



Department of  
Youth Services

**Message from DYS Director Harvey Reed**  
Executive Leadership 2015 Project Proposals  
July 24, 2015

Dear Staff and Stakeholders:

Today, 9 DYS staff graduated from the joint DYS-DRC (Ohio Department of Rehabilitation and Correction) Executive Leadership program. These individuals met over a total of 4 months to immerse themselves in leadership studies, professional development, and service projects to benefit both agencies while still maintaining their regular workload. They broadened their perspectives and worked hard to offer innovative solutions to meet complex challenges.



*2015 Executive Leadership class participants from DYS - front row from left to right: Stephanie Garrett, Davin Berrier, Leah Garber, Regina Lurry, and Hannah Thomas. Second row: Larome Myrick, Hosie Smith, Cornelius Lawrence, and Bai Benson.*

Leah Garber, Hosie Smith, and 4 team members from DRC completed a proposal for improving the educational services provided at both of the agencies with the goal of boosting completion rates. The group proposed blended learning models, increasing the use of course recovery programs and College Credit Plus, and continuing to leverage technology. The group also recommended minimizing classroom disruptions by increasing the presence of unit staff in the classroom, ensuring that the classroom atmosphere is conducive of learning, and increasing peer-to-peer tutoring.

The Effective Youth Behavior Management project proposal, completed by Bai Benson, Regina Lurry, Hannah Thomas, and 3 team members from DRC, focused on creating a system they called *Pride*: Positive Response Incentive-Driven Environment. Their idea was to implement a level system with meaningful incentives that are clearly defined and explained to youth and staff. The Juvenile Justice Case Management System would help with tracking and consistency.

Stephanie Garrett, Larome Myrick, and 4 team members from DRC presented a proposal on reforming in-service training. Their goal was to support all sites with strategies that fit adult learners. They proposed a 4-tier system that encourages professional growth through incentivizing instruction and participation in voluntary trainings, increasing accountability, and recognizing volunteer instructors.

Two DYS staff, Davin Berrier and Cornelius Lawrence, worked on projects targeted at helping DRC address challenges with reentry planning as well as inmate property loss.

Congratulations to all of the graduates! Special thanks to all who served as sponsors for the DYS projects: Jennifer Sanders, Dr. Susan Zelman (Ohio Department of Education), Ginine Trim, Shannon Komisarek, Anna Karousis, and Megan Altier (Ohio Department of Administrative Services). Also, thank you to the project evaluators: Trent Patterson (DRC), Mark Roberts (DRC), Daniel Hanstein, Dr. Bob Stinson, Yolonda Frierson, Chris Freeman, Terry Tibbals (DRC), Dr. Tina Mawhorr (DRC), and Ursel McElroy Drake. Finally, I would like to thank Robyn Ricks, Training Manager, for all of her help coordinating the program.