



**STATE OF FLORIDA
DEPARTMENT OF JUVENILE JUSTICE**

INTEROFFICE MEMORANDUM

DATE: September 5, 2008
TO: State-operated Residential Superintendents and Residential Regional Directors
FROM: Darryl Olson, Assistant Secretary for Residential Services
SUBJECT: Residential Training Academy Updates

On August 13, 2008 I met with Michael McCaffery, Director of Staff Development, to discuss the current training design for our Juvenile Justice Residential Officers being delivered at the Academies. The goal of the meeting was to work with Staff Development to emphasize more of the human factor rather than the correctional model that seems to dominate the academy training. I was provided an update that Staff Development is currently piloting a new curriculum at the Pat Thomas Academy site that will emphasize more communications/relationship skills development than in the past training design. This pilot was designed with the input of residential subject matter experts from our state-operated programs.

Academy Training will be offered at Dozier Training School and the Desoto Complex based on the number of staff requiring the Phase II portion of certification training. Therefore it is critical that you or your designee register new direct-care hires in CORE as soon as possible. My staff will monitor CORE registrations and update me on the number of residential staff enrolled for the Academy training so we can project the need for scheduling training at Dozier or Desoto.

I encourage you to visit the Academies (Pat Thomas, Hillsborough CC, Broward CC and Valencia CC) to observe the new curriculum being delivered once it has been approved for statewide use.

As we move forward we are exploring new methods and criteria for selecting direct-care staff in order to improve communication between youth and staff, maintain security and safety and to continue to develop the professional workforce required to impact at-risk youth.

DO/RS/mlm

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9/5/08*

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Charlie Crist, Governor

Frank Peterman, Jr., Secretary

The mission of the Department of Juvenile Justice is to increase public safety by reducing juvenile delinquency through effective prevention, intervention, and treatment services that strengthen families and turn around the lives of troubled youth.