THE 2013 ANNUAL REPORT OF THE SUMMIT COUNTY COURT OF COMMON PLEAS JUVENILE DIVISION LINDA TUCCI TEODOSIO, JUDGE



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2013 Annual Report of the Summit County Juvenile Court



Turning lives around one child at a time.

Linda Tucci Teodosio, Judge

Robert Bickett, Court Administrator David Horner, Asst. Court Administrator

Summit County Juvenile Court Vision Statement

"The Summit County Juvenile Court strives to serve the best interests of our children through outreach, early intervention, community education and innovative programming, while fairly administering justice to all whose lives are impacted by the juvenile justice system."

A Message From Judge Linda Tucci Teodosio



It has been eleven years since I was given the honor and the responsibility of becoming the Judge of the Summit County Juvenile Court. Looking back to that first year, I am amazed and encouraged by the forward strides the Court has made in its approach to juvenile justice to this point.

There is no doubt that Court operations have changed from 2003 until now. What hasn't changed is its commitment to seeking, finding and implementing effective, reasonable and responsible methods to apply to each case, each child and each family. We have been careful to include and receive input from victims of crime. It is all aimed at a common goal: to assure that the proper systems are in place and are accessible.

But that goal would not be possible without the unmatched support this Court receives. The Summit County community is so blessed to have a wealth of support services and agencies at its disposal. The partnerships the Court has been able to develop with these organizations and the people that work for them has proven invaluable. If there is one thing that I have learned in this job, it is that I can think of no community that, collectively, has such a giving and caring heart as the people of Summit County and their willingness to assist however possible to advance the mission of the Court, and to seek a brighter future for the children and families it serves.

It is the job of the staff of the Juvenile Court to make these changes work and to apply their skills to assure the programming at the Court is run efficiently and effectively. I can attest that each day, they come to work prepared to do just that. They carry out their tasks passionately and professionally. They are the heart and soul of this Court.

Together, we will continue to look forward; we will continue to move forward. We will continue to seek and employ new and better ways to improve. I cannot wait to see what the future holds.

Judge Linda Tucci Teodosio

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The Magistrates of the Summit County Juvenile Court

In years past, the Court Magistrates handled two specific dockets: five Magistrates heard delinquency cases, five Magistrates heard dependency, neglect & abuse cases and a part-time Magistrate handled the Traffic Court docket. However, in 2013, the Court introduced programming designed to promote continuity for families involved in the juvenile justice system. Simply put, "one family, one Magistrate." Now, Court Magistrates have blended dockets of both delinquency and dependency, neglect and cases. Pictured below are the Summit County Juvenile Court Magistrates.



Tavia Baxter Galonski



Katherine Bertsch



Bradford Christman



Daniel Cody



Thomas Freeman



Kristin Maxwell



Robert McCarty



Denise McGuckin



Mary Ann Mendlik



Rita Rochford



Esther Thomas

Court Finance

Prepared by Robert A. Bickett, Court Administrator

The 2013 Summit County Juvenile court budget, consisting of both county and state/federal funding, totaled \$14,909,654

General Office/Judicial \$3,394,692 Probation/Administration 2,024,812	RECLAIM Ohio Title IV-E Title XX for Family Resource Center	\$4,774,237 920,885 340,000	Personnel/Salaries & Benefits Contract Service	\$9,633,402 2,854,040
Detention Center 2,788,028	Behavioral Health/Juvenile Justice	258.141	Other	2,422,212
Total County funding: \$8,207,532	Targeted RECLAIM Ohio Juvenile Accountability	328,475 18,662	Total Expenditures	\$1 4,909,654
	Victims of Crime	31,434		
	National CASA	30,288		
	Total State/Federal Grant funding:	\$6,7 02,122		

STATE/FEDERAL FUNDED SERVICE PROVIDER CONTRACTS TO COURT

SERVICE PROVIDER	CONTRACT AMOUNT
Day Treatment Akron UMADAOP	55,000.00
Electronic Monitoring & Case Management Oriana House, Inc.	100,000.00
Out of Home Placement Shelter Care Youth Assessment Shelter Juvenile Court share of Summit County Family And Children First Council/Summit County Cluster for Youth Funding Agreement	137,750.00 100,000.00
Short Term out of home placement Shelter Care Youth Assessment	236,300.00
Integrated Co-Occuring Treatment (ICT) Child Guidance & Family Solutions	159,000.00
Drug/Alcohol Assessments Services Community Health Center	32,000.00
Summit County Health District	55,346.00
Mentoring CYO and Community Services Akron UMADAOP Akron Area YMCA	25,000.00 17,000.00 19,500.00
Mental Health Counseling Child Guidance & Family Solutions	25,000.00
Competency Evaluations Summit Psychological Associates	15,000.00
Community Service/Restitution Program Funds to victims	50,000.00
Long Term out of Home Placement Various Placement Agencies	600,000.00
Diversion Programming Distributed in varying amounts to 14 Police Departments and Sheriff's Office	204,575.00
Cognitive Behavioral Therapy (CBT) Model Pro Village Network	ogram 132,000.00
Parent Advocates for Court Involved Youth Mental Health America of Summit County	10,000.00
Youth & Family Counseling Greenleaf Family Center	45,000.00

Grant Funding

Prepared by Grants Administrator Woody Tyrrell

In addition to the county's general fund and formula funding from state/federal sources that sustain its operation, the Court actively pursues additional revenue through local, state and federal agency grant funding. These funds are typically used to create, maintain or expand programs at the Court aimed at meeting our goal of assuring that each child entering the Court leaves with increased opportunity for success in school, work, family relationships and the community. In 2013, grant funding committed to the court for special programming totaled \$1,288,476.00. Nineteen (19) full- and part-time court positions and several positions for community service providers are supported by these funding streams. The programs either fully or partially operated by this funding in 2013 are:

Intensive Probation Supervision, \$18,662: The Court's Probation Officers offer intense services and case management to high risk offenders. Most Intensive Probation cases are placed on a suspended commitment through the Ohio Department of Youth Services (DYS). All participants are engaged in a minimum of 32 hours per week in structured activities. Funding is provided by Federal Juvenile Accountability Block Grant Funds and administered by the Ohio Department of Youth Services.

The Family Resource Center, \$340,000: Intensive case management is delivered to court-referred, at-risk youth and their families at the court and in the community. The FRC is also a resource for other youth and the community as a whole. It serves as a central point of referral for all services available throughout Summit County for youth and their families. More than 400 families were served in 2013. Funding is provided by Federal TANF/PRC funds administered by the Summit County Department of Job and Family Services, Russell M. Pry, Executive.

The Behavioral Health and Juvenile Justice Program, \$320,761.00: Intensive probation and case management services, drug/alcohol/mental health treatment and/or cognitive behavioral therapy is delivered in home families of youth who are at the greatest risk of commitment to Department of Youth Service institutions. Approximately 35 youth and their families are served annually. Funding is provided by the Ohio Department of Mental Health and the Ohio Department of Youth Services and the program is administered in collaboration with the County of Summit Alcohol, Drug Addiction & Mental Health Services Board.

Jobs Re-entry Program, \$125,000: provides intensive case management services to 20-30 youth/year in the custody of the Ohio Department of Youth Services and after their release aimed at developing life and job skills, linking them to education and training opportunities, jobs, higher education, providing mentoring and generally helping to transition them successfully back into their families and the community. Funding is provided by the Department of Labor through the Workforce Investment Act and administered by the Summit County Department of Job and Family Services, Russell M. Pry, Executive.

Family Reunification through Recovery Court Program with a first year award of \$149,745 (\$538,636 3-year total): creates a specialized docket intended to re-unite and stabilize family units through the provision of suitable intensive treatment and intervention for families who have had their children removed as a result of substance

Grant Funding Cont.

abuse or when it has been determined to be a major contributing factor to the children's removal. The Court closely collaborates with Summit County Children's Services and a host of other county agencies and providers in partnership with the county's federally funded STARS program. *Funding is provided by the United States Department of Justice's Office of Juvenile Justice and Delinquency Prevention.*

CASA/GAL Child Advocate Team \$259,588: provides a team of Licensed Social Workers (LSW) GAL positions devoted to directly providing child advocacy/case management services children removed from their homes. Typically these professionals are assigned in place of volunteer CASAs when the youth removed from the home are also involved in delinquency cases, when they are placed outside of Summit County and extensive travel will be involved for the assigned worker or in otherwise complicated/complex removals. Funding is provided by Federal Title XX/TANF funds administered by the Summit County Department of Job and Family Services, Russell M. Pry, Executive.

Additional CASA/GAL Program Funding for 2013 was again provided by a variety of sources including:

Federal Victims of Crime Act (VOCA) funds, \$31,434 for operating costs and State Victims Assistance Act (SVAA), \$3,286 for supplies and technology were received through and administered by the State of Ohio Attorney General's Office.

The **National CASA Association** granted the CASA/GAL Program **\$40,000** to partially fund staff and training to support specialized and targeted work with youth in Children Services custody who were exposed to substance abuse.

The Summit County CASA Volunteer Board Association also generously contributes significant funds to the CASA program as reported in the CASA Program section of this annual report.

\$1.18 MILLION GRANT DOLLARS TO SUPPORT SPECIAL PROGRAMMING

\$5,000 | ARTS AND ACTIVITIES

\$320,761 | BEHAVIORAL HEALTH AND JUVENILE JUSTICE PROGRAM

\$204,514 | COURT APPOINTED SPECIAL ADVOCATES / GUARDIAN AD LITEM

\$21,000 | CROSSROADS

\$340,000 | FAMILY RESOURCE CENTER

\$149,745 | FAMILY REUNIFICATION THROUGH RECOVERY COURT

\$18,662 | INTENSIVE PROBATION SUPERVISION

\$125,000 | JOBS RE-ENTRY PROGRAM

19 | JOBS AT THE COURT,
AND NUMEROUS SERVICE PROVIDER
POSITIONS THROUGHOUT THE
COMMUNITY, ARE FUNDED BY
SPECIAL PROGRAMMING
GRANT DOLLARS

Detention Services

Phil Lucco, Superintendant

The Summit County Juvenile Detention Facility consists of seven main housing units plus two annex units, making the total capacity for 100 juveniles.

The Detention Facility staff is responsible for providing a safe and secure environment for juveniles, staff and other persons, and assist with the security of the facility. Detention Officers are responsible for transporting juveniles to Court hearings, medical appointments, counseling appointments, diagnostic evaluations and other appointments deemed necessary by the Court.

Through a cooperative agreement and a collaborative effort with Akron Public Schools, all juveniles held in Detention attend school within the facility, and are taught by state certified teachers in math, science/health, language arts, history and reading. A school counselor assists the teaching staff with youth re-entering their school systems and making sure that all school records follow the youth back to their schools. Judge Teodosio and Detention staff view education as a high priority and believe every juvenile held in the Detention facility should receive the best education possible. A new computer lab has been installed to allow youth to work at their pace and grade level. Now, juveniles can complete course work to receive credit and graduate from their school. Additional tutorial services are provided by Akron Public Schools through the Title I Program. Juveniles are encouraged to read daily as part of the 100 Book Challenge which is overseen by tutors.

In addition, the Detention Facility brings the Summit County library staff in once a week to stock and check books out to youth from the detention's library.

The Summit County Juvenile Detention Facility is currently preparing for our upcoming American Correctional Association (ACA) Audit scheduled for October 2014. The Detention Facility has revised and implemented policies and procedures to reflect the required standards of ACA. This has led to many improvements and changes for the professional betterment of the Detention Facility.

The Detention Facility continues to maintain high standards as set forth by Juvenile Detention Alternative Initiatives (JDAI). As one of the JDAI model sites across the state, we strive to achieve excellence within the Detention Facility.

The Therapy Room was added in Detention in the fall of 2013. It is managed by the Detention Mental Health Social Worker. This room has a space for group counseling as well as for individual sessions. In addition, there is a sensory corner, which provides youth who are identified with developmental or mental health issues an opportunity to use sensory items to assist with de-escalation and managing their emotional dysregulation. The mental health social worker

Detention Services Cont.

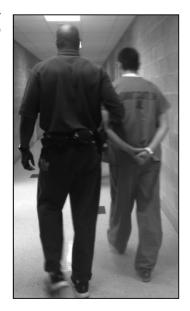
assists the youth in identifying what sensory items are most beneficial and youth are brought down to the therapy room to use the sensory corner for limited, scheduled time according to their level of need. The therapy room is equipped with carpet and other items that create a therapeutic environment for youth in need of behavioral health intervention.

In 2013:

- 2,363 juveniles were brought into the Summit County Juvenile Detention Facility. Whenever a juvenile is brought to Detention they go through the Intake process which consists of reviewing all paperwork and having the Detention Risk Assessment completed to determine whether the juvenile should be held or released.
- **730** juveniles were held in the detention facility; 538 were males and 192 were females.
- 1,633 were released through the admission process utilizing the Detention Risk Assessment Instrument.
- The average daily population of the facility was 53.80.

The average bed days in Detention were **14.35 days** (the average bed days represent the number of days a juvenile held in Detention spends in the facility from the time assigned to a unit until departure/release).

In 2013, 67 youth were referred to the Cognitive Behavioral Therapy (CBT) Unit. The youth in CBT undergo a specialized rehabilitation program and those youth are committed to this unit for 90 days. Of those 67 youth, 62 completed the program. Additionally, there were 19 juveniles



who had motions filed to have them bound over to the adult system and state law requires that bound over youth must remain in a juvenile detention facility under age 21, when the person would then be transferred to an adult prison. The CBT Unit and Bindover youth presence inflates the average bed days in the Detention Center by nearly half.

The Detention Facility continues to use the Juvenile Detention Risk Assessment Instrument which provides information to allow staff make better decisions as to which juveniles should be to be held in Detention and which can be released.

5 MOST ACTIVE COMMUNITIES FOR DELINQUENCY/UNRULY CHARGE

1,793 | AKRON

296 | CUYAHOGA FALLS

230 | BARBERTON

90 | STOW

68 | TWINSBURG

Juvenile Detention Alternatives Initiative (JDAI)

2013 marked Summit County Juvenile Court Judge Linda Tucci Teodosio's third consecutive year of commitment to the Juvenile Detention Alternatives Initiative (JDAI). The initiative, funded by the Annie E. Casey Foundation and backed by the Ohio Department of Youth Services, aims to reduce the unnecessary and inappropriate reliance on local detention centers, save tax dollars, increase system fairness and improve the overall juvenile justice system without compromising public safety.

Although the name implies the initiative is solely dedicated to detention reform, the movement reaches far beyond secure confinement. JDAI is founded on a set of core strategies that support juvenile justice reform. Those core strategies include collaboration, use of accurate data, objective admissions criteria and instruments, new or enhanced alternatives to detention, reduction of racial and ethnic disparities, case processing reform and improvements to conditions of confinement.

Under the auspices of JDAI reform work, the Court oversees committees charged with the responsibility of advancing each of the core strategies featured above. Each committee is comprised of a diversified group of community stakeholders and private citizens who share in the belief that detention should be objective and only reserved for youth who pose the greatest risk to public safety.

Through such collaborative efforts, in 2013, the Juvenile Detention Alternatives Initiative was used to guide the following juvenile justice system reform advancements:

- The establishment of a sensory room inside the Summit County Juvenile Detention Center. The room is used by a full-time mental health social worker to counsel youth in crisis, practice stress management techniques, and serve youth with developmental disabilities, as well as youth presenting with symptoms of traumatic stress. A partnership with Summit County Developmental Disabilities led to the purchase of equipment designed to de-escalate youth from stressful emotional states.
- Summit County Juvenile Court was named the recipient of a grant from the Ohio Department of Youth Services which allowed for the Peace, Justice & Equality committee, a group of concerned and committed community leaders and Court personnel, to receive the training needed to become certified Peace Keepers. In 2014, this group will begin conducting community restorative justice model peace circles in targeted neighborhoods across the community.
- The design and production of promotional materials (i.e., brochures, fact sheets and web pages) that highlight the Court's commitment to the Juvenile Detention Alternatives Initiative, the use of accurate data and community collaboration.
- The development of a new, non-secure alternative to detention for youth with developmental disabilities. From 2009 to 2013, a similar detention alternative led to an 80 percent reduction in the number of youth held at the Summit County Juvenile Detention Center for domestic violence.

Clerk's Office

Donald Lomax, Chief Deputy Clerk

The Clerk's Office is responsible for processing and maintaining all documents filed with the Court. The Clerk's Office is also responsible for collecting filing fees and all fines and costs that are assessed in delinquency, traffic, unruly and adult cases.

In 2013 the Clerk's office filed **6,034** new cases. The breakdown by type is as follows:

• Delinquency: **2541**

Unruly: 276Traffic: 1536Adult: 504

DependencyNeglect/Abuse: 831Custody/Visitation/All Others: 345

In **2013**, the Clerk's office collected a total of \$238,515. Of this amount, \$5,348 was received for the payment of fines and costs in delinquency, unruly or adult cases; \$77,162 was collected for traffic fines and costs, Indigent Drivers Alcohol Treatment Fund and Indigent Defense Support Fund; \$8,427 was collected for restitution; \$139,628 was collected for computer and legal research, special fees, victims of crime, county and clerk fees, indigent application fees, credit card fees and attorney fee reimbursement and Guardian Ad Litem Fees; \$7,950 was collected for the Staying Accident Free Through Education (SAFTE) Program, a driver intervention program.

THE SUPREME COURT OF OHIO FORM D JUVENILE DIVISION COURT OF COMMON PLEAS

Judi		nda Tucci T Judge	eodosio	 				•
2013								
Reporting Year		Α	В	С	D	E	F/G/H/K	Т
		Delinquency	Traffic	Dependency, Neglect or Abuse	Unruly	Adult Cases	Custody/Visitation/All Others	Total
New cases filed	2	2,541	1,536	831	276	504	346	6,034
TERMINATIONS BY:		Α	В	С	D	E	F/G/H/K	т
Trial by judge	5	12	1	11			122	146
Trial by Magistrate	6	30	7	407		1	349	794
Dismissal by party, judge, or prosecutor	7	572	376	83	107	426	146	1,710
Admission to judge	8	162	107	4	7		21	301
Admission to magistrate	9	1,633	1,014	343	130	142	307	3,569
Certification/Waiver granted	10	15	Х	х	х	х		15
Unavailability of party for trial	11	433	71		55	143		702
Transfer to another judge or court	12	133	13	2	12		12	172
Other terminations	15	56	24	17	4	7	80	188
TOTAL	16	3,046	1,613	867	315	719	1,037	7,597

Judge Teodosio Makes Presentation at United States Senate Briefing

Three different states, three different approaches, three different perspectives, one shared goal: finding the right consequence for children and reserving secure detention only for those children who truly present a risk to public safety. That was the thrust of a United States Senate Briefing hosted by Senator Chris Murphy (D-Conn) on July 30th in Washington, D.C. The briefing was entitled, *State Innovations in Juvenile Justice: Investing in Better Outcomes for Our Communities.*

Senator Murphy invited representatives from a federal agency and from three states, Connecticut, Ohio and Texas, to present at the briefing. The federal agency, the Office of Juvenile Justice and Delinquency Prevention, was represented by Administrator Michael Listenbee. Connecticut was represented by Mike Lawlor, Under Secretary for Criminal Justice Policy and Planning. Texas was represented by State Senator John Whitmire. Ohio was represented by Summit County Juvenile Court Judge Linda Tucci Teodosio. The invitations were extended to states that have introduced successful initiatives in reducing commitments and developed successful programming to guide youth away from the juvenile justice system. Ohio has seen a 37% reduction in juvenile commitments since 2001, five percentage points higher than the national average.



Judge Teodosio begins her presentation at the Capitol Visitors Center on Capitol Hill. To her right is Office of Juvenile Justice and Delinquency Prevention Administrator Robert Listenbee and to her left is Texas State Sen. John Whitacre.

Judge Teodosio's invitation was due, in part, to the successful funding instrument put in place by the state, RE-CLAIM Ohio, that supports successful juvenile justice initiatives, and the judge's progressive reforms that she has implemented locally.

The diversity of methods was apparent from the outset of the presentations.

Under Secretary Lawlor noted that Connecticut enacted reforms at the state level since there is no county government in his state. Consensus building and policy-making between the two state houses led to Connecticut addressing the prohibitive costs of overhauling the juvenile justice system. The most impactful change was raising the age level of adult offenders from 16 years old to 18 years old. The result was actually a dramatic reduction in youth aged 16 and 17 entering the juvenile system after the change was enacted.



Judge Teodosio makes a point during her United States Senate Briefing presentation.

In Texas, juvenile justice was almost an afterthought. "Out of sight, out of mind," was how Sen. Whitmire portrayed the prevailing attitude lawmakers had toward youth in the system. It took a scandal to shine the harsh light of scrutiny on the practices, or lack thereof, regarding how juveniles were treated while in detention centers. The subsequent reforms caused Texas to gradually be recognized as a leader in reducing the number of youth placed in detention facilities.

When it was Judge Teodosio's opportunity to speak, she described the benefits of the RECLAIM Ohio program, which subsidizes programming to local jurisdictions to keep children in their communities. But the program also provided more.

"[Ohio] took it a step further and they engaged the University of Cincinnati to develop something called the Ohio Youth Assessment System," said Judge Teodosio. "They gave all the Courts in Ohio a validated tool that we could use in assessing youth in deciding is this child low, moderate or high risk to re-offend and to match them up with ap-

propriate programing based upon their level of risk."

Judge Teodosio then advanced the illuminating research finding which indicates that the conventional wisdom of placing a child in a detention facility is all that's needed to teach the youth a lesson is actually a fallacy.

Continued on next page

Judge Teodosio Makes Presentation at United States Senate Briefing con't.

We're not teaching that child to stay out of trouble, instead, we were actually making children worse by confining them," she said. "So, by providing us this tool and giving judges a means of predicting who would be best suited for certain types of programming, Ohio took it a step further in providing tools that were practical and could be used in the courtroom and in the community everyday by judges, probation officers and others in the juvenile justice system."

Additionally, the state extended the RECLAIM Ohio concept to address the highest-risk youth in the system by offering Targeted RECLAIM that gave the local Courts some flexibility in providing programs for those youth. However, she cautioned that the state wasn't just throwing money at the issue. The local jurisdictions had to demonstrate that their programming was workable and had yielded results.

"The state said we want you to use evidence based or promising practices; things that are proven to work with the type of children that you're dealing with," stated Judge Teodosio. "So, it allowed us to pick and choose from a menu and have some flexibility in funding in using things like cognitive behavioral therapy that really focuses on the thinking errors that youth might have, their impulsivity, giving them the opportunity to practice the things they are learning, so when they go back into the community they won't make the same poor choices."

Following the presentations, there was a question and answer period for members of the overflow crowd in the Capitol Visitors Center. One question referred to the influx of suspensions and expulsions in schools. Moderator Mike Thompson asked Judge Teodosio directly what the Court system is doing to divert some of these kids away from the juvenile justice system.

Judge Teodosio spoke on ways Summit County is diverting children away from the juvenile justice system by identifying poor behaviors exhibited by youth and "intercepting" those youth at the earliest possible point and finding suitable treatment for them. From that concept was born the Court's school-based Responder Program, which focuses on children with mental health issues that are exhibiting either truancy or poor behavior. The Responder Program is funded and supported by the MacArthur Foundation and the National Center for Mental Health and Juvenile Justice. A Court staff member acts as the Responder and works with the teacher and school administrators, the youth, the youth's parents and others who the child identifies with to assist in shaping a case management plan that addresses the needs of the child and the family. The program was implemented in 2009. Eighteen schools, mostly middle schools, currently participate in the program which has an impressive success rate of 80% of those cases that have been closed.

Another question dealt with the communication between the Court and mental health professionals based in schools.

"Our school Responder that I spoke of earlier acts as a case manager bringing folks together to try to work with those agencies within the schools to direct them to receiving those services there," said Judge Teodosio. "So, it really is a partnership between the school personnel and the Court and community mental health to work together to make sure that these children receive those services that they need in the most appropriate setting and with the least amount of difficulty possible."

The briefing lasted an hour and 25 minutes. Afterward, Judge Teodosio was pleased with the experience.

"I hope I was able to communicate the progressive nature of Ohio's approach to juvenile justice reform, as well as Summit County's contribution to that," she said. "It was an honor to be able to participate in an event such as this."

A video of the briefing as well as the entire transcript of Judge Teodosio's comments during the briefing can be accessed on the Summit County Juvenile Court's website at www.co.summit.oh.us/juvenilecourt

Intake Department

Lynda Mullins, Supervisor

The Intake Department is often the first and sometimes the only contact that alleged delinquent and unruly juveniles and their families have with the Court. Intake Officers explain the Court process to the families, gather background information and make appropriate recommendations for disposition to the Judicial Hearing Officer. In 2013, the department officially closed almost 1,900 referrals with an additional 300 processed unofficially without formal filing.

Intake workers refer clients to a number of programs. The Victim Impact Panel (VIP), Crossroads, Teen Court and the TEAMS (Teens Empowered through Accountability and Management Skills) program are just a few. Families are ordered to attend the VIP in hopes they will recognize that bad decisions have a far reaching effect on many people. Panel members present personal experiences related to being victimized at some point in their lives. It served 177 families in 2013. Intake also utilizes the TEAMS program which is facilitated by a Greenleaf/Catholic Charities staff member. This group program meets weekly for 90 minutes and tries to address issues our young people face. Having noticed that transportation was an identified gap in providing this vital service, a decision was made to relocate the program to the bus line-accessible Catholic Charities building on Biruta Avenue.

Intake made 25 referrals to the Crossroads Program in 2013 with 19 referrals accepted after suitability. This is a very intensive program considered voluntary to the extent that the family must make a commitment to engage and follow the Crossroads policies. Once in, they then cannot simply opt out. A more detailed explanation of the Crossroads Program is available in this Annual Report.

2013 also saw the development of initial protocol and ultimately a policy used to identify and assist victims of human trafficking at the Court. Several Intake staff sit on the committee charged with the task of implementing this policy. Area families have already benefitted from this critical undertaking.

Traditional Probation Department

Curtis Howard, Chief Probation Officer

The Probation Department was responsible for the supervision and investigation of 695 cases in 2013, which included 466 new cases and 229 cases that were carried over from the previous year. The monthly average for new assignments was approximately 29 cases per month. There were 695 cases served in 2013, which was slightly more than the 676 cases that were served in 2012. In 2013, youth were maintained under Court supervision for longer terms and engaged in a multitude community based services and programs.

Probation cases are assigned based on geographic districts, allowing Probation Officers to establish and maintain rapport with clients, families, schools and agencies within a district. The average caseload for Probation Officers in 2013 was approximately 31 cases for each Probation Officer. The Probation staff consists of 12 Probation Officers, two Probation Community Workers, four Case Managers, a Probation Supervisor, an Administrative Assistant and the Chief Probation Officer.

In 2013, the Probation Department assisted 102 victims to recover over \$30,000 in restitution that was paid directly to victims. Probationers also worked over 1,300 hours in Community Service in Summit County.

Of the 27 youth who committed to the Ohio Department of Youth Services in 2013 calendar year, only 12 were on probation at the time they were committed, which is approximately 44% of the commitments. In 2013, the number cases transferred to the General Division of the Common Pleas to the adult Court was 17. Of the 17 bindover cases, nine were mandatory and eight were discretionary. Only two of the 17 cases bound over were on probation at the time they were transferred to the adult system. Three hundred eight (308) cases were successfully terminated from probation supervision in 2013.

The Probation Department and the community continued to benefit from two grants supported evidence-based programs. The Behavioral Health Juvenile Justice Grant supported two programs that provide intensive in-home therapy for youth and parents. In 2013, 59 families engaged in intensive in-home based therapy. The Target Reclaim Grant supported additional services such as the Cognitive Behavioral Therapy model "Thinking For A Change" groups which served 69 detention youth and 53 community youth. The Probation Officers and Probation Community Workers delivered 324 EPICS (Effective Practices In Community Settings) sessions in 2013.

Summit County Juvenile Court and the Probation Department continue to maintain working relationships with community agencies and committees. These efforts seek to enhance the development and security of the Summit County community, while holding juvenile offenders accountable for their actions. The community agencies, services and court programs have provided opportunities for our youth to engage in educational, substance abuse treatment and mental health services.

Offender Specific Unit

Terry Walton, Felony Disposition Supervisor

Three full-time Probation Officers and the Felony Disposition Supervisor comprise the Offender Specific Unit (OSU). This specialized probation unit supervises an average of 52 youth a month who have been charged with or adjudicated for a sexually aggressive offense as described in the Ohio Revised Code. In 2013, 40 youth were referred to this department, reflecting an increase of 9 youth from 2012. The average term of probation for this population is 18 to 20 months.

These specialized Probation Officers serve a multidisciplinary role in that they supervise their youth from intake through termination of probation, including any placements that may occur.

These Probation Officers make face-to-face contacts with youth at home, school, office, community counseling appointments and placement facilities. Using Evidence Based Practices, this unit collaborates with Child Guidance and Family Solutions to provide community based treatment to their clients. This unit cofacilitates three treatment groups each week, including a group which serves youth with developmental disabilities. This unit served an additional 21 youth by offering "Wise Guys" and "Smart Girls" as an alternative for less serious offenders. Teaching empathy and social skills remain a high priority in our treatment model. This is achieved through assigned "Amends" projects, group counseling and community service work.

In 2013, the Offender Specific Unit continued to provide a parent group in collaboration with Child Guidance and Family Solutions. The parent group meets regularly to provide education, support and guidance to parents of offenders.

In addition, this unit provided 15 educational presentations to Police Diversion Units, school districts and various community support organizations. OSU Probation Officers sit on several important committees within the county and state. They are members of The Supreme Court of Ohio's Roundtable which provides additional training on statewide issues. These collaborations provide the Probation Officers with the opportunity to discuss best practices in order to develop new services to successfully manage juvenile offenders in the community.

Crossroads and New Paths Probation Unit

Kevin Floyd, Program Supervisor

The Crossroads Program is a diversionary, intensive probation program for youth presenting to the Court with a qualifying mental health diagnosis, a moderate to severe substance-related disorder or both (dual-diagnosis).

Crossroads holds weekly review hearings with the designated Crossroads magistrate allowing for more immediate rewards and sanctions. Crossroads is incentive-based with an emphasis on accountability. The program consists of a unit supervisor, four probation officers, a part time clerk/bailiff and a part-time probation community worker. Crossroads also contracts with an attorney guardian ad litem who provides legal representation to each youth throughout the duration of the program. The Crossroads program continues to take pride in and value the partnership we have with community providers which allows us to effectively collaborate in the best interest of the youth, their families, and the community.

In 2013, 81 families were served by the program, including the admission of 34 new families. The program also celebrated the commencement of 17 graduates, all of whom successfully completed the program requirements which allow the youth's admitting offense and any subsequent violation to be dismissed and sealed. These youth left the Summit County juvenile justice system living a clean, healthy and sober lifestyle.

Also, in 2013, Crossroads applied for and was granted initial certification as a specialized docket by the Ohio Supreme Court. The final certification process will begin in 2014.

New Paths is a specialized intervention intake/probation service designed to address the needs of youth with a developmental disability or cognitive delay and who have a juvenile justice related delinquency issue. Crossroads probation officers are also responsible for serving the New Paths families and act as intake worker, probation officer and case manager. New Paths purpose is to provide continuity of care and consistency and assist with navigating the juvenile justice system, as well as providing appropriate referrals to community providers for services.

In the event a youth is adjudicated delinquent and placed on probation, the New Paths probation officer remains in place through the duration of the probation period. Progress is monitored through regular school visits, contact with service providers, and regular review hearings with a designated magistrate or judge.

Crossover Youth Practice Model

Getta Cornici, Program Coordinator

In 2007, Casey Family Programs and the Center for Juvenile Justice Reform at Georgetown University's Public Policy Institute partnered to address issues being presented by youth who are simultaneously known to both the child welfare and the juvenile justice systems. These young people are referred to as "crossover youth." This joint venture resulted in the development of the Crossover Youth Practice Model (CYPM), a guide that describes the specific practices that need to be in place within a jurisdiction in order to better serve the number of youth who crossover between systems.

In 2012, Juvenile Court Judge Linda Tucci Teodosio and Children Services Executive Director John Saros launched the Crossover Youth Practice Model in Summit County. Summit County Juvenile Court and Summit County Children Services are the lead agencies for the Crossover Youth Practice Model.

All Crossover Youth Practice Model participants have their delinquency and dependency, neglect & abuse Court hearings conducted before one Judge (or Magistrate).

The approach allows judicial officers to become thoroughly familiar with the needs of the children and families, the efforts made over time to address those needs and the complexities of each family's situation.

To participate in the CYPM, youth must meet the following eligibility requirements:

- Age 10 16 years old.
- Living (or placed) in Summit County.
- Open delinquency case (DL), or unruly (UN) case.
- Open dependency, neglect or abuse (DN) case.

Since the program was implemented at the Court, certain cases could not be placed on the CYPM docket due to failing to meet the residency or age requirement, the delinquency and/or Dependency, Neglect or Abuse case was dismissed or resolved, the case was referred to the Crossroad Program or the new Paths docket or the youth was referred to residential placement or the Offender Specific Unit.

In 2013, the CYPM successfully closed 40 cases and 20 cases remain open.

Family Resource Center

Lisa Karas, Program Coordinator

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Now in its eighth year, the Family Resource Center (FRC) operates under the philosophy that short-term assistance will lessen recidivism and assist families in becoming self-sufficient. The FRC continues to serve youth and families in addressing challenging issues such as but not limited to: teen parenting, truancy and related school issues, community re-entry, unruly behavior and domestic violence. The FRC, made possible by federal Temporary Assistance to Needy Families funding through the State of Ohio and County of Summit Departments of Job and Family Services, built on its collaborative community relationships to serve nearly 700 clients (youth and adults) in the Summit County area in 2013. Nearly 75% of participants that complete programming through the FRC successfully complete their service plan goals and become engaged in community resources that address their needs. Using a case management model, the FRC staff partner with clients to assess their needs, refer them to community service providers, problem solve, and provide monitoring, and support along with an array of special in-house programming offered at the court and in the community which includes:

Thanks to a start-up grant obtained by the Women's Board to the Summit County Juvenile Court from the Margaret Clark Morgan Foundation and equipment donated by the Summit County Department of Job and Family Services, the FRC is able to offer educational enrichment opportunities that includes a computer lab and web-based learning tools for youth and families to explore career and education software, and develop an array of self-improvement and coping skills that will serve them well now and in the future. In 2012, the FRC expanded this enrichment program to include tutoring services. Tutoring has continued in 2013. The tutors are students from The University of Akron, Kent State University and community volunteers. Youth do not need to be FRC involved in order to take advantage of the tutoring program.

During the 2013 year The Family Resource Center continued to offer the Responder Program. In 2011 the FRC case managers were providing case management in 12 middle schools in the Summit County area. In 2013 the FRC expanded this program to include 21 schools, including elementary schools and high schools in Summit County. The Responder Program provides case management services to youth who are struggling with truancy issues, behavior issues, academic issues and/or mental health concerns, before this behavior results in a referral to Juvenile Court. Approximately 75% of clients involved in the Responder Program have seen success in decreasing truancy, decreasing negative behavior at school, addressing mental health concerns, while improving their academic performance and avoiding a referral to the Court. Community, parental, and school support and collaboration are key factors in the success of this program. The Mandel School of Applied Social Sciences, Center for Innovative Practices at Case Western Reserve University, is conducting a research study to evaluate the overall effectiveness of the Responder Program. This research is funded by the John D. and Catherine T. MacArthur Foundation as part of its national ongoing Models for Change Mental Health Juvenile Justice Action Network.

The Truancy Mediation Program, a diversion program through the Court now in its third year, provided mediation for 58 cases in 2013. An FRC staff member mediates on cases in which a youth and/or parent have been referred to juvenile court for truancy and/or failure-to-send. In most situations, cases are diverted to mediation on first time referrals, although other factors are taken into consideration. The goal of the program is to resolve the issue of truancy by determining and addressing the underlying causes on an individual family basis. School officials, the youth and family members and the mediator work as a team to develop a plan that best addresses that youth's needs. The mediator also acts as a case manager to refer participants to supportive services in the community and provide follow-up. In 2011 the mediation program focused on Akron Public Middle Schools. Since then, the mediation program has expanded to include all Summit County Schools in which youth and their families meet program criteria. The program continues to see a high rate of success in diverting truancy and failure-to-send cases, as

Family Resource Center con't.

Lisa Karas, Program Coordinator

well as successfully addressing the underlying issues that are preventing a youth from attending school on a consistent basis.

The FRC also partners with Cleveland Catholic Charities and Greenleaf Family Center to host T.E.A.M.S. (Teens Empowered through Accountability and Management Skills). This is a four week program that provides life skills that will empower teens, hold them accountable for their behavior and actions, and help them manage all aspects of their lives.

The Summit County Truancy Task Force Committee is chaired by FRC Coordinator Lisa Karas. While not an FRC program, several FRC staff are committee members. The Task Force was reintroduced to the community in 2013 as a means of gathering school officials, Court officials and mental health professionals to examine truancy issues and work as a team to address those concerns. The committee meets quarterly at Juvenile Court. In conjunction with the newly introduced task force, the Court sponsored training in March 2013 entitled "Truancy and School Law in Summit County." The training was so well received that the Court offered the training again in October 2013.

The FRC program coordinator and other staff have also become members of the newly established Summit County Juvenile Court Human Trafficking Committee and are responsible for assisting in the identification of possible Human Trafficking victims that come to the court's attention, as well as conducting formal assessments and alerting law enforcement when appropriate.

Psychology Services

Dr. Thomas Webb, Staff Psychologist

The Psychology Department provides forensic evaluations to the Court along with clinical assessments to aid appropriate placement of youth in community programs. Of the nearly 200 evaluations performed in 2013, 16 related to determination of amenability for transfer to the adult system. In addition, Dr. Webb provides advisory support to Court staff and is involved in the forensic training of Child & Adolescent Psychiatry Fellows at Akron Children's Hospital. Fostering implementation of conferences and other teaching opportunities has also been provided to the community.

CASA/GAL Program

Beth Cardina, Program Coordinator

The Court Appointed Special Advocate/Guardian ad Litem (CASA/GAL) Program of Summit County advocates for the best interests of abused, neglected and dependent children within the Juvenile Court system. Based on the belief that children are entitled to a safe and permanent home, the CASA/GAL Program works in the court system through trained community volunteers, in collaboration with key agencies, legal counsel and community resources to serve as the child's advocate. As a party in the proceedings, it is the role of the CASA/GAL to investigate, assess, make recommendations, monitor and advocate in order to assist the Court in making decisions in the best interest of children.

The program is funded by the Summit County Juvenile Court and by grants from the Victims of Crime Act, the State Victims Assistance Act, Federal Title XX/TANF funds administered by the Summit County Department of Job and Family Services, Russell M. Pry, Executive, National CASA, local foundations, businesses, organizations and the CASA Board Volunteer Association, Inc. The CASA Board Volunteer Association is a 501(c)3 non-profit organization which exists to promote the program and to support the CASA volunteers in partnership with the Court. In 2013, The CASA Board contributed over \$63,000 to the general operating costs of the CASA Program.

Additionally, with support from the Kimberly S. Denholm Charities, community grants, individual donations and the Women's Board to the Juvenile Court, the CASA/GAL Holiday Toy Shop and the Court's Toy Project coordinated their efforts into one event, providing holiday gifts to over 400 children in care.

The CASA/GAL Department consists of 16 staff members. During 2013, the staff and approximately 250 volunteer child advocates provided a voice for over 1,025 dependent, abused or neglected children in Juvenile Court Proceedings. The number of children it serves ranks as the highest of any CASA/GAL program in the State of Ohio and one of the largest in the nation.

Child Responsibility Project/Community Service

Steve Stahl, Program Director

The Child Responsibility Project's function is to locate job sites where youth will work in order to pay restitution to the victim of their offense and supervise youth working at those sites. The money that the youth earns is provided through the Reclaim Ohio grant and is paid directly to the victim by the Court. The juvenile is credited an hourly wage as dictated by court policy. The victim then receives the wages up to a \$600 cap. Work completed by youth in this program is always supervised by court staff. It is also the responsibility of this unit to compute the hours and track them. In 2013 there were 124 juveniles that took part in the Child Responsibility Project, completing 3,983 hours worked and earning \$31,865.62 which was paid to victims of crime. The juveniles received \$8.00 an hour. In 2013 104 juveniles were ordered to make restitution of \$30,662.79 through this program.

The Community Service Department works closely with the Intake and Probation Departments to assure that youth are meeting the requirements of their community service sanction. In 2013, 1,821 juveniles completed community service which had been ordered. The completed community service hours in 2013 were 10,581. A total of 641Juveniles were ordered to complete 5,327 hours of community service in 2013. In 2013 the department made a substantial effort to clear up old cases and warrants from previous years. That is the main reason juveniles and hours worked substantially exceeded juveniles and hours ordered in 2013. The backlog has virtually been eliminated. Community Service work may or may not be supervised by court staff. Court staff supervised a total of 333 juveniles in these 2 programs in 2013.

In 2003, the Court initiated its Special Projects program. This program allows a juvenile to earn credit for eight hours of ordered community service by earning \$40.00 which, depending on the time of year, will be used to purchase toys, food or school supplies. These items are donated to the needy in Summit County. It is the responsibility of this department to track the paperwork for the projects, take custody of the items and assure the delivery of the items to those in need. A total of 76 juveniles participated in this program in 2013. This enabled the court to donate over \$3,040 of toys, food and school supplies to needy families.

Brown, Myers, Nagle & Singletary Named Employees of the Year

Four members of the Juvenile Court staff were named Employees of the Year in a ceremony held in the Court's 1st Floor Conference Room on June 5th. Chris Brown, Keysha Myers, Shanda Nagle and Robert Singletary received High Point Awards for their outstanding work in the past year.:



Chris Brown, a Volunteer Coordinator in the CASA Program, was noted for her thoughtfulness and thoroughness. In her introduction of Ms. Brown, Judge Teodosio said, "She has established a reputation with her co-workers and the CASA volunteers she supervises as a consummate and compassionate professional."



Keysha Myers, a Probation Officer, has taken on many challenges beyond her normal caseload of probationers. She has been instrumental in establishing the Cognitive Behavioral Therapy (CBT) curriculum and she was recognized for her work with the most at-risk male offenders who comprise the Thinking for a Change Group that is part of the CBT initiative.



Shanda Nagle, a Detention Worker, has shown a propensity to learn as much as she can about the operation of the Detention Center. She has developed an invaluable versatility and has been a positive influence on the staff in Detention.



Robert Singletary, a Probation Officer, has also brought the CBT initiative to life at the Court. He blends goal-setting and a firm but fair hand in working with the deep-end felon youth in the Thinking for a Change Group. According to his Probation Department Supervisor, Curtis Howard, he is "a motivator, leader, teacher and sometimes a preacher."

At the conclusion of the ceremony, Judge Teodosio addressed the staff in attendance stating, "The Court is only as good as the employees who do their jobs day after day. I want each of you to know how grateful I am for your devotion and your effort. I think I can safely say that our Court is recognized as one of the very best in the state and that is a direct reflection on the dedication that you bring to your particular jobs and I thank you."



The Women's Board

The Women's Board to the Juvenile Court continues to be a vital source of assistance to the Court, its staff and the youth in Detention. The mission of the Women's Board is to promote educational options and incentive programs for the youth in Detention while providing much-needed volunteer services to Court staff. The members also conduct various fundraising events with the proceeds used for a variety of programs and events at the Court.

In recent years, the Women's Board approved a substantial grant to the Court which facilitated the renovation of two halls in the Detention Center that is being used to separate youth involved in "Thinking for a Change" Cognitive Behavioral Therapy from the general Detention population to improve their best opportunity to succeed in the program. The results have been encouraging and It would not have been possible without the generosity of the Women's Board.

In the past year, the Women's Board again logged 5,860 volunteer hours at the Court. Three of its members, including current members Ruth Dodridge (2009) and last year's honoree, Jane Hutmacher, have been named as the Court's Volunteer of the Year.







Teen Court

The Summit County Teen Court is a diversionary program designed to provide the community's youth exposure to the juvenile justice system. Teen volunteers hear actual cases in Juvenile Court and they actually participate in the proceedings.

The Court makes referrals to Teen Court on cases involving first-time offenders who have admitted to committing a low-level misdemeanor offense. The youth and his or her parents or guardians must agree to have the case referred to Teen Court for a dispositional hearing literally before a jury of their peers. High school students from across Summit County received training on Court procedure and how to apply the principles of restorative justice to their dispositions.

With the help of volunteers from actual trial attorneys and assistant prosecutors, teens take on the roles of defense attorney and prosecutor and argue their cases to a jury consisting of teen volunteers. Once testimony has been delivered the jurors begin their deliberations and return with a disposition. Should the youth abide by the conditions of their disposition to the satisfaction of the Court, the charge against them will be dismissed.

In 2013, 33 active volunteers from 13 high schools participated in 16 Teen Court hearings.







2013 Accomplishments Under the Leadership of Judge Linda Tucci Teodosio

Crossroads Program Certification Process Moves Forward: The Court received initial approval for its application to have the Crossroads Program certified with the Ohio Supreme Court, which would then recognize the program as a specialty docket. Final approval of the certification is expected sometime in 2014.

Funding Received to Launch FRRC Docket: The Court received a three-year, \$538,363 grant from the federal government to introduce a specialized docket, the Family Reunification through Recovery Court (FRRC), to the growing menu of Court services, in conjunction with Summit County Children Services (SCCS). The collaboration is intended to re-unite and stabilize family units through the provision of suitable intensive treatment and intervention for families who have had their children removed as a result of substance abuse, or when it has been determined to be a major contributing factor to the children's removal. Support and services for both the parents and the children for other issues such as poverty, mental health and trauma will also be offered to those families who choose to engage in the program.

Guardian ad Litem Grant Approved: The Court received a grant from the federal government through the county's Department of Job and Family Services. It will aid the Court's Guardian ad Litem (GAL) Program. The Title XX/TANF funding totaled \$259,000 for federal fiscal year 2014 and will cover one year and is renewable year-to-year. The revenue allowed the GAL Program to hire two Volunteer Coordinators and two Child Advocates. The additional staffing allows the CASA/GAL Program to maintain its standing as the largest program of its kind in the state of Ohio and the 4th largest in the United States. The CASA/GAL Program provides advocacy in the best interests of children who are Court-involved through no fault of their own.

The Peace, Justice & Equality Initiative: Originally formed under the Disproportionate Minority Contact banner, the program re-organized under a new name, the Peace, Justice & Equality (PJ&E) Committee. The movement seeks to educate communities in order to reduce the disproportionate number of minority youth who come in contact with the juvenile justice system. While the movement is nationally-based, local communities have the autonomy to shape the manner in which it approaches the methods needed to realize that goal. The PJ&E Committee hopes to have a series of community activities to raise awareness of its mission and methods to bring parties together to create dialogue in hopes of enhancing communication and understanding between law enforcement, concerned citizens and youth.

RECLAIM Ohio Ranking Maintained: For the sixth year in a row, the Court was one of the top two counties in Ohio in receiving RECLAIM Ohio funds. The Court received those funds based on the number of felony adjudications and Ohio Department of Youth Services bed-day usage. Those numbers are factored into a formula and compared to the activity of other counties in the state. The funding is a product of responsible management at the Court while providing innovative programming and education at the community level. This has allowed the Court to enhance its rehabilitation for youth who remain under Court supervision. This has resulted in a decrease in bed-days, which is becoming a positive trend. For example, during fiscal year 2013, there were 731 less bed-days used than in 2012. As a result, in 2013, the Court yielded \$3.746 million, or a 12.3% share, of available RECLAIM funds from the State of Ohio.

Therapy Room Implemented: In response to the Juvenile Detention Alternative Initiative's (JDAI) movement toward giving youth the opportunity to learn viable skills while detained, Judge Teodosio created a Therapy Room based in the Detention Center. The Therapy Room has a Mental Health Social Worker stationed there to counsel youth who are having emotional issues. Several methods are offered the youth to develop coping mechanisms that can be useful while in Detention and after they re-enter the community.

The Employees of the Summit County Juvenile Court*

Bruce Alexander Akaree Anderson Chariti Armstead Rebecca Armstrong Tia Autrey

Baric Banos Kenzie Barclay **Tammy Barnes Terry Bendo** Linda Bennett Pamela Bennett **Kathy Bertsch Bob Bickett** Jaime Blair Jennifer Bond Jon Booher Stephanie Borak Max Briggs Welby Broaddus Kimberly Brooks **Christine Brown Bryan Bryce Adrien Burton** Justin Burton Alex Byard

Beth Cardina Melissa Carson Richard Cash Emily Caudill Kielan Cherry Luv Chounramany **Brad Christman** Roslyn Clark **Rollin Clayton Sandra Coddington Daniel Cody** Renee Conlon Getta Cornici Laconia Crandall Kelli Crawford-Smith **Amber Crowe**

Daniel Dario William Davis Sarah DeLeo Lisa DiSabato-Moore Carmen Dorman

Lisa Eagle Rachel Earich Elizabeth Emanuel Cheryl Evans Stephen Evans Tatanina Evans

Ruby Fair Chanin Faith Lori Favalon Chris Fergus Tremain Fields Hilary Finkel Kevin Floyd Brian Fogle Darin Ford Thomas Freeman Alan Futo

Danny Gabel Tom Gaffney Tavia Galonski Denzel Gambrell Susan Gatts Melissa Gerney Norma Green Don Guthrie

Heidi Day Hall **Darrell Hammett Adam Harris Cheryl Hatcher Brandon Hayes Xavier Hayes Tom Henretta** Katie Herman Jessica Heropulos LaTonya Hill **Kandy Hixson Karen Holmes David Horner Curtis Howard India Hughes** Katherine Hullum **Nicole Huntsman**

Perry James
Kaneesha Johnson
Michael Johnson
Nate Johnson
Tammy Johnson
Kenneth Jones
Adam Jovicic

Lisa Karas Patrick Keenan Willie Kellie Joe Kernan Katherine Kneeland

Elizabeth Lashley
Jeremiah Latimore
Laimere Latson
Shantel Lawler
Bethany Lee-Lane
Jennifer Lewis
Donald Lomax
Phil Lucco
Keith Luhring
Laura Lynd-Robinson

Lisa Mancini
Tillman Manuel III
Dawne Marlowe
Jim Martin
Lavar Martin
Mary Martin
Stacey Mathieu

Kristin Maxwell Robert McCarty Tedlayla McCraney **Denise McGuckin Shawn McNulty** Mary Ann Mendlik **Davone Miller** Derrick Miller Reese Miller **Duane Mitchell David Molis Kandy Monroe Leslie Morris** Lynda Mullins Lyndsi Munford Lora Mycoskie Keysha Myers

Nicholas Nagle Shanda Nagle Brittany Neal Michelle Neely Steven Nettle Vicky Newell Sarah Norman Sarah Noviks

Jimmy Oliver Juwana Owens

James Palm
Linda Palmeri
Jeanne Papoi
Remarr Parnell
Lori Phillips
Keith Philpot
Tiffany Poole
Jonathan Pooler
Jeff Pope
Kevin Prevo
Darryl Pringle
Patrick Pullum

Rhonda Riddle Angela Robinson Rita Rochford Monique Rodgers Ralph Roebuck Susan Rollings Tysha Ross Sally Roupe Becky Ryba

Julie Sample
Sarah Sapper
Jolynn Schaetzle
Todd Schauffler
Cory Schweigert
Reginald Scott
Cynthia Shama
Kynasia Sherman
Tiffany Sieg
Cheryl Simpson
Steven Sims
Robert Singletary

Annie Skapin Eric Small Raylene Smead **Triston Tyrrell Smead Carie Smith Christopher Smith Kathy Smith Thomas Smith Darryl Smoot Matthew Snider** Mike Soyars Steve Stahl **Christopher Steens Tammy Stiles** Maureen Sullivan **Timothy Sutherland**

Rachelle Taylor
Judge Linda Tucci Teodosio
Luchiana Terrell
Adam Testa
Cathy Richardson Thomas
Esther Thomas
Jody Tolley
Regina Valdez Torrez
DeAndre Tucker
Woody Tyrrell

Dante Ursetti Don Ursetti

Katy Van Horn Joanne Vetter

Christian Wade Denver Wade Hadrian Wade Rashara Walker **Terry Walton Michael Ward** Dr. Thomas Webb **Tim Wilkes Kevin Williams Tracy Williams** Steven Williamson Carmen Wilson Jane Wilson **Eddie Winstead Tiffany Worthy** Quin Wychanko

Tiffany Yanulaitis Joshua Young

Joan Zito

^{*} list includes part-time employees, employees who worked a portion of 2012 at the Court and interns.



