



# TEXAS JUVENILE JUSTICE DEPARTMENT

## Executive Director's Report

MAY 2014

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### PBIS Rollout Continues

Progress continues on the rollout of facility-wide PBIS, with Ron Jackson being chosen as the pilot facility for this enhanced behavior management program. Currently the Ron Jackson Facility PBIS Team is working alongside the PBIS Coordinator and Texas State PBIS consultant on the development of reinforcement plans, expectations matrices, and teaching plans. A Central Office Training Specialist will also be working closely with the Central Office PBIS Team and staff at Ron Jackson throughout the pilot process on the development of a PBIS training curriculum which will be delivered to all direct care staff.

PBIS implementation will occur one dorm at a time in order to maximize fidelity and sustainability. After implementation has occurred to a sufficient degree at Ron Jackson, facility-wide PBIS will begin rollout at the next identified pilot facility. Non-pilot sites have been sent a list of list of responses to frequently asked questions in order to further explain PBIS and its impact on behavior management, and they are currently working on solidifying their youth and staff matrices.

### TJJD Youth Celebrate Global Youth Service Day in Big Way

For the ninth year, the Texas Juvenile Justice Department served as a Texas Lead Agency for Global Youth Service Day (GYSD) – the largest youth-led service event in the world. Each April, GYSD is celebrated in more than 100 countries by young people who are changing the world, one community at a time. This year, TJJD's coalition was comprised of 37 partners and 18 public school campuses, including each of the TJJD operated facilities and 11 county probation departments.

Together, the TJJD coalition partners implemented 83 service-learning projects and engaged 2,265 youth in



*In San Antonio, John F. Kennedy High School JROTC cadets plant crape myrtle tree.*



Travis County Juvenile Probation Department youth and staff participated in a service learning project at the Mobile Loaves & Fishes Community First! Village. They worked on developing the land and gardens of what will become a sustainable home and supportive community for individuals who have been chronically homeless.

service. These youth contributed 11,450 hours of service to 105 local communities across the state. An estimated 53,147 Texas citizens benefitted from these service projects that focused on significant social issues, such as human trafficking, health, education, environment, hunger, poverty, homelessness, human rights, animal welfare, veterans, and disaster preparedness.

One of the goals of GYSD is to increase the visibility of youth service. The TJJD coalition partners accomplished this goal with more than 12 newspaper articles and the participation of 31 elected officials, including State Representative Jose Menendez and U.S. Congressman Beto O'Rourke.



Youth in Houston stuff bags of recycled oyster shells for shoreline placement to protect marine life in Galveston Bay.

It would be impossible to describe each of the service projects in this newsletter, but the following data demonstrates the impact youth made in their communities:

- 19,350 pounds of trash collected
- 5,820 pounds of food collected
- 1,420 meals provided
- 190 flowers and shrubs planted
- 200 handmade calendars distributed to veterans
- 164 hygiene bags made
- 4,000 square feet of historic marble cleaned
- 2,000 Easter eggs prepared
- \$877 funds raised to benefit nonprofit organizations
- 3 rooms painted
- 215 dog blankets and toys made
- 100,000 soda can tabs collected
- 100 bags of recycled oyster shells collected
- 30 awareness posters drawn
- 40 pounds of newspaper recycled
- 50 letters sent to homeless teens
- 145 Shoe Box Easter Baskets collected and decorated
- 600 pounds of metal objects removed
- 448 lunch sack booklets made about bullying
- 38 city public service poles repainted after graffiti removed
- 105 pounds of toiletry items donated to 3 separate community agencies
- 1 40x60 foot garden constructed
- 20 disaster relief packages delivered to the American Red Cross
- 350 awareness brochures distributed
- 54 books collected
- 35 rescue bags assembled for victims of trafficking
- 150 gift bags distributed to the veterans



In their "Clean Water for Uganda Project", Houston youth thanked contributors to well-restoration project by giving them bottle of muddy water and bottle of clean water.

A full report on TJJD's Lead Agency results can be requested from [Tammy.Holland@tjtd.texas.gov](mailto:Tammy.Holland@tjtd.texas.gov). ■



*Giddings youth join in prayer before their weekly Bible study group.*

## TJJD Youth and Staff Participate in National Day of Prayer

Youth at each of TJJD’s five secure facilities participated in the 63rd Annual National Day of Prayer (NDP) on May 1, an event that transcends religious divides and promotes peace, faith, and love. TJJD correctional facility chaplains, who are responsible for facilitating religious services to meet the spiritual needs of our youth, coordinated special activities centered on prayer involving many of the agency’s community volunteers.

At the Giddings State School, Chaplain Terry Kennedy began coordinating small religious group studies a month before NDP to teach youth about prayer. Volunteers who lead the monthly Epiphany Ministries Reunion demonstrated how to pray and emphasized the importance of prayer. Youth at the facility were invited to make posters promoting the event. Christian and Muslim small group leaders taught about prayer each week during April. Chaplain Kennedy hosted the Giddings Ministerial Alliance’s monthly meeting at the facility, introducing several local ministers to the facility for the first time. During the meeting, the pastors and priests prayed for the well-being of TJJD youth and staff. The facility’s chapel remained open during the day for staff to come and pray.

At Gainesville State School, Chaplain Philip Payne used a “Hop, Skip, and Jump” themed approach to NDP activities. Staff, youth, and volunteers were encouraged to “Jump Start” their prayer life and participate in campus activities. Chaplaincy volunteers emphasized prayer during that week’s small study group and chapel service, and they received more than 60 prayer requests from youth. Volunteer Cindy Willis organized a prayer walk called “Circle of Hope” around the facility’s perimeter on May 3rd. Other volunteers from G.A.I.M. (God’s Authority in Me) conducted two additional prayer walks inside the campus.

At the Evins Regional Juvenile Center, Chaplain Luis Alvarado organized a group of volunteers who visited each dormitory and led youth in reciting the Lord’s Prayer. Some



*Father Jim Olnhausen and Seminarian Amando of St. Margaret’s Catholic Church, Giddings State School Chaplain Kennedy, and Concord Church’s Pastor Stanley Harris lead NDP activities at Giddings.*



*Volunteers circled up just inside the Gainesville security gate to pray for youth, staff, and the whole campus.*

youth requested prayers for themselves, and their friends and family members. Volunteers from various religious denominations participated and ensured every youth had the opportunity to participate. Volunteers also led a special group activity for the youth in the security unit. This was the first year for the Evins facility to commemorate NDP and Chaplain Alvarado remarked, “This was a good day and program for our volunteers and youth at Evins. We hope that next year we can get more people involved from the community to share their experiences with our youth.”

At the Ron Jackson State Juvenile Correctional Facility, Chaplain Tony Shaw invited the chaplaincy volunteers and other community members to participate in a prayer walk. They visited each dormitory and the administration building to pray for the youth and staff. The facility’s chapel remained open during the day for staff to pray. More than twenty staff and ten volunteers participated in the NDP activities. The Salvation Army donated the devotional book “31 Days of Prayer” for each youth and staff. The Brownwood Community Resource Council sponsored a continental breakfast for the volunteers. Chaplain Shaw reflected on the event, “I am thankful to God for how He works in the lives of our staff and youth here at Ron Jackson.”

Chaplain Bob Boggess at the McLennan Co. State Juvenile Correctional Facility & Mart Residential Treatment Center encouraged a small group of volunteers to focus on the subject of prayer during the month of April and leading up to NDP.

The National Day of Prayer was designated by the United States Congress in 1952; however, days of prayer have been called for since 1775, when the Continental Congress designated a time for prayer in forming a new nation. This year more than 35,000 prayer gatherings were projected by about 40,000 volunteers across the United States. Several million people were expected to participate in the call to prayer. ■

## State Volunteer Resource Council Gets New Leadership, Says Goodbye to Others

Members of the State Volunteer Resource Council for Texas Youth (SVRC) elected new officers at their spring business meeting in Austin this month. Glen Hilton, a member of the Houston Area Resource Council for Texas Youth, was elected as president for the term 2014-16. Glen had previously served as vice-president and treasurer for the organization, and has been a long-time member of the Houston Council that serves TJJD youth on parole in Harris County. Raul Arredondo, a member of the Evins Regional Juvenile Center Volunteer Council, was elected vice-president. Raul has served as a member of the Evins Council since retiring from his community relations coordinator position at the Texas Youth Commission. Sandra Willard, of the McLennan County Community Resource Council, was re-elected to another term as secretary. Linda Tippins and Glenn Faulk, both of the Volunteer Council for Texas Youth in San Antonio, were elected as treasurer and member at large, respectively.

The SVRC recognized out-going officers for their dedicated service to the organization, purposed with supporting a network of local community resource councils that serve TJJD youth at each facility and parole area. Delegates from each of the fifteen local councils make up the membership of the SVRC. Johnny Rodriguez was honored for his 13 years of devoted service to the SVRC, in which he most recently served as president for the past five years, and formerly as vice-president and member at large. Johnny is a member of the Evins Regional Juvenile Center Volunteer Council. Kanita Maxwell, of the Student Support Council for Gainesville State School, was honored for 11 years of service in the roles of vice-president, secretary, and member at large. Rose Jones, a member of the Dallas Youth Resource & Advisory Council, was recognized for her five years as treasurer. ■

## Brownwood House Girls Active

During April, the Brownwood House girls took an educational tour/ picnic to the Abilene Zoo on April 19. The young ladies also participate in free horse-back riding lessons twice of month, participate in the local community garden program and they assisted in Global Youth Service Day by putting out containers to collect recyclables. ■

## Ayres House Youth Recognized

The Volunteer Council for Texas Youth in San Antonio, in collaboration with the Magik Theater - San Antonio Fighting Back, sponsored an informational presentation on Human Trafficking. The presentation performed by members of the Magik Theater Teen Acting Guild gave a detailed account of a young girl's experience trapped in the underworld of sex slaves. Ayres halfway house youth, along with youth assigned to the SA parole office, served as ushers and greeters. Various anti-human trafficking organizations used the event to showcase their programs and provide information to the 60 people that attended the event. Two youth were recognized for creating posters on the subject of ant-human trafficking.

Also at Ayres House, three youth will graduate from Judson High School and receive their high school diplomas. Another youth graduated earlier this year. Another youth will receive his GED certificate on June 5th at a graduation ceremony. ■



## York House Youth and Staff Volunteer at "Beach to Bay Relay"

The weekend of May 17, the Corpus Christi Community Resource Council, eight youth, six JCO staff, both Superintendents and volunteers assisted the Corpus Christi Runners with their annual Beach to Bay Relay Marathon Race. This marathon race is a six-person relay running event that extends 26.2 miles along the Corpus Christi shoreline that attracts over 2200 teams, thousands of spectators, families and tourists. York House volunteers were the only crew assigned to clean up the event grounds as well as along shoreline after the completion of the race. In appreciation for York House assistance, the Corpus Christi Road Runner makes a \$1200 contribution to the Corpus Christi Community Resource Council to benefit the youth at York House. The Resource Council treated the youth to lunch at Golden Corral for their hard work during the relay.

Also at York House, JCO VI Paul McDonald and staff last month initiated a Health & Wellness program to aid the growth of the youth's mind, body, and soul in a holistic approach to wellness. The program will consist of a weekly regiment of calisthenics, the development of an organic garden to teach healthy eating habits and the creation of spiritual wellness library. The library will contain books that can help the youth deal with issues such as grief, depression, etc. The Corpus Christi Community Resource Council has purchased athletic shoes for youth and the wellness library is now operational. ■





## Victor Marx Visits McLennan County State Juvenile Correctional Facility

“Where you are now, is not who you are.” That is the message that Victor Marx brought to the youth at the Mart Complex Thursday, May 16. Victor is currently on a tour across the country with his ministry “All Things Possible,” speaking to youth about his experiences and encouraging them to make the most of their situation and choosing the lives they want to live.

Victor is an evangelist, accomplished author, an expert in Martial Arts, an expert marksman and weapons instructor. He has trained Navy Seals, Delta Force, and Green Berets. However, his passion is helping youth who have suffered trauma and abuse in their lives – especially those high risk kids who are in prison.

Before his arrival, Victor shipped enough copies of his book “The Victor Marx Story” to Mart so each youth can have his own copy. ■



*Volunteers lead music for MRTC Family Worship*

## MRTC Family Worship

The youth and families at the MRTC had the opportunity to share a time of worship, giving service and visitation recently. April 13, 2014 Family Liaison Robin Black and Chaplain Bob Boggess paired up to bring families together for this special time. Volunteers from Turning Point Ministries were on hand to provide music and a message for the service. Following the service, the families enjoyed lunch together provided by the Community Resource Council. While visiting they worked together to make puppy blankets to be sent to animal shelters as a project for Global Youth Service Day. The families enjoyed the time together and have asked for service projects to be included in each of the family activities. ■

## Giddings Youth Remain Active

On April 7, 2014, the Giddings campus hosted several guests at its annual Victim Impact Panel. A group of 40 guests spoke to the youth in regards to their life stories. A candle light vigil on April 10, 2014 closed the evening.

On April 26, the facility hosted a successful Family Day with the help of volunteers and staff. 94 youth had family attending the event. The weather was nice and families attending had a great time visiting with their child. Rebecca Garza from Central Office attended Family Day. ■



*Rebecca Thomas explains TJJD and how youth are placed at facilities*

were people in the community who supported and encouraged them.

Awards were presented celebrating the accomplishments of the volunteer team at Mart. This year's awards went to Patty Wiley (Outstanding Chaplaincy Award), Mart Ministry from Frisco Bible church (Outstanding Group Award), Howard and Josie Hatfield (Outstanding Volunteer Family), and a new and special award was presented this year. In honor of Katherine Davis, Community Relations Coordinator at Mart who passed away earlier this year, the Spirit of Service Award was presented to Alex Flores. ■



*Community Relations Coordinator, Dianna Hughes and Chaplain, Bob Boggess at the Hats Off to Volunteers Appreciation Day*

## Mart Volunteer Mini-Conference & Appreciation

Mart Volunteers spent Saturday, May 3 attending the first Mini-Conference and Appreciation Day. Volunteers were encouraged to wear their most outrageous hats for the day. The Volunteers were welcomed by Teresa Stroud and then a series of workshops began.

Manager I Carolyn Johnson along with JCOs LySandria Haywood and Debra Noles presented information to the volunteers concerning safety and security operations on campus. Rebecca Thomas provided an overview of TJJD, followed by a presentation explaining family programs and the role of the volunteer by Family Liaisons Mary Garrity and Robin Black. Tammy Holland provided a workshop on Mentoring.

Lunch was served and the keynote speaker for the day, Charleston White from H.Y.P.E., along with some of his team spoke about their experiences in TJJD and TDCJ. They talked about how much it meant to know that there



*Howard and Josie Hatfield received the award for Outstanding Volunteer Family*



## Gainesville Youth Fight Bullying

Youth at the Gainesville State School developed “Bully Books” to hand out to local schools in an effort to increase awareness of bullying and how it can be stopped. The books, made from paper bags, contain personalized and inspirational messages to teach kids how to respect one another and stand up to bullying. Youth created 448 books, all of which were presented to Robert E. Lee Elementary School in Gainesville. That is where all the 4th and 5th graders in Gainesville attend school. ■

## Message From Former Youth

This email was received from a former youth who is now actively reaching out to help other at risk youth. It was sent as a “thank you” to all TJJD staff.

*“After spending over six years in TYC (Giddings), I recognize that we (H.Y.P.E) can positively impact the lives of young people with our testimony. When you’re incarcerated at an early age in life, society tends to write you off. I was wrote off a long time ago; but TYC staff (Houseparents, Caseworkers, Psychologist, Teachers) saw something in me when no one else did, including myself. It was their words of inspiration, encouragement, frustrations, disappointments, constructive criticism, and firmness that touched my life. At times they seemed hard and unfair but I didn’t understand the concept of tough love. They were strict, persistent, compassionate, and caring. The staff saw potential in me and tried to develop the good they saw in me.*

*“It took many years to reach my potential but TYC staff helped me to identify that potential. It was the staff that helped cultivate me into the man I am today.*

*The impact TYC staff made on my life had a lasting effect. I left Giddings State School with a moral compass to guide me through life. I left understanding how my childhood played a crucial role in who I was. I realized my choices and decisions affect me directly but also have an indirect effect on others. I understood the things that triggered certain thoughts, emotions, and behaviors. I understood the connection and difference between my thoughts and feelings. I learned accountability and responsibility for my actions through group calling, thinking errors, developing future course of actions, and level progressions. I had developed values, morals, and character to live by. The programs helped me to develop empathy for others and the value of other people’s lives.*

*“Group taught me the skill to think critically; and learn how to analyze and process anger. Offense cycle was a key component to processing anger and other emotions to reform antisocial behavior and criminal patterns. We were being socially engineered to be successful law abiding citizens, if we applied the things we were being taught. Resocialization plays a critical role in rehabilitation. TYC programs focused on changing the way we thought so that we could change our pattern of behavior. Life story, Offense Cycle, Recidivism plan, group calling, learning thinking errors, staff involvement, structure living, recreation, leisure time, learning accountability, developing victim empathy, volunteers, vocational, education, and compassionate staff; helped influence many young people lives to change for the better.*

*“The character of the staff who work directly with the youth makes the greatest impact on their lives. For me, going to TYC was one of the best things to ever happen to me. I was raised by staff who were men and women of good character and believed they could make a difference in our lives. I will always be grateful for the role they played in my life. Though my environment and culture reshaped me after leaving TYC and I made some poor decisions; but TYC had given me a firm foundation that shaped my core beliefs and values. So eventually my personal progression and success in life came from utilizing and exercising what I was taught in TYC.*

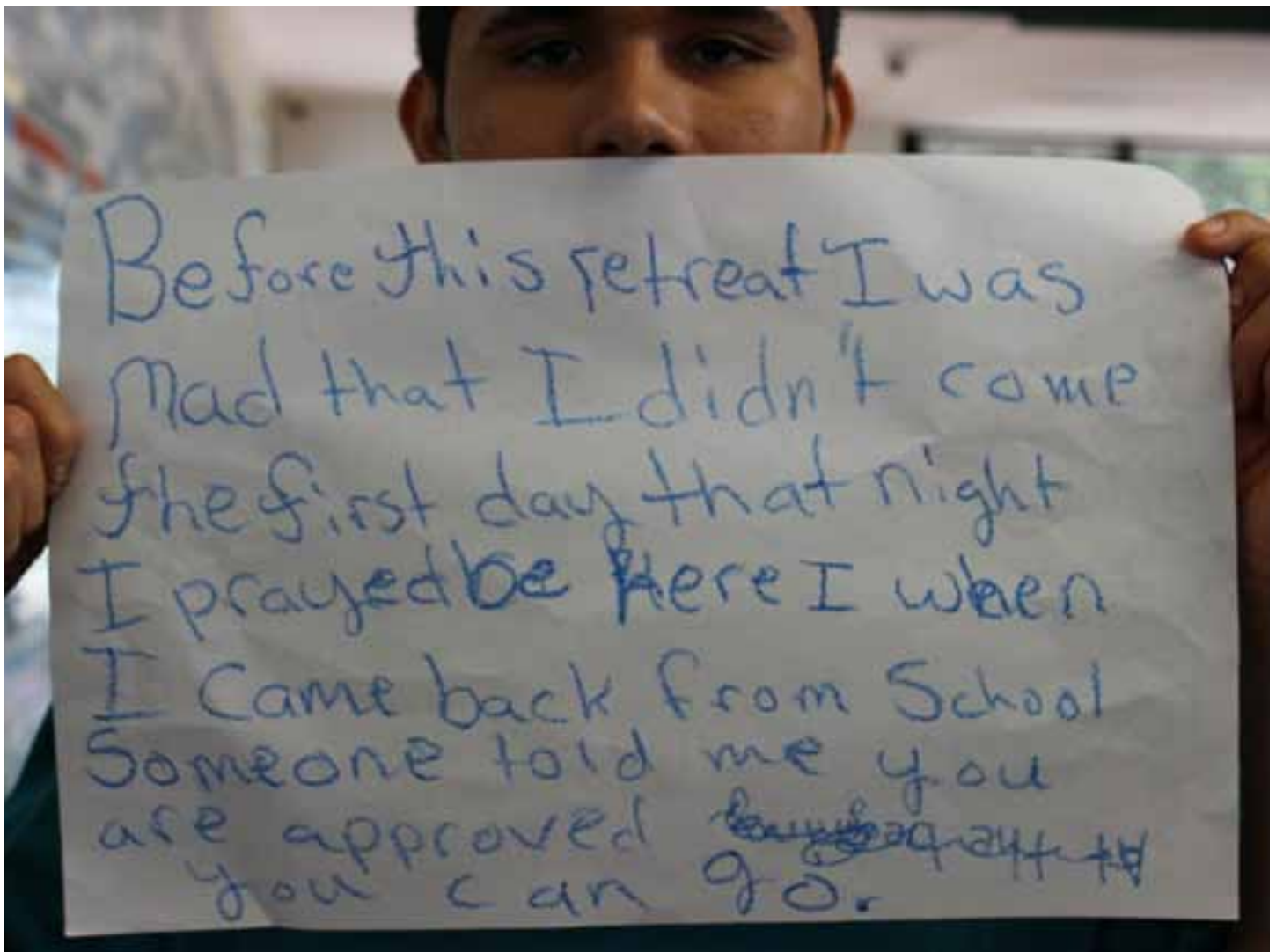
*“I don’t think the staff get enough credit for the jobs that they do. I know some staff lose hope and faith, in their ability to reach today’s youth. If our juvenile staff gives up and become discourage in what they do, then our youth have no hope for their future. JCO’s, mentors, caseworkers, advocates, volunteers, etc. are society’s last line of defense in touching the lives of our troubled youth and youthful offenders. It took time for me to get to where I am today, but I made it, because of people like you guys...”*

**CW (name redacted)  
Founder/Director  
Hyped about H.Y.P.E ■**



## Evins Youth Participate in Spiritual Retreat

The four-day Ministry of the Third Cross Retreat at Evins Regional Juvenile Center was held this month featuring ongoing activities, music and skits. Volunteers on the retreat team and youth were allowed to sit outside on the grass on a beautiful sunny day to converse with one another. Daily meals were prepared by volunteers and brought to the facility each day. The next retreat will be scheduled for some time in October. ■





## Crime Victims Recount Their Story For Evins Youth

February 7, 1992 wasn't your normal typical day for Herbert & Emma Jo Snyder. They knew something was terribly wrong. That day forever sketched in their memories started with a phone call that would forever define their lives.

The Snyders recently recounted to a group of youth at the Evins regional Juvenile Center how their thirty year old son Atch was last seen alive and how he had tried to convince his brother-in-law in Conroe, Texas to seek medical help for his psychotic condition.

"He was trying to help him and it cost him his life," Mr. Snyder said. "See Atch was the type that would always call and 'touch base' as he would call it, always letting us (his family) know where he was at all times."

Emma Snyder quickly added, "When this hadn't happened, I knew something was terribly wrong. As a mother my heart told me that he was dead and he was."

Atch's brother in-law had killed him and placed his badly beaten body into an air-conditioning air return vent in his apartment. The Snyders recounted the tragic fatal day and how it deeply carved a trench in their hearts and souls, nearly destroying their lives, family and marriage.

"We just weren't talking, as husband, wife and family," Mr. Snyder said.

Mr. Snyder repeatedly told the boys at Evins that "You are all in here because you have chosen to be here by your actions.

Some of you are here for petty crimes while others for more serious crimes. Some of you are in here longer than others because you have extended your invitation because of your continued behavior. You choose to do right or do wrong. In our case the perpetrator chose to end the life of our son, father, husband, brother and friend forever."

Slowly and painfully they showed pictures of their loved one and recounted his childhood memories. The day he first scraped his knee, school years, wedding and birth of Atch's son and daughter. Mrs. Snyder ended her presentation by telling the participants to write down the names of a loved one on a piece of paper. She then pretended that they were victims of some sort of crime. Then she folded the papers in half and, one by one, tore them into many pieces.

"What if someone told you right now that your loved one was in a convenience store minding her own business buying some groceries when two armed man walked in demanding money?" she asked. "When the clerk refused the clerk got shot and so did your loved one. The clerk died instantly and your loved one later at the hospital."

Before anyone could pause she quickly tore the pieces of paper where the names were written and dropped them on the floor scattering smaller pieces in all directions. "These are lives destroyed and torn apart," she said. "It's your choice."

Evins caseworker Martha Garcia helped debrief the boys after the presentation and Superintendent Donald Brooks, along with the boys, presented the Snyder's with a certificate of appreciation. One youth in attendance said, "I feel bad for my actions now and it takes a lot of courage for them to tell their story."

Today, the Snyder's have forgiven the perpetrator, but, Emma is fast to point out that they have "forgiven and not forgotten." Herbert and Emma Jo Snyder are part of a group of Victim Impact Panel presenters that travel around the state to TJJD facilities to empower victims and to develop empathy in juvenile offenders. Fidel Garcia, Coordinator of Volunteer & Community Services organizes the Victim Impact Panels at the Evins facility and said that the "Purpose of integrating victims into our TJJD programs are to provide victims with the opportunity to tell their stories and thereby gain increased control in their lives and to assist youth in changing their attitudes and beliefs about victims. Offenders need to show empathy for their victims. They need to know that their actions have a domino effect on many, many people." The program was scheduled to coincide with National Crime Victims' Rights Week. ■

## Employees Receiving Tenure Awards

TJJD would like to recognize the following employees who have received a tenure award since March 2013. On behalf of the agency, we extend our sincerest gratitude and appreciation for their dedication and service to the State of Texas.

### April 2014

#### FIVE YEARS OF SERVICE

NAME	LOCATION/CENTRAL OFFICE DIVISION
Caleb L Walker	<i>Austin Office</i>
Carol A Applegate	<i>Ron Jackson State Juvenile Corr. Facility</i>
David O Dow	<i>York House</i>
Jose J Hernandez Jr	<i>Evins Regional Juvenile Center</i>
Jose R Trejo	<i>York House</i>
Krystal L Johnson	<i>McLennan County</i>
LaTasha R Hill	<i>Giddings State School</i>
LaTonya R Baston	<i>McLennan County</i>
Louisteen F Justice	<i>McLennan County</i>
Lucinda D Miller	<i>York House</i>
Miguel Lerma	<i>McLennan County</i>
Ryan E Thele	<i>Gainesville State School</i>
Victor A Howard II	<i>Gainesville State School</i>

#### TEN YEARS OF SERVICE

Brian K Pearson	<i>Gainesville State School</i>
David Palacios	<i>Evins Regional Juvenile Center</i>
Gardner J Shivers	<i>Giddings State School</i>
Hettie A Bonner	<i>McLennan County</i>
Keara C Thomas	<i>Houston DO</i>
Lisa L Welch	<i>Ron Jackson State Juvenile Corr. Facility</i>
Margaret V Williams	<i>McLennan County</i>

#### FIFTEEN YEARS OF SERVICE

Billy T Branch Jr	<i>Dallas DO</i>
Michael D Ford	<i>Gainesville State School</i>
Taresa R White	<i>McLennan County</i>
Theodore B Hodges Jr	<i>McLennan County</i>

#### TWENTY YEARS OF SERVICE

Jorge V Gonzalez	<i>Giddings State School</i>
Nicholas Ramos	<i>Giddings State School</i>

#### TWENTY-FIVE YEARS OF SERVICE

Gloria Martinez	<i>Ayres House</i>
Velma Lewis	<i>Giddings State School</i>

#### THIRTY YEARS OF SERVICE

Bette B Barler	<i>Fort Worth DO</i>
Debbie L Houser	<i>Austin Office</i>

#### THIRTY-FIVE YEARS OF SERVICE

Charles A Mack	<i>Willoughby House</i>
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### May 2014

#### FIVE YEARS OF SERVICE

NAME	LOCATION/CENTRAL OFFICE DIVISION
Brandi D Morris	<i>Gainesville State School</i>
Denny R Wallace	<i>Gainesville State School</i>
George W Graham	<i>Ron Jackson State Juvenile Corr. Facility</i>
Rebecca A Townsend	<i>Gainesville State School</i>

#### TEN YEARS OF SERVICE

Corey D Chimney	<i>Cottrell House</i>
James M Mitschke	<i>Giddings State School</i>
Jorge Hurtado	<i>Evins Regional Juvenile Center</i>
Jose L Ortiz	<i>Evins Regional Juvenile Center</i>
Melanie P Cleveland	<i>Austin Office</i>
Michael A Negrete	<i>Evins Regional Juvenile Center</i>
Pamela Otte	<i>Giddings State School</i>
Samantha L Ayala	<i>Evins Regional Juvenile Center</i>
Sharon V Lang	<i>McLennan County</i>

#### FIFTEEN YEARS OF SERVICE

Kirk D Rhoads	<i>Gainesville State School</i>
Linda J Maxwell	<i>Ron Jackson State Juvenile Corr. Facility</i>
Oleta G Fowler	<i>Ron Jackson State Juvenile Corr. Facility</i>
Shedra E Favors	<i>Gainesville State School</i>
Tim J Luttrall	<i>McLennan County</i>

#### TWENTY YEARS OF SERVICE

Carol D Arps	<i>McLennan County</i>
Kilroy Fisher	<i>Giddings State School</i>

#### TWENTY-FIVE YEARS OF SERVICE

Leaner K Singleton	<i>Fort Worth DO</i>
Marsha A Homer	<i>Gainesville State School</i>
Patricia A White	<i>New Waverly DO</i>
Reginald J Durham	<i>Ron Jackson State Juvenile Corr. Facility</i>
Terrill R Roberts	<i>McFadden Ranch</i>
Wanda J Drew	<i>Brownwood Halfway House</i>

#### THIRTY-FIVE YEARS OF SERVICE

Steven D Whittenberg	<i>Ron Jackson State Juvenile Corr. Facility</i>
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