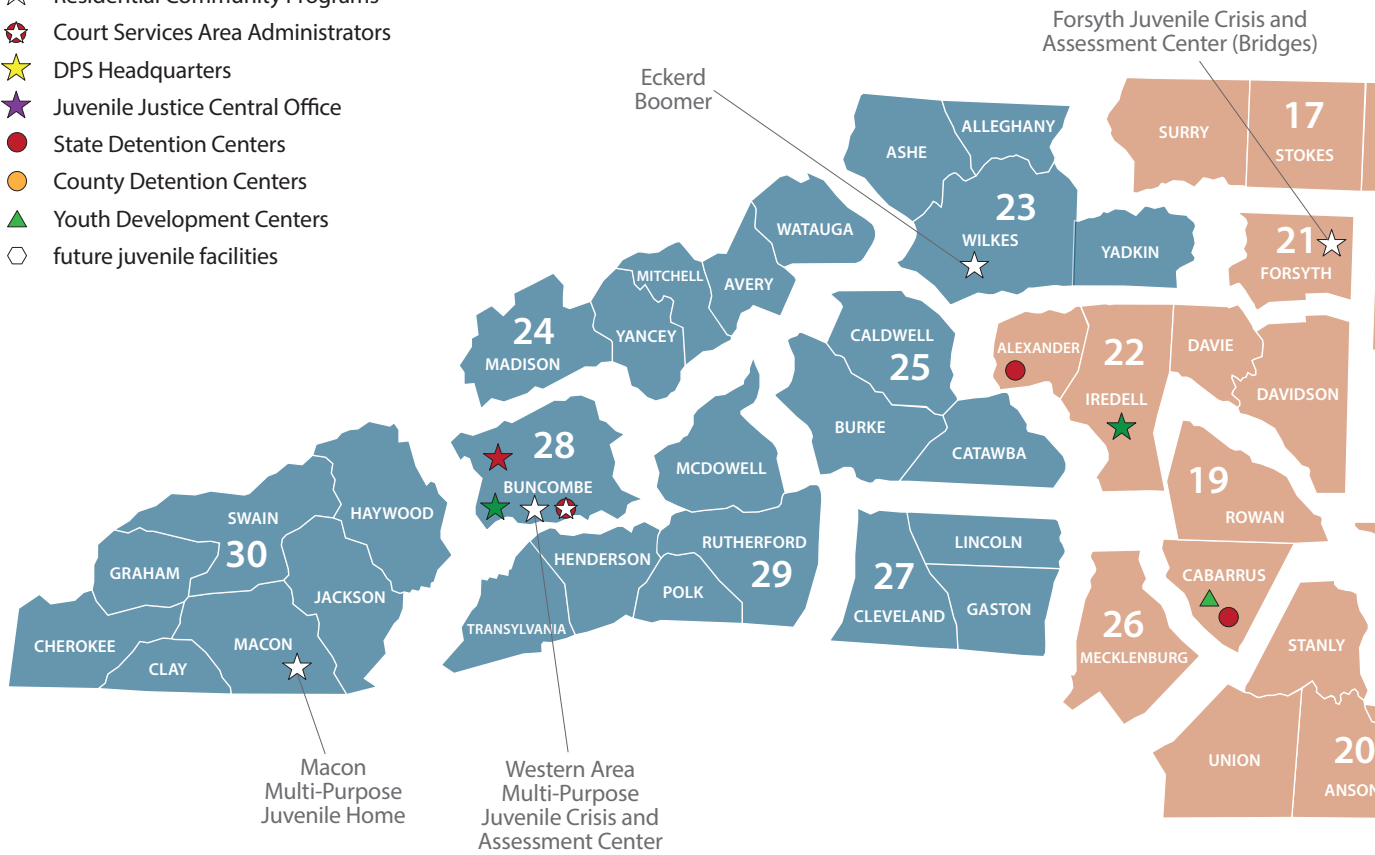



Gang-Affiliated Youth Trends





-  JCPC Lead Consultants
-  JCPC Level II Dispositional Alternatives
-  Residential Community Programs
-  Court Services Area Administrators
-  DPS Headquarters
-  Juvenile Justice Central Office
-  State Detention Centers
-  County Detention Centers
-  Youth Development Centers
-  future juvenile facilities



-  WESTERN AREA | 7 DISTRICTS | 28 COUNTIES
-  PIEDMONT AREA | 7 DISTRICTS | 19 COUNTIES
-  CENTRAL AREA | 8 DISTRICTS | 21 COUNTIES
-  EASTERN AREA | 8 DISTRICTS | 32 COUNTIES

Facilities Operations

- Facilities Operations worked with Mosely Architects, State Engineering, Rockingham County officials and Reidsville city planning to work through the site acquisition, rezoning and site planning processes necessary to construct the new YDC in Reidsville.
- Facilities Operations helped develop the LGBTQI policy to be implemented in juvenile facilities statewide and successfully completed several PREA audits.
- Facilities and staff around the state continued to develop meaningful outreach relationships within their local communities this past year. These offered students the opportunities to participate in events with organizations such as Cabarrus Victims Assistance Network (CVAN) and the Carolina Panthers.
- The “Electronic Room” app was developed and implemented by Lenoir Youth Development Center’s Chaplain James Cavanaugh in 2018. The app aids staff in meeting standards for student room checks by providing accurate tracking and sleep log data to assist with ensuring juvenile safety and policy compliance.
- Lenoir YDC successfully initiated its foster grandparent program in 2018. Offered through the Greene Lamp Community Action Agency in Kinston, the program assigned two seniors, one male and one female, to serve as “grandparents” (volunteers) to exceptional or special needs children and provides one-on-one assistance based upon the needs of the youth.
- Stonewall Jackson YDC established a partnership with the Lowe’s Hardware flagship store in Huntersville, resulting in the donation of hundreds of plants and materials to the horticulture/aquaponics program. Another partnership with the Cabarrus County Master Gardener’s Club yielded a monetary grant and three to five weekly volunteers to work with the students in this program. Stonewall Jackson has also established a partnership with the Energy & Environment Innovation Foundation LLC, (in conjunction with 100 Gardens and Metrolina Greenhouses Inc.) to develop a certification program in greenhouse management for students wishing to pursue these credentials.

2018 ACCOMPLISHMENTS



The number of NC youth committed to youth development centers has decreased

46%

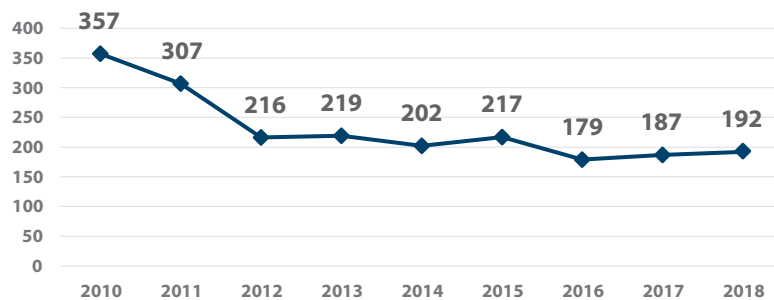
The number of NC youth admitted to detention centers has decreased

62%

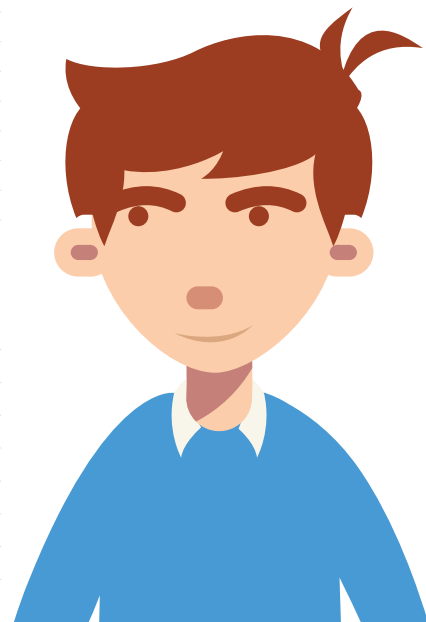
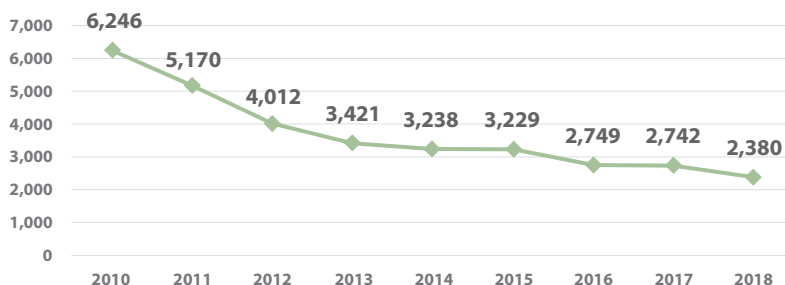
- Stonewall Jackson’s Kennel Management program graduated six students in its PAWS Group (Partnering Animals with Students), a collaboration with an LMHC. PAWS Group is an empowerment focused therapy group combining pet therapy, cognitive behavior therapy and art therapy to help students improve social skills, develop healthy self-esteem, increase students’ empathy for animals (and people) and offer acceptance/encouragement for students who struggle to develop healthy relationships with peers.
- Three students at Lenoir Youth Development Center earned WorkKeys National Career Readiness Certificates in 2018. The process takes approximately three months to complete, with two students earning bronze-level certificates and one student earning a silver-level certificate. The NCRC measures and certifies the essential work skills needed for success in jobs across industries and occupations.
- At Stonewall Jackson YDC, students in the Kennel Management program crafted (from-scratch) Knot Fleece blankets for our “Blankets for PAWS” group. The blankets were donated to the Foster Animal Hospitals Rehabilitation Program; the Humane Society of Concord & Greater Cabarrus; and Cabarrus County Animal Control; to promote compassion, understanding, responsibility, human-animal bonding, and a commitment to help animals in need.

Juvenile Secure/Temporary Custody Rate Trends in North Carolina

Youth Development Center Commitments 2010-2018



Detention Center Admissions 2010-2018

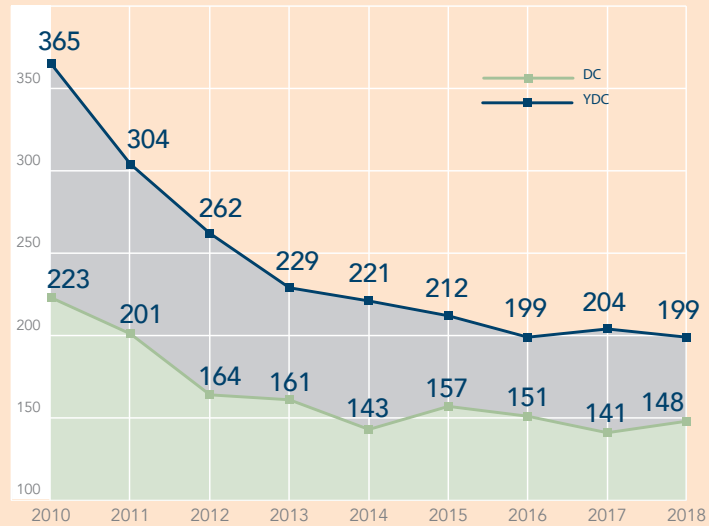


Juvenile Facilities Population Data

Average Daily Population

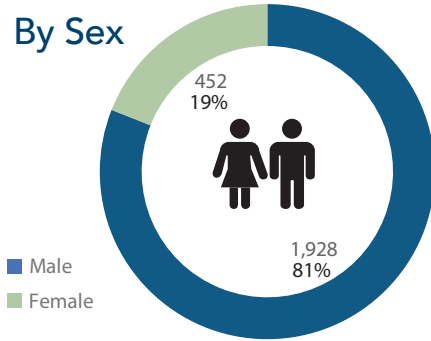
Youth Development Centers and Detention Centers

An illustration of the average daily occupancy rate for juvenile facilities over the last nine years.

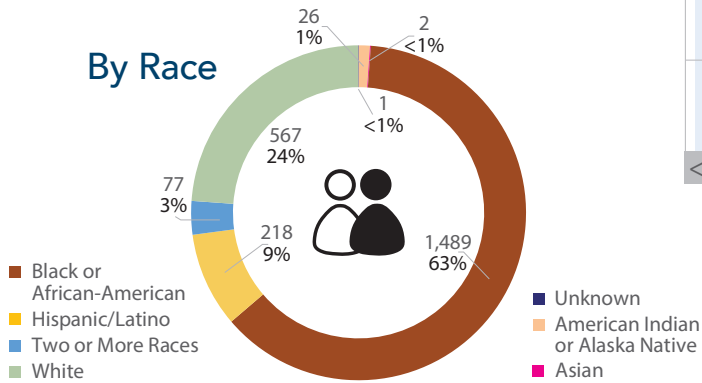


Facility Types	Facility	Capacity	ADP
Youth Development Centers	Chatham	32	30.00
	Lenoir	44	31.30
	Edgecombe	44	35.60
	Stonewall Jackson	128	101.70
Juvenile Detention Centers	Alexander	24	19.96
	Cabarrus	30	28.42
	Cumberland	18	15.29
	New Hanover	18	12.31
	Pitt	18	14.72
	Wake	24	15.36
County-Operated Juvenile Detention Centers	Durham	14	8.93
	Guilford	44	31.85

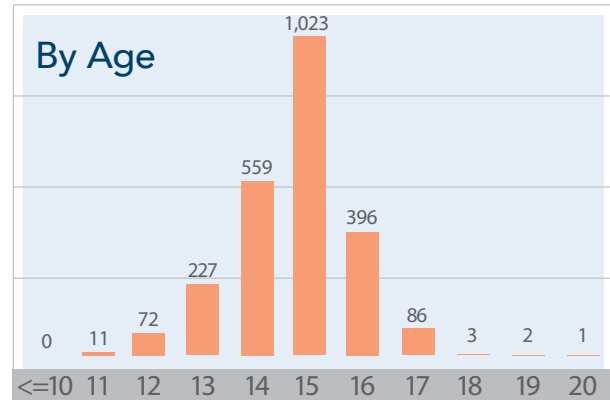
By Sex



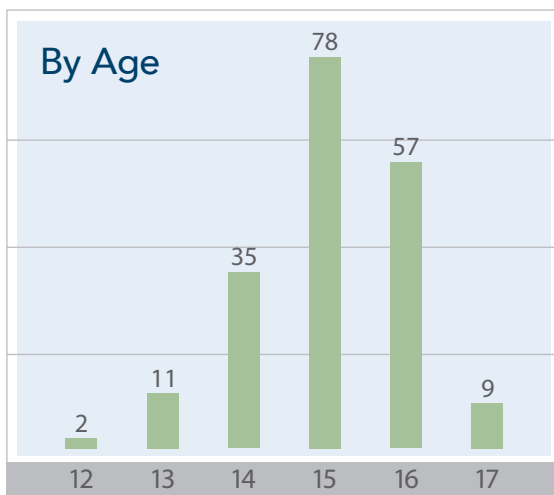
By Race



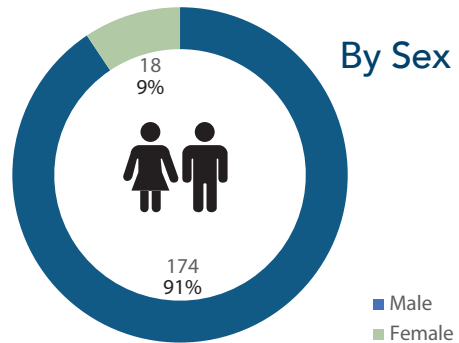
Detention Center Admissions



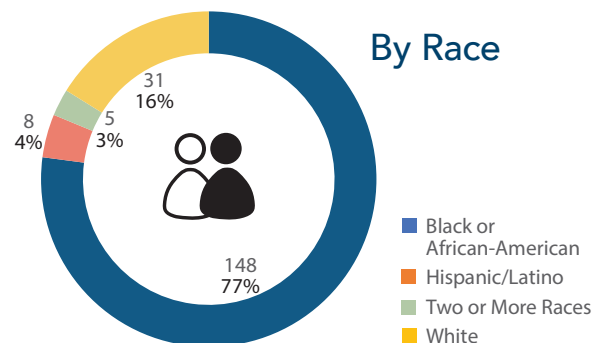
Youth Development Center Commitments



By Sex



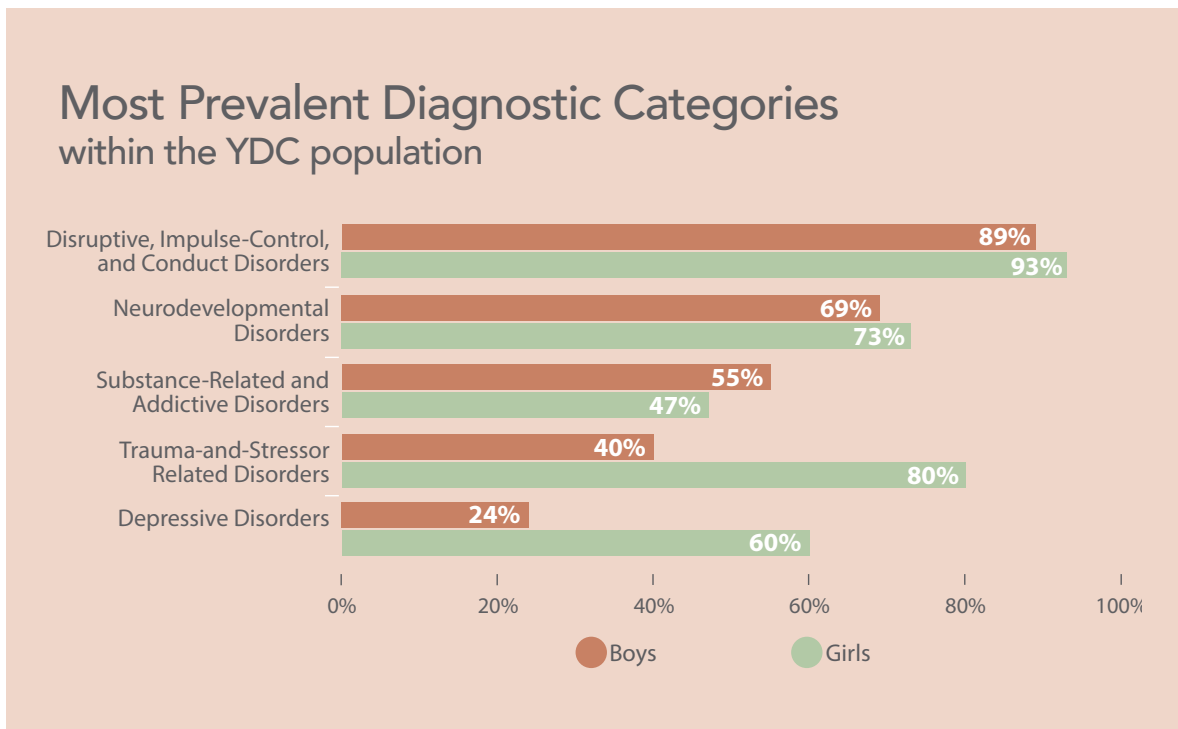
By Race



Clinical Services

- A team from Clinical Services completed a three-session training program on promoting organizational change to become trauma-responsive. The training defined terminology and provided guidelines for developing YDC-based guide teams to lead change to become more trauma-responsive within our youth facilities. The team subsequently developed and implemented a safety survey for YDC staff, which assesses four categories of safety: physical safety, psychological safety, social safety and moral safety.
- Our team of licensed mental health clinicians provided trauma-focused, evidence-based mental health treatment services to nearly 70 youth through SPARCS groups, and to 33 youth through individual treatment within the TF-CBT modality. These services provided opportunities, support and guidance for youth to develop skills needed to recognize, tolerate and recover from extreme distress, to improve self-awareness of sensations and bodily states and emotion regulation, and to improve interpersonal and self-management skills.
- Recognized by the Office of Juvenile Justice and Delinquency Prevention as a grantee that has done an exemplary job toward juvenile justice system enhancements, Dr. Jean Steinberg, director of NC's Second Chance Act Juvenile Reentry System Reform Grant, was invited to participate on four-person panel during a full day "Promising Practices Convening" at OJJDP headquarters in Washington, D.C.

2018 ACCOMPLISHMENTS



Health Services

- Amended Health Services policy, procedures, forms and consents following a full review of health care services operations with input from nurses, human services coordinators, center directors/staff and staff from Court Services and Community Programs. Health Services also added data collection around chronic illness in the residential juvenile population to monitor the impact of chronic illness on the system.
- Realized a reduction in psychiatric care costs by transitioning to telehealth at three juvenile locations. National research shows youth respond well to telehealth for all aspects of health care delivery, and outcomes have provided the same level of quality care as to the on-site services the section has historically provided. Additionally, unscheduled access and contact, based on unforeseen juvenile issues, has been more accessible with the telehealth initiative.

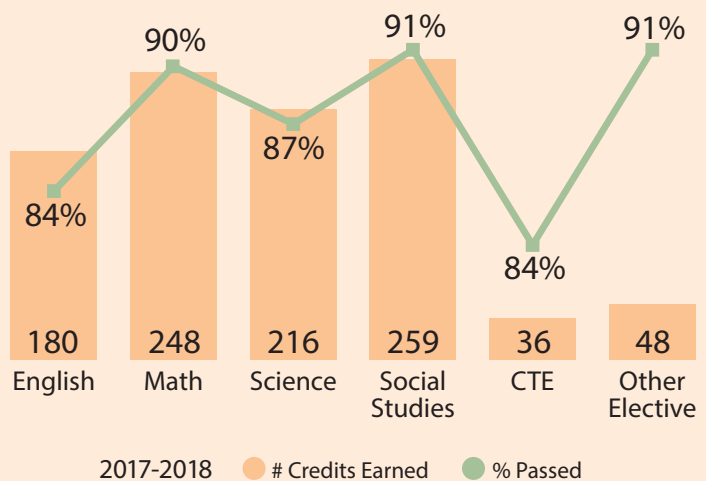


Education

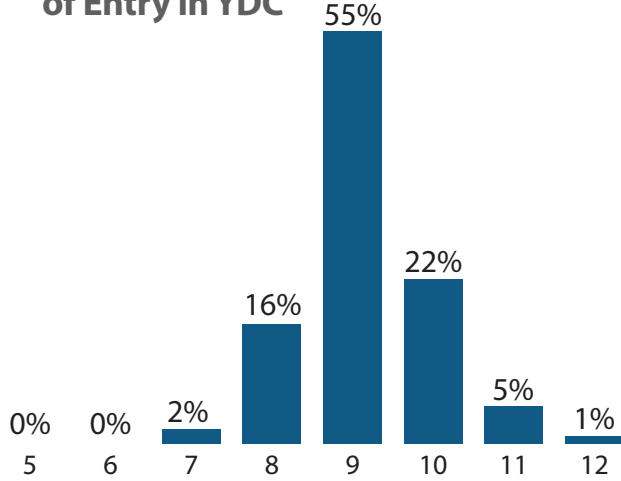
- Twenty students passed all five sections (Reading, Writing, Math, Science and Social Studies) of the HiSet assessment to obtain their high school equivalency diplomas while enrolled in a YDC school. One student transitioned back to his community, is searching for a job and is scheduled to begin community college in spring 2019. A total of 167 HiSet section tests were taken and 81% of these tests were passed. Approximately 30% of test scores were at the College and Career Ready level. Students enrolled in traditional middle school or high school courses earned credit for 88% of the classes. Approximately 90% of students were promoted to the next grade level.
- Forty-eight students at Stonewall Jackson YDC received training through the horticulture and greenhouse operations program, with several working toward a Master Gardener certification or a certification in greenhouse management.
- Youth from the Chatham YDC collaborated with the UNC-Greensboro Music Program on a pilot string ensemble program. Under the guidance of Bethany Uhler (Ph.D. student) the youth have been learning to read sheet music and play classical stringed instruments (violin, viola, cello).
- Six students from Stonewall Jackson YDC competed in the annual mathematics competition against high school students from across the state. Sponsored by the North Carolina Council of Teachers of Mathematics (NCCTM), two students from the facility captured both the first and third place awards in the Western Regional, advancing them to the state level. After presenting their projects to the panel of judges (university professors), one youth claimed second place overall in the state.
- Stonewall Jackson YDC piloted a vocational training program, C-Tech, with five students. These students learned skills in copper cabling and telecommunications. All five students mastered the material and earned an industry-recognized certification.

High School Credits Earned by Content Area

- 88% of all high school courses were successfully completed and students earned credit toward graduation
- Four students were eligible for graduation and obtained a high school diploma
- 92% of middle school courses were successfully completed



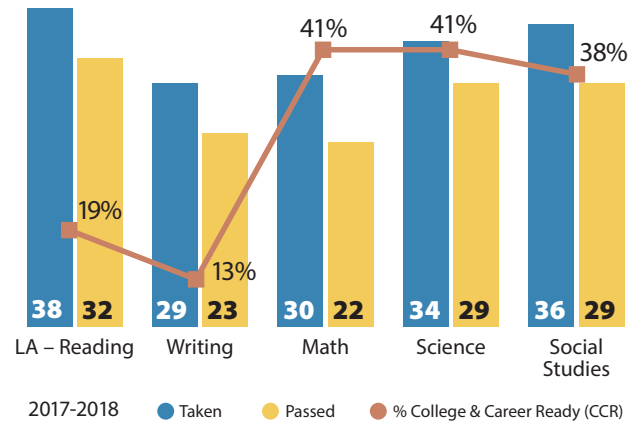
Student Grade Level at Time of Entry in YDC



2017-18 student outcome and implementation data for Juvenile Education Services

- Approximately 75% of students entered YDC in the ninth or 10th grade
- Approximately 40% of students were repeating a grade level at time of admission to a YDC (approximately 80% of these students were repeating ninth grade)

HiSET Results



- Approximately 14% of the total student population were preparing to take the HiSET assessments to obtain their high school equivalency (HSE) diploma
- 40% of these students passed all five assessments to obtain their HSE Diploma
- 30% of the assessments were passed at the College and Career Ready (CCR) level

Nutrition

- In September 2018, Pitt JDC and Chatham YDC participated in a "Reaping the Harvest" program whereby juveniles and staff planted, tended and harvested fruit (watermelon and cantaloupe) and vegetables (cucumbers, tomatoes and green peppers) from their on-site garden. These harvested fruits and vegetables were incorporated into meals and healthful snacks for the juveniles at the facility.
- Throughout the year, Stonewall Jackson youth in the Horticulture and Aquaponics Program grew and harvested more than a ton of fresh produce used by the cafeteria staff to meet the facility's nutritional goals.
- Child Nutrition Services staff members achieved the following ServSafe certifications throughout the year:

2018 ServSafe Certifications

3

Instructor/Examination Proctor

9

Food Service Supervisors

14

Cooks

7

Direct Care

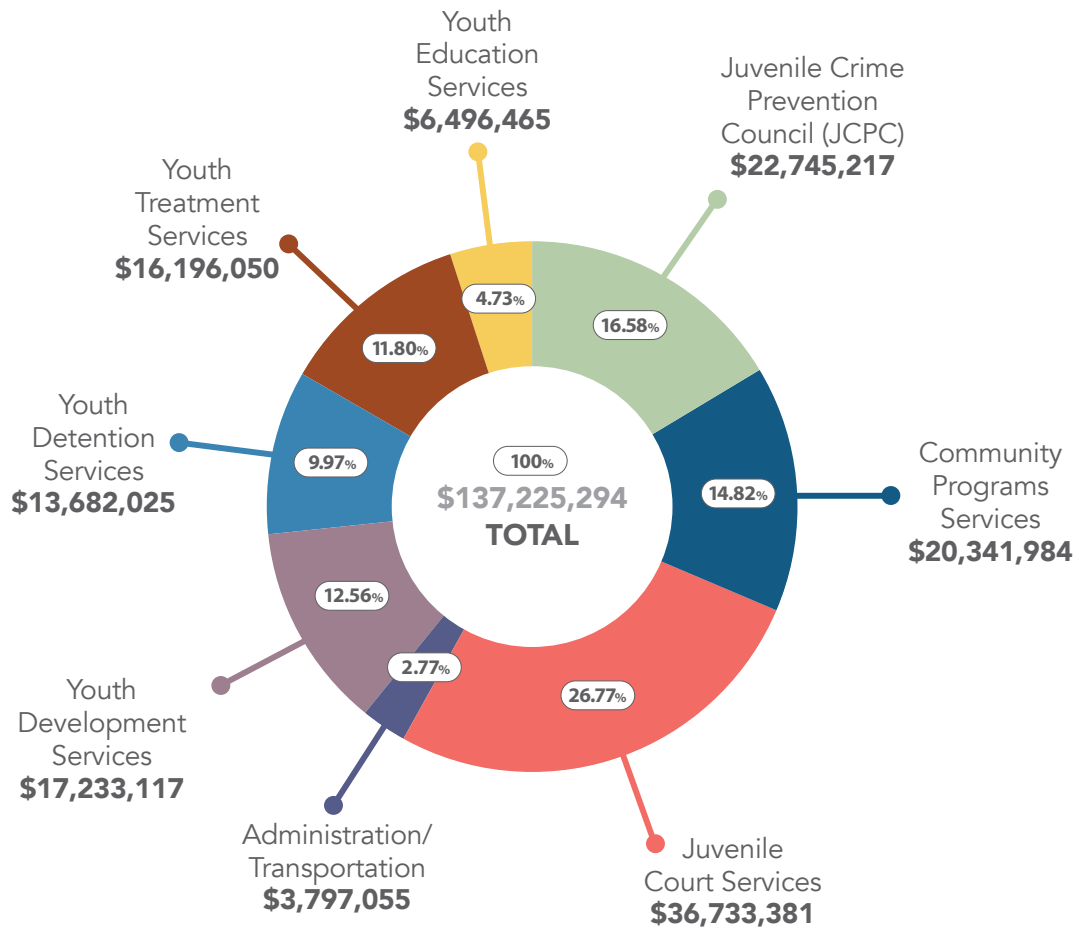


Department of Information Technology

- The primary focus of the NCDPS Juvenile Justice DIT team in 2018 was development of the NC-JOIN v.2 application, the N.C. Juvenile Online Information Network. This extensive overhaul of the web-based application's existing platform was undertaken to facilitate major improvements in data quality, reporting and statistical purposes.
- With the need for enhanced data driven decision-making, the IT section was also asked to provide a better visualization tool than Pentaho, which had been used since 2003. Sisense was awarded the bid (May RFP) in August 2018 and has been providing the enhanced solution Juvenile Justice sought.

FY 2018 Appropriations

2018 ACCOMPLISHMENTS





Juvenile Justice has **1,294** employees.
1,007 of those are certified staff
working within Court Services or
Facilities Operations.

78%
Certified
Staff



- Community Programs: 23
- Court Services: 535
- Facility Services: 667
**includes education/health/clinical*
- Transportation Services: 55
- Administration: 14

Total: 1,294

Section Awards and Recognition



District 11 Chief Court Counselor **Marsha Woodall**; District 27 Court Counselor **John Pollard**; and **Nicole Hawkins**, Casework Associate II from Cumberland Juvenile Detention Center each received the 2018 NCDPS Badge of Excellence Award

Beverly Cash of Alexander Juvenile Detention Center, won a plaque and was the second place state winner and **Tena Sonko** of Cumberland Juvenile Detention Center, won a plaque in the 2018 Golden Key Achievement Awards. The Golden Key Achievement Award program is a set of criteria designed to honor and recognize accomplishments of school cafeterias across North Carolina who are maintaining high standards in their school nutrition programs. Additionally, both individuals earned USDA Best Practices Awards for 2018.



Six Court Services professionals graduated from the North Carolina state employee Certified Public Manager (CPM) program: **LaQreshia Bates-Harley**, **Miguel Pitts**, **Lance Britt**, **Tracy Arrington**, **Russell Price** and **Dianne Whitman**.





Juvenile Justice Central Office

3010 Hammond Business Place Raleigh, NC 27603
Mailing Address: 4212 Mail Service Center
Raleigh, NC 27699-4212
Main Phone: 919-733-3388

Deputy Secretary for Juvenile Justice:
William L. Lassiter

Director Juvenile Community Programs:
Cindy Porterfield

Director Juvenile Court Services:
Maxine Evans-Armwood

Director Juvenile Facility Operations:
Jim Speight

Director Juvenile Clinical Services and Programs:
Dr. Jean Steinberg

Director Juvenile Education Services:
Adam Johnson

For additional information, please visit our website at: www.ncdps.gov/juvenile-justice